Is Investing in Women's Economic Empowerment an Investment in National Security and Stability?

Research on behalf of the Department of State - Office of Global Women's Issues

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Introduction

The effects of violent extremism, terrorism, and instability are not confined to the nations in which they occur. The repercussions are felt globally, and the result is widespread and systemic instability. Addressing these issues is challenging, and while there is no clear singular solution, research literature suggests there are certain investments in human capital that could reap tremendous benefit. With investment and opportunity, women's economic empowerment can benefit and positively improve the status of women's families and communities, which in turn can have positive implications for national stability and in countering violent extremism (CVE). This paper will explore the linkages between the economic empowerment of women and the stability of societies.

As Dr. Raymond Robertson, Director of the Mosbacher Institute of Trade, Economics, and Public Policy, explains, "There's lots of examples and evidence that shows that getting women into the workforce actually facilitates economic growth and economic prosperity, which then…would reduce insecurity." There is abundant literature that discusses how empowering women economically is good for women.[1] But as noted by Dr. Robertson, because women comprise half of society and potentially half of the workforce, there are also clear indications that empowering them is good for the broader national economic outlook.[2] What the literature lacks, however, are clear connections between women's economic empowerment or lack thereof in society and the effect on security, stability, and CVE. This paper explores the current knowledge base on that linkage but goes further by offering an original empirical analysis. Furthermore, this research project will clarify the importance of empowering women economically, as versus investing in general economic improvements or non-economic means of empowerment.

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[1] The increase in income also leads women to have greater decision-making power and access to financial resources. These jobs have empowered women to postpone marriage, gain greater choice in who they marry, and become valued within the family unit. Couture, Krista London. "A Gendered Approach to Countering Violent Extremism-Lessons Learned from Women in Peacebuilding and Conflict Prevention Applied Successfully in Bangladesh and Morocco," Foreign Policy at Brookings. July 2014. http://www.peacewomen.org/sites/default/files/a_gendered_approach_to_countering_violent_extremism_0.pdf

[2] Specifically addressing issues faced by middle income countries, this article postulates that nations cannot reach their full potential until women and girls are fully integrated into society and the economy. "World: Helping ensure growth is shared by men and women - A focus on economic empowerment to build resilience and stability." (2018, Oct 01). *The World Bank* Retrieved from https://www.worldbank.org/en/topic/gender/brief/helping-ensure-growth-is-shared-by-men-and-women

This paper approaches the topics of women's economic empowerment and societal stability through 1) a comprehensive examination of the existing literature on the relationship between women's economic empowerment and national stability, and 2) a cross-sectional statistical analysis of the linkage. The research has also been supplemented by over 20 hours of interviews with 25 experts in the fields of CVE, economics, Women, Peace and Security (WPS), international development, and religious studies.[3] For the quantitative section of this paper, the research team created an original index of women's economic empowerment to analyze the connection between women's economic empowerment and measures of societal stability. Finally, a full annotated bibliography has also been provided. Overall, the objective of this report is to provide the U.S. Department of State's Office of Global Women's Issues with a solid case justifying the prioritization of the economic empowerment of women in U.S. foreign policy.

[3] See Appendix 2

Theoretical Framework

Since the middle of the 20th century, development theories have evolved to include the contributions and role of women. From the 1950s to the 1970s, a set of common ideals advocating for women's inclusion in economic development theory and programs became known as "women in development" or WID.[4] The majority of development projects focused on women between 1970 and 1990 were rooted in a WID perspective, many of them centered around income-generating activities where women were taught a particular skill or craft and were sometimes organized into marketing cooperatives.[5] Such programs were often "add-ons" to larger, more broadly focused development projects. The WID perspective gained legitimacy through its grounding in the modernization theory of development. Modernization theory argues that the expansion of education systems and industrialization results in economic growth, eventually benefiting all segments of society, including women.[6]

By the 1970s, however, this view was increasingly questioned as evidence emerged suggesting that rather than improving the economic status of women, modernization offered them very little measurable benefit.[7] In many cases, men appeared to be the main beneficiaries of the surge in educational expansion and new technological opportunities; women were often excluded from these advancements and relegated to the lowest-paying jobs. Modernization theory and WID fell short because they underestimated the exploitation of women as a component of capital accumulation. Ultimately, WID failed to confront the fundamental patriarchal norms and structures behind why women have historically been overlooked as agents of development.

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[4] Ester Boserup, *Women's Role in Economic Development* (London: George Allen and Unwin, 1970) catalyzed the earliest use of the term "women in development." Later, more complete versions of WID were conveyed by Jane S. Jaquette, "Women and Modernization Theory: A Decade of Feminist Criticism," *World Politics* 34 January 1982) and Patricia Maguire, *Women in Development: An Alternative Analysis* (Amherst, MA: Center for International Education, 1984).

[5] Eva M. Rathgeber, "WID, WAD, GAD: Trends in Research and Practice," *The Journal of Developing Areas* 24 (1990). Rathgeber clarifies that the WID/WAD/GAD perspectives are not entirely conceptually distinct, and thus it is not always possible to place a development project within a single theoretical framework.

[6] Rathgeber (1990) gives an overview of modernization theory; more detail can be found in Theodore Schultz, "Investment in Human Capital," *American Economic Review* 51 (1961).

[7] See, for example, Boserup, *Women's Role in Economic Development*; Irene Tinker and Michele B. Bramson, *Women and Development* (Washington, DC: Overseas Development Council, 1976); Elsie Boulding, *The Underside of History* (Boulder, CO: Westview, 1976); and Gail P. Kelly and Carolyn Elliot, eds., *Women's Education in the Third World: Comparative Perspectives* (Albany, NY: SUNY Press, 1982).

As a response to these shortcomings, the theoretical approach called "women and development" (WAD) emerged in the late 1970s.[8] The WAD approach is based on the understanding that women have always been an important part of national economic development, and as such, governments should do more than merely address women as a secondary aspect of their development strategy. This theoretical framework places significant emphasis on systematically eliminating inequality from every facet of society for both men and women of all classes. Like WID before it, WAD projects incorporate income-generating activities for women. However, rather than focus specifically on women's relationship to development, WAD's framework focuses on the deeper relationship between repressive social biases and capitalism. WAD programs may still be "add-ons" to other broadly focused development projects, but they are more often programs designed specifically for women. The goal of WAD programs is to promote women and men as equals. Examples of WAD programs include programs that seek to endow female entrepreneurs with the same legal rights as their male competitors (i.e. the right to rent/buy property for a storefront). With WAD, the condition of women in society is seen within the overarching structure of class inequalities.

However, the implicit assumption that women's economic positions will improve once social structures determining productivity become more equitable neglects the overriding influence of patriarchal ideology in many societies.[9] Furthermore, both WID and WAD were weakened by their shared singular preoccupation with the economically productive dimension of women's work and lives, neglecting to consider how advancements in certain aspects of women's productivity might affect other aspects of women's lives and the lives of their households. For example, an emphasis on developing income-generating activities for women may result in an increased time burden, ultimately setting women back in terms of overall empowerment.

Responding to the need for a more holistic perspective, the "gender and development" (GAD) theoretical approach surfaced in the 1980s. GAD sees women as potential agents of

[8] Rathgeber (1990). Or more specifically, Achola O. Pala, "Definitions of Women and Development: An African Perspective," in *Women and National Development: The Complexities of Change*, ed. Wellesley Editorial Committee (Chicago, IL: University of Chicago Press, 1977).
[9] Rathgeber (1990).

change rather than passive beneficiaries of development initiatives.[10] Instead of merely integrating women into already ongoing development efforts, GAD encourages a fundamental reexamination of social structures through development programs; specifically, GAD targets patriarchal social structures that have significant impacts on women's empowerment. Subsequently, a key focus of this theory includes strengthening women's legal rights and allowing women to be equal participating members of society because when women participate, development prospects improve. The GAD perspective underpins this paper's research as it allows for an analysis of how women's empowerment in one sector, such as the economic sector, may positively affect other areas of society. This paper's research and conclusions are founded on the conviction that women are legitimate actors with the capacity to drive and shape both economic and social development on behalf of nations.

With this fundamental framework established, our research examines the linkages between the economic empowerment of women and instability/extremism in a society. This report defines women's economic empowerment as any combination of the following actions: removing barriers or obstacles to women's equal economic involvement, implementing protections for female economic participation, and creating incentives or opportunities for women to enter or progress in the economy. Independent variables used within this report as indicators for measuring economic empowerment include female rates of labor force participation, quotas for corporate boards, the legal status of women in the economy in both law and practice (including property and land laws, work-family policies, and access to economic institutions), the social environment and attitudes towards women in the workforce (including physical safety), and the share of economic decision-making power held by women.

Instability is defined in this report as the tendency or likelihood of a nation to experience social disturbance or violence as well as its vulnerability to conflict or collapse. Violent extremism is the implementation or threat of illegal force or violence by a non-state actor to invoke fear, coercion, or intimidation in efforts to attain an ideological or political goal. Instability and violent extremism are often measured through indicators such as gang and terrorist activity, homicide and violent crime rates, incidents of social, political and economic

[10] Kate Young, "Gender and Development," Notes for a Training Course on Gender and Development (Aga Khan Foundation, Toronto, 1987) identifies the key aspects of the GAD approach. See also Rathgeber (1990) for an excellent summary.

unrest, degree of militarization and international and domestic conflict, and strength of rule of law.

The main limitation facing this study is a lack of existing literature on these linkages. Throughout the preliminary research process, it became evident that the analysis of the effects of women's economic empowerment on national stability is a relatively young field. There are many potential causes for violent extremism and instability, however, the role of women's economic empowerment in such a multifactorial context has been underspecified. An additional limitation is the common disconnect that exists between a nation's laws and its practices regarding women's economic and social opportunities. Laws pertaining to women in the workforce may seem to indicate that a nation has high levels of female economic empowerment, but the social environment, which is significantly more difficult to measure, may severely limit actual female economic participation. A final constraint is data collection. Many nations, particularly developing nations, have historically failed to maintain good records of indicators relating to women's economic involvement, both formal and informal. The collection of gender disaggregated data for development programs focused on economic growth or empowerment has accelerated only in recent decades and still proves lacking.[11]

Because the extant literature does not identify evidence directly connecting women's economic empowerment to stability, we propose that there are mediating mechanisms deriving from women's economic empowerment that ultimately lead to more stable societies and nations. The existing literature identifies a set of such mediating mechanisms: that is, the literature establishes the relationship between women's economic empowerment and a mediating mechanism and then goes on to establish the relationship between that mechanism and resulting levels of national stability and security. Therefore, within the literature review, we utilize an A-B-C approach of "A" (women's economic empowerment), "B" (mediating mechanisms), and "C" (national stability and security) to explain how women's economic empowerment results in stability and security. Sources used to inform our literature review can be found in the full annotated bibliography appended to this paper.

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[11] Prisca Benelli, Dyan Mazurana & Peter Walker. "Using sex and age disaggregated data to improve humanitarian response in emergencies," *Gender & Development* 20 (2012) show that capturing gender-disaggregated data and using it for gender-responsive programming has been far from standard practice in humanitarian response. Additionally, a 2016 report found only 40% of multisector coordinated needs assessment reports provided sex and age-disaggregated data (ACAPS. "Meeting Information Needs? A review of ten years of multisector coordinated needs assessment reports," January 2016.)

We identify six main "B" mediating mechanisms, each of which will be expounded upon thoroughly in this paper's literature review. The mediating mechanisms we examine are fertility, education, migration, women as breadwinners, attitudes, and political participation. Their corresponding causal chains are presented with relevant literature in the following sections.

Figure 1: "A" to "B" to "C" Variables

B.1. Fertility

Women's fertility prevents women from entering the economic workforce. Without legal protections or available child care for women with children, mothers often cannot secure employment. As a result, women are an untapped resource for economic production in many nations. According to Green (2017), as opposed to three in four men, less than half of women participate in the global economy. This is largely due to constraints women face in having to care for their children. Green also quotes a McKinsey Global Institute Study (2015) which asserts that if the gender work gap were closed, global GDP would increase by 26% by 2025. Indeed, financial losses from gender work gaps have already been felt in several parts of the world. The MENA region lost $1 trillion in output from 2000 to 2011 as a result of hindering women from entering the economy (Platts and Popla, 2019), a reminder that countries must utilize all of their resources to support their economies, including participation in the workforce by women.

The Financial Post (2015) finds that if the number of female workers in Europe was made equal to that of male workers, the current estimated shortage of 24 million laborers anticipated in the year 2040 will decrease to only 3 million. An article from the World Bank (2018) argues that countries cannot reach their full economic potential unless females fully integrate into society and the economy. Calls for integration include considerations for childcare services and a woman's ability to determine when she will have children. For example, the Bank of Tokyo-Mitsubishi UFJ, Ltd. saved an estimated $45 million in employee turnover costs by offering childcare initiatives (World Bank, 2018).

It is also true that a woman's fertility decisions are based on her current or desired levels of economic participation. As found in Blumberg (2005; World Development Report, 2012), economically empowered women gain a greater voice over household decisions, including decisions pertaining to reproduction. With the ability to control their own reproductive decisions, women can choose to have fewer children and enter the workforce (Phan, 2013). In addition, economically empowered women who control their own assets experience an increase in decision-making power about matters pertaining to their children's education. As daughters of economically empowered women tend to stay in school longer, they delay marriage and have fewer children in order to participate in their country's workforce, effectively contributing to

higher GDP outcomes in the long run (Pradhan, 2015).[12] This claim is supported by Blumberg's (2005) research which found an inverse relationship between fertility and national income growth. Economic growth is essential for national security, not only for governments to invest in military and the defense apparatus, but also to ensure a government's ability to project soft power through income and employment for citizens (Nanto, 2011).

High fertility rates produce other negative effects on stability. Lower levels of female labor force participation correlate with higher fertility rates, which can manifest into male youth bulges. This may prove problematic as male youth bulges are correlated with political violence (Sommers, 2011, Sommer, 2018; El-Badry and Swanson, 2012; Urdal, 2006). This is supported by Caprioli's (2000) research which found that a 1.3 drop in births per woman was associated with a country being 4.95 times less likely to engage in violent conflict. Studies show that the demographic group most prone to violence is young, unattached males, of whom have left their families behind in search of economic opportunities (Sommers, 2006, 2011; USAID, 2005; Correia & Bannon, 2006).

Without the resources to build a house or provide a dowry necessary for marriage, many men are perpetually unable to move into their society's definition of adulthood successfully (Sommers, 2006). Without the ability to "succeed" socially, young men may turn to violence to obtain such financial resources. Research by Hudson and Matfess (2017) takes a closer look at this phenomenon by examining the relationship between bride price and young men's involvement in organized group violence. In patrilineal societies, marriage is a status marker for males; as a result, a high level of importance is placed on a male to marry. For young poor men, paying a bride price to secure a wife may be impossible without resorting to desperate measures. Case studies of Boko Haram and militias in South Sudan show instances where young men are incentivized to join these armed groups in order to obtain money for a bride price (Hudson and Matfess, 2017).

In sum, higher levels of women's economic empowerment leads to a lowering of high fertility rates. High fertility rates are associated with greater instability through a variety of

[12] A challenge to this can be sub-replacement fertility, when women are having fewer or no children, leading to low or zero population growth which over time reduces the workforce and can be detrimental to the economy.

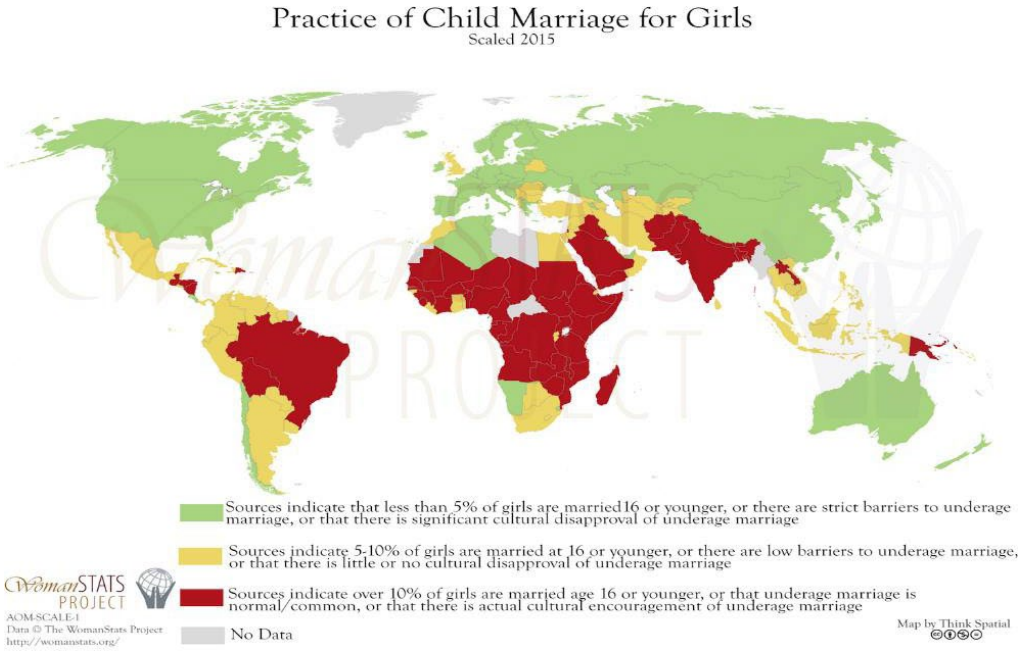
causal paths. Thus, women's economic empowerment improves national stability through the mediating mechanism of lowering high fertility rates.

B.2. Education

Economically empowered women have a profound impact on the education of their children. The World Development Report (2012) finds that when a woman earns more money, the average number of years her children attend school increases. Blumberg (2005) demonstrates that women who are economically empowered ensure that their children, especially daughters, attend school. Additionally, Malapit, Sraboni, Quisumbing and Ahmed's research (2019) finds that educational outcomes for children differ depending on whether their mother or father is economically empowered. When a woman is economically empowered, both sons and daughters are more likely to go to school; both sons and daughters are also more likely to remain in school longer. Children who receive an education as a result of their mother's income generally tend to marry at an older age and have fewer children to whom they are more likely to emphasize the importance of education (Pradhan, 2015).

According to the organization Girls Not Brides (2019), girls with no education are three times more likely to marry before the age of 18. Areas of the world with a high prevalence of child marriage correspond with areas of violence and instability. According to data from the WomanStats database and Integrated Regional Information Nations (IRIN), regions that have high rates of child marriage for girls correspond with regions of conflict. The WomanStats map shows that child marriage for girls is practiced throughout Africa, the Middle East, Latin America, and Southeast Asia. These areas correspond with world conflict zones found on the IRIN map. A World Bank report released in 2018 states that child marriage impacts fertility rates, health, education, labor force participation, and decision making in ways that perpetuate poverty and result in instability. A lack of education leads to stunted economic growth, an absence of national physical safety, global unawareness, and fragmentation amongst populations according to a report by the Council on Foreign Relations (2014). The CFR argues that an educated workforce is vital for a country to compete on a global scale, but it is also vital for protecting the security of the nation. This is accomplished by a nation having public servants capable of performing their duties on the world's stage. Specialized education in science,

technology, foreign languages, and critical thinking will ensure public servants are qualified to take on the challenges faced in protecting a nation.



In addition, certain types of education can directly counter radicalization. For example, Webber (2011; see also Al-Sadi & Basit, 2013) reviews the use of education as a tool to address the roots of radicalization. In Modesto California, all ninth-grade students were required to take a world religions course. After only nine months, the students expressed via surveys that they better understood individuals around them and had a greater respect for religious liberty

(Webber, 2011). Webber finds that teaching tolerance and acceptance of other religions combats the isolation that many individuals experience before radicalizing, making it a useful CVE tool. Even without such specialized education, by interacting with individuals of different religions or ethnicities, students learn tolerance. Research in Malaysia found that amicable inter-ethnical relationships are starting points for cultural and religious tolerance (Rahman and Khambali, 2013). Rahman and Khambali's study (2013) found that high tolerance levels in the state of Sabah were due to the extensive number of daily interactions individuals in the region partook in, which extended across various religions and ethnic backgrounds. Education has the potential to strengthen a nation's stability, bringing its citizens together despite differences.

Global Partnership for Education finds that 90% of women's earnings is reinvested into their families (Bourne, 2014). In examining Morocco and Bangladesh, Couture (2014) finds that when women are economically empowered, a majority of a mother's earnings is reinvested not only in the form education but also in the form of healthcare and food. Indeed, women reinvest their earnings into their family and communities through avenues such as increased nutrition (Alam, Dufour-Genneson and Turkington, 2014; Giovarelli, 2012). Giovarelli (2012) obtained similar results when studying malnutrition in India; nourished children are a direct product of economically empowered mothers.

When children do not receive adequate nutrition, they are less likely to learn at school (UNICEF, 2018). A program carried out by the Institute of Nutrition of Central America and Panama supports this proposition; children who had more than two years of schooling and who regularly consumed a highly nutritious supplement scored significantly higher on most tests (Brown and Pollitt, 1996). In a Lancet series that discussed child development in developing countries, researchers found that high levels of stunting among children and living in absolute poverty were both associated with poor cognitive and educational performance (Grantham-McGregor and Cheung, 2007). A review of studies by Grantham-McGregor (1995; Grantham-McGregor and Cheung, 2007) found that children who suffer from malnutrition generally have poorer IQ levels, limited cognitive function, lower school achievement levels, and greater behavioral problems. Grantham-McGregor and Cheung (2007) estimate that "over 200 million children under 5 years are not fulfilling their developmental potential." When children do not reach their developmental potential, they are less likely to become productive adults, resulting in lower potential earnings for themselves and their future families. With relation to education,

productivity levels are related to the number of years of schooling. This fact is highlighted in a study of 51 countries that found on average; each year of schooling is associated with an increase in wages by 9.7% (Psacharopoulos, 2004).

In sum, higher levels of women's economic empowerment improve educational outcomes for children, especially for daughters, as well as improves childhood nutrition. Improved childhood nutrition allows for fuller intellectual development. Improved educational and cognitive outcomes, in turn, lower levels of child marriage; lower high fertility rates as a result of lowering levels of child marriage, may promote tolerance within a society and increase individual productivity, all of which are associated with greater national stability.

B.3. Female Migration

Studies are now beginning to focus on why women migrate and the potential destabilizing effects of this trend. A study by the Asian Development Bank (2013) finds that women tend to migrate for domestic jobs abroad, which are less affected by economic downturns than jobs traditionally sought after by men. This gendered difference in job choice means that the flow of emigrating women is more consistent than that of men. In their home countries, women are typically the first to lose their jobs during an economic downturn, a by-product of occupying lower skilled positions and being perceived as less deserving of employment than their male counterparts (Asian Development Bank, 2013). In addition to cultural barriers, the "Women, Business, and the Law 2018" report finds that in 45 percent of countries, primarily located in Africa, the Middle East, and Southeast Asia, formal laws constrain women from joining or remaining in the workforce. Such types of laws also enable employers to fire women during an economic downturn.

Not surprisingly, then, Ruyssen and Salomone (2017) find that countries with greater gender discrimination, including greater gender discrimination in the workforce, witness more female migration. A paper by Fan and Huang (1998) focuses on rural women in China with little economic opportunity in their villages, explaining how these particular women migrate in order to marry. Many women attempt to gain work visas through marriage as well (Piper, 1999). Female migration, whether for marriage or labor purposes, is a source of economic and social

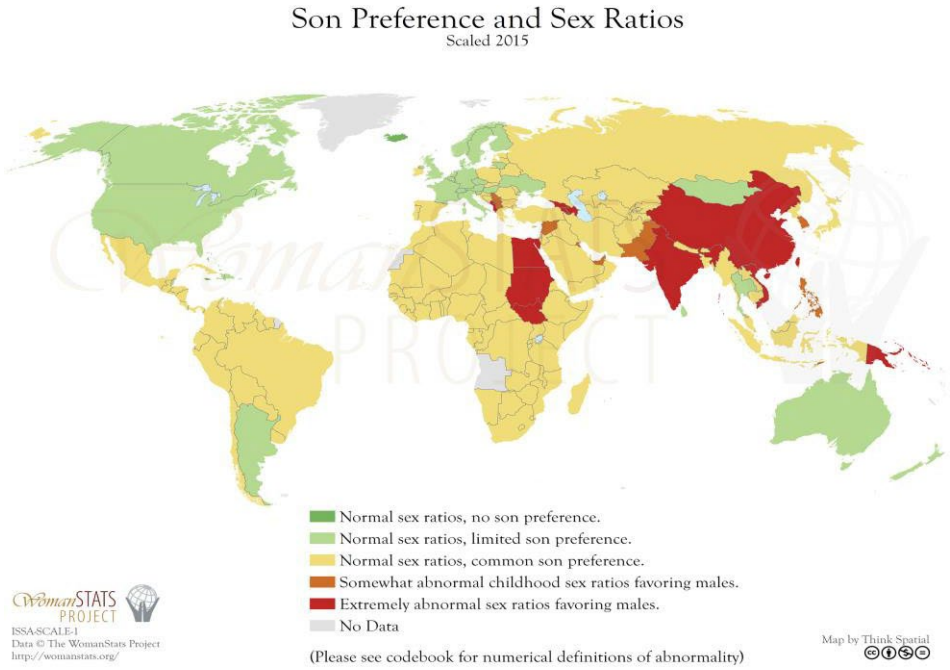
opportunity for women who lack opportunities at home. Low levels of women's economic empowerment are therefore one important cause of female migration.

However, female migration can specifically cause negative effects for children left behind. Antman (2019) finds that children, especially boys, have worse educational outcomes, grades, and attendance if their mothers migrate to work; however, the same outcomes are not true if a father migrates to find work. Cortes' findings (2015) are consistent with that of Antman's (see also Cobb-Clark & Tekin, 2011 and Bertrand & Pan, 2013). Cortes identifies two drivers behind children's poor educational outcomes as a result of migration by mothers. First, if mothers are absent, daughters tend to help more around the house and sons tend to enter the workforce sooner, giving them both less time to dedicate to school. Second, fathers do not spend the same amount of extra time as mothers do in ensuring their children thrive in their domestic environment, both physically and emotionally. As a result of female migration, a new generation of sons and daughters will be less educated and less prepared to advance the economy and stability of their country.

A majority of female migrants emigrate from East and Southeast Asia, where sex ratio problems are prevalent. The natural sex ratio is relatively equal; however, due to son preference, many countries in Asia and Africa have altered sex ratios. Hesketh and Xing (2006) found this to be the case in countries, such as Afghanistan, Bangladesh, India, Pakistan, where an estimated 67-92 million girls were "missing" due to sex-selective abortion, female infanticide, neglect, and abandonment. Unequal sex ratios, along with female migration, dramatically change the landscape of a country.

For example, the one-child policy in China, coupled with a preference for boys, has created an estimated surplus of 30 million males (Edlund, Li, Yi, Zhang, 2013). This altered sex ratio is suspected to be the main driver behind increased crime rates within China, where the annual crime rate rose by 13.6% between 1998 and 2004 (Edlund, Li, Yi, Zhang, 2013). Edlund, Li, Yi, and Zhang (2013) argue this increase is caused by a male surplus since criminology reports found that young men committed most crimes. Large populations of single men are more likely to engage in prostitution, sex trafficking, and violent behavior (Hesketh & Xing, 2006). According to data from the WomanStats database and IRIN, regions with son preference and altered sex ratios correspond with regions of violence. Looking at the WomanStats map, a

distinct preference for sons in Asia, parts of Africa and the Middle East is evident. These regions overlap with the world conflict zones found in the IRIN map. Primarily conflict worldwide is found in Asia, Africa and the Middle East. Increased female migration due to lack of economic opportunity deepens this existing issue, leading to greater instability in source and destination countries.



In sum, higher levels of women's economic empowerment grants women the ability to find economic opportunities within their home country, which in turn decreases their need to migrate. A decrease in female migration leads to better educational outcomes for children and more equal sex ratios within a country. More equal sex ratios and better educational outcomes for children may result in reduced crime rates and greater national stability.

B.4. Women as Breadwinners

Conflict leaves women to take on the role of head of household when their husbands or male kin leave to fight. Many women permanently take on the role of head of household when their male kin are killed as a result of conflict or may become the primary breadwinner if their husband is incapacitated. Following the Rwandan genocide, a 2008 census found that there were 10 times more widows than widowers among survivors (Gordts, 2014). This decline in male population led to a shift in gender roles in the years following the genocide. By default, women were forced to adopt greater roles within their communities and fill traditionally male occupations such as managing cash crops, which included clearing and tilling land (Allan, 2012).

On the surface, this would indicate greater economic empowerment for women. Unfortunately, government reforms and traditional practices in Rwanda constrained women's ability to choose their own economic outcomes (Allan, 2012). For example, although laws had changed to grant women access to land, women were not actively informed of these changes. In many cases, women had to meet preliminary conditions such as being part of a civil marriage in order to obtain land ownership, effectively disqualifying women in 40% of marriages in the country from obtaining that right (Allan, 2012). Additionally, a law meant to promote trade liberalization and transform the agricultural sector through consolidation of small land plots disproportionately affected female headed households. As a result, Rwandan women continued to care for their children and tend to household chores while those that did not lose their land due to reform engaged in subsistence farming practices. In other words, these women were unable to break out of traditional, low-income occupations. Employment reforms implemented were ineffective as they did not address discriminatory hiring practices or women's lack of control over income. This inequitable division of labor proved too high a barrier for women's entry into other occupations (Allan, 2012).

Indeed, this is not specific to the Rwanda case. World War I (WWI) led to tens of thousands of men being killed; entire small-town male populations were wiped out in several instances (Burford, 2016). Large male death tolls during WWI left women to care for their families. Hudock, Sherman, and Williamson (2016) discuss the increased vulnerability of female-headed households in conflict and post-conflict zones when women are not empowered to enter the labor force. In cases analyzed, women resorted to prostitution or trading sex for food; these harmful practices put women and their children at a higher risk for violence (Sirleaf & Rehn, 2002; International Rescue Committee, 2017). Sirleaf and Rehn (2002) argue that women are vital for post-conflict recovery efforts when given the opportunity to work. In many cases, reforms or current legislation and practices do not support women's entry into industries and jobs that were previously held by men. In the United States following World War I, women's critical role during the war saw a regression to pre-war status. Employers began implementing policies intended to discriminate against women and deter them from maintaining employment (Trey, 1972).

Despite the fact that governments have not historically taken advantage of women's economic capabilities, women remain critical actors in the quest for stability. For example, in rural post-conflict areas throughout the African Great Lakes, women are critical economic actors whose participation has played a vital role in the economic reconstruction of the region. The number of female-headed households continues to increase and as a result the number of women operating their own businesses in local marketplaces has increased (International Alert, 2010). By taking advantage of post-conflict market opportunities, women participate in the formal and informal economy of the region as agricultural producers, traders, and foodstuff vendors (International Alert, 2010).

When women are the primary breadwinners, their empowerment has a direct influence on those around them. A UNDP report (2017) based on interviews of more than 400 recruits to extremist organizations cited economic factors such as poverty and unemployment as being drivers for recruitment. A majority of interviewees grew up in areas with levels of poverty much higher than national averages, where unemployment was commonplace. Due to reports such as these, both the Moroccan and Bangladeshi governments believe that poverty is one of the main drivers of violent extremism; both governments have concluded that it is important to

economically empower women, who will reinvest their incomes into improving family livelihood (Couture, 2014).

Organizations such as War Child and All Across Africa use this premise when designing programs that support women. War Child (2019) argues that if mothers cannot provide for their children, the family unit is significantly more vulnerable to experiencing poverty and violence in a conflict or post-conflict area. This vulnerability increases the likelihood that their children will engage in violence or other harmful behaviors. Research conducted by War Child (2018) found that some of the main drivers influencing children to join armed groups were poverty, hunger, lack of opportunity, and vengeance. This type of outcome was exacerbated by unstable family environments.

If women are the primary breadwinners but do not have access to resources or programs that support their ability to provide for their family, it is likely that their children will experience the factors that push children into violence. In Afghanistan, War Child (2017) gives out micro-loans to female entrepreneurs, allowing them to put their children through school and feed them. Since the introduction of these micro-loans, more than 600 Afghan women have been able to establish start-up businesses, with over 95% of the women repaying their loans within a year (War Child, 2017). A separate program in South Sudan provided 450 women with agri-business training (War Child, 2017). These types of programs promote women's economic opportunity while lessening the vulnerability of their children to engaging in violent acts.

Similar programs such as All Across Africa are expected to produce similar results as War Child as both types of programs address factors that pertain to women as primary breadwinners. In the All Across Africa (2017) program, each artisan job supports an average of 5.7 dependents and creates 1.5 more jobs. Similar to Afghan women, African women supported through All Across Africa use their income to feed their children and support them through school. As such, programs that empower women economically in post-conflict areas allow for a reinvestment of funds into the community to help mitigate the risk of future violence among younger generations.

In sum, higher levels of women's economic empowerment allow female breadwinners to provide for their families and reduce instances of poverty. This is important as poverty is a main

driver of radicalization. If mothers cannot provide for their children, children may become more inclined to engage in violence or other harmful behaviors.

B.5. Attitudes Towards Women

Attitudes about women are inextricably linked to women's economic opportunities. According to Cornwall (2016), true economic empowerment occurs as both formal and informal institutions change societal views of women. This phenomenon is depicted in stories of women in *Half the Sky* (2009) who received micro-loans and were thereafter viewed in a much better light by their husbands and their communities as a result. Communities and women themselves view other women more positively when able to participate in the economy (Duggar, 1999). A report pertaining to a Kate Spade project in Rwanda (2017) finds that newly-trained artisans reported better mental health outcomes and increased confidence in comparison to other female members of their community. As women are economically empowered, women become valuable members of the community, which improves attitudes towards women at an individual, community, and national level.

Religion is a powerful factor that can have an indirect impact on attitudes toward women. Many norms, values, and cultural traditions are shaped by religion; religious teachings, however, are often interpreted through patriarchal structures, the impact of which tends to produce negative outcomes for women (Kabeer and Natali, 2013). In 2005, Morocco created a program that economically empowered women as they were trained and paid as female religious guides within the Islamic tradition, teaching others within their community about religious moderation (Couture, 2014). Similar to the Kate Spade project, this program led to similar outcomes in confidence and community perception about the women. This program, originally intended to combat violent extremism, inadvertently changed attitudes towards women. While the program did not eliminate terrorist attacks, there was a decrease in frequency following its implementation (Couture, 2014). The program also helped transform the perspective of women, as female preachers are now seen as a positive resource within their community (Couture, 2014). Anita Weiss (2012) suggests that the modification of religious views pertaining to women's rights are a direct result of women's economic empowerment and subsequent contributions made to society. In addition to religion, other social norms, such as child marriage and lack of priority

for female education, that support the subordination of women are a deterrent to women's entry in the economy.

When attitudes towards women become more positive, more people within a community will listen to them, allowing them to use their voice to communicate knowledge and insights that are specific to women. Women's roles within their communities put them in unique positions to recognize changes in behavior that might signal radicalization and possible signs of impending conflict; however, when women do not possess a voice or observed status within their community, warnings often go unacknowledged. During the war in Kosovo, women saw early warning signs that predicted impending conflict. Unfortunately, there were not effective reporting mechanisms in place which would have allowed women to provide this information (Bigio and Vogelstein, 2017). Today, however, women are increasingly recognized for possessing knowledge due to their position within the family and are beginning to gain a voice within their communities, homes, and organizations (Carter, 2013). Many organizations are now capitalizing on this knowledge, particularly knowledge possessed by mothers to counter violent extremism. In Pakistan, the Institute for Inclusive Security and the US Institute for Peace program, supports women to advocate for policies that address the drivers and consequences of extremism (Carter, 2013). Another program is Sisters Against Violent Extremism (SAVE), which empowers mothers through a curriculum that strengthens their confidence and ability to recognize and respond to early warning signs of radicalization in their children (Carter, 2013). This has led to mothers feeling more confident in recognizing and discussing radicalization with their children.

It is critical to remember that negative attitudes and perceptions towards the role of women pose both a challenge to women's economic empowerment and also provide a platform for the justification of violence. In 100 interviews conducted in Indonesia, women were questioned about their perceptions and views on violent extremism and the early warning signs and it was concluded that negative changes in attitudes, behaviors, and practices regarding women are indicative of a rise in extremism (True, 2017). Bjarnegard and Melander (2019) found that males who saw their mothers physically abused as a child were more likely to use political violence as adults. Such a childhood upbringing contributes to what Bjarnegard calls a "masculine honor ideology" which teaches that violence is seen as a just, appropriate and masculine response to conflict. Men that experience violence in the home follow this masculine

honor ideology as adults, making them more likely to use violence themselves (Bjarnegard and Melander, 2019).

In sum, higher levels of women's economic empowerment improve attitudes towards women and attitudes among women themselves. Improved attitudes allow women to use their voice to share knowledge pertaining to early signs of conflict and radicalization. Religion can act as a multiplying force for improving attitudes; religious practices that promote positive attitudes and behaviors towards women are indicative of less political violence and increased stability.

B.6. Women's Political Participation

Status and wealth are intertwined within social structures. Wealth is a means to measure social status and vice versa. In order to advance within social structures, individuals strive for increased wealth (Corneo and Jeanne, 2001). Not only is wealth important in gaining social status, but it is also important in determining who can participate in politics. Anne Marie Goetz stated the following in her interview, "Economic empowerment is a route to political power, *one* route to political power… It does enable women to have access to political positions because they can finance campaigns."[13] The cost of running for political office in democracies prevents many individuals from entering political races and being taken seriously (Donnelly, 2016). Women in particular continue to fall short of engaging in political processes due to a lack of economic opportunities that contribute to wealth and improved social status.

As women gain economic power, they participate in more community initiatives and activities, which results in an accumulation of political capital (Fink, Zeiger, Bhulai, 2016). For example, the creation of all-female lending groups allows women to work towards individual economic growth while supporting each other's endeavors; these practices provide for the formation of financial support networks. As found by Johnson (2018), women's voices are amplified through promotion of group lending technologies. Group lending technologies provide loans to groups of women who are all responsible for ensuring the loan is repaid, allowing the women to form a tie with one another. These types of practices allow women to collectively address issues pertaining to repayment of the loan, indirectly training them in the art of political deliberation. Not only does that training bring the women closer together by tackling obstacles

13 Italicized for emphasis

with each other's support, their participation in the group also provides them status among the community.

This increase in social ties and status facilitates their entry into the political sphere. Gray, Kittilson, and Sandholtz (2006) found that on a national level, women who enter the workforce have more opportunities in the political sphere and are more likely to be represented in parliaments. Their research found that there was a 2.9 percent increase in the percentage of parliamentary seats held by women when female labor force participation rose from 32 to 40 percent (Gray, Kittilson, Sandholtz, 2006). Orlinsky (2013) discusses how a group of economically empowered Mexican women defend their town against organized crime groups through their employment as local law enforcement officials. These women use their newfound status within the community to directly address security problems such as drug trafficking.

With relation to policies and politics, women's unique roles within the household and the community provides them with a different set of experiences and perspectives. Women generally are more collaborative and bipartisan, which is why they have high rates of sponsoring and co-sponsoring bills (Miller, 2016). As conflict disproportionately impacts women, their concerns regarding reconstruction efforts may differ from those of men (Sirleaf and Rehn, 2002). A woman's concerns may pertain more to the future safety and well-being of her own children and other children within a society. Islam and Stys (2010) argue that without the input of female associations and female entrepreneurs, security and stability in Afghanistan will remain an illusion. This is because the development of the country depends on the active involvement of all Afghans, including women. As foreign troops are gradually removed, the lead role of state and security will fall solely into the hands of the Afghan people making the input of these associations integral to the promotion of good governance, human rights and an efficient public administration (Islam and Stys, 2010).

The idea that women govern differently is supported in the scholarly literature. In "Gendered Conflict," Caprioli investigates whether women are "less likely to advocate military response to resolve international disputes" (Caprioli, 2000, p.56). Caprioli (2000) finds that states with a higher percentage of women in parliament experience lower levels of international violence. For example, "a 5% decrease in the proportion of women in parliament renders a state nearly five (4.91) times as likely to resolve international disputes using military violence" (Caprioli, 2000). In addition, other scholarly research has found that women are less likely to

vote for war and generally less inclined to use force as a foreign policy tool (Miller, 2016; Conover & Sapiro, 1993).

For example, Koch and Fulton (2011) found that in the United States, a 1% increase in women's representation in the legislature produced a $314 million reduction in U.S. defense spending. Erik Melander (2005) puts forth a similar argument, finding that rates of violence and abuse of rights perpetrated by the state are lower in countries with increased female representation in parliament. Even at a community level, a change in rates of violence are associated with women in local politics. Consider the story of Rani, a female village head in India, who used her communal position to help reduce levels of domestic violence in her community (Duggar, 1999). As women gain a voice in local or national politics through economic empowerment, communities become less prone to violence and instability.

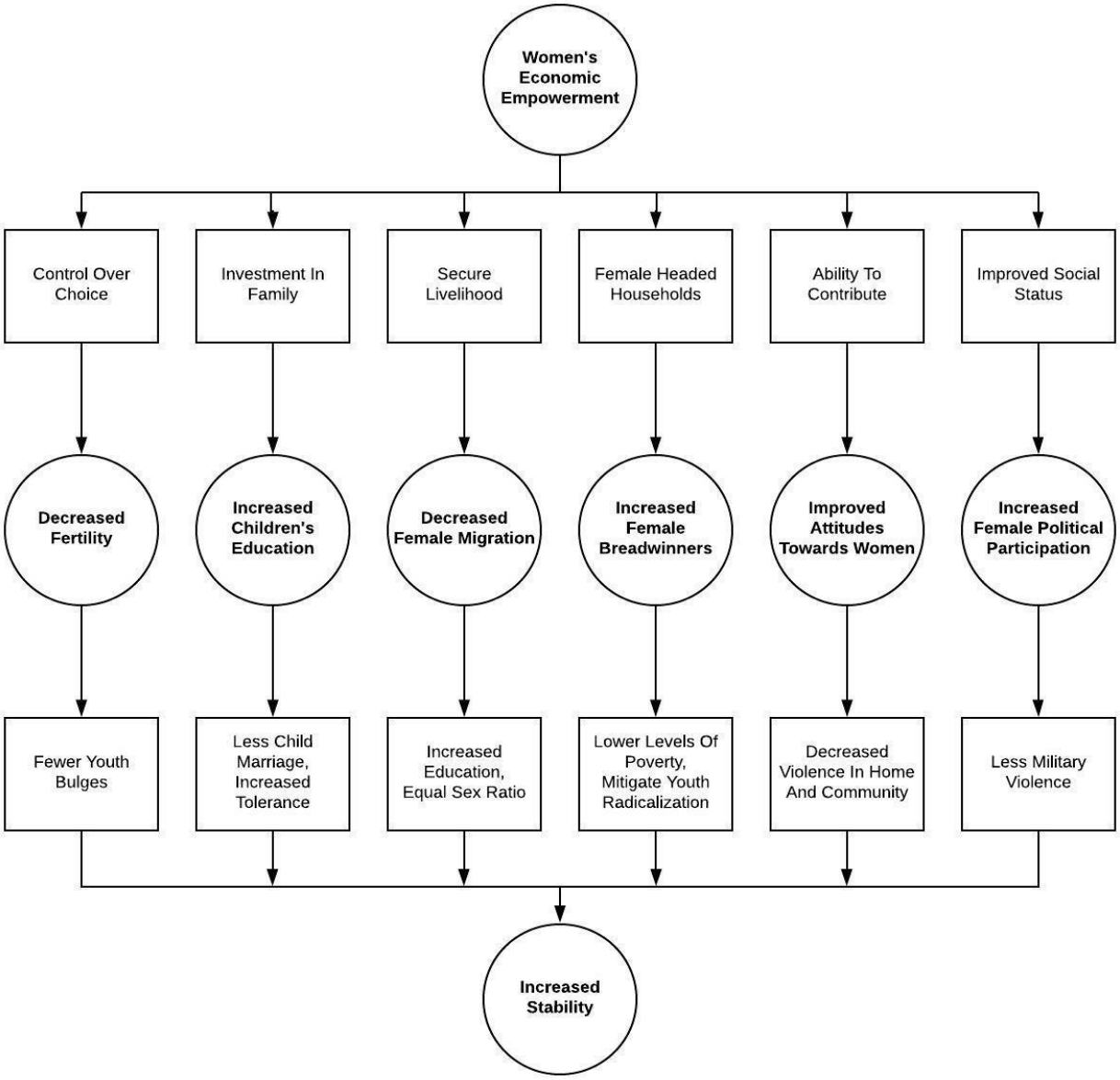
In sum, higher levels of women's economic empowerment improves women's social status and their ability to participate in community initiatives and activities within the political sphere. Women in politics are generally more collaborative and bipartisan, which can result in less use of military force to resolve international disputes and communities becoming less prone to violence and instability.

Conclusion

The literature clearly shows the positive effects that women's economic empowerment has on education, migration, fertility, greater decision-making latitude in the home, political capital and attitudes. Each of these "B" variables or mediating mechanisms, while distinct, are interconnected in many ways. For example, education is linked to fertility, attitudes are linked to education, fertility is linked to migration, etc. In turn, these mediating mechanisms represented by the six "B" variables, have been shown to be important determinants of stability and security, particularly in fragile and post-conflict states. Figure 2 below diagrams the interconnections we see.

Given the vast corpus of findings we have reviewed, it is almost impossible not to conclude that women's economic empowerment is a key factor in national security and stability, since it touches so many aspects of community and national life. We conclude that there is a solid case for investing in the economic empowerment of women in the quest for regional stability and security.

Figure 2: Flow from Women's Economic Empowerment to Stability



Quantitative Analysis

Methodology

To further substantiate the conclusions of our comprehensive literature review, our team designed and executed a cross-sectional quantitative study to examine the relationship between women's economic empowerment and stability. The quantitative analysis incorporates bivariate correlation and multivariate Ordinary Least Squares (OLS) regression analysis to demonstrate a statistically significant inverse relationship between women's economic empowerment and measures of instability and societal violence. The independent variable used is women's economic empowerment, as captured by an index score generated by our research team. The dependent variables are oft-used measures of instability and violent extremism. Information detailing operationalization and data sources for these variables is provided in the following sections.

Independent Variable: Women's Economic Empowerment Index (WEEI)

In order to analyze the effect of female economic empowerment on stability, our team generated a set of composite index scores that measured the level of economic empowerment of women for each of the 164 countries included in the analysis. The creation of the Women's Economic Empowerment Index (WEEI) includes three elements: the variables we chose to include as part of the composite, the method by which the data for those variables was recorded and scaled, and the degree by which each variable was weighted in the final index.

The index includes ten component variables, each chosen for their contribution to our definition of women's economic empowerment. This report defines women's economic empowerment as any combination of the three following actions: 1) removing barriers or obstacles to women's equal economic involvement, 2) implementing protections for female economic participation, and 3) creating incentives or opportunities for women to enter or progress in the economy. Variables measuring the removal of barriers or obstacles for women in the economy include property rights for women (component 4), female access to institutions (component 5), female labor force participation (component 9), and societal subordination of women (component 10). Variables measuring protections for women in the economy include prohibition of sex-based discrimination by creditors (component 1), shared legal responsibility

by spouses for household finances (component 2), and protecting women from violence (component 6). Variables measuring incentives or opportunities for women in the economy include quotas for women on corporate boards (component 3), incentives for women to work (component 7), and paid maternity leave (component 8). Each component variable is further outlined below:

Component 1. Legal prohibition of discrimination by creditors on the basis of sex (Data source: Women, Business and the Law Dataset, Does the law prohibit discrimination by creditors on the basis of sex or gender in access to credit? (Y/N), 2016)

- This is included as a direct measure of women's economic empowerment because women who are not legally protected in their access to credit cannot fully participate in their economies, particularly as entrepreneurs or in business.
- Operationalization: This original data is binary, scored as "yes" or "no." "Yes" yields a component score value of 1 towards the country's total WEEI and "no" gives the nation a component score value of 0 towards the WEEI.
    - Because this is a direct measure of women's economic empowerment, it is fully weighted with a weight of 1.

Component 2. Shared legal responsibility for spouses of family expenses (Data source: Women, Business and the Law Dataset, Do married couples jointly share legal responsibility for financially maintaining the family's expenses? (Y/N), 2016)

- This indicator is included in our index as a direct measure of women's economic empowerment because women without the legal right to manage or contribute to household money have debilitated economic decision-making power. If a country has legal provisions stating that husbands are solely responsible for the financial support of the family, the dataset recorded a "no" for that country. In the event that spouses are legally recognized as having joint legal authority for household finances, or if the law is silent on the matter, the country receives a "yes" in the dataset.
- Operationalization: This original data is binary, scored as "yes" or "no." "Yes" yields a component score value of 1 towards the country's total WEEI and "no" gives the nation a component score value of 0 towards the WEEI.

- Because this is a direct measure of women's economic empowerment, it is fully weighted with a weight of 1.

Component 3. Quotas for women on corporate boards (Data source: Women, Business and the Law Dataset, What are the quotas for women on corporate boards?, 2016).

- This component is included as a direct measure of women's economic empowerment because such quotas ensure that women are included in positions of corporate and economic influence.[14]
- Operationalization: This original data comes in percentages. For the purposes of this index, it is converted to a dichotomous variable; countries that have established quotas greater than zero for the percent of women legally required on corporate boards receive a composite score of 1 towards the country's total WEEI while those countries with no established quota receive a component score value of 0 towards the WEEI.
    - Because this is a direct measure of women's economic empowerment, it is fully weighted with a weight of 1.

Component 4. Property rights for women in law and practice (Data source: Womanstats, Property Rights in Law and Practice for Women (LO-SCALE-3), 2017)

- This indicator is included as a direct measure of women's economic empowerment because women without full legal freedom to own land and other property will be limited in their ability to be full participators in the economy. This scale includes measurements in both law and actual practice of women's property rights and property ownership. The full description of the scale can be found in the WomanStats codebook.
- Operationalization: This data is ordinal and scored from 0-4, with 4 indicating the worst possible score. The directions of these scores are first "flipped" from positive to negative so that the direction of this scale matches the rest of the index's component variables. The data is then converted to z-scores, which are added toward the country's total WEEI score.

[14] The original design for this component was to include measures of women in positions of middle to upper management, but we were unable to locate sufficient data for this specific measure.

    - Because this variable is a direct measure of women's economic empowerment, and it includes both law and practice, we consider it a valuable part of the index. For this reason, the fully weighted z-score (weight of 1) is included in the index.

Component 5. Female access to institutions (Data source: Women, Business and the Law Dataset, Accessing Institutions (Composite score), 2017)

- This component is included as a direct measure of women's economic empowerment because if women do not have legal access to jobs, bank accounts, and other institutions, they cannot be fully economically empowered women. Without full legal freedom to own land and other property, women will be limited in their ability to be full participators in the economy.
- Operationalization: This data comes in the form of a category "score" from 0 to 100 based on the answers to eleven "yes or no" questions from the Women, Business and the Law dataset relating to women's ability to access legal and social institutions (i.e. Can a woman legally sign a contract in the same way as a man?). The list of questions contributing to this score and their full explanations can be found in the Women, Business and the Law 2018 report. With eleven questions included, each "good" answer contributes 9 points to the country's component score. These component scores are converted into z-scores which are added toward the country's total WEEI score.
    - Because this variable is a direct measure of women's economic empowerment, the z-scores are fully weighted with a weight of 1.

Component 6. Protecting women from violence (Data source: Women, Business and the Law Dataset, Protecting Women from Violence (Composite score), 2017)

- This component is included because when women are less safe in public or in society, they are less likely to feel secure enough to join the workforce or participate in other economic activities. However, it is an indirect measure of female economic empowerment because the guarantee of safety is not sufficient to ensure that women will be enabled to enter the workforce.
- Operationalization: This data comes in the form of a category "score" from 0 to 100 based on the answers to five "yes or no" questions from the Women, Business and the

Law dataset relating to the laws and practices ensuring the protection of women against sexual or physical harassment (i.e. Is there legislation on sexual harassment in employment?). The list of questions contributing to this score and their full explanations can be found in the Women, Business and the Law 2018 report. With five questions included, each "good" answer contributes 20 points to the country's component score. These component scores are converted into z-scores which are weighted then added toward the country's total WEEI score.

    - Because it is an indirect measure of WEE, these z-scores are weighted with a weight of 0.5 before they are added to the WEEI score to allow this component less influence over the total index score.

Component 7. Incentives for women to work (Data source: Women, Business and the Law Dataset, Incentives to Work (Composite score), 2017)

- This component is included because when women receive assistance or insurances from the government relating to childbearing responsibilities, they are more likely to participate in the workforce. However, it is an indirect measure of female economic empowerment because the provision of such incentives is not sufficient to ensure that women will be enabled to enter the workforce. Furthermore, these incentives may apply broadly to families, not purely to all women.
- Operationalization: This data comes in the form of a category "score" from 0 to 100 based on the answers to five "yes or no" questions from the Women, Business and the Law dataset relating to government incentives related to childbearing (i.e. Does the government support or provide childcare services?). The list of questions contributing to this score and their full explanations can be found in the Women, Business and the Law 2018 report. With five questions included, each "good" answer contributes 20 points to the country's component score. These component scores are converted into z-scores which are weighted then added toward the country's total WEEI score.

- Because it is an indirect measure of women's economic empowerment, these z-scores are weighted with a weight of 0.5 before they are added to the WEEI score to allow this component less influence over the total index score.[15]

Component 8. Paid maternity leave (Data source: Women, Business and the Law Dataset, What is the length of paid maternity leave? (Days), 2016)

- This indicator is included because women with childbearing responsibilities who have access to more maternity leave may have fewer barriers to their participation in the workforce. However, it is an indirect measure of female economic empowerment because providing maternity leave is not sufficient to ensure that childbearing women will be enabled to enter the workforce. Furthermore, these incentives apply only to childbearing women rather than all women in general.
- Operationalization: This data is continuous and represents the number of days of paid maternity leave each government guarantees for its working women. Countries whose laws do not mandate paid maternity leave are recorded as having "0" days of paid maternity leave. Data was converted to z-scores.
    - Because this variable is an indirect measure of women's economic empowerment and applies to some women (childbearing women) rather than all women, this component score is weighted in the index score with a weight of 0.25 to give it less influence over the total WEEI score.

Component 9. Female labor force participation. (Data source: World Bank Gender Statistics Data bank, Employment to population ratio, 15+, female (%), 2017 modeled ILO estimate).

- This indicator is included as an indirect measure of women's economic empowerment because a country's actual level of female labor force participation may give insight into whether or not extreme barriers for female entry into the workforce exist in that country.
- Operationalization: This original data is percentages. In order to scale the data in a way that is easily combined with the other index components, the data is standardized z-

[15] As both an indirect measure with a more limited spectrum of its impact on women, we considered weighting this score even less (by 0.25, as we did for the Paid Maternity Leave component), but given that the incentives component has an emphasis on practice rather than just law, we feel it has a strong practical application for this index that merits the weight of 0.5.

scores. After looking at the distribution of z-scores values, each country with a z-score greater than -0.5, which translates to female labor force participation greater than 45%, is given a component score of 0 toward the total WEEI score. This indicates that no insurmountable barriers to women's entry into the labor force exist in that nation. A z-score below -0.5 suggests that with less than 45% of women participating in the labor force, women face serious obstacles to entering the workforce; therefore, that nation is given a component score of -1 toward the total WEEI score.

- Because labor force participation is not a direct measure of women's economic empowerment, this threshold-based strategy of component scoring was used to mitigate the effect that the component score had on the overall index score.

Component 10. Societal subordination of women (Data source: WomanStats, Patrilineality/Fraternity Syndrome Scale (MULTIVAR-SCALE-6), 2017)

- This indicator is included because women with a higher degree of patrilinear subordination in marriage, family, and societal life will have less freedoms to pursue economic empowerment and will be limited in their ability to be full participators in their economy. However, this is an indirect measure of female economic empowerment since the lack of societal subordination is not sufficient to ensure that women are empowered economically. This scale includes measurements in both law and actual practices relating to women's subordination. The full description of the scale can be found in the WomanStats codebook.
- Operationalization: This data is ordinal and scored from 0-16, with 16 indicating the worst possible score. The directions of these scores are first "flipped" from positive to negative so that the direction of this scale matches the rest of the index's component variables. The data is then converted to z-scores which are weighted then added toward the country's total WEEI score.
    - Because this is an indirect measure of female economic empowerment, the z-scores for this component are weighted with a weight of 0.75 before they are added to the total WEEI score.[16]

[16] As an indirect measure of women's economic empowerment, our standard procedure would involve weighing these z-scores with a weight of 0.5 before they are added to the WEEI score. However, because this scale includes a

Dependent Variables: Level of stability or terrorism in a country

The dependent variable in this analysis is violent extremism and instability. In the scope of this research, violent extremism and instability are considered primarily in the context of societal and political violent incidents. In order to measure differences in levels of extremism and stability, the ideal dataset should include indicators for measuring gang and terrorist activity, homicide and violent crime rates, incidents of social and political unrest, degrees of militarization and international and domestic conflict, and strength of rule of law.

We chose four datasets by which to regress our index results. This was done with the expectation that the use of multiple dependent variable datasets would corroborate our results. The datasets we used were: the Fragile States Index (2018), the Global Peace Index (2018), the Global Terrorism Index (2018), and the Political Stability and Absence of Violence/Terrorism Index (2017). Full descriptions and codebooks can be accessed at each dataset's webpage. An abridged overview of each dataset's components and relevance to this analysis is included below.

Fragile States Index (FSI) – The FSI is published annually by the U.S. think tank Fund for Peace and the American magazine *Foreign Policy*. The goal of the list is to assess states' vulnerability to conflict or collapse. The FSI ranking is based on scores for 12 conflict risk indicators, grouped into four categories: Cohesion, Economic, Political, Social. The indicators measure the risk conditions of a state at a given moment. Each indicator is scored on a scale from 0-10, with 0 denoting the least vulnerable (or most stable) and 10 denoting the most vulnerable (or least stable). The sum of these scores creates a total index scale score ranging from 0-120, with 0 being the best possible score.

Global Peace Index (GPI) – The GPI is produced annually by the Institute for Economics and Peace with data collected and collated by the Economist Intelligence Unit. The goal of the index is to measure the relative levels of states' peacefulness. The definition of peace used to create the GPI is actually 'Negative Peace' or the absence of violence and fear of violence. The GPI ranking is based on 23 qualitative and quantitative indicators, grouped into three categorical

comprehensive assessment of subordination in both law and practice, we believe that this component has a strong practical application for this index that merits more influence over the total index score.

domains: Ongoing Domestic and International Conflict, Societal Safety and Security, and Militarization. The data measured for each indicator is normalized on a scale from 1-5, with 1 denoting the least violence (or most peace) and 5 denoting the most violence (or least peace). The indicator scores are weighted as per the advisory panel's specifications, and the weighted scores are averaged to form one overall index score ranging from 1-5, with 1 being the best possible score.

Political Stability and Absence of Violence/Terrorism (PSAV) – The PSAV is an indicator generated annually by the World Bank to measure perceptions of possible political instability and/or politically-motivated violence, including terrorism. The PSAV indicator is constructed based on 19 stability or violence-relevant component variables gathered from seven data sources. The variables and their sources are listed on the World Bank Worldwide Governance Indicators website. This individual component source data is rescaled to run from 0-1, with higher values corresponding to better outcomes. Statistical tools are used to weigh the rescaled data in order to make it comparable across variables and sources. These aggregate measures are reported either in units of standard normal distribution ranging from approximately -2.5 to 2.5, with higher values corresponding to less violence and more stability, or in percentile rank terms ranging from 0 to 100. As originally reported, higher values correspond to less violence and more stability. However, for the sake of this analysis, we flipped the directionality of this variable to match that of our other dependent variable datasets so that low values correspond to less violence and more stability.

Global Terrorism Index (GTI) – The GTI is produced annually by the Institute for Economics and Peace and is based on data from the Global Terrorism Database. The goal of the index is to rank states according to terrorist activity. The definition of terrorism used to create the GTI is the implementation or threat of illegal force or violence by a non-state actor to invoke fear, coercion, or intimidation in order to attain a goal. The GTI ranking is based on four indicators: the number of terrorist incidents, the number of fatalities caused by terrorists, the number of injuries caused by terrorists, and the total property damage resulting from terrorist incidents. Data is measured for a given year, and each factor is weighted as per the advisory panel's specifications. These factors are combined to form a "raw score," the higher of which denotes more terrorism. A base

10 logarithmic banding system is used to band the raw scores from 0-10 to create the overall GTI index scores, with 0 denoting the least terrorism (and the best possible index score) and 10 denoting the most terrorism.

Control Variables

In order to ensure that our analysis captured the isolated effect of the WEEI on the dependent variable, we included control variables in a multivariate regression analysis to minimize the potential of omitted variable bias. The control variables are variables which might potentially contribute explanatory power to the relationship between the WEEI and the stability datasets, but which are not mediating variables which might be theorized to be endogenous to the index itself. This analysis includes four control variables:

- GDP per capita (Data source: World Bank). We include GDP per capita because economic prosperity is a key source of national stability and security.[17]
- Governance/regime type (Data source: EIU Democracy Index). We include regime type because many have argued that authoritarianism breeds instability.[18]
- Geographic region (Data source: World Bank). Regional stability may have important effects on national stability, and so we include this variable as a control.
- Percent Urban Population (Data source: UN World Urbanization Prospects). We include a measure of urbanization as it can be regarded as a proxy of a country's industrialization level. Many have argued that less industrialized countries tend to be more violent, so we include this variable as a control.

[17] This linkage is presented by Carlos Pereira and Vladimir Teles in "Political Institutions, Economic Growth, and Democracy: The Substitute Effect." Published on January 19, 2011 by Brookings Institute and can be explored in various case studies.

[18] This linkage is presented by Steven Levitsky and Lucan Way in "The rise of competitive authoritarianism." *Journal of democracy* 13, no. 2 (2002): 51-65 and can be explored in various case studies.

Results

Bivariate Correlations

The bivariate correlations between the Women's Economic Empowerment Index (WEEI) and stability indicators used reveal a statistically significant inverse relationship between female economic empowerment and instability/extremism. The more disempowered women are economically, the more unstable the nation-state. The coefficients for the index are negative for the four stability indices, meaning that as the WEEI score increases, the scores for the FSI, GPI, PSAV and GTI each decrease, indicating greater stability. All WEEI correlations are significant at a 0.1% significance level ($p<0.001$).

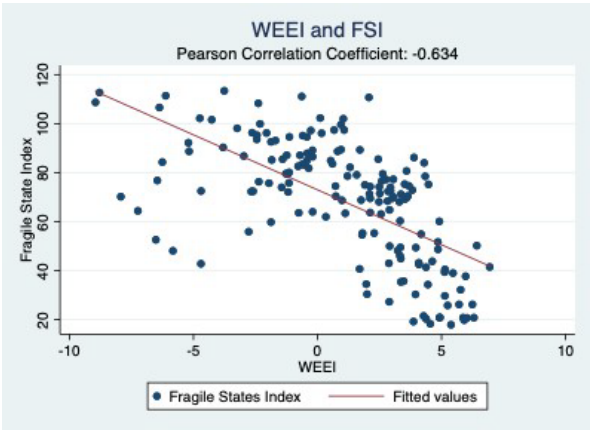
Table 1 provides the Pearson correlation coefficients for each stability dataset. The strength of the bivariate correlation can be seen in the Pearson product moment correlation graphs below (Graphs 1-4).

Table 1: Bivariate Pearson correlation

Variable	FSI	GPI	PSAV	GTI
Pearson Correlation Coefficient with WEEI	-0.634***	-0.544***	-0.569***	-0.349***
N	164	154	164	154

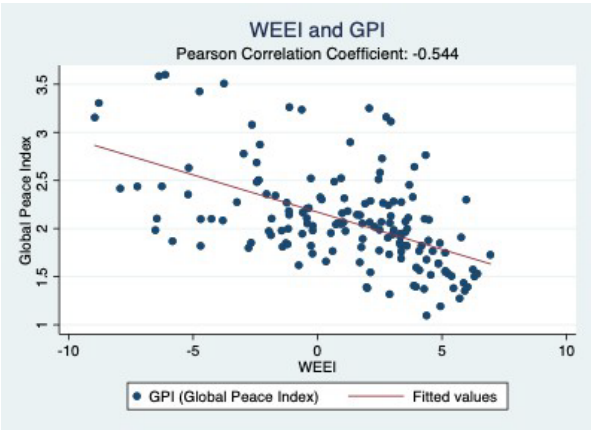
*** significant at 0.1% ($p<0.001$)

Graph 1: WEEI vs. FSI



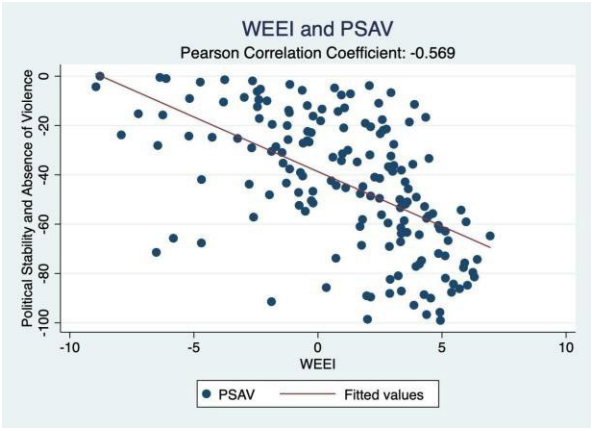
p=0.000, N=164

Graph 2: WEEI vs. GPI



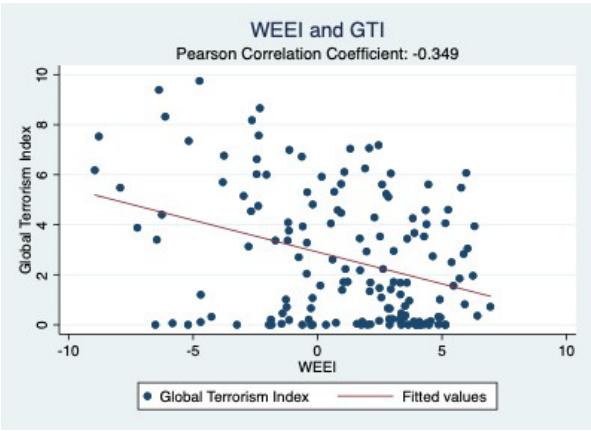
p=0.000, N=154

Graph 3: WEEI vs. PSAV



p=0.000, N=164

Graph 4: WEEI vs. GTI



p=0.000, N=154

Multivariate Modeling

Multivariate regression of the four stability measures on the WEEI and the control variables finds WEEI as significant in three of the four model runs. For the Failed States Index, the Global Peace Index and the Political Stability and Absence of Violence/Terrorism, the coefficient for WEEI remains negative and statistically significant at 1% ($p<0.01$) or 0.1% ($p<0.001$) after controlling for GDP, governance/regime type, region, and urbanization (See Tables 2.1, 2.2 and 2.3). In the multivariate model for the GTI, women's economic empowerment does not retain its significance (see Table 2.4). Three out of four multivariate regressions, then, corroborate our hypothesis of a statistically significant inverse relationship

between women's economic empowerment and instability. In other words, greater levels of women's economic empowerment are associated with significantly lower levels of national instability—even after controlling for wealth, regime type, region, and urbanization.

Several control variables also demonstrate significance, including GDP per capita (all four models) and regime type (for FSI and GPI). These results were expected from the literature. What is more noteworthy is that WEEI retains its significance when included in the multivariate model with these control variables. We believe these results indicate that women's economic empowerment should be recognized alongside other factors as a significant contributor to national peace and stability.

Table 2.1 Linear Model Results for FSI and WEEI (N=154; Adjusted R-squared= 0.802)

FSI	Coefficient	Standard error	P-value	Standardized coefficient
WEEI	-1.598	0.447	0.000***	0.227
logGDP	-13.686	1.627	0.000***	0.673
Urbanization	-6.558	7.610	0.390	0.059
Authoritarian				
Flawed democracy	-1.863	2.437	0.446	0.076
Full democracy	-9.337	3.523	0.009**	0.380
Hybrid regime	-1.334	2.463	0.589	0.054
MENA				
East Asia Pacific	-8.947	4.844	0.067	0.364
Europe Central Asia	-11.956	4.735	0.013*	0.487
Latin America Caribbean	-7.694	4.786	0.110	0.313
North America	-14.899	9.073	0.103	0.606
South Asia	-6.108	5.576	0.275	0.249
Sub Saharan Africa	-11.374	4.358	0.010*	0.463
Constant	212.451	13.552	0.000***	0.460

***significant at 0.1% (p<0.001), **significant at 1% (p<0.01), *significant at 5% (p<0.05)

Table 2.2: Linear Model Results for GPI and WEEI (N=149; Adjusted R-squared= 0.400)

GPI	Coefficient	Standard error	P-value	Standardized coefficient
WEEI	-0.041	0.015	0.008**	0.300
logGDP	-0.248	0.057	0.000***	0.619
Urbanization	0.361	0.265	0.176	0.166
Authoritarian				
Flawed democracy	-0.179	0.084	0.035*	0.374
Full democracy	-0.171	0.121	0.159	0.358
Hybrid regime	-0.168	0.085	0.051	0.350
MENA				
East Asia Pacific	-0.279	0.167	0.097	0.582
Europe Central Asia	-0.163	0.161	0.313	0.341
Latin America Caribbean	-0.158	0.163	0.334	0.329
North America	0.068	0.308	0.826	0.142
South Asia	-0.071	0.198	0.720	0.149
Sub Saharan Africa	-0.434	0.149	0.004**	0.904
Constant	4.551	0.470	0.000***	0.714

***significant at 0.1% (p<0.001), **significant at 1% (p<0.01), *significant at 5% (p<0.05)

Table 2.3: Linear Model Results for PSAV and WEEI (N=154; Adjusted R-squared= 0.576)

PSAV	Coefficient	Standard error	P-value	Standardized coefficient
WEEI	-2.464	0.708	0.001***	0.323
logGDP	-17.134	2.578	0.000***	0.778
Urbanization	6.927	12.058	0.567	0.058
Authoritarian				
Flawed democracy	0.321	3.861	0.934	0.012
Full democracy	-1.666	5.582	0.766	0.063
Hybrid regime	2.020	3.902	0.606	0.076
MENA				
East Asia Pacific	-19.237	7.676	0.013*	0.723
Europe Central Asia	-9.831	7.504	0.192	0.369
Latin America Caribbean	-13.240	7.584	0.083	0.498
North America	-10.530	14.376	0.465	0.396
South Asia	-19.688	8.835	0.027*	0.740
Sub Saharan Africa	-28.404	6.905	0.000***	1.067
Constant	130.654	21.474	0.000***	0.576

***significant at 0.1% (p<0.001), **significant at 1% (p<0.01), *significant at 5% (p<0.05)

Table 2.4: Linear Model Results for GTI and WEEI (N=149; Adjusted R-squared= 0.174)

GTI	Coefficient	Standard error	P-value	Standardized coefficient
WEEI	-0.112	0.095	0.240	0.154
logGDP	-0.822	0.354	0.022*	0.387
Urbanization	1.754	1.655	0.291	0.152
Authoritarian				
Flawed democracy	0.012	0.526	0.983	0.005
Full democracy	0.571	0.755	0.450	0.224
Hybrid regime	-0.147	0.531	0.782	0.058
MENA				
East Asia Pacific	-0.721	1.043	0.491	0.283
Europe Central Asia	-1.206	1.006	0.232	0.473
Latin America Caribbean	-2.366	1.015	0.021*	0.928
North America	2.074	1.924	0.283	0.814
South Asia	1.528	1.236	0.219	0.599
Sub Saharan Africa	-1.841	0.931	0.050	0.722
Constant	10.511	2.933	0.000***	0.450

***significant at 0.1% (p<0.001), **significant at 1% (p<0.01), *significant at 5% (p<0.05)

Expert Interviews

In addition to our literature review and quantitative analysis, our team conducted 25 interviews with experts. Common themes and recommendations emerged as a result of engaging with experts in the fields of CVE, economics, Women, Peace and Security (WPS), international development, and religious studies. Experts interviewed repeatedly expressed concern over best practices regarding women's empowerment, specifically women's economic empowerment. While acknowledging that a comprehensive implementation strategy for women's economic empowerment in conflict and post-conflict settings is beyond the scope of this paper, these repeated concerns are worthy of recognition. Experts identified several critical factors that influence program design and implementation, that albeit simple, are critical for positive results. These factors include 1) women's inclusion, 2) recognizing the importance of men, 3) framing, 4) adhering to local context, and 5) making long-term investments.

1. Women's Inclusion

> *Women also contribute to security tacitly through national security - that may be front lines as police or military officers or in national security policymaking roles, intelligence, parliament, [or] government. In the frontline role it is especially critical for communities to see the security forces as representing the community. There's data showing that when women participate in police or military [forces] that they are able to access populations and gather information that male counterparts may not, both from men and women in communities...women are more likely to report gender based violence as one experience that affects the stability of a country, and we see that having women represented in police forces increases their legitimacy. - Jamille Bigio, Senior Fellow, Council on Foreign Relations*

One of the main challenges in designing effective programs for women is that women are often not involved within design processes. For example, many government agencies and development NGOs are currently dominated by male representation. Suzanne Savage, gender specialist, notes that only about 15% of Chief of Party (COP) roles overseas were held by women during her time. Excluding female perspectives within development processes can be detrimental to program success; certain unintended consequences can arise as a result of women

not being present to discuss their realities. It is essential that women be included within planning and implementation processes in the field of gendered programming. The presence of women adds legitimacy to decision-making and law enforcement activities. In addition, women's inclusion increases the likelihood that needs facing the community will be addressed by decision-making bodies. As Jamille Bigio states:

> *Women bring a unique perspective to challenges facing a society. [In] part given that women have distinct roles in the family...They're able to help draw attentions to issues like justice, economic opportunity, education, and housing that are factors that affect citizens' everyday lives and affect the extent of citizens' trust in government and their investment in government reform. All of that matters when a government has been trying to implement a peace agreement or otherwise help their society recover or implement reforms to recover from some conflict or prevent a conflict. The ability and legitimacy of that government in the eyes of its citizens will affect its ability to implement change. When women broaden a set of issues that governments are looking at or that are covered in peace agreements, that assures that citizens view their government as more legitimate and more responsive to their needs.*

2. Recognizing the Importance of Men

> *I think in Iran for example, men were demonstrating on behalf of women's rights, this is something you would never see in the women's march. Many of them understand that where women are disenfranchised it also affects them: they cannot become fully human. That masculinity is harmful and scary. It also involves enormous pressure. Many of the men I worked with in Afghanistan were supporting several people on one salary, sisters and daughters and wives, as many as 115 and 25 people. This is a hideous amount of pressure…Men are carrying too much responsibility. Because of the lack of work and their responsibilities they are also relatively powerless when it comes to the workplace: they can't negotiate for better working conditions or higher pay. The traditional family with males as sole breadwinner traps everyone in a cycle of poverty. I think you have to target both men and women. Both live together on this planet. The only [way] to bring about change is for men to change and for women to change also. Cultural change occurs when everyone involved-all genders-commit themselves to making the world a*

more fair, equitable, and peaceful place. - Patricia Leidl, Communications Strategist, Writer, and Editor, USAID PROMOTE Women's Leadership Development

You can't exclude men. Gender is often taught as a zero-sum game. It oftentimes involves at least the perception, not necessarily the reality, but a perception that suggests that if you empower women, that means...disempowering men. In most cases in the society most men are accustomed to holding positions of authority, one has to tread very carefully to ensure that the perceptions about women's empowerment does not lead men to perceive themselves as losing masculinity. - Hamid Khan, Deputy Director, The Rule of Law Collaborative, The University of South Carolina

Men do not suffer from the imbalance of economic empowerment. We need to work with the other half of the society—women. However, working with the women does not mean we exclude men from the process. To ensure there is gender balance in the economic empowerment system, it is critical that we empower both men and women so other parts of society do not become unbalanced or collapse. Foremost, we believe that women should be empowered so there is sustained and balanced economic growth. - Lida Nadery Hedayat, Democracy and Governance Associate, Tetra Tech

While women's involvement is essential, men are not to be disregarded. The support of men in the community where initiatives are enacted is often helpful and crucial for success. Male allies can pave the way for progress where women often cannot. In patriarchal societies, existing social beliefs and cultural practices promote atmospheres in which it is difficult for women to pursue formal inclusion within the economy. In many instances, village men often play a critical role in persuading elders within the community to reconsider previously held opinions about women.

A consideration for involving men is the need to refute the idea that women's empowerment comes at the detriment of men. Resistance to female empowerment can be manifested in situations where women are viewed to be surpassing the status of their husbands; these situations have seen increases in domestic violence rates. Women who engage in community initiatives and activities can be viewed as undermining the number of positions men

are allowed to hold, creating an incentive for men to inhibit their advancement. Women's economic empowerment is beneficial to all; it is not a zero-sum game. As long as zero-sum beliefs persist, reluctance from men in pursuing female empowerment initiatives will persist.

3. Optimal Framing

> *When has trying to enforce a moral code ever not been met with resistance, if not outright violence? I think these economic incentives are much more powerful at changing hearts and minds in the long run because then a generation after that, it's all normal. Then it's normal that women are working. - Dr. Raymond Robertson, Labor and Trade Economist and Director of the Mosbacher Institute for Trade, Economics, and Public Policy*

Regardless of how well-intentioned a foreign entity's policies or suggestions may be, approaches generated from a moral high ground possess a high chance of rejection by local communities. Rather, empowerment initiatives for women should be developed in partnership with local communities, listening to needs and ideas emphasized by them. Successful initiatives rely on local buy-in in order for meaningful impact to occur. In locations where women's economic empowerment may be a controversial topic, framing becomes an important focus of discussion. Policies and programs imposed by outside parties looking to upturn social norms that discriminate against women may be rejected in much the same way as policies and programs that pursue a moral high ground may be. When women's empowerment is deemed threatening, it may be more effective to emphasize the economic benefits found within certain policies or programs. For example, explaining how women's inclusion in the economy can raise living standards within a community may speak better for locals uninterested in female empowerment programs.

4. Adhering to Local Context

> *Religion can be a discourse that transcends gender boundaries. People see that there is a gender place, for example, for the economic role of women, such as Muhammad's first wife, the economic forebear for women, and the economic engine for Muhammad's ministry for example. That gives license to a discourse which not only affects women but*

also includes men, so i think part of that is engaging in a dialogue of which the point of discussion is understanding women as part of the religious ethos. That religious ethos then becomes the means by which you can have a justifiable conversation to talk about women and religion in a way that doesn't seem threatening to men, because at the end of the day, if they see it as a part of their religious obligations and not necessarily a social imbalance or an import from foreign societies, like the west, they are less likely to see this as a personal threat to themselves, but rather as part of their religious ethos and frankly, ideally, part of their religious duties. - Hamid Khan, Deputy Director, The Rule of Law Collaborative, The University of South Carolina

In Afghanistan there was not enough consideration of the differences between the regions and communities and what was going on at the time. It was very difficult to do a standard blanket approach. And we did put women at [physical] risk sometimes because of the blanket approach. - Peggy Poling, former Chief of Party

There is no one-size-fits-all approach with regards to gendered programming. Programs should be specifically designed for the context in which they are meant to be implemented. This is best done by working closely with local community members, listening to their insights and taking the time to understand the dynamics of belief systems practiced. To be most effective, women's economic empowerment programs should be altered to meet the individual needs of women in the area. While national laws and quotas concerning women's economic involvement are important, they alone are insufficient in changing norms and views. If there is no evident shift within societal perspectives, national laws and quotas are superficial at best. To achieve meaningful change, efforts should be focused on addressing societal opinions at a communal level. Not understanding the local environment is a common critique of international development. Blanket assumptions based on past successes often result in negate or diminished program results. Within gendered program design, a woman's economic position in society cannot be extricated from her societal position; both positions must be considered when seeking to generate lasting results.

Furthermore, working with religious leaders can help advance program initiatives as most religious leaders are often male. A way to collaborate with religious leaders when seeking

to advance female economic empowerment policies and programs, for example, is by pointing towards positive examples found within religious text. Within Islam, citing Muhammad's first wife, Khadijah al-Kubra, who aided as his business partner may have positive implications. Hamid Khan, an expert in Islamic Studies and Rule of Law, noted that when visiting Afghanistan, efforts were made to co-design marriage contracts with religious leaders to help establish legal identities for women. Eager to fulfill their religious ethos, these men were willing to serve as partners in the process.

5. Committing to the Long-Term

> *If a donor is really interested in evaluating effectiveness, you have to go back and visit the communities some years later to see the impact. Two issues contribute to questionable impact of development programs. First, most projects are not long enough to achieve real change. Real change that is internalized into a culture or structure takes years and years. Most development projects are too short. They set-up a five-year program and predetermine all the activities, benchmarks, and outcomes. When you are trying to get people to change the way they do things you have to be responsive to their pace and direction, not to mention contextual factors. These five-year programs take a year to get operational, spend a couple years trying to force partners to achieve the predetermined outcomes, and the last year wrapping up. At that point you can maybe see some results but it is most likely just outputs: how many people trained or how many hours of training were conducted. If you want to see if change was really affected you have to go back years later see what is going on, whether any of the work really took hold. You have to ask people what they felt were the most important factors contributing to the change. I've never seen development programs go back five or ten years after a program ended to see what the long-term change was. It doesn't have to be an elaborate or expensive process. Just have some conversations with the people who participated. If you really want to see what happened as a result you gotta go back." - Suzanne Savage, Gender specialist*

"It could be an attempt to do a one-size-fits-all approach or doing something in one environment and it works and then assuming it'll work in this other environment. The programs that work best are those that have very careful monitoring and evaluation systems. So that

throughout the course of the program you are checking on those unintended consequences where the change mechanisms are that you didn't realize existed. You're doing course corrections constantly. It's a laboratory scientific project, it's so involved with all the different disciplines and you have to constantly be monitoring and doing feedback loops which are absolutely vital. And you need to be asking the right people." - Don Steinberg, Senior Fellow for Diversity, Equity, and Inclusion at InterAction, former Deputy Administrator at USAID

One challenge in understanding the long-term impact of gendered programs, especially those focused on economically empowering women for national stability purposes, is a lack of data that measures that type of impact. Without data pertaining to programs results, it is often difficult to determine whether existing approaches should be implemented within new programs. In many cases, valuable programs that empower women economically are often restricted to several short years of implementation. In many situations programs and policies may require additional time to bear fruit. Investments in women should be made with this knowledge in mind.

Conclusion

According to Jamille Bigio, Senior Fellow for Women and Foreign Policy at the Council on Foreign Relations, "When women have the opportunity to be full participants of society…. they contribute to economic growth, health and opportunity of family and communities….and those are factors in a country's overall ability for a stable economy...that helps contribute to the resilience of a country to security threats." The connection between women's economic empowerment and stability is important, although it lacks extensive research. For this reason, our paper relied on measuring the impact of women's economic empowerment on national stability through an "A" to "B" to "C" approach. Each of the 6 mediating mechanisms identified and their corresponding causal chains found that women's economic empowerment is strongly associated with higher levels of national stability.

In supplementing the connection between women's economic empowerment and stability found in the literature, our quantitative analysis found a significant relationship between women's economic empowerment and stability in 3 out of 4 multivariate regressions. These results are indicative of an inverse relationship between women's economic empowerment and instability. As stated by Radhika Prabhu, Executive Director of U.S.-Pakistan Women's Council, "The nexus between security and economic vulnerability has never been more clear." We hope that the findings presented within this paper further understanding of women's contributions to society while underlining the importance of continued research and investment in this field. Given the vast corpus of findings reviewed, it is almost impossible not to conclude that women's economic empowerment is a key factor in national security and stability.

Appendix 1 – Women's Empowerment Index Scores

Rank	Country	Score
1	Poland	6.9
2	Hungary	6.4
3	Sweden	6.3
4	Netherlands	6.2
5	Ireland	6
6	United States	6
7	Denmark	5.9
8	Australia	5.9
9	France	5.8
10	Austria	5.7
11	Czech Republic	5.5
12	Finland	5.4
13	Germany	5.2
14	Mauritius	5.1
15	Belgium	5.1
16	Lithuania	5.1
17	New Zealand	4.9
18	Luxembourg	4.9
19	Albania	4.9
20	Croatia	4.9
21	Bulgaria	4.9
22	Italy	4.6
23	Norway	4.5
24	Bolivia	4.5
25	United Kingdom	4.5
26	Iceland	4.4
27	Spain	4.4
28	Israel	4.3
29	Cambodia	4.3
30	Canada	4.3
31	Mongolia	4.2
32	Slovakia	4.1
33	Costa Rica	4.1
34	Romania	4
35	Slovenia	4
36	Venezuela	3.9
37	Switzerland	3.9
38	South Africa	3.8
39	Azerbaijan	3.7
40	Belarus	3.6
41	Paraguay	3.6

Rank	Country	Score
42	Laos	3.6
43	Dominican Republic	3.5
44	Nicaragua	3.5
45	South Korea	3.5
46	El Salvador	3.4
47	Uruguay	3.4
48	Latvia	3.4
49	Panama	3.3
50	Cyprus	3.3
51	Argentina	3.3
52	Serbia	3.3
53	Barbados	3.2
54	Peru	3.1
55	Honduras	3.1
56	Moldova	3
57	Ukraine	2.9
58	Georgia	2.9
59	Bahamas	2.9
60	Macedonia	2.9
61	Portugal	2.9
62	Estonia	2.9
63	China	2.8
64	Vietnam	2.8
65	Russia	2.8
66	Tajikistan	2.6
67	Colombia	2.6
68	Jamaica	2.6
69	Mexico	2.5
70	Ecuador	2.5
71	Ghana	2.5
72	Philippines	2.4
73	Greece	2.3
74	Bhutan	2.1
75	Armenia	2.1
76	Belize	2.1
77	Bosnia- Herzegovina	2.1
78	DRC	2.1
79	Singapore	2
80	Japan	2
81	Thailand	1.9
82	Montenegro	1.8

83	Trinidad and Tobago	1.8
84	Namibia	1.8
85	Rwanda	1.7
86	Chile	1.7
87	Uzbekistan	1.6
88	Turkey	1.3
89	Kyrgyzstan	1.2
90	Kazakhstan	1.1
91	Kenya	1.1
92	Haiti	1
93	Brazil	1
94	Angola	0.9
95	Ethiopia	0.9
96	Mozambique	0.8
97	Guyana	0.7
98	Fiji	0.7
99	Burundi	0.7
100	Madagascar	0.6
101	Sri Lanka	0.5
102	Botswana	0.3
103	Burma	0.2
104	Zimbabwe	0.1
105	Burkina Faso	-0.2
106	Suriname	-0.2
107	Sierra Leone	-0.2
108	Zambia	-0.3
109	Eritrea	-0.3
110	Guatemala	-0.4
111	Nepal	-0.4
112	Côte d'Ivoire	-0.4
113	Papua New Guinea	-0.4
114	Solomon Islands	-0.5
115	Uganda	-0.6
116	Equatorial Guinea	-0.6
117	Central African Republic	-0.6
118	Gambia	-0.7
119	Malaysia	-0.8
120	Comoros	-0.8
121	Libya	-1.1
122	Lesotho	-1.1
123	Algeria	-1.2
124	Tunisia	-1.2
125	Tanzania, Republic	-1.2
126	Djibouti	-1.2
127	Senegal	-1.3
128	Malawi	-1.4
129	Morocco	-1.4
130	Congo, Republic	-1.7
131	Togo	-1.8
132	Liberia	-1.9
133	Brunei	-1.9
134	Benin	-2
135	Niger	-2.1
136	Nigeria	-2.3
137	India	-2.4
138	Chad	-2.4
139	Cameroon	-2.4
140	Mali	-2.4
141	Maldives	-2.6
142	Pakistan	-2.6
143	Indonesia	-2.7
144	Kuwait	-2.8
145	Lebanon	-3
146	Guinea Bissau	-3.2
147	South Sudan	-3.8
148	Bangladesh	-3.8
149	Guinea	-4.3
150	Gabon	-4.7
151	United Arab Emirates	-4.7
152	Iraq	-4.7
153	Egypt	-5.2
154	Mauritania	-5.2
155	Qatar	-5.8
156	Syria	-6.1
157	Iran	-6.3
158	Afghanistan	-6.4
159	Jordan	-6.5
160	Oman	-6.5
161	Bahrain	-7.2
162	Saudi Arabia	-7.9
163	Yemen	-8.8
164	Sudan	-8.9

Appendix 2 – List of Interviewees

Listed below are the individuals interviewed for the purpose of this project. Please note that the contents of this report are a reflection of the beliefs of the researchers and not those interviewed for this project.

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- Christine Balling, Senior Fellow for Latin American Affairs, American Foreign Policy Council
- Jamille Bigio, Senior Fellow for Women and Foreign Policy, Council on Foreign Relations
- Lesli Davis, Governance, Peace and Security Consultant, UN Women Regional Office for Asia and the Pacific
- Mary Fontaine, Senior Gender Specialist
- Isabella Gady, Design for Social Inovation Consultant
- Anne-Marie Goetz, Clinical Professor, Center for Global Affairs, School of Professional Studies, New York University
- Jennifer L. Hawkins, Women, Peace, and Security Advisor, USAID
- Lida Nadery Hedayat, Democracy and Governance Associate at Tetra Tech
- Tanvi Jaluka, Independent Gender and Development Consultant
- Sif Heide-Ottosen, Senior Research Analyst, Forcier
- Hamid Khan, Deputy Director, The Rule of Law Collaborative, The University of South Carolina
- Patricia Leidl, Communications Strategist, Writer, and Editor, USAID PROMOTE Women's Leadership Development
- Christina Madden, Director of Engagement, Criterion Institute
- Hilary Matfess, PhD Student in Political Science & Research Analyst
- Ren Mu, Associate Professor, The Bush School of Government and Public Service, IZA Research Fellow
- Jenny Murphy, Rule of Law Advisor
- Subhalakshmi Nandi, Deputy Regional Director, ICRW Asia Office
- Andrew Natsios, Professor of Practice, Bush School of Government and Public Service
- Peggy Poling, Former Chief of Party

- Radhika Prabhu, Executive Director of U.S.-Pakistan Women's Council
- Dr. Raymond Robertson, Labor and Trade Economist, Director of the Mosbacher Institute of Trade, Economics, and Public Policy
- Suzanne Savage, Gender Specialist
- Don Steinberg, Senior Fellow for Diversity, Equity, and Inclusion at InterAction, former Deputy Administrator at USAID
- Steve Steiner, Former Department of State and USIP, now independent
- Fabio Verani, Senior Technical Advisor for Gender Program Design and Implementation, Gender Justice Team, CARE USA

Annotated Bibliography

This section of the paper provides an extensive list of citations pertaining to women's empowerment. Each citation is followed by a summary of the article and an explanation of how it contributes to our A-B-C framework. By providing this list of articles and documents pertaining to women's economic empowerment we are attempting to provide a consolidated list of information on the topic of women's economic empowerment for future researchers. In addition, we hope this is useful for policymakers as women's economic programs are created.

"A Decade Lost: Locating Gender in U.S. Counter-Terrorism." (2011). Center for Human Rights and Global Justice. NYU School of Law. https://chrgj.org/wp-content/uploads/2016/09/locatinggender.pdf

A Decade Lost is a study of how the U.S. government's counter-terrorism efforts impact women. It draws on research from different fields and utilizes counter-terrorism strategies to examine their outcomes and impact on women. The report discusses how women's empowerment and economic prosperity has been linked to national security. When women have economic opportunities, this benefits their families and communities; additionally, these benefits have an effect on increasing ideological moderation. If women have access to financial opportunities, they have a greater voice within their community and their children stay in school longer, which makes them less likely to engage in extremist behavior.

This report found that in Iraq, economic stress was a reason behind women joining insurgency groups. The U.S. has since implemented programs that help provide economic opportunities to the most vulnerable individuals within the population of Iraq, specifically women. These programs are intended to help create sustainable livelihoods for women and their families. A similar program called The Gender Equity Program was implemented in Pakistan. This was a five-year program intended to promote women's rights and empowerment by ending gender-based violence and creating economic and political opportunities for women.

Abu-Saba, M. B. (1999). Human Needs and Women Peacebuilding in Lebanon. *Peace and Conflict: Journal of Peace Psychology*, *5*(1), 37–51. Retrieved from https://www.tandfonline.com/doi/abs/10.1207/s15327949pac0501_5

This article discusses how in Lebanon, "a society that has seen much violence, the seeds of a nonviolent society are being nurtured in programs focused on women, and largely initiated and led by them." Peacebuilding programs supported by NGOs that involve women are presented through Maslow's hierarchy of needs. The literature describes how as a woman's life and psyche are organized around others, it is only natural that women be the ones to reach out and satisfy the needs of others for security, the identity, well-being, and self-determination during times of war. This practice can liberate women from their oppression by men.

In addition, this article discusses The Institute for Women's Studies in the Arab World (IWSAW) of the Lebanese American University and its projects that combine income-generating training with an increased awareness of human rights for women. Hopes for enlarging the peacebuilding network were mentioned so long as the economic, political, and social structures in Lebanon and other Arab countries remained stable enough for projects to bear fruit. Women's economic empowerment in Lebanon, therefore, holds potential for allowing women increased political awareness and participation.

Alam, M., Dufour-Genneson, S., & Turkington, R. (2014). Security, Basic Services and Economic Opportunity in South Sudan: Perspectives of Women Post-Independence and Pre-Civil War. Georgetown University. Retrieved from https://giwps.georgetown.edu/wp-content/uploads/2017/10/Security-Basic-Services-and-Economic-Opportunity-in-South-Sudan-Perspecitives-of-Women-Post-Independence-and-Pre-Civil-War-.pdf

In this report, the authors examine the status of South Sudanese women and women's perceptions of their country's overall well being. Women's perceptions of their own well-being after South Sudan's independence in 2011 and after the outbreak of civil war in 2013 are also included. Results found an increase in female optimism after independence and a decrease in female optimism after the outbreak of civil war. In South Sudan, women continue to face marginalization on many fronts, including economic marginalization. The economic empowerment of women is highlighted as a means to strengthen post-conflict reconstruction efforts within the country. South Sudanese women placed a strong emphasis on the need to resolve unemployment problems within the country in order to regain national stability and security.

Despite many women serving as head of household after the end of the civil war, women recognized their own limitations in obtaining employment and contributing to reconstruction efforts. According to this report, "...unemployment – especially in fragile contexts – can exacerbate other sources of instability and insecurity. When a large percentage of the population is unemployed or underemployed, especially when this group includes young men, there is much more fertile recruiting ground for extremist groups and militias….Economic empowerment is necessary to securing lasting stability, and women's economic empowerment in particular plays a crucial role in post-conflict reconstruction." Women's economic empowerment in South Sudan, especially among female headed households, can serve as a means by which to curb future instability and insecurity in the country.

Allan, D. (2012). The Burden of Rapid Development: A Case Study on Women's Economic Empowerment in Post-Conflict Rwanda. Retrieved from http://summit.sfu.ca/item/12132

This project analyzed barriers preventing women from engaging in economic opportunities in Rwanda following the 1994 genocide. It found that government reforms and traditional practices that were not adequately addressed in legislation constrained women's economic opportunities. Economic empowerment was defined as women's ability to choose their own economic outcomes, which meant women must have access to opportunities, control over income and resources and agency to participate in decision-making. The research found that the genocide shifted gender roles as women were forced to take on more responsibility and fill traditionally male occupations. This ultimately led to increased time poverty among women; women were expected to fulfill the demands of their male kin roles as well as demands pertaining to their domestic roles.

The case of Rwanda is important because the government recognized the importance of improving women's economic position. This report also highlights the unintended consequences of reforms and programs aimed at improving the status women. The inclusion of women was a priority for the Rwandan government following the genocide; however, due to the government's lack of understanding and communication with women, the reforms had the adverse effect of constraining women even more. Traditional cultural practices, primarily in rural areas, remained

the same and prevented women from exercising their new rights even though laws regarding land rights, employment and citizenship had changed.

Annual Report 2017. (2017). All Across Africa. 2017. Retrieved from https://static1.squarespace.com/static/5a0cd1e8a8b2b003b24a0802/t/5bd1ec4071c10b3d84d7b44d/1540484225509/All+Across+Africa+2017+Annual+Report_Website.pdf

This annual report looks at the impact that All Across Africa's program has had for female artisans. This program is a long-term investment intended to provide sustainable employment for women. All Across Africa finds that economically empowering female artisans allows them to become agents of change within their communities. The artisans in this program earn 4-5 times the amount they would receive from local markets. This income is put back into the community, as women generally spend it on the health and education of their children. The increase in control of resources within the household has a positive impact on their children, creating change within family units. Each artisan's job supports 5.7 dependents on average and has led to the creation of 1.5 more jobs due to money being put back into the community. By economically empowering women, All Across Africa provides women with a means to financially invest in the well-being of their families.

Annual Report 2017. (2017). War Child Canada. Retrieved from https://warchild.ca/wp-content/uploads/2018/07/WC_AR_2017.pdf

This report discusses the economic consequences of conflict. During times of war, workers are lost to injury, death or displacement. Supplies are also blocked and businesses close due to a lack of customers. In many conflict zones, women are forced to take on the role of head of household. Because many of these women have not had access to previous employment opportunities or an earned income, they are inadequately prepared for this responsibility. War Child has created numerous economic programs to help address this issue. The programs provide literacy and numeracy schooling, basic business and accounting training, and practical skills training. Women can open small businesses with the assistance of War Child in various sectors.

One of War Child's programs in Afghanistan provided financial assistance through micro-loans, helping over 600 women start their own businesses. While micro-loans have been

controversial at times, more than 95% of the women in the program repaid their loan within the first year. These women were able to put their children in school and feed them with their newfound income. In Sudan, rather than providing micro-loans, women were trained in agribusiness; this new training provided women with new economic opportunities in agricultural growth and production sectors. The types of programs War Child implements are intended to empower women economically to help reduce the risk of their children turning to violence or other harmful behaviors.

Antman, F. M. (2019). "Women and Migration." *IZA Institute of Labor and Economics,* No. 11282.

Up until today, most literature concerning migration has focused on women being left behind or women accompanying their spouses. However, with a growing number of women emigrating independently more research must be done pertaining to unintended consequences caused by female migration. In Mexico, for example, more educated women tend to migrate as compared to less skilled men. In such instances, a "brain drain" in the source country occurs. This can also lead to higher mortality rates and lower secondary school enrollment rates within the families of lower skilled women left behind. Additionally, it is found that if women migrate and leave their children behind there are many negative impacts that occur, including worse educational outcomes for children.

Factors pulling women to migrate are varied. If there are increased labor openings in gendered sectors of the economy, such as nursing or domestic labor, female migrants may choose to leave. Increased gender inequality also pushes female migration, especially among high-skilled females. As such, this research highlights the impact that the migration of mothers has on their children. Research found that mothers in particular have a greater influence over their children's performance in school. This relationship was not found to be the same with fathers. The effects of migration on mothers and the wellbeing of their children is something that needs to be considered when analyzing implications associated with female migration.

Asian Development Bank. (2013). "Impact of the Global Crisis on Asian Migrant Workers and Their families: A survey-Based Analysis with a Gender Perspective."

Retrieved from https://www.adb.org/sites/default/files/publication/30233/impact-global-crisis.pdf

Overall, women tend to migrate for domestic labor positions that earn less than male migrant positions. Women usually occupy low-skill jobs making them vulnerable to layoffs because they are perceived as less worthy of employment than men. This means that women can send less remittances back home than men. Women and men both send home remittances when they can, but due to the more informal nature of female migrant labor, women's salaries can at times be withheld from them. When female migrants lose their jobs overseas, they face more hardship in finding a new job than men. Most families assume that women will stay home and take care of domestic duties; however, if family finances necessitate, women are expected to work. Source countries that lag economically may be a push factor behind female labor migration. Women were found to migrate more than men for domestic jobs abroad due to these jobs' relative stability during economic downturns.

Benard, C. (2006). Fixing What's Wrong--and Building on What's Right--With Middle East Education. *The SAIS Review of International Affairs, 26*(2), 29-45. Retrieved from Link to citation Fixing What's Wrong -- and Building on What's Right -- With Middle East Education WS4N_d7LC2dVgcO3nCxpBhITVUJ-HF5NSYQ1y_kuaEIIEjvPSjQxiQhsfOL2SUaCXT641Q

This article argues that education in the Middle East cannot be an independent agent of change. Educational investment has been helpful for young Arab women who have shown improvement in educational levels and economic participation as a result of progressive attitudes and increased support by parents, educators, and communities. Positive outcomes that stemmed from educational investments are noted have been helpful in changing attitudes. Still, gains made through education investments alone and without supplementary training have proven uneven. According to the article, "The anticipated links-from schooling to employment, and from education to social stability-are absent in many locations." Rather than having educational success be measured by literacy and testing scores, success should be measured by the ability to find employment and develop an identity within society. This is specifically important when seeking to evaluate how educational investment empowers women. Improved views from parents

and communities have helped women make gains in certain areas; however, further improvements for women's overall empowerment can still be made.

Benard, C., Jones, S., Oliker, O., Thurston, C. Q., Lawson, B. S., & Cordell, K. (2008). "Women and Nation-Building." RAND Corporation. Retrieved from https://www.rand.org/pubs/monographs/MG579.html.

This study examines the impact of conflict on women and the role of women in nation-building. The study suggests that in order to strengthen prospects of stability within nation-building processes, a greater focus on human security and the economic inclusion of women should be explored. Developmental progress increases when women have jobs; research shows that women are likely to reinvest earnings into areas that benefit their children and families.

This study finds a strong correlation between stability and strong performance in gender measurements by a country; gender measurements are captured by the Gender Development Index. Afghanistan is used as a case study to examine this relationship. Through surveys, Afghans defined security as including access to clean water, healthcare, physical safety, and a standard of living. The empowerment of women is a step towards achieving these needs. Women who are economically empowered are more likely to invest earnings into clean water and healthcare initiatives, which has a direct impact on their children and their ability to survive. Throughout the years, women have always played a role within the economy; however, as there are greater gaps in the male population due to conflict, there is an increased need for women to take on greater economic roles to revitalize the economy. Women's economic empowerment in conflict settings such as Afghanistan has the potential to improve overall well-being of families and strengthen prospects for stability.

Bigio, J., & Vogelstein, R. (2017). "Women Are Key to Counterterrorism." U.S. News & World Report. Retrieved from https://www.usnews.com/opinion/op-ed/articles/2017-02-08/women-are-critical-in-the-fight-against-terrorism-and-the-islamic-state

This article argues that women need to be included in the fight against terrorism. Women are able to recognize early signs of radicalization as a result of being greater victims of extremism than men. Women play vital roles within their families and communities; this allows them to recognize early signs of extremism. The one challenge is that in order for this

information to be used effectively, women must first have a voice within their household and community. Women are also underutilized in the military and local police force. When women participate in this area of employment, the local community generally has a better perception of law enforcement; a better perception of law enforcement allows for the strengthening of reporting mechanisms between the community and those in authority. Women's economic empowerment holds potential for improving attitudes about women, allowing women to be employed in security keeping processes aimed at countering radicalization.

Bjarnegard, E., Brouneus, K., & Melander, E. (2019). "Violent Boyhoods, Masculine Honor Ideology, and Political Violence: Survey Findings From Thailand." *Journal of Interpersonal Violence.* Pg. 1-25. Retrieved from Link to citation of article titled Violent Boyhoods, Masculine Honor Ideology, and Political Violence: Survey Findings From Thailand P-QAAAAA:TInYqOlVh2FEt5ARJ3DVHbA7MgJXW1_uIg_-2nYB3ag7FZ7jWhNsqEEudnqeaFdaq3Sa2Ksrn5qu

This piece attempts to determine why some men revert to political violence in order to incite political change and some do not. The authors utilize micro-level data from the Survey on Gender, Politics, and Violence in Thailand conducted from 2012-2013. They specifically look at the interviews from 200 political activists, 100 red shirts and 100 yellow shirts.

Their initial hypothesis is that family-of-origin violence has not only serious intergenerational health and well-being effects, but may also push individuals to utilize violence in the future to solve problems, including political grievances. The statistical analysis in this study confirms the hypothesis. The connection between both being beaten as a child and seeing a mother beaten as a child and the use of political violence were statistically significant. However, seeing a mother beaten in childhood was more statistically significant than being beaten.

The authors postulate this occurs due to a child, specifically boys being more prone to ascribe to masculine honor ideology if they saw violence, their mother beaten, in their home as a child. Masculine honor ideology, developed by Bjarnegard, is made up of patriarchal values and ideals of masculine toughness. This means that a boy who witnesses his mother being beaten is more likely to embrace gender norms about masculine toughness and as a political activist is more likely to use violence to accomplish his goals.

This article finds evidence connecting domestic and political violence. When women are empowered and able to have more control in their lives, this may reduce violence in the home, which in turn can reduce violence on the national level as well.

Blumberg, R. L. (2005). Women's Economic Empowerment as the "Magic Potion" of Development?. University of Virginia and University of California, San Diego. Retrieved from Women's Economic Empowerment as the "Magic Potion" of Development?

This article argues that enhancing women's economic empowerment boosts gender equality and overall well-being of nations. This argument is informed by the author's theory of gender and development which argues that with greater female economic power comes a greater say in household decisions. Women also have more say in fertility decisions and the education of daughters and sons; educated daughters may result in less fertility. Additionally, women's economic empowerment is linked to corruption and armed conflict.

The author cites Mary Caprioli's 2000's research which showed a 5% rise in female labor force participation is associated with a state being 4.95 times less likely to engage in international conflict. In addition, a 1.3 drop in fertility is linked to a state being 4.67 times less likely to resort to armed conflict with a neighboring country. A 5% decrease in women members of parliament is also linked to a state being 4.91 times more likely to use force internationally; a state with twice the years of female suffrage is 4.94 times less likely to use force internationally. Reference to a separate Caprioli study conducted in 2005 showed similar findings for internal conflict where nations with only 10% female labor force participation were 30 times more likely to have deadly armed conflict within their borders than nations with 40% female labor force participation.

Blumberg argues that women's economic empowerment is the 'magic potion' to development. When women have greater economic empowerment, they have more control in decision-making processes that influence the use of violence to solve disputes.

Blumberg, R. L. (2005). Women's Economic Empowerment as the "Magic Potion" of Development?. University of Virginia and University of California, San Diego. Retrieved from Link to cited article Malnutrition, Poverty and Intellectual Development

Blumberg argues that the increase of women's control of income and economic resources positively impacts gender equality and development. Women that have control over their income are able to gain more control over their lives which contributes to their children's health, education and nutrition. They usually are given a greater voice within their household which can lead to more equity in land use and an increased autonomy of fertility decisions. When women have control of their income, they generally spend it on their family and projects that will benefit the well-being of their children.

These have a positive effect on the wealth and growth of their nation. As lower fertility rates are related to an increase in national income growth. In addition, their educated children will impact the future generations through higher marriage ages, lower fertility rates, lower infant/child mortality rates, etc. Blumberg also argues that women's economic power may help reduce corruption, conflict and violence. Referencing Caprioli's work it is noted that a 5% rise in female labor force participation was associated with a state being 4.95 time less likely to engage in international conflict.

This article leads to multiple positive outcomes based on women's increased access and control over economic resources. First, they are given greater control over resources in their own home and are able to invest more fully in their family. Second, their children are better off in the long run. With children getting married older, staying in school longer, and having better health outcomes societies will be more stable in the long run.

Blumberg, R. L. (2016). "A Theory-Guided Reexamination of Gender Inequality, Development and Armed Conflict in Mena/South Asia and Beyond." *Paper presented at the annual meeting of the American Sociological Association.*

Blumberg's theories of gender stratification and gender and development are both used to argue that economic power is most important and the most achievable form of power for women. This economic power has effects at the macro and micro level. At the micro level, economic power leads to self-confidence and increased decision-making power, which includes decisions about the welfare of their children. The inverse relationship between fertility and national income growth is the macro benefit.

The article also considers the "poison potion" which produces the opposite effects of the previously mentioned. One of these is high fertility rates, which can create a class of young,

uneducated men who could be motivated by pay to join a militia or extremist group. There is also an inverse correlation between women's labor force participation and armed conflict. Blumberg examines this by looking at the world's seven countries with the lowest female labor force participation average. These countries are Afghanistan, Algeria, Iran, Iraq, Jordan, Saudi Arabia and Syria and all seven are currently engaged in armed conflict. This example supports the argument of the correlation between the two indicators.

This article demonstrates that there is a connection between women's economic empowerment and decreased participation in armed conflict. Lower fertility rates is the main driver behind this phenomenon pointed to in this article.

Bonilla, J., Zarzur, R. C., Handa, S., Nowlin, C., Peterman, A., Ring, H., & Seidenfeld, D. (2017). Cash for Women's Empowerment? A Mixed-Methods Evaluation of the Government of Zambia's Child Grant Program. *World Development, 95*, 55. Retrieved from https://doi.org/10.1016/j.worlddev.2017.02.017

This article discusses the use of cash transfers to economically empower women in Zambia. A four-year control trial study of the Government of Zambia's Child Grant Program revealed that although women in beneficiary households made more sole or joint decisions, this newfound power was limited to the household. Changes within household dynamics were limited by deeply-rooted gender norms that prevented women from officially holding the title of head of household.

Within the program, unconditional cash transfers were provided to mothers or primary caregivers of children between the ages of zero and five. This approach was conducted using a mixed-methods evaluation. The four-year control trial in three rural districts provided researchers with quantitative information to evaluate the results of the program. Data collection through interviews with women and their partners provided the qualitative component for this study.

According to the study, women were 0.34 times more likely to make more sole or joint decisions as a result of the cash transfer program. However, qualitative data gathered indicated that men remained as heads of household and maintained their primary decision making status despite narratives from women stating that the program increased their financial empowerment and control of funds for household investment. The study suggests the need for additional program design components to secure transformational change for women.

Bourne, J. (2014). Why Educating Girls Makes Economic Sense. Retrieved from https://www.globalpartnership.org/blog/why-educating-girls-makes-economic-sense

The article discusses various organizations that have introduced programs to help increase girls' education. When a girl is educated, poverty within her community is likely to decrease. A gain in an additional year of secondary education is correlated with an increase in wages, which also helps reduce poverty within the community. When girls are educated, delays in child marriage can be seen. As girls are more educated within a society, an increase in female leaders can occur. UNICEF works to increase girls' education, believing it will help address root causes of poverty. UNICEF's work is done by working with the government to create policies, laws and programs that will support in educating girls and provide them with scholarships. UNICEF also employ advocacy measures at the community, national and global levels.

The Global Partnership for Education found that 90% of women's earning are reinvested in their families. This reinvestment has a ripple effect that creates immediate and long-term results for children, especially daughters.

Brown, J. L., & Pollitt, E. (1996). Malnutrition, poverty and intellectual development. Scientific American, 274(2), 38-43. Retrieved from link to cited article Malnutrition, poverty and intellectual development. Scientific American,

Globally, more than 195 million children under the age of five are undernourished. This is most common in developing countries and can have detrimental effects on the future development of these children. Malnutrition can trigger several effects including extreme weight loss, stunted growth, weakened resistance to infection and in some cases death. In addition to these effects it can also disrupt cognitive development which can have long-term implications. Studies have found that children who suffered from severe malnutrition score lower on intelligence tests than properly nourished children. In this paper, they examine a case study in Guatemala and found that children that were not given a nutritious supplement scored lower on vocabulary tests even when controlling for degree of poverty and the number of years of education.

Malnutrition has detrimental effects on the intellectual development of children. When parents, especially mothers, cannot feed their children, the long-term implications include limited national productive capacity.

Brysk, A., & Mehta, A. (2017). When Development Is Not Enough: Structural Change, Conflict and Gendered Insecurity, Global Society, 31:4, 441-459, DOI:10.1080/13600826.2016.1272046

The research aims to examine whether or not structural change and conflict associated with economic development can exacerbate women's physical insecurity. The author argues that "economic inequality, urban crowding and women's entry into the labor force" are associated with increased crime, as women's entry into the labor force challenged the patriarchal gender roles, consequently, endangered women's security. This correlates with the author's observation that "rising female labor force participation in a context of poverty, male unemployment, and crime produce conflict in gender roles that may drive violence."

This piece argues that women's economic participation challenges patriarchal norms. These norms can be associated with violence and increased crime rates. By entering the formal economy, women challenge those norms and can lead to societal change.

Burford, R. (2016). Map shows British towns and cities where WWI wiped out tens of thousands of people. Retrieved from https://www.dailymail.co.uk/news/article-3927026/Tragedy-lost-generation-Map-shows-towns-cities-WWI-wiped-tens-thousands-people-including-circles-friends-Britain-left-scarred-forever.html

This article discusses the impact that World War I (WWI) had on communities throughout Britain. Hundreds of thousands of British soldiers died during the war, which had a tremendous impact on the demographic of the country. The war led to the volunteering and recruitment of young men. Large cities lost tens of thousands men; the impact, however, was felt the greatest in smaller communities. Some small towns lost nearly their entire male population. This made post-war recovery efforts more challenging in particular towns and communities. As a result of the loss of thousands of men during WWI, many households were left without male kin to serve in the role of head of household. In many cases, women filled the role of head of household in order to return their communities to a state of normalcy.

Caprioli, M. (2000). Gendered Conflict. *Journal of Peace Research, 37*(1), 51-68. Retrieved from http://www.jstor.org/stable/425725

This study quantitatively assesses the relationship between militarism and domestic gender equality. The project uses data information regarding the use of military action as a tool of foreign policy from 1960 through 1992. Statistics on gender are not readily available prior to 1960. The Militarized Interstate Dispute dataset's hostility level serves as the dependent variable in this study. Percent of women in parliament, duration of female suffrage, percent of women in the labor force, and fertility rate serve as the independent variables. Control variables in this study include alliances, contiguity, wealth, and democracy.

Tests between each independent variable and the designated dependent variable shows confirmation of a direct relationship. Results are cited by Blumberg (2005), and Schmeidl & Lopez (2002): a 5% rise in female labor force participation is associated with a state being 4.95 times less likely to engage in international conflict, a 1.3 drop in fertility is linked to a state being 4.67 times less likely to resort to armed conflict with a neighboring country, a 5% decrease in women members of parliament was is linked to a state being 4.91 times more likely to use force internationally, and a state with twice the years of female suffrage is 4.94 times less likely to use force internationally.

Caprioli's research finds a direct relationship between fertility rates and conflict. Her quantified data supports the need for women to exercise greater control over reproductive decisions, which in turn can allow women to serve in positions of political authority and reduce calls for the use of force to resolve international disputes.

Caprioli, M. (2005). Primed for Violence: The Role of Gender Inequality in Predicting Internal Conflict. International Studies Quarterly, 49(2), 161. Retrieved from https://www.amherst.edu/media/view/233359/original/

The author contends that a domestic environment of inequality and violence, attributed to either structural or cultural violence, will result in a greater likelihood of violence at the state and the international level. Her research confirms that states characterized by gender inequality are more likely to experience intrastate conflict. This conclusion is based on data from 1960 to 2001. Specifically, she finds that "states with high fertility rates (3.01 and higher) are nearly twice

(1.83) as likely to experience internal conflict than those states with low fertility rates (3 and below). States with 10 percent women in the labor force are nearly 30 times (29.1) more likely to experience internal conflict than are states with 40 percent women in the labor force, while controlling for other possible causes of internal conflict." Caprioli's research suggests that states who restrict women's control over their own reproductive rights and access to enter the labor force are more likely to experience conflict.

Carter, B. (2013). "Women and violent extremism." GSDRC. Retrieved from http://www.gsdrc.org/docs/open/hdq898.pdf

This report addresses the linkage between violence against women and girls and violent extremism. Specifically, it looks at violent extremism over the last 15 years and the role violence against women and girls played in influencing these acts. The report explores this relationship by synthesizing information from terrorism, counter-terrorism, gender, and feminist studies. Until recently, reports on the connection between women and violent extremism have focused on women as victims of conflict.

This report provides information pertaining to the first female counterterrorism platform launched by Women without Borders (WwB) in 2008 called Sisters Against Violent Extremism (SAVE). SAVE currently operates in Yemen, Indonesia, India, Pakistan, Israel, Palestine, and Northern Ireland. The concept behind this organization is to encourage and empower mothers to stand against extremist ideology and recognize early signs of extremism, knowing that mothers are strategically positioned within the family to do so. This report recognizes that traditional patriarchal systems that promote the violent suppression of women are often prevalent among nations experiencing violent conflict.

Chaity, A. J. (2018). "Women and Empowerment: Bangladesh Sets Example for the World." *Dhaka Tribune.* Retrieved from https://www.dhakatribune.com/opinion/special/2018/07/12/women-empowerment-bangladesh-sets-example-for-the-world

Between 2016-2017 the number of women in the workforce of Bangladesh increased from 16.2 million to 18.6 million women. This surge in female employment pushed Bangladesh up to the 47th spot among 144 countries listed in the Global Gender Gap Report, allowing the

country to rank higher than neighboring India (108th), Sri Lanka (109th), Nepal (111th), Bhutan (124th), and Pakistan (143rd). Investments made on behalf of Bangladeshi women, including investments in economic opportunities, has led to a reduction in infant and child mortality, the alleviation of poverty, increased female entrepreneurship, increased education, and increased health within Bangladesh.

Chaudhary, A. R., Chani, M. I., & Pervaiz, Z. (2012). "An Analysis of Different Approaches to Women Empowerment: A Case Study of Pakistan." National College of Business Administration and Economics (NCBA&E). Lahore, Pakistan. Retrieved from https://www.researchgate.net/publication/221702495_An_Analysis_of_Different_Approaches_to_Women_Empowerment_A_Case_Study_of_Pakistan

This study conducted in Pakistan examines how women perceive themselves and their rights and how this influences their economic empowerment. The personal development of women can have an impact on their overall development. "Empirical results reveal that consciousness of women about their rights, economic empowerment of women and women's overall development have positive and significant effect on women's empowerment as measured by Gender Empowerment Measure (GEM) index." The study proves that there is causality between how women perceive themselves and their levels of economic empowerment. Empowering women, therefore, is important because they constitute half of the labor force, which in turn can help the overall economy.

Corneo, G. & Jeanne, O. (2001). "Status, the Distribution of Wealth, and Growth." *Scandinavian Journal of Economics.* 103:2. Pg. 283-293. Retrieved from https://www.jstor.org/stable/3440996

This paper examines growth and the way in which individuals care about their consumption and their rank in the distribution of wealth. The authors find that the steady growth rate of an economy increases with two variables: the strength of individuals status seeking motive and the equality of wealth distribution. Growth increases with equal wealth distribution as everyone can ascend the wealth ladder at equal levels. This means that the economy as a whole can grow more swiftly as everyone moves up the economic ladder together.

An important aspect of this paper is the connection between economic wealth and social status. The authors state that empirical evidence concludes that individuals are motivated to seek economic wealth due to social rewards. Social rewards include social status and public esteem. The authors conclude by stating that everyone attempts to find social status through the accumulation of wealth. While some societies that have more equal economies may not have large social standing discrepancies between people, each person still attempts to gain as high a position as possible.

Women need increased wealth in order to advance within the social structures of society. Wealth can only be achieved as one moves up the economic ladder. If more women are able to climb the economic ladder, their nation's economy stands to grow at a much faster rate.

Cornwall, A. (2016). "Women's Empowerment: What Works?" *Journal of International Development*. Special Issue: Aid for Gender Equality and Development. Volume 28. Issue 3. Retrieved from https://onlinelibrary.wiley.com/doi/full/10.1002/jid.3210#jid3210-bib-0024

Cultural, economic and political constraints often hinder women's economic empowerment, contributing to long term disparities. A change in laws is often needed to provide financial access to women. In addition, social norms require a shift. One root cause of a lack of women's economic empowerment is the "deep structural basis of gender inequality." Restrictive cultural and social norms must be re-considered and attitudes towards women have to change. Institutions currently foster these types of inequality. Beyond the individual level, normative beliefs in society have to be addressed. Raising consciousness about the status quo is important. Societal attitudes that constrain women from being economically empowered can effectively inhibit national progress.

Cortes, P. (2015). "The Feminization of International Migration and its Effects on the Children Left Behind: Evidence from the Philippines." *World Development,* 65. 62-78. Retrieved from https://www.sciencedirect.com/science/article/abs/pii/S0305750X13002337

An increasing number of female migrants are leaving children behind in order to emigrate for economic opportunities. While remittances sent back home can increase the

likelihood of a child attending a better school or having more resources at home, there can be unintended consequences. When fathers migrate, mothers typically stay at home; society often dictates that the female take care of domestic work while the male provides financially.

However, as more women migrate to work, men do not become the primary caregivers and children are often raised by extended family networks instead. This study examines the effect of female migrants on the lives of children by using families with both parents at home and families where the father has emigrated for work as controls. Boys with migrant mothers have significantly worse educational outcomes, even more so than girls. For teenagers with migrant mothers, girls tend to take on many domestic chores and boys tend to work more consistently in the labor force.

The negative impact on educational attainment for children as a result of female migration may be caused by two different factors: 1) men send larger remittances home and 2) a mother's absence results in less parental time spent with children. While lower remittances may account for some variation, there seems to be a bigger impact derived from a lack of maternal guidance in the home. These results are in line with the findings of Cobb-Clark and Tekin (2011) and Bertrand and Pan (2013); they conclude that boys are more shaped by parental input than girls. Women's economic empowerment can help mitigate and prevent these results in future children.

Countering Violent Extremism by Engaging Women. (2016). Council on Foreign Relations. Retrieved from https://www.cfr.org/event/countering-violent-extremism-engaging-women

This article provides a transcript from a panel that discussed countering violent extremism by engaging women in these processes. Numerous experts from different fields that participated in the discussion, each providing their own unique perspective to the topic at hand. Retired U.S. Marine Corps General John R. Allen, highlights that in his experience, empowering women in conflict-ridden areas is extremely important. He asserts that no society can transition from conflict to development without the mainstreaming of women within society. In Afghanistan, opening security sector employment for women brought about immense pride and was a step towards greater integration of women within Afghan society.

As the discussion turned specifically to countering violent extremism, Jayne Huckerby, Clinical Professor of Law at Duke University School of Law, agrees that women can be included in discussions, yes, but the overall solution lays in mainstreaming gender and looking at the engagement of women from various approaches. An important approach lays in reevaluating how existing policies have undermined women's rights. Huckerby also notes that counter terrorism financing rules negatively impact local NGOs and organizations that have formed to combat terrorism and radicalization, many of which are led by women. According to this article, "In many countries, women are well-positioned to detect early signs of radicalization because their rights and physical integrity are often the first targets of extremists. In addition, they are well-placed to challenge extremist narratives in homes, schools, and communities." Allowing women access to financial resources that support their counter radicalization efforts and employment among security sector jobs can be a way to promote greater stability within countries experiencing conflict and violent extremist activities.

Couture, K. L. (2014). A Gendered Approach to Countering Violent Extremism- Lessons Learned from Women in Peacebuilding and Conflict Prevention Applied Successfully in Bangladesh and Morocco. Foreign Policy at Brookings. Retrieved from http://www.peacewomen.org/sites/default/files/a_gendered_approach_to_countering_violent_extremism_0.pdf

This report looks for best practices in the utilization of women in CVE policies. When women are economically empowered, they reinvest almost all of the money earned back into their family in the form of healthcare, food, and education. When women or girls are educated, they marry on average four years later and have fewer children. As a result, their children tend to be healthier and better educated. This research looks at the success of women's empowerment in countering violent extremism in Morocco and Bangladesh.

Poverty and political strife are what the government of Bangladesh considers to be the main drivers of extremism. To address these issues, Bangladesh has created micro-lending programs and ready-made garment factory jobs as a way to economically empower women. The Grameen (Village) Bank offers micro-loans to help poor women create and sustain small businesses. Roughly 98% of borrowing is done by 8 million women. These micro-loans have allowed women to reinvest in education and family planning. The increase in income has

allowed these women to gain greater decision-making power and access to financial resources. Another initiative mentioned is a ready-made garment factory, which at 80% female employment, is the largest in the country. These jobs have empowered women to postpone marriage, provided them with greater choice in who they marry, and enhanced their value within the family unit. The women most positively impacted by this program are the uneducated and poor.

A final program analyzed is located in Morocco and empowers women socio-economically. This has entailed changes to the Moroccan Family Code to give women greater agency within their own household. Some of the most important rights are equal access to inheritance and property. In 2005, Morocco created a program for female preachers, promoting religious moderation as a result. These women are paid to teach, interpret and spread Maliki Islam. In this role, women teach messages of tolerance and peace while acting as a safe confidante for other women. There is still room for improvement in labor force participation amongst women in Morocco; however, progress made through the Family Code has opened the door to future possibilities. As a result of economically empowering women through these various programs, women have been able to curtail various factors that contribute to generational poverty, an important factor known to fuel conflict.

Deen, T. (2012). Gender Empowerment Still Lags Far Behind in Global Village. Retrieved from http://www.ipsnews.net/2012/03/gender-empowerment-still-lags-far-behind-in-global-village

This press release looks at the agreed upon efforts following the 56th session of The Commission on the Status of Women's (CSW), which focused on the empowerment of rural women. Anwarul K. Chowdhury, a former U.N. under-secretary-general and currently a senior special advisor to the president of the General Assembly, argues that measures proposed by the Commission did not adequately recognize the challenges faced by rural women in conflict zones and the need for their mobilization. The Association for Women's Rights in Development recognizes the importance of involving rural women in policy and political decision-making if lasting peace and security are desired. Chowdhury emphasizes the adoption of the United Nations' 1325 National Action Plan by each member state to engage women's participation in the area of peace and security.

According to Ann Tutwiler, deputy director-general of the Rome-based Food and Agriculture Organisation (FAO), "100 to 150 million people are still hungry and a significant share of agricultural production is missing primarily because rural women's economic potential is being squandered" as well. Cheryl Morden, director of North America's Liaison Office of the International Fund for Agricultural Development (IFAD), states that although the number of the world's poorest women gaining microcredit increased between 1999 and 2010, women need access to a broad range of financial services to overcome poverty effectively. Limiting rural women's economic potential has allowed for their inability to contribute to poverty and hunger eradication effectively. Long-term implications associated with this reality is their limited mobilization within peace and security efforts.

Desvaux, G., Devillard, S., de Zelicourt, A., Kossoff, C., Labaye, E., & Sancier-Sultan, S. (2018). Women Matter: Ten years of insights into gender diversity. McKinsey & Company. Retrieved from https://www.mckinsey.com/featured-insights/gender-equality/women-matter-ten-years-of-insights-on-gender-diversity

This ten-year research states that having women as part of the workforce brings vast advantages for companies. On average, 37% of global Gross Domestic Product (GDP) is produced by women, even though they comprise half of the world's population. In some parts of the world it is particularly low, like e.g. India with 17% or the MENA Region with 18% of women being economically empowered.

By 2025, $12 trillion dollars could be added to the global GDP if the gender gap is narrowed. Education plays an important role in women's economic empowerment, currently 195 million more women are illiterate than men. Further, women need to gain access to financial institutions and be able to create their own accounts. Part of women's economic empowerment is also the transfer of their work from the informal working sector and caretaking activities to the formal economy. According to McKinsey & Company, it will take over 100 years to reach gender equality in the work sector. To improve the process and enable change, McKinsey & Company emphasizes the need to "engage women's participation, engage men, and build strong pipelines of women leaders." Women's economic empowerment holds potential for building resilient economies. Unfortunately, barriers within the economic sector and society in general still create many obstacles.

De Schutter, O. (2013). "The Feminization of Farming." *The New York Time*s. Retrieved from https://www.nytimes.com/2013/03/04/opinion/the-feminization-of-farming.html?hp&_r=0

This article discusses the discrimination that female farmers experience. Discrimination often negatively impacts their production yields. While women do not have the same access to fertilizers, seeds, credit, and technology, the biggest barrier they face has to do with time poverty. Women have to cook, clean, gather firewood, collect water, and care for children in addition to performing agricultural activities. A program in Bangladesh tried to address this issue by providing women with poultry, subsidized legal and health services, clean water and latrines. A stipend for women working as maids is proved to supplement their income. In the Philippines, a cash-transfer program was set up to benefit women and their children and required that bank accounts be set up under the names of women.

These programs in Bangladesh and the Philippines were created to help address the issue of time poverty that women often face that inhibits their ability to effectively contribute to the national economy.

Donnelly, D. (2016). "Only Those With Wealth or Access to it Can Run for Office." *The New York Times.* https://www.nytimes.com/roomfordebate/2016/02/25/does-money-really-matter-in-politics/only-those-with-wealth-or-access-to-it-can-run-for-office.

This is an op-ed piece concerning American elections. The author argues that the 106 election proves that candidates for political office need funds to run. Individuals want to vote for candidates who can fund their own elections leaving them free of influence form donors and lobbyists. However, this disqualifies many individuals who would need outside support to raise funds for their campaign. The lack of money of a candidate almost always predicts they will lose.

The fact that individuals must be wealthy in order to run for office distorts those who are in the US political arena. Politicians in office are not representative of the general public as the US general public are not all wealthy. Donnelly suggests that the system needs to be reformed in some way to allow for poorer candidates to campaign. For example, a match system for smaller donations.

Women in politics lead to different outcomes usually associated with less violence. However, in order to enter politic,s women need to have the necessary resources in order to enter this realm. Women's economic empowerment will allow them the political access by which to influence their communities and nations.

Duggar, C. W. (1999). A Woman's Place: A special report; Lower-Caste Women Turn Village Upside Down. *The New York Times*. Retrieved from https://www.nytimes.com/1999/05/03/world/a-woman-s-place-a-special-report-lower-caste-women-turn-village-rule-upside-down.html

This article discusses the effects of a 1993 constitutional amendment in India that required a third of all village governing council seats and village chief positions be set aside for women, including women from the lowest ranks of India's caste system. Duggar follows the experiences of Rani, an illiterate woman from one of the lowest castes who was elected to serve as head of her village council. This article highlights the challenges faced by women such as Rani when wanting to change cultural norms and perceptions about women from within political processes. Although Rani experiences constant discrimination and distrust, she slowly demonstrates that a woman of her caste is capable of fulfilling duties associated with her position. Rani's lack of corruption, which was surprising to the others due to its commonplace in daily life, is recognized. A second highlight is Rani's attention to the problems of women within the community, using her position to become an agent of change. Rani's political participation and political participation by other women has led to the promotion of "social betters" among Indian society.

Edlund, L, Li, H., Yi, J., & Zhang, J. (2013). Sex Ratios and Crime: Evidence From China. *The Review of Economics and Statistics,*
95(5), 1520-1534. Retrieved from
http://www.columbia.edu/~le93/EdlundLiYiZhang13.pdf

The one child policy instituted in China along with a son preference led to an altered sex ratio as female children were killed. This has left China with an estimated 30 million surplus boys. Between 1998 and 2004 there was a rise in crime at an annual rate of 13.6% in China.

This paper puts forth that one of the causes of this increase in crime is the surplus of men. As a result of altered sex ratios in a country, China included, many young men may never marry in their lifetime. Criminology reports indicate that a vast majority of crimes are committed by young single men. Several countries have an altered sex ratios, but china is particularly affected. India had an overall population boom that partially negated the altered sex ratio and South Korea is economically developed enough to import brides. The data results of the study in this experiment demonstrate that a rise in sex ratios may account for one-seventh of the rise in violent and property crimes in China.

Female migration can lead to an increased inequality in sex ratios. Unequal sex ratios drastically change the landscape of a nation. Most importantly, it creates a surplus of unmarried males. These men are the most prone to engage in crime and violence leading to unstable societies.

El-Badry, S., & Swanson, D. A. (2012). Population, the status of women, and stability in Afghanistan. *Southern African Journal of Demography, 13*(1), 5-36. Retrieved from link to cited article Southern African Journal of Demography This article suggests that development projects introduced by the United States to defeat

the Taliban in Afghanistan should make special investments on women's reproductive health, academic training, and vocational training. Afghanistan's current weak economy cannot effectively sustain its ever growing population. Research has linked this pattern to armed conflict, the Taliban insurgency in Afghanistan's case. With women in Afghanistan having 6 children on average, socio-economic structures within the country cannot sustain further population growth.

A total of $200 billion dollars were spent in 2009 to defeat the Taliban and Al-Qaeda in Afghanistan. Despite a substantial amount of additional money funneled into Afghanistan to promote economic development, the country's 2011 per capita GDP remains low after ranking 212th out of 225 countries. Afghanistan's weak economy and rapid population growth are deemed as significant challenges to security and development within the country. The authors question whether U.S. targets for spending within Afghanistan are ill-directed, as they currently do not target " institutions of an economic nature that also serve to reduce the country's population growth".

The recommendation made by the authors to support women in obtaining health and reproductive health care, while also supporting them in obtaining academic and vocational training, is seen as an effective measure to decrease youth bulges in the country. This recommendation is imperative, given that youth bulges are prone to cause armed conflict within a country. Youth bulges occur when a large proportion of a country's population is composed of young adults. According to Cincotta, the consulting demographer to the Long Range Analysis Unit of the National Intelligence Council, developing countries with youth bulges are "'much less likely to attain a stable democracy than developing countries with a more mature age structure'".

This article discusses ways in which Afghanistan can become a more stable nation. It proposes focusing on women in order to move into a brighter future. First, if women are able to enter the formal work force it will increase the GDP and growth potential of the nation. Additionally, if you provide women access to reproductive health care fertility rates will decrease and lead to stability.

European Commission. (2015). Strategic Engagement for Gender Equality 2016-2019. Retrieved from https://ec.europa.eu/anti-trafficking/sites/antitrafficking/files/strategic_engagement_for_gender_equality_en.pdf

The European Commission's Strategic Engagement for Gender Equality 2016-2019 is a reference framework that supports the 2011-2020 European Pact for gender equality. Between 2016 and 2019, the Commission aims to increase female labor force participation, reduce gender pay gaps, and increase the economic independence of women. These efforts include tackling pension gaps. In conjunction, the framework advocates for both women and men to participate in decision-making processes in order to promote systemic change. A gendered perspective on all EU activities is solicited, with legislation calling for women's equal treatment to be enforced. Improved data collection monitoring, with support from Eurostat and other institutions, is called upon for this purpose of generating an annual progress report. The European Union recognizes women's lack of economic empowerment as a main obstacle for political empowerment.

"Facts and Figures: Economic Empowerment." (2018). UN Women. Retrieved from http://www.unwomen.org/en/what-we-do/economic-empowerment/facts-and-figures.

Women's economic empowerment is integral to achieving gender equality. This empowerment includes the ability to participate in markets, have control over resources, control over time, and an increased voice and agency. When female employment rates are increased, there is a significant boost in GDP. Increasing female participation rates in OECD countries to match those of Sweden, could increase GDP in these countries by over $6 trillion USD.

Fan, C. C., & Huang, Y. (1998). Waves of Rural Brides: Female Marriage Migration in China. *Annals of the Association of American geographers,* 88:2, 227-251. Retrieved from https://www.jstor.org/stable/2564209

Focusing on China, this article explores the reasons behind why women are choosing to migrate for the purpose of marriage. Their findings show that rural and uneducated women leave China in order to marry elsewhere (mostly from the Yunnan, Guizhou, Sichuan, and Guangxi). In general, economic and social/legal opportunities are cited as the main reasons for these women leaving their home country. In many cases, marriage was viewed as a potential source of economic power by these women. In this particular case featuring China, Chinese women sought greater economic power through marriage outside of their country.

Farré, L. (2013). The Role of Men in the Economic and Social Development of Women. Retrieved from http://blogs.worldbank.org/developmenttalk/the-role-of-men-in-the-economic-and-social-development-of-women

Evidence shows that if women are empowered to participate in the sectors of "health, education, earnings, civic rights, and political participation," an overall increase in development measures may be seen. Farré points out that "fertility and family planning programs that focus solely on women will continue to achieve limited success". The Scandinavian model, were fathers are encouraged to take parental leave is described as a best case example.

This article discusses the importance of including men in programs. Women should be empowered in all sectors however, Farre argues that results will be limited if men are not included in the process, especially in instances where men play a vital and influential role within the community.

Financial Post. (2015). Ignore at your own Peril: Women are the Future of the Economy. Retrieved from https://business.financialpost.com/executive/c-suite/ignore-at-your-own-peril-women-are-the-future-of-the-economy

According to former U.S. Ambassador Melanne Verveer, women can improve corporate performance and drive GDP growth. Research conducted by Sodexo is cited within this article; this research found that business teams with a 40-60 percent male-female ratio perform stronger. This type of ratio allows for the production of reliable and innovative ideas. Women who remain out of the workforce, therefore, are untapped resources for innovation. Having women excluded from the workforce also exacerbates labor shortages. If Europe increased its number of female workers to be equal to that of male workers, for example, its current estimated shortage of 24 million laborers anticipated in the year 2040 will decrease to only 3 million. Female empowerment through employment in the labor force, therefore, is important for driving the global economy. According to Ambassador Verveer, "If females were provided the resources to reach their collective economic potential, it wouldn't just be a win for women. It would mean more jobs for men, too, and more prosperity for everybody."

Fink, N. C., Zeiger, S., & Bhulai, R. (2016). A Man's World? Exploring the Roles of Women in Countering Terrorism and Violent Extremism. Report. Retrieved from https://www.globalcenter.org/wp-content/uploads/2016/07/AMansWorld_FULL.pdf

This report examines the role that women play in CVE-related issues. The information presented provides insight into various applications of CVE from several diverse fields of practice. The contributors explore drivers of women's involvement within extremist practices as well as women's role in the prevention of such practices. This report states that a woman's position within her family and community make her uniquely useful in countering violent extremist practices. Women, especially mothers, must be provided with a greater voice within their communities so they can effectively pursue CVE. In addition, this report acknowledges that the stability of a country is often predicted by its treatment of women. Improved conditions for women to participate in a country's political and socio-economic sectors is therefore important for promoting national stability. In fact, "Women practitioners active in preventing and countering violent extremism programs often underscore the role of gender inequality and the

lack of women's socio-economic and political empowerment as a major enabler for violent extremism and a major obstacle to preventative efforts."

Giovarelli, R. (2012). "Land Rights for Women Can Help Ease India's Child Malnutrition Crisis." *The Guardian*. Retrieved from https://www.theguardian.com/global-development/poverty-matters/2012/jan/20/land-rights-india-women-ease-malnutrition.

This article looks at the malnutrition crisis of children in India. Children born malnourished are at a high risk of reduced health and mental capacity. In terms of economic costs, these types of health issues cost the Indian economy an estimated $28 billion per year. Evidence suggests that high malnutrition rates are due to a lack of income by women. When women do not have control over financial resources, they cannot ensure that their child's needs will be met. To combat this, programs must be created to give women a way to have control over household resources or income. In Nepal, a study showed that when mothers owned land, their children were less likely to be underweight. In Nicaragua and Ghana, studies found that if women own land, more money is spent on food to combat malnutrition. When women have rights to land, not only does malnutrition decrease, but education and health outcomes improve. Malnutrition can have long-term effects on the health and mental capacity of children. When women are not economically empowered, development outcomes within a country become strained.

Girls Not Brides. (2019). "Education." https://www.girlsnotbrides.org/themes/education/

This organization is dedicated to ending child marriage. This section describes the result that education has on ending child marriage. Education can help to end this practice. Girls with no education are 3 times more likely to marry by the age of 18 than those with secondary or higher education. Also, 60 percent of women (20-24) were married before 18.

If a girl gets married she will often need to drop out of school to prepare for the wedding and will then be expected to take care of children and stay at home. Returning to school once married is incredibly difficult for a married girl.

Many girls are not sent to school for many reasons. This could be because school is to expensive or far away. Additionally, parents may not see the value of educating a girl. However, if a girl is in school it teaches girls skills that they can use in their life.

Child marriage leads to many negative effects not only for the girls associated but also for society. Enrolling girls in school can be a powerful prevention of child marriage. Women's economic empowerment can lead to greater educational attainment for girls.

Gizelis, T. I. (2009). Gender Empowerment and United Nations Peacebuilding. Journal of Peace Research, 46(4), 505–523. Retrieved from https://doi.org/10.1177/0022343309334576

Gizelis' empirical analysis finds that the effectiveness of UN peacekeeping operations within a country is strongly dependent upon to the social status of women within the host country. Coefficients produced by her models, which includes data from peacekeeping operations in 124 civil wars since World War II, are consistently positive and significant, indicating that in countries where the status of women prior to conflict is relatively high, UN peacekeeping operations have greater prospects for success; in countries where women have a poor social status relative to men, UN peacekeeping operations are more likely to fail. Women's status within a society, therefore, has implications for peacekeeping success.

Gordts, E. (2014, April 6). 5 Staggering Statistics For Why We Can Never Let A Tragedy Like Rwanda's Happen Ever Again. Retrieved from https://www.huffingtonpost.com/2014/04/06/rwanda-genocide_n_5084747.html

This article discusses some of the staggering statistics from the Rwandan genocide. The Rwandan genocide, which started in 1994, led to the deaths of more than 800,000 Rwandans. It is estimated that only 300,000 to 400,000 Rwandans survived the genocide. Nearly 100,000 children were left as orphans. During the genocide, rape was used as a weapon of war. At least 250,000 women and girls were raped as a way to destroy the Tutsi culture. The article uses these statistics as a way to highlight the destruction that occurred and demonstrate why the world can never let this type of tragedy occur again. In situations where the national population diminishes significantly due to violent conflict, the ability of both women and men to participate in reconstruction efforts, including efforts pertaining to the economy, is of the utmost importance.

Grantham-McGregor, S. (1995). A review of studies of the effect of severe malnutrition on mental development. The Journal of nutrition, 125(suppl_8), 2233S-2238S. Retrieved from https://academic.oup.com/jn/article-abstract/125/suppl_8/2233S/4730902

This article is a review of multiple studies pertaining to the relationship between mental development and severe malnutrition. The prevalence of malnutrition in Africa has not declined. This is problematic, especially for a region where drought and armed conflict is common. These factors are known to have a negative impact on the youth population; malnutrition has the most detrimental effects on this subset of the population. Grantham-McGregor examined the short and long-term effects of severe malnutrition on mental development.

Malnutrition has effects on the mental development of children. Children that experienced severe malnutrition often have lower IQ levels, poor cognitive function, less school achievement and greater behavioral problems. Women's economic empowerment can provide a solution to these problems.

Grantham-McGregor, S., Cheung, Y. B., Cueto, S., Glewwe, P., Richter, L., Strupp, B., & International Child Development Steering Group. (2007). Developmental potential in the first 5 years for children in developing countries. The Lancet, 369(9555), 60-70. Retrieved from https://www.sciencedirect.com/science/article/pii/S0140673607600324

This research is one part in a series of studies focused on child development in developing countries. Researchers looked at the developmental potential in children under the age of five in developing countries. What they found was that poverty, malnutrition, poor health, and unstimulating home environments had a detrimental effect on children's cognitive, motor and social-emotional development. Researchers identified two indicators of poor development. Empirical data found that both indicators were associated with poor cognitive and educational performance in children. This information was utilized to estimate that more than 200 million children under the age of five were not reaching their developmental potential. The impact factors such as poverty, malnutrition, poor health, and unstimulating home environments have on long-term implications for job opportunity, income, fertility, and care for future children is import to consider. In many cases, this type of scenario perpetuates the cycle of intergenerational poverty, a factor often linked to instability.

Green, S. (2017). "The Business Case for Childcare." *Institute for Women's Policy Research.* https://iwpr.org/business-case-childcare/.

This article discusses research concerning the use of childcare policies in companies. Quality childcare is hard to find in most places around the world, despite the fact that 1 in 10 people in the world are younger than five. This leaves women stuck between entering the workforce and wanting to support their children. As a result, less than half of women participate in the global workforce. Providing childcare can dramatically increase women's ability to participate in the formal economy. For example, if the gender gap in employment was closed, global gross domestic product would rise by 26 percent by 2025. Childcare initiatives also benefit employers; a World Bank study found that employers with childcare policies reported gains in recruitment, retention, productivity, diversity, and access to markets.

Time poverty prevents many women from entering into the workforce. There exists a lack of childcare policies provided by companies around the globe which force many women to resign their economic potential.

Guha-Sapir, D., & D'Aoust O. (2010). Demographic and Health Consequences of Civil Conflict. World Development Report 2011. Retrieved from http://web.worldbank.org/archive/website01306/web/pdf/wdr_background_paper_sapir_d'aoust.pdf

This article discusses the implications of fertility patterns for post-conflict development policies. In Sub-Saharan Africa, the poorest countries have high fertilities rates and are among the most conflict-ridden countries within the region. The author notes that this phenomenon continues due to fertility behaviors being left unchanged. High fertility rates contribute to malnutrition of children within the country. As such, malnutrition due to high fertility rates serves as an early indicator of societal stress which can promote instability.

Guru, S. (2012). Under Siege: Families of Counter-Terrorism. *The British Journal of Social Work, 42*(6), 1151-1173. Retrieved from https://academic.oup.com/bjsw/article-abstract/42/6/1151/1631389

This article places emphasis on supporting women in Muslim societies who have been vilified by anti-terrorist surveillance in Britain. Acknowledging that the 'war on terror' may

provoke anger and resentment among families whose husbands, fathers and sons are accused of terrorist activity, the author emphasizes the need to support the women who become head of household when their male kin are detained or jailed. It is noted that children are often revisited by the conflicts of their parents. As most counterterrorism measures isolate and marginalize women by propelling them to manage and maintain their families in the midst of a male kin's absence without financial means, special emphasis is placed on ensuring these women have the proper economic support to provide for their families. National voluntary organizations in Britain such as Helping Households Under Great Stress (HHUGS) provide practical assistance to these types of families, financial help included.

One of the factors that drives children or youth to engage in violent activity is revenge. In homes where the adult males have been arrested due to suspected terrorist activities, it is vital to economically empower the women to help prevent the risk of their children going down the same path.

Henty, P., & Eggleston, B. (2018). Mothers, Mercenaries and Mediators: Women Providing Answers to the Questions We Forgot to Ask. *Security Challenges, 14*(2), 106-123. Retrieved from link to cited article Mothers, Mercenaries and Mediators: Women Providing Answers to the Questions We Forgot to Ask. Security Challenges and%20Mediators-%20Women%20Providing%20Answers%20to%20the%20Questions%20We%20Forgot%20to%20Ask.pdf

This article discusses a shift to a more holistic approach for countering violent extremism (CVE). This shift includes women's active participation in CVE efforts. In Bangladesh, women are taking part in initiatives that allow them to be more involved in CVE efforts; women are recognized as key stakeholders in Bangladesh's Strengthening Resilience to Violence and Extremism (STRIVE program). In addition, the article makes note of Japan's "Empowered Women, Peaceful Communities" program in Bangladesh, which addresses economic inequality and includes training on CVE. Women partaking in the program gain the ability to request from the Bangladesh Ministry of Foreign Affairs the strengthening of women's role in national efforts regarding CVE. The article also mentions the role mothers play in CVE, highlighting the

Mothers Opposing Violent Extremism (MOVE) initiative in Tajikistan that allows mothers to partake in workshops pertaining to income generation and CVE.

These programs provide women with opportunities to develop greater income generation and knowledge on CVE which can help create more peaceful and economically stable communities.

Hesketh, T., & Xing, Z. W. (2006). Abnormal Sex Ratios in Human Populations: Causes and Consequences. *Proceedings of the National Academy of Sciences of the United States of America,103*(36), 13271-13275. Retrieved
From https://www.pnas.org/content/pnas/103/36/13271.full.pdf

Without manipulation, the sex ratio at birth across human populations is 105-107 male births per every 100 female births. The excess of male births was first recorded and studied in 1710 by John Graunt. Many countries deviate from the normal sex ratio due to son preference in the culture. Sons are favored because they have higher earning potential, continue the family line, and generally are inheritance recipients. Girls are unfavorable because of dowry practices and patrilocality. Sex determination, sex selective abortions, neglect, and abandonment all lead to altered sex ratios.

In countries with son preference and small family size, such as in Asia, sex ratios are particularly altered. In 2001 it was estimated that 67-92 million girls were missing from Afghanistan, Bangladesh, China, India, South Korea, Pakistan, Taiwan, and Iran. Altered sex ratios led to a large cohort of men, typically uneducated or poor who will not be able to marry in their lifetime.

An overwhelming percentage of crime is committed by young, unmarried, low status males. This large group of unmarried men may present a threat to national security and stability due to increased crime rates. Additionally, groups of men tend to engage in more violent behavior. This has led some to postulate that more men will tend to engage in military type behavior leading to an overall global security crisis. Finally, the increase in prostitution and sex trafficking may be a result of altered sex ratios and unmarried surplus men.

Unequal sex ratios lead to highly unstable societies. Surpluses of unmarried men are prone to violence and crime; migration of females from societies that already suffer from unequal sex ratios can have major negative implications.

Hill, F. (2003). Women's Contribution to Conflict Prevention, Early Warning and Disarmament. Women's International League for Peace and Freedom. Retrieved from http://www.peacewomen.org/sites/default/files/unidir_womcontributionconfprevention_2006_0.pdf

This article reviews the roles of women in early warning systems related to conflict prevention. Early warning systems provide information about escalatory developments far enough in advance to employ preventive measures. This type of information can also be used to predict a resurgence in conflict. This article recognizes that as women are disproportionately affected by conflict, women are more likely to notice when subtle changes in the community begin to occur. For example, this article provides information from interviews with two women in two separate conflict settings that had prior knowledge of imminent violence; unfortunately, both women's warnings were ignored, and their information was not utilized in any prevention methods.

There are a number of gender-based indicators that serve as early warnings of conflict. These indicators include a shift in attitude towards women, an increase in female migration, an increase in female unemployment, and an increase in female-headed households. In order to address the prevention of conflict, these indicators must be included. As a whole, these indicators demonstrate the feminization of poverty and various other economic-related burdens faced by women that are characteristic of conflict. As such, women's economic empowerment can help mitigate these issues.

Hudock, A., Sherman, K., & Williamson, S. (2016). "Women's Economic Participation in Conflict-Affected and Fragile Settings." *Georgetown Institute for Women, Peace and Security*. https://giwps.georgetown.edu/wp-content/uploads/2017/08/Occasional-Paper-Series-Womens-Economic-Participation.pdf

During conflict, women tend to move into more sectors of the economy as a necessity; as men return from war, however, they are often unable to rejoin the workforce. For women who no longer have a male head of household, this can make their situation very dire. In a study of Bosnia and Herzegovina, Cambodia, El Salvador, Georgia, Guatemala, and Rwanda it became clear that women were able to occupy many sectors of the economy during war time but were the

first to lose their jobs during reconstruction. The exact economic contributions women make during reconstruction periods is often unclear as most female participation is often conducted within the informal economy thereafter. However, one thing is clear is that conflict often leaves many women in the position of head of household. Without economic opportunities for women to engage in, vulnerability within the household increases.

Hudson, V. M., & Matfess, H. (2017). In plain sight: The neglected linkage between bride price and violent conflict. International security, 42(1), 7-40. Retrieved from https://doi.org/10.1162/ISEC_a_00289

This article considers marriage market obstruction caused by inflationary brideprice as a factor in young men's predisposition to become involved in organized group violence for political purposes. Poverty and social marginalization can create grievances that then lead young men to engage in these types of behaviors. Hudson and Matfess' research illustrates the relationship between bride price and political violence in Nigeria, South Sudan and Saudi Arabia. In patrilineal societies, men pay a brideprice for their wife. In return, the bride moves into the home of her in-laws and is no longer viewed as a member of her own family. Brideprice acts as a tax which remains relatively the same throughout the country. This makes it increasingly challenging for young men to afford a bride. As Hudson and Matfess' research shows, some of these men join violent organized groups as a means to obtain funds needed to secure a bride. Various men obtain wives through the abduction of young women within these groups, making their societies more violent as a result.

Hunt, A. (2016). Five Myths About Global Women's Economic Empowerment. Retrieved from https://www.theguardian.com/global-development-professionals-network/2016/sep/12/five-myths-about-global-womens-economic-empowerment

The article examines myths associated with women's economic empowerment. First, the article notes that women's economic contributions are not encompassed solely by the formal economy. An example of this is caretaking. A second myth is that, "women's economic participation is the same as women's economic empowerment." Being part of the workforce does not mean that working conditions for women are not exploitative. Supporting women through further education and removing legal restrictions on female-owned businesses can serve as ways

to prevent women from entering the workforce under "unfavorable terms." Third, faster growth is not always produce greater calls for gender equality. Fourth, assuming that women across the globe suffer from similar challenges like "lack of access to property, assets and financial services, insufficient social protection and women's unpaid care burdens" is misleading; each woman's case must be interpreted using a contextual lens. Fifth, women's lack of individual skills is not the main limiting factor; the main limiting factor is often associated with cultural beliefs. This article concludes by stating that "progress cannot be made without changing the wider cultural, economic and political factors that limit women's economic empowerment."

International Alert. (2010). Changing fortunes: Women's economic opportunities in post-war northern Uganda. Retrieved from https://www.international-alert.org/publications/changing-fortunes

This report focuses on efforts meant to increase women's economic and political participation in post-conflict countries in the Great Lakes region, specifically post-war northern Uganda. In various regions, Ugandan women have emerged as critical economic actors for reconstruction. Women are able to farm and sell a wide range of agricultural produce, enabling them to secure their families' livelihood, security and advancement. Female headed households have drastically increased within the region, with many women serving as primary breadwinners even after marriage. Beyond the home, women have increased mobility and influence. As such, women are highly mobilized to vote in local and national elections. There do, however, exist limits to the scale of most women's entrepreneurial activities; many of these limits stem from pervasive cultural norms. Despite limitations that remain, interventions from governments and development partners that emphasize women's important roles as economic actors within society, especially in countries emerging from conflict, serve as direct investments for peace economies.

Islam, S., & Styś, A. (2010). "To stabilise Afghanistan, give a stronger voice to civil society." Retrieved from http://www.epc.eu/documents/uploads/1084_to_stabilise_afghanistan,_give_a_stronger_voice_to_civil_society.pdf?doc_id=1074

Islam and Stys argue that without the active involvement of ordinary citizens, Afghanistan will be unable to achieve long-term stability and growth, as security cannot be achieved by military presence alone. The solution is to support civil society: community groups, women's associations, entrepreneurs (many of whom are female), the media and reform-minded independent politicians, in building up their country. Here the international community can offer support by moving beyond a classical government-based approach to promoting independent, courageous civil society organizations. The report positively mentions that female entrepreneurship in Afghanistan is increasing. Micro-credits in Afghanistan are mainly used by women, with an estimate of 85% women using them to start small business in the service sector to serve daily societal needs. Norms in Afghanistan change due to the new role the media plays. Women's rights are enhanced and the public is taught to think critically and reflect, as part of a democratization process.

This article emphasizes the need to build civil society for long-term stability. True stability cannot be achieved through military actions alone. One vital asset is the inclusion of women.

Johnson, S. W. (2018). Post-Conflict Reconstruction, Microfinance and Democratic Engagement. *Peace Economics, Peace Science, & Public Policy*, *24*(3), N.PAG. Retrieved from https://www.degruyter.com/view/j/peps.2018.24.issue-3/peps-2017-0048/peps-2017-0048.xml

This paper presents results from a study in Liberia that analyzed the effects of group lending and individual lending technologies on female political capital. Study results showed greater political mobilization for women within group lending techniques than individual lending technologies; according to data analysis presented in this article, "The estimated coefficients of the group lending are greater than those of the individual lending microfinance program." The author of this study acknowledges that impacts of these technologies, however, can only be maximized by addressing constraints that limit women's ability to invest their political capital back into their communities.

As a fragile post-conflict country, Liberia utilized microfinance technologies to increase women's political capital in the hopes of promoting post-conflict stability. Measures of political capital used in this study were limited to registering to vote and contacting legislators to

influence rules, laws or policies about problems facing a community. These measures were derived from interviews with key informants. The study notes the existence of two different types of political capital. Political capital held by the female legislators is considered "structural political capital" while political capital held by grassroots women is considered "instrumental political capital." Instrumental political capital incentivizes public officials to be accountable to their citizens due to citizens' ability to engage in voting, public forums, campaigns and petitions. Women in group lending technologies gained instrumental political capital, with the possibility of transforming that capital into structural political capital by seeking political office. As a whole, the introduction of group lending technologies provided Liberian women with the necessary confidence and agency to become "democratically engaged" within post-conflict reconstruction processes.

Jones, S., & Asquith, C. (2019). America Never Gave Afghan Women a Chance. Retrieved from https://foreignpolicy.com/2019/01/31/america-never-gave-afghan-women-a-chance/?utm_source=PostUp&utm_medium=email&utm_campaign=11325&utm_term=Editor.

This article asks the question: If the United States had acknowledged women in Afghanistan as the key to stabilizing the country, would the country be better off for it today? Women dying as a result of medical problems in the country is becoming a destabilizing force capable of weakening the entire country. A critical connection between women's health and national security is mentioned. The author acknowledges that despite the United States spending more than $132 billion on reconstruction efforts in Afghanistan and $800 billion on warfighting, the Taliban exercises greater territorial control today than in 2001. Originally budgeted at $280 million to help 75,000 Afghan women obtain jobs, promotions, apprenticeships and internships, USAID's project called PROMOTE is only a small percent of the United States' war budget and has largely been deemed a failure. As an example, enormous overhead costs were incurred to ensure the safety of American and other foreign educators instead of assisting the Afghan women themselves.

When women are not able to access the same services as other members of their communities due gender inequality or lack of personal financial resources, this may put them at

greater risk for health related problems. Increased rates of deaths among Afghan women can lead to altered sex ratios, which in turn can perpetuate instability.

"Journey to Extremism in Africa." (2017). UNDP. http://journey-to-extremism.undp.org/content/downloads/UNDP-JourneyToExtremism-report-2017-english.pdf

An estimated 33,300 fatalities were caused by extremism between 2011 and 2016 in Africa. This level of violence has contributed to high levels of displacement and economic devastation in many countries throughout the continent. This study is intended to be used as a tool for policy making and programming. It examines existing response mechanisms and their effectiveness. It also notes areas that need further work. The report draws on information from hundreds of interviews with former recruits to multiple violent extremist groups. The goal of the interviews was to understand the dynamics of recruitment, examine push and pull factors, and understand tipping points for many of these individuals. Research found that many individuals joined extremist groups due to religion; however, more than 50% stated they had little to no understanding of religious texts. There are several grievances associated with joining violent extremist groups, such as poverty and unemployment, and these were analyzed within the context of situation and location. The report puts forth many policy and programming implications that should be considered by all actors responding to violent extremism. Understanding what drives these individuals to join these groups is vital when crafting programs and policies aimed to address extremism. Due to poverty and unemployment being cited as grievances associated with extremist recruitment, the economic empowerment of both men and women in society is important.

Kabeer, N. & Natali, L. (2013). Gender Equality and Economic Growth: Is there a Win-Win?. IDS Working Paper. Vol 2013. No 417. https://doi.org/10.1111/j.2040-0209.2013.00417.x

This study finds that gender equality does not always share a positive relationship with economic growth. Religious practices within patriarchal societies produce cultural practices that are often discriminatory in nature against women. The authors recommend that sustainable development can only be achieved by viewing development through a gendered lens. In addition,

allowing women to take part of in the formal economy is not a quick fix for achieving gender equality; if not supported by social programs, women who participate in the formal economy may suffer from time poverty as a result of being expected to child rear and perform household tasks as well. True female economic empowerment can only come from transforming limiting cultural norms and practices.

"Kenya: Women and Girls Forced to Engage in Sex to Survive Near-Famine." (2017). International Rescue Committee. https://www.rescue-uk.org/press-release/kenya-women-and-girls-forced-engage-sex-survive-near-famine

This press release discusses the plight of Kenyan women during periods of drought and food insecurity. Famine conditions have led many women to engage in transactional sex in exchange for vital resources. According this press release, many of the females engaging in this type of behavior are young women who serve as head of the household and have to provide for their siblings. High levels of food insecurity hold influence over child marriage rates; families marry their children off at younger ages to procure food. Food is either obtained through bride price or through other types of negotiations. Both activities have led to an increase in gender-based violence in the region. Budget cuts have forced the IRC to shut down programs that previously addressed these issues. When women and families do not have the adequate financial resources to obtain food, dangerous practices may be adopted in order to survive.

Khan, R. Pakistani Women Face Political Danger. (2002). Retrieved from https://www.deseretnews.com/article/955780/Pakistani-women-face-political-danger.html

This article discusses the challenges faced by Alzabeth Ayaz, the first woman to serve on her village's council in northwest Pakistan, a religiously conservative area. Her new position incited death threats, taunts, and jokes from her community. Seats in village councils reserved by law for women in Pakistan often come without guaranteed protections from violence. For example, a woman from a neighboring village was beaten and paraded naked through town after she challenged the rhetoric of a political rival. Pervasive cultural norms and practices within Pakistani society continue to make it difficult for women to want to increase their political participation.

Khurana, N., & Verma, R. (2018). "'Men-streaming' Women's Economic Empowerment." Retrieved from http://www.ipsnews.net/2018/12/men-streaming-womens-economic-empowerment/

The authors argue that a more holistic approach must be adopted to achieve Women's Economic Empowerment (WEE). The role of men in WEE has to be clearly defined, with gendered realities taken into account. Only if this is done, they conclude, can barriers for WEE be removed to allow for economic well-being among both genders. The World Bank argues that women's economic empowerment is "smart economics." Khurana and Verma, however, argue that if men are not included in WEE, this results in "not-so-smart economics." This is based on the belief that WEE programs are often myopic and "often fall short of situating women's poor economic status within the context of their unequal power relations with men."

The authors make three recommendations. First, when WEE initiatives target the household level, men should take part in trainings in order to change gendered roles and norms within the family unit. Second, within the community, campaigns and other forms of advocacy measures should include approaches that 'use men to change other men'. Third, policy shaping processes should incorporate healthy forms of masculinity such as supporting men in taking care of their children to break gender norms. Khurana and Verma argue that the current power men have within society, ranging from social to political to economic, should not be underestimated as men may often serve as gatekeepers for gender equality. 'Men-streaming' is therefore an important tool for WEE; it can help reduce conflict between the sexes and create a positive space for men to get involved as there are numerous barriers to economic empowerment that women face that men can help alleviate.

Klein, J. I., & Rice, C. (2014). *US education reform and national security* (No. 68). Council on Foreign Relations.

In 2011, CFR launched its renewing America Initiative which examined domestic issues facing the United States including infrastructure, energy security, and the federal deficit. Education is a critical component of this as it is important in maintain national physical security in addition to American leadership, economic dynamism, democracy, and professionals willing to serve domestically and abroad.

American students rank below other nations in science, literacy, and math. Additionally, there are huge gaps in education between the rich and the poor across the U.S.. Education is often viewed as one of the greatest opportunities for populations and is a very successful "intervention" tool. Without the requisite levels of education individuals cannot enter the workforce, military, and public service agencies.

Lack of education leads to failed economic growth and competitiveness, lack of national physical safety, lack of intellectual property, being globally unaware, and fragmentation amongst the population. In order to compete on a global scale, the population of a country must be educated to build up the workforce. For a robust and sophisticated security apparatus to be built, there must be individuals gaining specialized education. In an increasingly global world, it is vital that governments have individuals with a knowledge of other nations and people. Finally, with a major gap between the educated and the uneducated, there cannot be true national cohesion.

This report reflects on the importance of education within the United States. According to this report, without equal access to education, the population will be ill equipped to grow the economy and protect the nation. This means that education is vital for preserving the security and stability of the nation.

Koch, M. T., & Fulton, S. A. (2011). In the defense of women: Gender, office holding, and national security policy in established democracies. The Journal of politics, 73(1), 1-16. Retrieved from https://www.journals.uchicago.edu/doi/abs/10.1017/S0022381610000824

This research examines outcomes that stem from women holding political office and other levels of political power. Koch and Fulton aim to answer if women's political gains affect policy outcomes. Gender gaps within domestic and foreign policy issues are evaluated. The authors also examine different stereotypes associated with men and women and challenges faced because of this.

Specifically, Koch and Fulton find that a 1% increase in women's representation in the legislature produced a $314 million reduction in U.S. defense spending; as the number of women in the legislature increases, a decrease in pro-conflict decisions and defense spending requests results.

Kristof, N. D., & WuDunn, S. (2009). *Half the sky: Turning oppression into opportunity for women worldwide*. New York: Vintage.

This book is the work of two journalists who depict many of the difficulties that women face in developing countries in Asia and Africa. Through storytelling, they paint a vivid picture of the challenges women face. They demonstrate how a little bit of assistance can go a long way for these women, who in turn, help in the development of their communities. Each chapter is shaped around a pertinent issue. The book provides examples of programs helping to combat gender issues along with their various outcomes. It includes information pertaining to disparities found between men and women's economic participation.

According to the book, women who are given microloans can advance their own economic capabilities. When done correctly, this can ensure stability at the household level. As an example of this, the book describes how Saima, a woman from Pakistan, was given a microloan from the Kashf Foundation. With this money she was able to start a business that specializes in embroidery; her business now employs other women. In addition, her husband grew to respect her and her daughters more as a result of her financial success. This opened an opportunity for Saima to send her daughters to school.

Landgren, K. (2017). Liberia: Empower Women, Transform a Nation. *The Huffington Post*. Retrieved from https://www.huffingtonpost.com/karin-landgren/liberia-empower-women-tra_b_4922137.html

A lack of institutional support for women makes it difficult for women in Liberia to run for office. In 2010, women engaged in the agricultural trade sector formed an association with surrounding countries to establish institutions that invested in other women’s businesses. The association, consisting of over 4,000 members, has been successful in providing women with the financial resources needed to expand their trading operations, improving each woman’s livelihood in the process and that of their families. Despite several efforts made to empower women economically, there are still improvements to be made. If Liberia wishes to transition to a middle-income country and maintain national stability, it must introduce initiatives that promote women’s access to productive inputs and financial services. As the article explains,

"...empowering women and girls socially, politically and economically...will move Liberia closer to being a more inclusive, participatory, just and stable society."

Lavinder, K. (2018). EU Countries Pledge Funds to Women's Empowerment. Retrieved from https://www.southeusummit.com/europe/eu-countries-pledge-funds-to-womens-empowerment/

The European Union has invested two million euros into a government program in Kazakhstan that empowers Afghan women through training and education in the fields of medicine and engineering. The program has been in effect since 2010. Economic growth plays a critical role in stabilizing countries and reducing migration; as such, EU member states, especially over the last few years, have made it an imperative to support women's economic empowerment programs, choosing to view them as tools for stabilization. For the European Union, equality between the sexes is a fundamental value, mentioned in the EU's founding Rome Treaty of 1957. This article cites UN Women, whose numerous studies conclude that an "increase in female labor force participation – or a reduction in the gap between women's and men's labor force participation – results in faster economic growth." In conjunction, Lavinder notes, "Economic growth is a huge contributing factor to stabilizing countries and reducing migration."

Lawson, E. (2019). How Women Bring About Peace and Change in Liberia. Retrieved from https://theconversation.com/how-women-bring-about-peace-and-change-in-liberia-86670

Women played an integral role in bringing peace to Liberia. Civil war had led to the deaths of hundreds of thousands of Liberians before women took to the streets in peaceful protest to help end the war in 2003. These women were influential in the election that led to Ellen Johnson Sirleaf becoming the first female president of Liberia. Women have gained greater status within their communities as a result of operating peace huts. These huts allow women to mediate disputes, primarily disputes concerning domestic abuse. These women use the peace huts to empower each other through entrepreneurial opportunities and educate each other about their rights as women as well. Despite the progress that has been made in electing a female

president, there is still a lot of work to be done with regards to women's equality in Liberia to ensure the country does not slip back into conflict. Tackling issues pertaining to women's economic empowerment and youth unemployment are viewed as means by which to maintain women's ground within politics and prevent a relapse into conflict.

Lofgren, H. (2016). Which Countries Would Benefit Most from Lower Fertility Rates? Retrieved from https://www.weforum.org/agenda/2016/01/which-countries-would-benefit-most-from-lower-fertility-rates/

This article argues that high rates of fertility lead to insufficient demographic dividends. Countries who experience this type of relationship are labeled pre-dividend countries by the World Bank and IMF. The author makes reference to low human development indicators (i.e. high fertility rates high and low demographic dividends) as being characteristic of countries who often suffer from conflict and violence. A World Bank and IMF report entitled *Global Monitoring Report 2015/2016 – Development Goals in an Era of Demographic Change* notes that two-thirds of the world's countries most affected by fragility, conflict and violence fall under the category of pre-dividend countries. A reduction in fertility rates leads to labor force growth, which can result in the production of demographic dividends relative to population growth.

Malapit, H., Jean L., Sraboni, E., Quisumbing, A. R., & Ahmed, A. U. (2019). "Intrahousehold empowerment gaps in agriculture and children's well-being in Bangladesh." *Development Policy Review, 37*(2), 176-203. Retrieved from https://doi.org/10.1111/dpr.12374

This study examines the differences between children's nutrition and educational outcomes when either the father or the mother is economically empowered. This study uses the Women's Empowerment in Agriculture Index (WEAI), a survey-based index that looks at decision-making power over production, ownership and decision-making power over resources, control over use of income, leadership in the community, and use of time.

Analysis showed that there are no significant correlations between empowerment gaps and overall nutrition. Certain indicators, however, were correlated with differences in boy and girl nutrition. In addition, analysis showed that a father's economic empowerment leads to

educational attainment but more so for boys than girls within the household; however, when a mother is economically empowered, both boys and girls go to school and remain in school longer. A mother's income plays an important role in ensuring girls receive an education. Overall, the empowerment of both men and women will lead to improved nutritional outcomes and education for boys. For girls to receive the same outcomes, it is the mother who must be economically empowered.

Mark M. G., Kittilson, M. C., & Sandholtz, W. (2006). Women and Globalization: A Study of 180 Countries, 1975-2000. International Organization, 60(2), 293. Retrieved from link to cited article Women and Globalization: A Study of 180 Countries This research uses measures of women's status as dependent variable and dimensions of internationalization as the independent variables to examine the impact of several measures of globalization on women's levels of life expectancy, literacy, and participation in the economy and parliamentary office, based on data of 180 countries from 1975 to 2000.

Paper find that economic globalization resulted in increase in women's independent earnings, which in turn, improved women's security domestically as well as socially. The author finds that women are treated better in countries where CEDAW is ratified, this includes higher levels of female literacy, higher female labor participation rate, and higher proportions of female representatives in parliament. The author contends that participation in international organizations and treaties designed to promote women's equality can shape national attitudes. In this way, institutions such as CEDAW may act as mechanisms for change.

This paper finds that women's security is increased if they have an independent income. Not only do women have more safety in their home, they also are safer within society. Less violence in society will lead to more stable communities and nations.

McGreal, C. (2012). "Arab Women Fight to Keep Gains Won on the Street." The Guardian. Retrieved from https://www.theguardian.com/world/2012/jun/13/arab-women-egypt-laws-parliament

This article discusses the effects of the Arab Spring had in Egypt. It argues that the most important outcome of the Arab Spring was the provision of leadership roles to women; however,

following the uprisings, a significant backsliding of women's rights was evident. Despite this setback, women are still more confident than before in discussing and seeking out their rights, believing that it is unfair for women to be seen fighting and dying for the same cause as the men, only to have their elevated status rescinded immediately after the end of conflict. Maintaining women's political participation is seen as vital for the prevention of further setbacks in women's rights.

Melander, E. (2005). "Political Gender Equality and State Human Rights Abuse." *Journal of Peace Research.* 42:2. Pg 146-166. Retrieved from https://doi.org/10.1177/0022343305050688

The purpose of this paper was to analyze the relationship between gender and a state's record of human rights abuses. Melander looked at two main variables in order to conduct this research. The first, was a dummy variable indicating whether or not the head of state was a human. The second, was the percentage of women in parliament. He controlled for democracy, leftist regime, military regime, British colonial experience, civil war, international war, wealth, population, ethnic heterogeneity, and regime transition and collapse. When considering all of these control variables, his results held and produced statistical significance. The dependent variable was how often states violated the personal integrity rights of their citizens' meaning the rate of political imprisonment, torture, killings, and disappearances. The independent variable indicating if the chief executive is a woman comes from Caprioli & Boyer (2011) which argues that nations should only be included if a woman was the ultimate government decision-maker. This meant that only 72 of the 2,300 country-years analyzed had a female head of state. The second independent variable is the percentage of women holding seats in the legislature.

There are three main arguments surrounding women in power bringing less violations of personal integrity. First, women are inherently less violent than men, the essentialist argument. Second, that if women reject the notion that women should be oppressed they will also reject the notion that others should be abused. Third, that the correlation is spurious. Melander found statistical support for his hypothesis that higher rates of female representation in parliament means a lower rate of state human rights abuses. However, he does not find statistical support that female heads of state lead to a similar decrease in human rights abuse. This may be due to the fact that there are so few female heads of state.

Women in power produce different decisional outcomes than men in power. According to this article when women are in power, nations are less prone to engage in violent responses. Additionally, nations are more likely to respect human rights.

Miller, C. C. (2016). "Women Actually do govern Differently." *New York Times.* https://www.nytimes.com/2016/11/10/upshot/women-actually-do-govern-differently.html

This news story followed Senator Susan Collins attempt to end the government shut down in 2013. She presented a plan for the end of the shutdown and the first senators to call her and join her fight to end the shutdown were all women.

When in power, women do tend to make different decisions than men. First, women tend to be more collaborative and bipartisan, sponsor and co-sponsor more bills than men, and bring 9 percent more federal money to their individual districts. In general, women push for more policies which benefit women, children, social welfare, and national security. A study of bills between 1973 and 2014 showed that men tended to sponsor bills in agriculture, energy, and macroeconomics and women tended to sponsor bills in the areas of civil rights, health, and education. Female governors also devoted more time to social welfare issues than male governors.

Additionally, women are less like to vote for war or the death penalty. A study done at Texas A&M analyzed data from 22 democracies from 1970 to 2000 showed that a greater share of female legislators correlated with less military spending.

Women in power tend to bring more money to their districts and vote for different initiatives than men. They tend to look for peaceful rather than military solutions to problems. This implies that if women become more involved in politics than the nation will be more peaceful overall.

Moaveni, A. (2019). "What Would Make a Woman go Back to Boko Haram? Despair." *The Guardian.* Retrieved from https://www.theguardian.com/commentisfree/2019/jan/14/woman-boko-haram-nigeria-militant-group?

Boko Haram, the Islamic State in West Africa, has served as a respite for women facing insecurity in the region. Within this terrorist organization, women receive protection from sexual

predation, education, access to a judicial system, and social services in exchange for becoming voluntary wives of fighters. In contrast, refugee camps provide little protection and economic opportunity. This has forced policy makers to re-evaluate their position on the driving factors that cause women to join these types of organizations. According to the article, the "northeast Nigerian state of Borno is now a vast patchwork of towns and villages with few men, a whole sub-society of single mothers trying to cope as breadwinners in areas with collapsed economies without their husbands' protection and support." As such, it is not difficult to understand why women interviewed for this article cited financial insecurity and deteriorating social and political conditions as reasons for joining, or in some cases even rejoining, insurgent groups such as Boko Haram.

Monash University. (2018). "Preventing Violent Extremism: Women's Roles and Gender Perspectives." *Monash Gender Peace & Security*. Retrieved from https://strongcitiesnetwork.org/wp-content/uploads/2018/08/Jacqui-True-Presentation.pdf

There are specific critical early indicators of extremist behavior and fundamentalism. Women can be incredibly helpful in understanding and recognizing these indicators. This report makes reference to the Strong Societies Network established in Bangladesh and Indonesia. According to reports, women in the areas where the program was implemented were much more aware of problems associated with violent extremism. Women better understood the role they played in preventing the spread of violent extremism within their own communities. Additionally, women and men in these communities recognized that the economic empowerment of women led to decreased levels of tensions within family units, which in the long-term could lead to more peaceful and resilient societies.

Moola, S. (2006). Women and Peace-Building: The Case of Mabedlane Women. *Agenda: Empowering Women for Gender Equity,* (69), 124-133. Retrieved from https://www.jstor.org/stable/4066823

Top-down peacebuilding programs often fail due to their inability to address unequal gender relations and power dynamics within communities. A women's project in the Mabedlane community allowed women to attend literacy classes, which made them aware of the social, economic, and political injustices they faced. The women's growing confidence led them to

partake in income-generating programs, which included beadwork. A growing demand for the women's beadwork led to their active involvement at the Conference on Anti-Racism, followed by participation in ecotourism projects.

With their newfound incomes, women in the Mabedlane community saw the importance of reducing crime rates in their communities. The women pressured husbands and sons to cease fighting and take part in peaceful community initiatives. However, increased international exposure led to the influencing of locals by foreigners. In the end, peacebuilding efforts were not sustained by local communities and the project was disbanded.

Munang, R., & Mgendi, R. (2016). Women's Role in Achieving a Food Secured Africa. International Policy Digest, 3(1), 140–142.

Africa will not effectively achieve food security and poverty reduction unless gender gaps in economic opportunities are narrowed. The AU Agenda 2063 is Africa's own development blueprint; it mentions gender parity no less than 35 times throughout the document and envisions full gender equality in all spheres of life by 2030. In Africa, women produce up to 80 percent of food; empowering women is critical in terms of promoting agricultural development, which on average employs 64 percent of the population. The report also suggests that allowing women to own and inherit land is critical for promoting agricultural development in Africa. To address the problems of food insecurity in Africa, women's economic empowerment needs to be a priority.

Myers, E. (2018). Women and Post-Conflict Political Order. Foreign Policy in Focus, 1.

Women's equal treatment and meaningful participation in civic and political processes is critical for inclusive governance and peace measures. The author finds that "as gender parity rises, a nation's proclivity for both inter and intra-state conflict falls." Greater proportions of female politicians decrease the likelihood of civil war and the use of violence to resolve international disputes. Greater proportions of female politicians in a country also reduces the likelihood of state-perpetrated human rights abuses as well.

Nanto, D. K. (2011). "Economics and National Security: issues and Implications for U.S. Policy." *Congressional Research Service.* https://fas.org/sgp/crs/natsec/R41589.pdf

This report is about the need to think about economic prosperity and national security. Protecting the nation is not only about winning wars, which require economic inputs, but ensuring the economic protections of citizens. With the rise of Chinese economic power and globalization of the economy, economic issues are now linked with national security. While in the past, the economy has only entered into the national security debate when it comes to funding hard power defense budgets, this is not sustainable.

National security is also dependent on the ability of an economy to fund soft power initiatives to project power and to ensure the income of citizens. Our economic security and therefore national security depends on a stable world market place.

This article focuses on the strict economic argument for women's economic empowerment. With economic competition becoming more vital for achieving national security, it is important that every citizen in the nation contributes to the economy, including women.

Noland, M., Moran, T., & Kotschwar, B. (2016). Is Gender Diversity Profitable? Evidence from a Global Survey. Retrieved from https://piie.com/publications/wp/wp16-3.pdf

This survey looks at nearly 22,000 companies in 91 countries to evaluate differences in women's economic participation. Results from the survey show that women's participation on corporate boards and high managerial positions increase firm performance. The study suggests that in instances where an increase of female leadership from zero to thirty percent is seen, a 15% increase in revenues may result. The results of the study suggest women's participation in the labor force can enrich a company's skill set.

OECD Publishing. (2017). "Gender Equality and Women's Empowerment in Fragile and Conflict-Affected Situations." *OECD Development Policy Papers* 8. Retrieved from https://www.oecd.org/dac/conflict-fragility-resilience/docs/Gender_equality_in_fragile_situations_2017.pdf

Women often become victims of violent conflict and systemic inequality due to their gender. However, women's inclusion in peacebuilding and statebuilding processes can mitigate or prevent conflict altogether. This report "calls for approaches to gender relations in fragile settings that are more holistic and more politically informed." In Nepal, for example, a program

"designed to support the NAP for implementation of UNSCR 1325 and UNSCR 1820, deliberately linked activities across different areas (e.g. services, leadership and economic empowerment), recognising that the gender-specific impacts of conflict and gender equality gains across these areas are interlinked and mutually reinforcing." This report recognizes that women's economic participation "can make an important contribution to economic recovery and resilience" and tackle state fragility. Women's economic participation, however, must be supported by other program components in order to most effective.

Oppenheim, K. (2003). "Women's empowerment and social context : Results from five Asian countries." Retrieved from https://www.semanticscholar.org/paper/WOMEN-%E2%80%99-S-EMPOWERMENT-AND-SOCIAL-CONTEXT-%3A-RESULTS-Oppenheim/68423faadedb45524c55263554bea269d2f4fb15

This paper examines measures of empowerment found in married women. Regions analyzed include India, Malaysia, Pakistan, the Philippines, and Thailand. Oppenheim analyzes if and how "community or individual characteristics are better predictors of women's empowerment." Her findings demonstrate that gender relations are vastly influenced by values and norms found within a community. The author suggests that attitudes towards women need to be changed in order for women's empowerment to be achieved. Women need to be empowered within the household first. The complexity of women's economic empowerment is acknowledged, stating that it requires a multidimensional approach. For example, providing women with schooling alone is often insufficient in producing desired results. If women are to be fully empowered it is vital to address the negative societal attitudes towards them.

"Opportunity Archives." War Child Canada. Retrieved from https://warchild.ca/stories/opportunity/

War Child believes that when a woman is economically empowered, she will be able to provide for her family; this in turn will help propel her community towards greater economic stability. In conflict and post-conflict areas, mothers often cannot provide for themselves or their children. As a result, the possibility of young adults engaging in harmful and violent behaviors increases. As a way to counter this outcome, War Child has created programs that provide economic opportunities for women and young people. Successful programs have been

implemented in both rural and urban areas ridden by conflict. In rural areas, programs are geared towards the development of sustainable livestock and agricultural processes. In urban areas, programs are geared towards vocational training and small business development skills.

When women have economic opportunities such as these, children gain greater access to social services, which in turn can make them less inclined to partake in harmful behaviors.

Orlinsky, K. (2013). "Mexico's All-Female Vigilante Justice Squad." *The Daily Beast*. Retrieved from http://www.thedailybeast.com/mexicos-all-female-vigilante-justice-squad-photos

This article discusses the resilience of women to defend their town against organized crime groups. One of the women interviewed says that an advantage to their effort is that the women have banded together from all parts of the local and surrounding community as they are bound by the detrimental effects that organized crime groups have on their families. This encourages them to work together and to focus on prevention techniques within the community. She says as mothers they are uniquely suited to notice the early warning signs within their homes. When their children begin to show signs of a change in behavior or access to a larger income, these are all red flags for the women to step in before it escalates past this point.

Women are in a very unique position to notice radicalization and to prevent their children from becoming members of extremist groups. Additionally, women are motivated to protect their children and communities from these violent groups.

Pels, Trees, & De Ruyter, D. J. (2012). The influence of education and socialization on radicalization: An exploration of theoretical presumptions and empirical research. In *Child & youth care forum* (Vol. 41, No. 3, pp. 311-325). Springer US.

Education is thought to be key in preventing radicalization as often, recruits for radical groups target youth. Families who differ from the mainstream, for example Muslim minority or far right conservative, tend to attempt and instill their ideals more fully into their children. Schools can be a place where peers from different backgrounds can meet and ideally form bridges despite varying backgrounds. However, the empirical evidence supporting the effectiveness of this is not strong. What does seem to be a significant contributor in the lives of minority students is the impact of one teacher who develops a personal relationship with them.

These findings are preliminary ones and more research should be conducted in order to find the exact linkages between education and counter radicalization.

Children are able to interact with many different kinds of people when they attend school. In this environment, they can learn about other cultures and religions. Through this exposure, individuals can learn tolerance. In preventing radicalization, tolerance and understanding are very important.

Phan, L. (2013). Women's Empowerment and Fertility Changes. *International Journal of Sociology of the Family,39*(1/2), 49-75. Retrieved from https://www.jstor.org/stable/43488406

Several factors associated with women's empowerment lead to lower fertility rates. These pathways include educational attainment, labor force participation, women's inclusion in decision making, and population policies. Each of these factors leads to decreased fertility rates within a nation. These factors work in contrast with patriarchal cultural factors that preference high fertility rates. This study finds that labor force participation and educational attainment lead to greater decision-making capabilities for women, which can result in lower fertility rates.

Women's economic empowerment is associated with lower fertility rates. Economic independence allows women take charge of decisions that involve the use of contraception to decide the number of children they will have. Due to incompatibilities found between being a mother and participating in the formal labor force, women who work tend to have fewer children. These results were found in case studies conducted in India, Tanzania, Taiwan, and Turkey. In addition, it was found that when family size is reduced, parents are more willing to invest equally in both boys and girls, resulting in a new generation that can contribute to the stability of the nation.

Pilch, F. (2006). The Potential Role of Women in Contributing to Countering Ideological Support for Terrorism: The Cases of Bosnia and Afghanistan. *Connections, 5*(4), 107-130. Retrieved from http://connections-qj.org/ru/system/files/05.4.07_pilch.pdf

This article describes how poverty, political oppression, and a resurgence of traditionalism keeps women in Central Asia out of anti-terrorist efforts. The author notes that women's rights "might be aided by a gradual recognition on the part of the most repressive states

that the economic development and well-being of any state is influenced by the ways in which women are allowed to take part in the economy and polity." Comparisons of Muslim states' economic success to that of the West are made; greater successes in the West are linked to its greater liberation of women. It is suggested that unless Muslim states address the issue of women's rights, these states may not compete successfully with the West. Countries that do not allow women to engage in political, economic, and social institutions can stunt their own economic development and well-being.

Piper, N. (1999). "Labor Migration, Trafficking and International Marriage: Female Cross-border Movements into Japan." *Asian Journal of women's studies.* 5:2, 69-99.

Migration studies can no longer dismiss the migration of women. Large numbers of single, independent women are increasingly migrating across borders. This article takes a closer looks at female migration from countries such as Korea, the Philippines, and Thailand to Japan. Women from these areas migrate in pursuit of sex, domestic labor, and commercial marriage markets. As a result, many of these women face hardships and are typically not included in migration studies as their work may not always be included in typical labor data collection strategies. Increased sex tourism in places like Japan has created a demand for sex laborers to migrate from other nations, both by choice or through forced trafficking. In the 1980s, for example, Japanese women moved out of the sex industry in pursuit of other jobs. This left positions within this market vacant for foreign women to fulfill. The lines between voluntary and involuntary migration, however, become blurred when discussing female labor migration. Many of these women may be illegally trafficked or convinced to partake in fake marriages to receive a visa.

Women typically have fewer economic opportunities than men due to lower levels of education and training; women also have fewer opportunities due to cultural perspectives about women deeming them to be less skilled in general. Female labor migrants interviewed within this study stated that they would like to do other work if they could, but visas needed to teach English abroad, for example, were harder to obtain for women. Gender inequalities within origin countries play a role in encouraging female labor migration. Women's economic empowerment can serve as a means for decreasing instances of female migration.

Platts, N. G., & Popal, F. (2019). "Advancing the Rights of Women in the Middle East, north Africa, and the World." George W. Bush Institute. Retrieved from https://gwbcenter.imgix.net/Resources/policy-recs/2019/gwbi-2019-policy-recs-womens-leadership2.pdf

In the MENA region, only 25% of women are in the workforce despite many being educated. There are many traditional views and laws that keep women from taking part in the formal labor force of the region. The International Monetary Fund estimates that the MENA region economies lost $1 trillion in output from barring women from the economy between 2001 and 2011. The report notes, "One of the most influential ways we can support the growth of peaceful, prosperous societies is through direct investment in women leaders...Public, private, and nonprofit sector leaders should increase investment and prioritize efforts that aid the economic empowerment of women in the MENA region."

Powers, E. (2017). "The Military's Role in Countering Violent Extremism." *United States Institute of Peace.* https://www.usip.org/publications/2017/06/militarys-role-countering-violent-extremism

This is a brief for US military forces engaged in CVE activities. The author proposes that military CVE strategy is missing a key component: stability. He argues that stability operations can be a vital part of CVE strategies if they are grounded in an understanding of the local context to address grievances. This will not only counter violence, but will rectify and prevent the drivers behind violent extremism.

Unstable nations allow for terrorist organizations to operate and recruit with impunity and great success. With this in mind, stability operations can help to close the gaps that allow violent organizations to operate and recruit, preventing violent extremism to take hold. On the part of the DOD, this will require a rethinking of strategy. First, actors will need to understand the unique local context which contributes to individual grievances. Second, grievances need to be addressed. Third, civilian organizations need to be empowered to be a part of the process so they can become stronger.

General Powers concludes with three recommendations: 1) the DOD needs to repurpose stability operations as proactive and preventative CVE measures, 2) reorient stability operations

to focus on countering violent extremism and 3) utilize next-level partnering in the application of stability operations.

Violent extremism and violence are driven due to the inability of the state to fulfill key needs of citizens. In order to counter the groups that replace the state, which are often violent, there needs to be a concentrated effort to reestablish stability. If stability can be achieved, then the ability of violent organizations to fulfilling the needs of the people can be curtailed.

Pradhan, E. (2015). "Female Education and Childbearing: A Closer Look at the Data." *The World Bank.* http://blogs.worldbank.org/health/female-education-and-childbearing-closer-look-data

Studies show that the higher a woman's level of education, the less children she is likely to have. This is due to the fact that when women are in school, they are more likely to delay marriage and children. With fewer children, women can ensure that each child has better health and there is a higher likelihood of mothers surviving birth.

A negative correlation between education and total fertility rate can be found in Ethiopia, Ghana, and Kenya. In Ghana women with no education had a fertility rate of 6, however, women with a high school education in Ghana have a fertility rate between 2 and 3 and in Ethiopia of 1.3. A study in Ethiopia found that an additional year of schooling led to a 7 percentage point reduction in the probability of teenage pregnancy.

This happens for several reasons. First, the economic cost to an educated woman for having children is much higher than an uneducated woman. Second, education may enlighten girls to different ideas concerning the ideal family size. Lastly, education delays the age of marriage and leads to a delay in the age of first child birth.

Lower fertility rates are associated with lower levels of instability and violence within a nation. Women's empowerment through education and economic opportunity influences each woman to have fewer children at an older age. Overall, this means the fertility rate of the nation will drop, which in turn can lead to greater stability.

"Preventing Conflict Transforming Justice Securing the Peace- A global study on the implementation of United Nations Security Council resolution 1325." (2015). UN

WOMEN. Retrieved from https://reliefweb.int/sites/reliefweb.int/files/resources/UNW-GLOBAL-STUDY-1325-2015.pdf

This report examines women in conflict areas and the economic challenges they face during reconstruction periods. Due to the financial impact that conflict has on a country, economic growth is a necessary part of the reconstruction process. In many cases, policies implemented to facilitate growth negatively impact women. This report recommends that women be considered and included within reconstruction processes; research has shown that women's economic empowerment accelerates economic recovery. In addition to economic growth, women's economic empowerment provides other benefits. Women reinvestment their income in the form of child healthcare and education.

The study also finds that because women are often the main agricultural producers within their households, programs that grant them property and land rights lead to decreased instances of food insecurity within the household. An example of this occurred in Rwanda where programs that supported women farmers led to yield increases. This outcome contributed to greater food security within the country. Additionally, the empowerment of women in conflict areas is important given that female headed households tend to increase during times of conflict. As women tend to reinvest their income back into their families and communities, it is suggested that they be considered and included within reconstruction processes to accelerates economic recovery.

Rahman, N. F. A., & Khambali, K. M. (2013). Religious tolerance in Malaysia: Problems and challenges. International journal of Islamic thought, 3, 81.

This study takes a closer look at religious tolerance in Malaysia. The authors define religious tolerance as encompassing a variety of factors. These factors include recognition, respect towards beliefs, and not exerting pressure to change the beliefs of others. It is argued that tolerance can be instilled through knowledge, communication, and interaction with others. There are two different conditions which influence tolerance levels within Malaysia. The first condition is that many religious followers do not have a complete understanding of religious history. The second condition is that individuals interpret religious texts through personal perspectives, which make interpretation highly subjective. The authors postulate that religious tolerance can be increased by looking at the similarities between different religions. Religious tolerance can be

further expanded through amicable inter-ethnic relationships with individuals from different ethnic backgrounds, which in turn can lead to less societal conflict.

Rathod, S., et al. (2008). "Challenging assumptions about women's empowerment: social and economic resources and domestic violence among young married women in urban South India." International Journal of Epidemiology 38(2): 577-585. Retrieved from https://academic.oup.com/ije/article/38/2/577/655132

This study discusses the unintended consequences of socioeconomically empowering women, specifically women in India. The study describes how little is known about specific risk and protective factors associated with spousal violence in India. Despite conflicting information pertaining to linkages between violence and women's empowerment, there is evidence to show how conflicts with prevailing social norms and expectations may increase violence against women. Women who participated in social groups and vocational training within this study experienced a higher risk of physical violence. Women's participation in micro-savings and credit groups within conservative settings may often be viewed as provocative; when a woman conforms to family and community norms and expectations, this may help shield her from experiencing domestic violence.

Domestic violence is often an unintended consequence of many programs that aim to empower women economically, especially in areas of the world where traditional practices such as the use of dowry play a large part in shaping views about women's value.

Rehman, H., Moazzam, A., & Ansari, N. (2015). "Role of Microfinance Institutions in Women Empowerment: A Case Study of Akhuwat, Pakistan." *South Asian Studies*. Vol. 30. No.1. pp. 107 – 125. Retrieved from https://pdfs.semanticscholar.org/245c/7f9026f6190c8f32659b4032e137eeae4b24.pdf

Akhuwat is an interest free microfinance organization. This case study from Akhuwat, Pakistan demonstrates how an increase in income led more women to attend communal meetings on their own. In addition, when women were economically empowered, they gain greater control over purchasing decisions related to the household. In certain instances, however, discrimination prevailed and women were not allowed to live up to their full potential. The study acknowledges

that age, education, and family circumstances influence microfinance outcomes and argues for empowering women economically through the use of well-informed contextual information.

"Report on Engendering Conflict Early Warning and Early Response Mechanism in Kenya." (2014). National Steering Committee on Peacebuilding and Conflict Management. Retrieved from link to cited article Report on Engendering Conflict Early Warning and Early Response Mechanism in Kenya EWERS%20in%20Kenya.pdf

This report describes the importance of mainstreaming gender in order to achieve equity between men and women. This report cites UNSCR 1325 as a tool for implementing successful early warning systems in Kenya. The authors finds that women play an important role in peacebuilding and conflict management processes; however, in many cases women's insights continue to be underutilized. The report argues that societies that underutilize women economically, socially, and politically are more prone to instances of repression and violent conflict. The exclusion of women from the economic sphere can be an indicator of a deteriorating society; this could manifest itself into future conflict. The report advocates for increased participation of women within all levels of decision-making processes. What the report does not specify, however, is avenues by which women can increase their own participation. Negative attitudes towards women can act as inhibitors for the use of early warning signs of conflict detected by women.

Revenga, A., & Shetty, S. (2012). "Empowering Women Is Smart Economics." *Finance & Development* 49, no. 1. Retrieved from https://www.imf.org/external/pubs/ft/fandd/2012/03/revenga.htm.

This article examines the impact of gender gaps within development. In order to improve economic production and other developmental outcomes, greater strides towards gender equality must be achieved. Closing this gap holds implications for reducing income poverty. Women represent 40% of the global labor force; if women had access to resources in the agricultural sector, for example, agricultural output could increase in developing countries by 2.5 to 4 percent. In addition, when women have more control over household resources this directly benefits children. Finally, this article argues that if women are economically and politically

empowered, they can influence political and institutional change; in turn, this can promote economic productivity and national well-being.

Roomi, M. A., & Harrison, P. (2010). "Behind the Veil: Women-Only Entrepreneurship Training in Pakistan." *International Journal of Gender and Entrepreneurship*. Vol. 2 Issue: 2. pp.150-172. https://doi.org/10.1108/17566261011051017

The paper discusses the promotion of women's entrepreneurship programs within an Islamic socio-cultural context. Entrepreneurship training in Pakistan adjusts to social norms within the country as a means to comfort women within their learning processes; trainings are provided to women looking to enhance their entrepreneurial skills. According to this paper, female Pakistani entrepreneurs succeed best when engaged in women-only trainings. These findings are based on a field survey and evaluation of the program after one and a half years. The study implies that "socio-cultural structures and gender asymmetries" must be taken into account when creating programs that support aspiring female entrepreneurs and highlights the need for policymakers to create environments that are more conducive to their needs.

Ruyssen, I. & Salomone, S. (2017). "Female Migration: A Way out of Discrimination?". *Journal of Development Economics.*

This paper focuses on the effects of gender discrimination on female migration by examining women's preparation and intention to migrate across 148 countries from 2009-2013. Higher levels of gender discrimination tend to influence women to migrate abroad. However, depending on the cultural practices of society and legal restrictions, there may be less of an ability for females to actually migrate. Young, highly skilled, and employed women have a higher chance of expressing an intention to move abroad and act upon them. Surveys conducted within this paper found that perceptions of gender equality were intertwined with economic equality levels and levels of domestic violence. Greater economic equality resulted in greater perceptions of gender equality; less domestic violence led to greater perceptions of gender equality.

This information is important to consider if one is trying to address the motivations of female migration. Given these findings, one would expect that as women's economic

empowerment increases, positive implications for gender equality and its perceptions will follow.

Saeedi, N., & Fransen, R. (2018) "Violent Extremism Reopens the Conversation about Women and Peace." UNDP. Retrieved from http://www.undp.org/content/undp/en/home/blog/2018/violent-extremism-reopens-the-conversation-about-women-and-peace.html

This blog post describes the linkages between peace, gender equality and women's leadership within different stages of peacebuilding efforts. These linkages were first addressed in the UNSCR 1325. This piece discusses different roles women play within extremist settings. Women may be either voluntary participants, forced participants, peacebuilders, or preventers within extremist settings. Women that act at preventers and peacebuilders do so by using their role within family and community units to exercise their voice and promote solutions towards deradicalization. Organizations formed by women have been identified as a way to uniquely address these types of challenges. Once women gain a voice within their household and community, they create resilient networks that promote violence-free societies.

Salgaonkar, S., & Salgaonkar, P. B. (2009). Panchayats and Women Self Help Groups: Understanding The Symbiosis. *The Indian Journal of Political Science, 70*(2), 481-494. Retrieved from https://www.jstor.org/stable/42743911

This study emphasizes female empowerment through the creation of environments that promote equality between women and men. India's 1988 National Perspective Plan for Women attempted to foster this type of environment. The plan emphasized "the economic development and integration of women into the mainstream" of India's economy and the need for "equity and social justice for all women." This study provides information on Panchayati Raj Institutions, which serve as grassroots units of self-governance and vehicles for socio-economic transformation. Women's Self-Help Groups (WSHGs) are complementary to Panchayati Raj Institutions and India's 1998 national plan; WSHGs consist of "economically homogeneous groups of rural/urban poor voluntarily formed to save and contribute to a common fund to be lent to its members as per the group decision and for working together for social and economic uplift of their families and communities." WSHGs enable women's entry into village political systems.

The Indian state of Goa witnessed a rise in WSHGs, beginning in the late 1990s. With a sample size of 100 WSHGs and twenty women Panchas (representatives at the Panchayats), survey results revealed that although panchayat bodies were taking initiatives to start WSHGs within their villages to promote women's economic empowerment, not enough time was being dedicated towards nurturing the groups. As a result, only a limited amount of women were active in village political processes and systems as a result of their economic empowerment. Greater emphasis on capacity building for these initiatives is recommended in order to fulfill goals set in India's 1988 National Perspective Plan.

Scanlan, Stephen J. (2004). Women, Food Security, and Development in Less-Industrialized Societies: Contributions and Challenges for the New Century. *World Development*. Volume 32. Issue 11. Pages 1807-1829.

The author analyzes the impact of WID on economic and social development programs where women are treated as agents for development. The author assesses whether the WID perspective holds specific importance for achieving food security. Using data from less-industrialized countries from the year 2000, the author examines the effects of WID on child hunger and child mortality levels. The author finds that empowering women economically is vital for reducing child hunger and child mortality rates; this finding leads the author to conclude that women should be treated as important development agents who are integral in the fight towards reducing child hunger and child mortality rates in less-industrialized countries.

Schafer, H. (2018). "Empowering Women Toward Peace and Stability." World Bank Blog. Retrieved from https://blogs.worldbank.org/voices/empowering-women-toward-peace-and-stability

This article discusses the importance of entrepreneurship to help women rebuild after conflict. As women are often the main survivors of a conflict, they must be provided economic opportunities to help rebuild their lives and the lives of their children. In the DRC, for example, South Sudanese female refugees opened a hair salon to be able to provide for their children. These women were seen as a positive example for reconstruction within their communities.

The World Bank is currently testing a program to support job creation for 2,000 women and youth in the West Bank and Gaza. This program uses funds from private investors to help

achieve job creation for women. The International Finance Corporation is also working on a project to encourage women's economic empowerment; the IFC is working with the Bank of Palestine to increase capital to women-owned small businesses and creating programs to advance their business skill set, acknowledging the importance of female entrepreneurship when seeking to rebuild societies after conflict.

Schmeidl, S., & Piza-Lopez, E. (2002). Gender and Conflict Early Warning: A Framework for Action. Retrieved from https://www.onlinewomeninpolitics.org/beijing12/Ewgender.pdf

This article discusses how female fertility rates suggest women's access to reproductive health services is constrained due to a lack of financial resources, social participation, and illiteracy. Childbearing and childrearing tie women to the home, effectively excluding them from the labor force, community and public decision-making processes. The article cites Caprioli (2000) to explain how high fertility rates and lower gender equality lead countries to engage in violence. The article provides the following references: "decreasing the fertility rate by one-third makes a state nearly five (4.67) times less likely to use a military solution to settle international disputes' (Caprioli 2000, p.63). Marshall and Ramsey (1999), using the composite measure of Gender Empowerment, support these findings."

Early warning systems play a crucial role in identifying areas at risk of violent conflict. As such, the authors found that fertility rates, female labor force participation, female suffrage, and percentages of women in parliament are crucial indicators that can help inform the trajectory of future conflict.

Sharaunga, S., Mudhara, M., & Bogale, A. (2016). Effects of "Women Empowerment" on Household Food Security in Rural KwaZulu-Natal Province. Development Policy Review, 34(2), 223–252. Retrieved from https://doi.org/10.1111/dpr.12151

This study found that female-headed households associated with higher levels of economic agency, which encompassed physical capital empowerment, psychological empowerment, and farm financial management skills empowerment, were more likely to be food secure. According to Mwaniki (2006), a lack of economic empowerment among women is a root causes of food insecurity and global hunger. The author finds that economic, social, civic

and agricultural dimensions of women's empowerment are critical for rural households to achieve food security; food insecurity is known to perpetuate social instability.

Shavarini, M. (2009). "The Social (and Economic) Implications of Being an Educated Woman in Iran." *Harvard Educational Review* 79 (1): 132–40. Retrieved from https://doi.org/10.17763/haer.79.1.7080233mu3m2v0m5

This article describes factors that have contributed to a rise in female enrollment in institutions of higher education since the mid-1990s in Iran. An important factor that contributed to a higher rate of enrollment of women in college is the "Islamization" of the education system. This allowed traditional and religious families to trust the system and view it as acceptable for their daughters to obtain an education. Another factor is the economy, which does not provide enough jobs in the labor market for college graduates, discouraging many men from enrolling. As a result, women are now visible and significantly conquering fields that were once male dominated.

It is noted, however, that representation of women is limited to college classrooms and does not encompass the labor market. According to an Iranian woman mentioned in the article, "a university degree is like the veil. It's supposed to free us but in reality it only holds us back." In several cases, educated women have been arrested for questioning traditional laws and labelled as a threat to authorities.

This article demonstrates the importance of women's economic empowerment. While education is a great tool to empower women, it is only fully utilized if women can apply their education in the workforce. Otherwise, this skillset is wasted.

Shitemi, N. L. (2003). Rural Women Peace Link Network Groups of Western Kenya. *Canadian Woman Studies.* 22(2). 93–97. Retrieved from https://scholar.google.com/scholar?hl=en&as_sdt=0%2C44&q=Rural+Women+Peace+Link+Network+Groups+of+Western+Kenya&btnG=

This article describes The Rural Women Peace Link Network Groups of Western Kenya (RWPL) which resulted from infamous tribal cleansing clashes in various parts of Kenya during 1992. The movement originated from peace and justice advocacy efforts of the National Christian Could of Churches in Kenya (NCCK). Through RWPL and other female welfare

organizations, women pool money together and other high-demand commodities to provide each other turns in enjoying the benefits of the projects undertaken as a group. RWPL gained recognition for the attainment of other goals such as poverty alleviation and the fight against HIV/AIDS. The fruits of the women's efforts have convinced many husbands that the lasting resolution of problems can be made through their wives.

Sirleaf, E. J., & Rehn, E. (2002). "Women, War and Peace: The Independent Experts' Assessment on the Impact of Armed Conflict on Women and Women's Role in Peace-building." United Nations Development Fund for Women. Retrieved from https://www.unfpa.org/sites/default/files/pub-pdf/3F71081FF391653DC1256C69003170E9-unicef-WomenWarPeace.pdf

This assessment analyzes the different roles of women during conflict and throughout peace processes. It looks at the impact that conflict has on women specifically and what programs are in place to address these issues. It emphasizes the need to understand conflict with relation to women in order to better understand the long-term effects of war. It argues that the invisibility of women is preventing them from opportunities, programs, and funding. The report found that women are disproportionately affected by conflict, which makes their invisibility even more pressing.

Following a conflict, there is an overall increase in female-headed households which makes recovery difficult in areas where women have few rights and little economic opportunity to provide for their family. Because there is a lack of economic opportunity, women in many countries resort to providing sexual services in exchange for food and security or will seek employment as a prostitute. Even engaging in these last-resort types of work can be difficult for mothers that have elderly, ill or disabled family members to care for. Despite all the difficulties that women face during and after conflict, they continue to find ways to cope. Women are an untapped resource that can help stabilize and rebuild the community if programs view the situation on the ground with a gendered lens. The assessment found that many programs that provide business opportunities typically exclude women. There are cases where micro-loans have been offered and are successful but only when the local context has been incorporated into program design. Some of these successes were in Rwanda, where micro-loans supported women in agricultural and home-based businesses. Similar programs have been implemented in Liberia.

Due to a large number of households headed by females after conflict, it is vital for programs to match the necessity of rebuilding peaceful societies by providing women the economic opportunities by which to do so.

Slegh, H., Barker, G., Kimonyo, A, Ndolimana, P, & Bannerman, M. (2013). "'I can do women's work': reflections on engaging men as allies in women's economic empowerment in Rwanda". Retrieved from https://scholar.google.com/scholar?hl=en&as_sdt=0%2C44&q=Rural+Women+Peace+Li%20nk+Network+Groups+of+Western+Kenya&btnG= eedAccess=true

The article examines how men perceive women's empowerment and how they can take part in its promotion. The basis for the findings are the evaluation of a project in Rwanda. The project's goal was to engage men as reliable counterparts in a microcredit program that designated women as its beneficiaries. The project was carried out by CARE Rwanda under their Village Savings and Loan (VSL) program. The article suggests that when designing women's economic empowerment programs, one has to be attentive to the circumstances of the men in these societies. Men may already feel challenged in their role as breadwinner of the family. If the woman challenges the man's position as the head of the household, increased instances of domestic violence can result. This article supports our interview findings. The inclusion of men is critical for increasing program success rates.

Sohail, M. (2014). Women Empowerment and Economic Development-An Exploratory Study In Pakistan. *Journal of Business Studies Quarterly*. Volume 5. Number 4. Retrieved from http://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.653.1490&rep=rep1&type=pdf

Sohail suggests in her work that men in Pakistan are not always willing to give up certain rights in exchange for empowering women. Invoking religious texts, Sohail explains how Allah created men and women out of the same clay; therefore, within this religious aspect, men and women should be equal. However, the societal perception of women in Pakistan is portrayed very differently It is noted that as men become fathers of daughters their perception can change.

Nearly eighty-five percent of respondents questioned in a survey answered that "the major constraint in empowering women is male dominated society." The respondents recognized

societal structures in Pakistan as the main obstacles for women becoming empowered. The family structures are very tight and men are adverse to losing power within the household.

Women interviewed did agree that women are mentally capable of doing the exact same work as men. The only thing that stands between Pakistani women and their economic empowerment is the perception that other people have of them. Deeply rooted in society, negative beliefs against women are very hard to overcome. Often, women are too shy to speak up as they think there is nothing they can really do about their situation. Patriarchal structures are so strong that even after having received professional education, thirty percent of women in Pakistan stay at home. Sohail recommends that "male dominance should be minimized to let women grow further." Empowerment of women includes education and giving them the choice in which field of work they want to enter, without sexist restrictions that differentiate between male and female work. Sohail explains that "societies that do not invest in women have to pay for it in the form of slow economic growth."

For true female empowerment to occur women, need to be educated, but they also must be able to enter the workforce thereafter. Additionally, patriarchal attitudes and men are cited as a barrier for women becoming empowered. In this case, it may be necessary to make men a part of the solution so they may reevaluate their practices.

Sommers, M. (2011). "Governance, Security and Culture: Assessing Africa's Youth Bulge." *International Journal of Conflict and Violence.* 5:2. Pg. 292-303.

This brief looks at the connection between instability and the youth dominated population of Africa. In many of these countries there is a big gap between the large youth population and the older security forces. Specifically, this study looks at problems in Rwanda and Burundi and what may occur if the state does not take action to curb the grievances of the youth population.

Young males tend to be the biggest perpetrators of violence. In many countries, this is compounded by the fact that young men go to cities in order to find better economic opportunities. In cities there are now large numbers of young men without family ties near by making them particularly vulnerable to engage in violent behavior. Additionally, in order to marry, the social barrier between young adulthood and adulthood, young men must be able to gain the economic capital to support a wife and build a home. The inability to do this in many countries increases the proclivity of young men to engage in violent behavior as society has

deemed them to be failures. With these factors in mind, nations must take action in order to ensure that violence and instability does not escalate out of these populations.

Young unmarried men are the most at risk to engage in criminal and violent behavior. Large youth bulges typically lead to large groups of unattached males, especially when it becomes harder to marry within a culture. Lowered fertility rates could prevent male youth bulges from forming.

Sommer, U. (2018). Women, Demography and Politics: How Lower Fertility Rates Lead to Democracy. Retrieved from https://people.socsci.tau.ac.il/mu/udis/files/2017/11/Sommer-Demography-2018.pdf

This article tests the hypothesis that demographic variables, specifically female-related predictors, have an independent effect on political structure. Data from 140 countries, over 3 decades, show robust results linking lower fertility rates to democratic political outcomes within a country. Population growth influences political variables such as political transitions, revolutions, and participation in international conflicts. Indonesia between 1972 to 2008 serves as a case study in this study; a drop in fertility rates within the country during this time period is determined to be the trend which led to the end of a 31-year regime in the country. This ushered in a new era of reform that introduced a system of separation of powers and checks on the office of the president. Ethnic groups within the country who witnessed a drop in fertility rates showed the most positive attitudes about democracy, steering the country in that direction. Fertility rate drops in a society lead to more peaceful outcomes. Women's economic empowerment can be used as a tool to reach lower fertility rates.

Sorenson, B. (1998). "Women and Post-Conflict Reconstruction: Issues and Sources." United Nations Research Institute for Social Development. Retrieved from http://www.unrisd.org/80256B3C005BCCF9/httpNetITFramePDF?ReadForm&parentunid=631060B93EC1119EC1256D120043E600&parentdoctype=paper&netitpath=80256B3C005BCCF9/(httpAuxPages)/631060B93EC1119EC1256D120043E600/$file/opw3.pdf

The article examines literature pertaining to the role of women in post-conflict reconstruction. It looks at the contributions women make, how reconstruction influences gender roles and norms, and reviews strategies women use to deal with changes in the economic

environment. In the chapter on the economic environment and women, it looks at the impact on the different sectors of the economy. Post-conflict agricultural production which is predominately done by women faces a lack of access to markets, possible landmines, and in some cases, all agricultural inputs have been destroyed. This is made more challenging because women usually don't have legal rights to land or resources. Research has shown that when men have control over the income from women's agricultural production that men usually waste it on alcohol, etc. rather than reinvest it in the family and community. In the informal sector, women will create new businesses, establish trade networks across borders and ethnic cleavages, and find employment in jobs that were previously done by males. This sector was found to be unstable and women were constrained by their lack of capital. The formal sector usually has high unemployment rates following conflict, and women are particularly marginalized here. This is due in part to poorer education and discriminatory practices.

This article contributes to our argument in two ways. First, it is vital that women be given the same rights and opportunities to reach markets, own land, and start businesses as men. This will provide for more income in the home and community. Second, women invest their money more in their family. In contrast men tend to spend the money they earn on consumption good rather than reinvesting into their children. If women are empowered economically, the whole family will benefit.

Soule, E., Tinsley, C., & Rivoli, P.. (2017). "A Social Enterprise Link in a Global Value Chain: Performance and Potential of a New Supplier." *Georgetown University Women's Leadership Institute*. https://giwps.georgetown.edu/wp-content/uploads/2017/10/Social_Enterprise_Link_In_A_Global_Value_Chain_01.pdf

This is a report of the progress made by a Kate Spade initiative to empower female artisans in Rwanda. The results from where this program was implemented included superior social and psychological outcomes, higher levels of physical health, social standing, power, and confidence, and lower levels of anxiety. Women enrolled in this program reported having higher levels of discretion in personal decision-making. The women in this program reported self-assessed high levels of power and confidence which can contribute to economic success and future productivity. These psychological benefits were not only the outcome of a salary but also trainings on communications, leadership, and teamwork. The three skills taught in addition to a

paycheck provide for psychological views which can be transferred to other areas of these women's lives.

The Kate Spade initiative demonstrates that women's economic empowerment leads to positive attitudinal outcomes for women. Not only do members of the society view them differently, but they view themselves differently. This newfound confidence encourages the women to take control of life decisions and invest more in themselves and their family.

Stavrevska, E. B. (2018). The Mother, the Wife, the Entrepreneur? Women's Agency and Microfinance in a Disappearing Post-Conflict Welfare State Context. *Civil Wars*, *20*(2), 193–216. Retrieved from https://doi.org/10.1080/13698249.2018.1498217

The article addresses the political consequences of microfinance activities for women in Bosnia and Herzegovina (BiH) during post-conflict economic formation processes. In situations where microfinance was considered successful by local actors and the donor community, women's agency was not fully engaged. Data used to generate these results were drawn from nine months of ethnographic fieldwork in different areas of BiH, including Sarajevo, East Sarajevo, Bijeljina, Doboj, Brcko, Tuzla, Gracanica and other nearby villages. The nine month fieldwork was cumulative, spanning from 2009-2012, and consisted of semi-structured interviews with female microloan recipients who had been deemed by the microfinance institution (MFI) as successful entrepreneurs.

Results of the study showed that regions with strong welfare programs allowed women to engage in economic and political activities outside the home. This freedom, however, was limited when women were expected to perform most of household chores and care for family members. Due to many areas of BiH being financially and organizationally weak, many women were seen staying at home, caring for children and the elderly, and involving themselves in informal economic activities. Women's economic empowerment was therefore limited due to the presence of a disappearing welfare state.

Suvarna, S. (2006). Development Aid in an Environmental Context: Using Microfinance to Promote Equitable and Sustainable Water Use in the Nile Basin. *Boston College Environmental Affairs Law Review, 33*(2), 449-484. Retrieved from https://lawdigitalcommons.bc.edu/ealr/vol33/iss2/7/

This article describes the importance of water resource management in the securing regional political stability in the Nile Basin. The Nile Basin Initiative, which focuses on community-level action to promote transboundary cooperation over use of the Nile, places emphasis on the introduction of microcredit programs for goal achievement. Recognition of a connection between inadequate water resources and the marginalization of women and poor is made throughout the article. Recommendations for strengthening The Nile Basin Trust Fund (NBTF) include giving financial assistance to women and women's groups within the region. The author acknowledges that a woman's ability to make decisions is increased by her access to markets, which in turn, can help support regional stability.

Trey, J.E. (1972). "Women in the War Economy--World War II." *Review of Radical Political Economics* 4, no. 3. 40–57. Retrieved from https://doi.org/10.1177/048661347200400304

This paper examines the role of women in the war economy during World War II. Women's participation in the labor force was promoted during the war. Following the end of the war, a woman's ability to participate in the workforce was rescinded. Those who were able to retain jobs typically moved to lower paying jobs in clerical fields. While some women willingly gave up their jobs when the men returned home, many women refused, citing the need for additional income. This was especially the case for newly formed female-headed households. In order for women to regain their status within the economy, changes to the entire U.S. economic system had to be made.

True, J. (2017). "The Role of Women in Preventing Violent Extremism in Asia." East Asia Forum. Retrieved from http://www.eastasiaforum.org/2017/08/26/the-role-of-women-in-preventing-violent-extremism-in-asia/

This article discusses how women are best suited to recognize changing security situations within their countries. Research conducted for this article found that early warning signs of extremist violence can be found in behavior and practices that directly affect women. For example, restrictions on mobility, changes in attitudes about women's dress and veiling, advocacy of child marriage and exclusiveness of mosques. The article argues that the violence women face and the changes discussed above are associated with a rise in extremism and

therefore should be closely monitored. Women's unique role within their family unit can play an influencing role on behaviors from those around them. Therefore, programs should invest in the participation of women as their experience and role in the community and family makes them uniquely suited to address violent extremism when provided with a voice and platform to do so.

"Tug-of-War: Children in Armed Groups in DRC." (2018). War Child. https://www.warchild.org.uk/sites/default/files/link-files/Tug-Of-War_Children_in_Armed_Groups_in_DRC.pdf

This study examines the push and pull factors for children to join armed groups in the DRC. It utilizes information from 150 interviews with children and 80 adults to determine what the biggest factors are. They conducted these interviews at five sites throughout the country and spoke with children who had been involved in armed groups. The push factors are negative conditions in a community or environment that the children could escape. The pull factors are positive incentives that the children anticipate for joining. Some of the main push factors included household poverty, hunger, vengeance, and lack of opportunity in the communities. The pull factors included protection, respect, and food.

By examining the push and pull factors for joining radical groups for young people, one can clearly see why women's economic empowerment is important. Many of the factors revolve around poverty and lack of opportunity. If women are able to provide for their family through economic opportunity, children and young adults would not feel many of these push or pull factors.

Tyson, L. D., and Klugman, J. (2017). "Women's economic empowerment is the smart thing to do. What's stopping us?" Retrieved from https://www.weforum.org/agenda/2017/01/womens-economic-empowerment-is-the-smart-and-right-thing-to-do-whats-stopping-us

The benefits from women's economic empowerment are far reaching. Discriminatory gender stereotypes and implicit biases are one of many obstacles women have to face. Women must often conduct themselves under male supervision. The informal working sector is still a major source of employment for women. Whereas 75% of men worldwide work in the formal economy, only 50% of women worldwide take part in such activities. Wide gender pay gaps are

also correlated with the women's inability to make decisions such as obtaining a passport, owning property, and opening a bank account. According to the article, "Women's economic empowerment is the right and smart thing to do. Women's rights are human rights; the human rights case for gender equality is incontrovertible. The human development, economic and business gains from empowering women are substantial. Greater gender equality means a country is associated with better education and health, higher per capita income, faster and more inclusive economic growth, and greater international competitiveness."

United Nations Development Programme. (2016). Africa Human Development Report 2016. Retrieved from http://www.undp.org/content/undp/en/home/librarypage/hdr/2016-africa-human-development-report/

Gender inequality is costing sub-Saharan Africa an average of $95 billion a year. Several of the political, economic, and social drivers affecting women's advancement include the contradiction between legal provisions and practice in gender laws, harmful social norms, discriminatory institutional settings, and unequal distribution of resources. This report highlights the following: African women achieve only 87% of the human development outcomes of men, hold 66% in the non-agricultural informal sector and receive 70 cents for each dollar, and between 7-30% of all private firms have a female manager.

This article makes the economic argument that women should be empowered. Beyond the moral rational that women should be empowered because it is the right thing to do or the argument that empowering women leads to separate outcomes, if women are able to join the labor force, the entire nation benefits. Businesses will be able to grow and households will earn more.

UN Women. (2016). "Leave No One Behind A Call To Action For Gender Equality And Women's Economic Empowerment." Retrieved from https://www.empowerwomen.org/-/media/files/un%20women/empowerwomen/resources/hlp%20briefs/unhlp%20full%20report.pdf?la=en

The UN Report co-authored by Jeni Klugman and Laura Tyson describes why women's economic empowerment is important. It outlines the current situation of women around the

globe. They specifically focus on seven key components to empower women economically. These are:

1. Tackling adverse social norms and promoting positive role models
2. Ensuring legal protection and reforming discriminatory laws and regulations
3. Recognizing, reducing and redistributing unpaid work and care
4. Building assets—Digital, financial and property
5. Changing business culture and practice
6. Improving public sector practices in employment and procurement
7. Strengthening visibility, collective voice and representation

Social norms have to change and women in the working world have to be perceived more positively. The legal system has to be improved and women need to be equal in front of the law. Discriminatory laws have to be reformed and new regulations that improve the situation of women have to be put into place. Unpaid care work has to be decreased and integrated in the formal work sector. Both, the private and public sector have to improve the working conditions and opportunities for women. Over all, a stronger lobby for women has to be created, strengthening their voice cross-sectorial, all around the world. This report focuses on the barriers to women's economic empowerment. Many of these obstacles and the recommended changes to increase women's economic participation factored into our women's economic empowerment index.

UN Women. (2017). "Women's Role Vital in Countering Violent Extremism." Retrieved from http://www.unwomen.org/en/news/stories/2017/10/feature-womens-role-vital-in-countering-violent-extremism.

Women tend to be more adversely impacted by violent conflict than men. However, they can also play a major role in mitigating that conflict. Women shape their communities as wives, mothers, sisters, and daughters. The UN in partnership with the government of Japan has a new regional program being implemented this year in Bangladesh and Indonesia to prevent violent extremism in Asia.

This program is relying on women's leadership and participation with local communities in order to combat the spread of violent extremism. The Wahid foundation provides

microfinance loans to support women and bring them together, despite differences in background, to strengthen dialogue and tolerance in communities. This empowers women to find their voice and speak out in their own communities with a message of peace and tolerance. The hope is that by empowering the women economically, it will change the dynamic of their communities.

Women being able to speak out and be heard is a vital tool in countering radicalization. Economically empowered women in these microfinance programs are more organized and respected in their communities. This gives them the opportunity to speak out against radicalization.

UN Women. (2018). "Empowered Women, Peaceful Communities Regional Office for Asia and the Pacific 2017-2018." Retrieved from http://www.unwomen.org/-/media/headquarters/attachments/sections/news%20and%20events/stories/2017/un%20women%20ewpc%20progress%20update%20august%20region_%20web.pdf?la=en&vs=5449

This is a very brief summary of three different projects in Bangladesh, Indonesia and the Philippines, put into place by UN Women working in coordination with the government of Japan. In short, the goal is to promote women's leadership and economic empowerment to build social cohesion and strengthen resilience in the community. So far, it seems to be working, but it is still in the early stages. This program demonstrates that empowering women economically is having a positive impact on communities and decreasing their instances of radicalization and violence.

UN Women. (2018). Facts and Figures: Economic Empowerment. Retrieved from http://www.unwomen.org/en/what-we-do/economic-empowerment/facts-and-figures

The United Nations states that empowering women economically is good for business and the promotion of economic growth and acknowledges that The Agenda for Sustainable Development calls for worldwide action to close all gender gaps in the working sector by 2030. Currently, 2.7 billion women are legally restricted from pursuing careers like their male counterparts. The United Nations acknowledges,"Women's economic empowerment boosts

productivity, increases economic diversification and income equality in addition to other positive development outcomes." These positive development outcomes are listed in bullet form throughout the document.

UN Women Pakistan. (2016). Status Report on Women's Economic Participation and Empowerment. Retrieved from http://asiapacific.unwomen.org/en/digital-library/publications/2016/05/status-report-on-womens-economic-participation-and-empowerment.

This report states that both social and economic vulnerability keep women in Pakistan overworked and underpaid. Gender neutral micro and macroeconomic policies keep women underrepresented in the economic mainstream (26% of labor force). In addition, Pakistan's humanitarian crises and complex emergencies provide further roadblocks for women's economic empowerment. Both federal and provincial governments are focused on overall income generation rather than elevating women's economic participation, despite the Government of Pakistan's principal planning document Vision 2025 recognizing the economic participation and empowerment of women as essential for the progress of the nation and growth of its economy. Despite being a signatory to several ILO conventions, Pakistan falls short in achieving global indicators of women's economic empowerment.

As discussed in our interviews, practice of women's economic empowerment and local buy-in is vitally important. In Pakistan, there are overarching laws and ideas to help promote women's economic empowerment, but the facts on the ground are not reflective of these overall policies.

Urdal, H. (2006). A clash of generations? Youth bulges and political violence. International studies quarterly, 50(3), 607-629.

This paper examines the relationship between youth bulges and political violence. Youth bulges are referred to as increases in the population of individuals between the ages of 15-24. One of the studies reviewed found that these large youth cohorts can lead to an increased risk of political violence in armed conflict, terrorism and rioting. Urdal found empirical evidence to support this claim. Models cited found this to be the case in both internal armed conflict and event data for terrorism and rioting. The study also found that a sharp decline in fertility allows

for these large youth bulges to enter the market and may create economic growth. This research is important in that it adds to current literature examining low-intensity conflict data and identifies contextual factors that interact with the youth bulges to increase the risk of violence. Youth bulges are typically associated with high fertility rates. Due to the fact that women's economic empowerment can lead to a drop in fertility rates, it can also help prevent youth bulges in the long term.

USAID. (2018). "Fact Sheet: Addressing the needs of Women and Girls at Risk of Violent Extremism – Albania." Retrieved from https://www.usaid.gov/albania/news-information/fact-sheets/fact-sheet-addressing-needs-women-and-girls-risk-violent-extremism

Though there has been progress in Albania to achieve gender equality, girls and women are still marginalized in society, particularly in rural areas. Women can serve as powerful peace builders and mediators, but not if they are still on the fringes of society and do not have the opportunity to speak out in any meaningful way.

In order to promote female voices, USAID in conjunction with the Department of Defense through the U.S. European Command is working on a project to build community resilience and sustainability in the hope of preventing radicalization and extremism. Economic empowerment is a part of this program, although there are also other factors being utilized. Women play a vital role in preventing radicalization and violence not only on the national but also the community level. However, if women are not empowered enough to be full members of society, they cannot speak out.

USAID. (2019)."Promote." Retrieved from https://www.usaid.gov/afghanistan/promote/

With PROMOTE, the program's policies ensure the mainstreaming of opportunities for Afghan women in all areas, ranging from "health, education, economic growth, agriculture and democracy and governance." A vast improvement could be achieved in enrolling more than three million girls in primary and secondary school. Since the program's implementation, the life expectancy of women has increased by about 15 years to an average number of 64 years. In the last ten years, the coverage of health services has been advanced and the vast majority of people live within one hour walking distance of medical facilities. Currently, 62,000 women are

enrolled in public universities due to the efforts made by PROMOTE. Education has been a key component of PROMOTE, enabling women to study at and graduate from universities and high schools. Through the promotion of education, women were also strengthened to take part in society. Their increased participation in economy qualified them to make decisions for themselves and their families. They developed entrepreneurial skills and learned how to successfully transact business.

The Administrator of PROMOTE, Rajiv Shah, points out that women's economic empowerment is a key component of the program and the role girls and women play to give Afghanistan a future is of tremendous importance. Within PROMOTE, there were various sub-programs like the Women's Leadership Development (WLD) Program, supporting young women in their personal growth through a mentorship program. The Women in Government Program gives 3,000 women who have graduated from university the possibility to get involved in government work. They will receive civil service training, as well as get the opportunity to gain first hand experience as interns at government and non-government organisations on all levels.

Women need to play a key role in the future of a nation. They are half the population and bring a unique perspective to the table. PROMOTE utilizes women's economic empowerment in order to have women be active participants in society. In Afghanistan this has led to women's involvement in communities and government.

USAID. (2019). Women in the Economy. Retrieved from https://promoteafghanwomen.org/en/women-in-economy/about-wie

PROMOTE is a USAID program that has made the economic empowerment of women in Afghanistan a priority. This program has a task order called Women in the Economy (WIE), which empowers women economically to ensure they obtain the "skills, voice, and resources to contribute to Afghanistan's economic development and poverty reduction goals as well as to influence service delivery, education, and workplace policies to respond to the needs of women in the economy." WIE works with both businesses owned by women and businesses that employ women to ensure they remain financially sustainable to support economic development within Afghanistan.

Villa, M. (2017). “Women own less than 20% of the world’s lands. It’s time to give them equal property rights”. Retrieved from https://www.weforum.org/agenda/2017/01/women-own-less-than-20-of-the-worlds-land-its-time-to-give-them-equal-property-rights

Women worldwide own less than 20% of the world’s land. According to this article, land can account for up to 75% of total national wealth. In many cases, however, land ownership often cannot be proven. Only a quarter of the world’s population can prove that the land they live and work on belongs to them. In some continents, Africa for example, 90% of the land ownership is not documented. Similar circumstances occur in South Asia and the Middle East/North Africa region. Female land ownership oftentimes lacks constitutional backup. For example, in MENA, women do not have the same constitutional and statutory rights when it comes to property. If women were able to own land through reliable property laws, their economic vulnerability would decrease. When able to make self-determined decisions over their land, women gain more power in the household. This is important given that the article recognizes that women invest the vast majority of their income back into their families, leading to improved food security for future generations. As this article mentions, “Land and property rights are the ultimate human rights - and in the hands of women, can act as a powerful economic catalyst.”

Warner, B. (2016). “For Iraq’s Displaced Women, Economic Opportunity Means Hope.” War Child Canada. Retrieved from https://warchild.ca/iraq/for-iraqs-displaced-women-economic-opportunity-can-mean-a-brighter-future/

In 2016, War Child implemented a program to improve economic livelihoods and provide psychosocial support to displaced women and children in Iraqi Kurdistan. Many of these women have become the sole provider of their household due to the conflict. The program which was successful in Afghanistan, provides market-based vocational and life skills training and childcare to help provide them with economic opportunity. The training is intended to meet the existing economic needs and job placement services. The program empowers Iraqi women to work or start their own business while the childcare provided helps to smooth the transition.

Female headed households are incredibly vulnerable if women are not given the same tools and access to the economy as men. War Child recognized the need to provide tools to

women so they could support themselves and their family. Allowing for children in those households to be provided for.

Webber, D. (2011). Education as a Counterterrorism Tool and the Curious Case of the Texas Book Resolution. *U. Md. LJ Race, Religion, Gender & Class*, *11*, 271.

This paper reviews a case study in Texas that implemented an education program as a counterterrorism tool. The program implemented a resolution which prevented schools from utilizing texts that contain "pro-Islamic/anti-Christian distortions". It argues that religious tolerance education can be a valuable counterterrorism tool. Many argue that one of the main roots of radicalization is isolation of minority groups. At this point in time religious tolerance education policies have focused on Muslim majority schools. However, this must be implemented in all educational facilities. Education is a key tool in teaching tolerance and acceptance in communities in order to avoid radicalization and potential terrorist activities.

By learning about other cultures and religions through a classroom setting, children learn at a young age about people who may be different than them. This can directly help counter different types of false information and fear between cultures that often incite social conflict.

Weiss, A. M. (2012) Moving Forward with the Legal Empowerment of Women in Pakistan. Retrieved from https://www.usip.org/sites/default/files/SR305.pdf?utm_source=www-origin.usip.org

The special report of the United States Institute of Peace outlines the history of laws that have had an influence on women's economic empowerment and women's right in Pakistan. A key moment took place in 2006, when the Hudood Laws were put in place. The Hudood Laws provided the foundation for the Protection of Women Act. To further empower women, the government of Pakistan passed laws that targeted sexual harassment at the workplace, enabling women's economic empowerment. Culturally embedded practices that disadvantage women are discussed with the knowledge that a balance between Islamic ideology and international women's rights must be struck.

Crucial, however, is coherent implementation of these laws. Women's economic participation in Pakistan is one of the lowest around the world due to circumstances that make it too difficult for women to enter the workforce. Further, women need to obtain access to bank

accounts without male witnesses. One of Weiss's main recommendation is to draft new laws that ensure women have economic rights and realistic chances of earning a salary. Common ground between global standards and Islamic values must be found. The author states, "Moving further in legally empowering women in Pakistan today is a necessary condition to secure a healthy, prosperous, and viable future for the country overall."

Weiss, J. (2014). Women's Rights in Colombia: Acid Attacks on the Rise. *World Affairs, 177*(2), 50-57. Retrieved from https://www.jstor.org/stable/43556202

The adverse effects of women's economic empowerment in Colombia are worthy of consideration. After fifty years of armed conflict and guerilla war, feminism remains an elusive concept in Colombia. Between 2010 and 2012, 84% of acid attack victims were women. In addition, sexual offenses against women nearly doubled since 2003. As stated in the article, "Acid has become a weapon of choice in the male effort to put and keep women in their place." Colombia remains a deeply patriarchal society, expecting men to be more powerful than women. According to Cecilia Lorena Barraza Morelle, coordinator of public policy in the Presidential Office for Women's Equality, "In [Colombia], we are used to the macho man and the subservient woman."

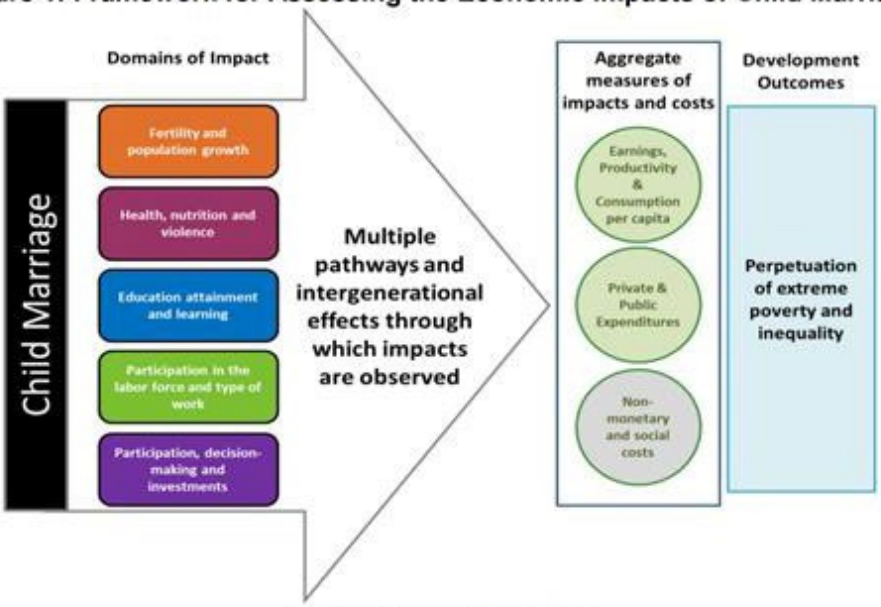
Having men be more powerful than women is part of cultural tradition. Laws promoting women's equality are relatively new in Colombia. For example, in 2000, amendments to the country's Penal Code designated rape as its own category of crime. Despite the introduction of other government guarantees for women, the government of Colombia is still working on standards to enforce such guarantees. As women rise into positions of higher power, the ingrained cultural system of Colombia seeks to keep women out of those positions. Acid attacks performed on women who reach for higher levels of power is seen as an effective way to scare women out of those positions.

Wodon, Q., Male, C., Nayihouba, A., et al. (2017). "Economic Impacts of Child Marriage: Global Synthesis Report." *The economic Impacts of Child Marriage.* http://documents.worldbank.org/curated/en/530891498511398503/pdf/116829-WP-P151842-PUBLIC-EICM-Global-Conference-Edition-June-27.pdf

This report explains the economic impacts that are associated with the prevalence of child marriage in a nation. Despite being one of the sustainable development goals, few resources are devoted to stopping this practice. Child marriage creates a number of negative implications on the economy and stability of a nation. The report finds that ending child marriage will help nations both politically and economically. This report focuses on several main impacts including 1) fertility and population growth, 2) health, nutrition and violence, 3) educational attainment, 4) labor force participation and earnings, and 5) participation, decision-making, and investments.

Child marriage is incredibly harmful to communities. When girls marry young, fertility rates remain high and health outcomes for the resulting children and the mother remain relatively low. Additionally, all parties involved suffer a lack of education and there is typically violence within the home. Each of these outcomes lead to community and national instability. Our research group used the chart below to within our formal report.

Figure 1: Framework for Assessing the Economic Impacts of Child Marriage



Source: Wodon et al. (2015).

World Bank. Helping Ensure Growth is Shared by Men and Women - A Focus on Economic Empowerment to Build Resilience and Stability. (2018). *World Bank.* Retrieved from https://www.worldbank.org/en/topic/gender/brief/helping-ensure-growth-is-shared-by-men-and-women

Specifically addressing issues faced by middle income countries, this article postulates that nations cannot reach their full potential until women and girls are fully integrated into society and the economy. According to this article, "Evidence suggests that employers who support childcare enjoy greater retention rates and reduced absenteeism (of both women and men). For example, the Bank of Tokyo-Mitsubishi UFJ, Ltd. saved an estimated $45 million in employee turnover-related costs by offering childcare initiatives." Studies from Uganda also show that female entrepreneurs in male dominated field tend to earn significantly more. Without all members of society being included in the economy, a nation cannot reach its full economic potential; women's economic empowerment is therefore vital.

World Bank. (2012). The Effect of Women's Economic Power in Latin America and The Caribbean. International Bank for Reconstruction and Development.

This report provides information on how female income in Latin America and the Caribbean (LAC) proved crucial for reducing economic pressure on the region's poor during the economic crisis of 2009. According to the World Bank, women played a critical role in achieving poverty declines within the last decade. Higher rates of pre-school and upper-secondary enrollment have been linked to greater household dependency on female income. Children are 7-14% more likely to be enrolled in preschool and secondary school under female headed households. As a result, the World Bank emphasizes the importance of female income for yielding greater poverty reductions in future generations.

World Bank. (2018). "Women, Business, and the Law 2018." http://wbl.worldbank.org/en/data/exploretopics/having-children

This World Bank report is a comprehensive look at the situation of women in nations concerning economics. The different variables measure gender inequality in the law. It covers a wide variety of topics including access, legal barriers, protections, violence, and participation.

Each of the topics identify the various barriers to women's economic participation and encourage reform of discriminatory laws. It is created through the use of survey data and is updated every 2 years since 2010. A few of the variables in our women's economic empowerment index are taken from this World Bank report.

World Bank. (2018). "Women's Economic Empowerment Rural Development Project." Retrieved from http://projects.worldbank.org/P164443/?lang=en&tab=overview

The project in Afghanistan aims to empower women economically in rural areas of Afghanistan. The project began in 2018 and will run until 2023, with a budget of US$100 million. Women's poor living standards are enhanced due to this project that consists of four sectors. First, community development is front and center of the project. Second, women gain access to financial sources. A loan association will be established in rural areas and micro credits will be offered. Third, the maximizing finance for development cascade principle will be used to analyze the market. The fourth component will focus on project management.

This program focuses on women's economic empowerment in rural Afghanistan. As it is a very young program, time will tell if it was implemented in a way that led to successful outcomes.

World Bank. (2019). "Private Sector as Catalyst for Providing Innovative Solutions." Retrieved from http://pubdocs.worldbank.org/en/609911550746998471/mashreq-conf-private-sector-eng.pdf

In 2019, the governments of Iraq, Lebanon and Jordan came together to conduct the first Mashreq Conference on Women's Economic Empowerment. This conference, expected to become an annual conference, focuses on improving the economic situation of women in the region. In the MENA region, women only contribute 18% towards total GDP within the region. Strengthening the economic position of women and ensuring that male and female labor force participation is equal would raise GDP output in the region to 47 percent. Employment rates of women within Jordan (14%), Iraq (19%), and Lebanon (23%), lag behind international levels. The Mashreq Conference, however, acknowledged that striving for women's economic

empowerment can produce “more inclusive institutions, sound policies, and effective development outcomes.”

World Development Report 2012. (2012).The World Bank. Retrieved from https://siteresources.worldbank.org/INTWDR2012/Resources/7778105-1299699968583/7786210-1315936222006/Complete-Report.pdf

This report argues that gender equality is essential to development. When women are empowered economically, politically and socially they can help change policies to create greater representation of all. Progress has been made in education, life expectancy, and labor force participation however there are still disparities in many areas. One of these is unequal access to economic opportunities and differences in voice in households and society. A finding in the report is when women have greater control over household income there are changes in spending habits to greater benefit children. For example, in India they found that when a woman earns more money the number of years her children attend school increases. Additionally, a woman’s voice in determined by her income and her control over household assets.

Investment in families and children is vital for a more secure national future. This investment will decrease instability. The finding that women invest more in their children overall, is proof that women’s economic empowerment will have a huge impact on the future well being of a nation.

World Health Organization, Global Health Workforce Alliance. (2008). “Pakistan's Lady Health Worker Programme.” Retrieved from https://www.who.int/workforcealliance/knowledge/case_studies/CS_Pakistan_web_en.pdf

The case study implies how the increase of women’s economic empowerment and their involvement in all work sectors has an overarching benefit for society. Having female health workers in Pakistan had a positive effect on society, the evaluation of the program came to the conclusion that patients served by female health workers had significant higher levels of health. In the future, the entry level criteria to work in this sector have to be adjusted as oftentimes the asked for standards are too high and not enough candidates can be found. This again shows that to get women on board, adjustment to current systems to serve their need have to be made.

Having women in the formal economy leads to many good outcomes. This article is more specific as it refers to women in the medical industry. However, this leads to better health outcomes which will lead to better national outcomes.