

Women Empowerment in Nagaland: Reality or Myth

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Abstract

Women are not born but rather made by society. In Nagaland women have been outperforming men in every sphere, but famous as male jingoistic state, patriarchy appears to control all institutions, modern as well as traditional, around which the Naga social and political life revolves, never recognised the rights of women even as primary decision maker but Naga Mother Association's brilliant decision about Indo-Naga peace talk reveals different.

Key words: Jingoistic, institution, Indo-Naga peace talk.

1. Introduction

Empowerment of women is a socio-political ideal, encompassing notions of dignity and equality, envisioned in relation to the wider framework of women's rights. It is a process of gaining control over self, over resources and over existing societal perceptions and attitudes and would be achieved only when an improvement in the 'condition' of women is accompanied by an advancement in their 'position' by enlarging the economic, social and political freedoms and choices available to them.

The most common definition of women's empowerment in the literature I reviewed is: "a woman's ability to control over resources with dignity, her ability to choose and select the most desirable elements through keen observation, and her ability to make decisions and affect outcomes of importance to themselves and their families to achieve common goals". Causes of gender discrimination are radical feminists. Human reproductive biology is responsible for

discriminatory treatment with women. "Women is not born but rather made by society." (Simon De Beauvoir). Gender representation is a concern in Nagaland because gender equality still disadvantages women over men in all socio-economic, socio-cultural and in political spheres that impinges the decision making empowerment of women. It posits that without the transformation of economic, socio-cultural and political sphere, the mechanism in place cannot lead to a real and transparent women empowerment. It is on this premise that the researcher suggests that the government of Nagaland needs to resolve the loopholes in the legal system and reconsider its approach and place resources at the disposal of women, in particular, to achieve equality and equity. Unless the laws are amended, until a decisive initiative is taken to reconcile the dilemma and contradiction between the Indian constitution and customary laws and unless the government reinvigorate its commitment, women

empowerment, though a reality, will not transcend mediocrity.

2. Naga Society and Women

During late 19th century the British missionaries brought education in Nagaland, which have changed the nature of livelihood and occupation of the Nagas from hunting and gathering based livelihoods to agrarian livelihoods. Since statehood Nagaland government have ratified important global and regional gender based protocols and made attempted to domesticate some and modified state structures and policies that encouraged the women's rights to access to various facilities and resources within home and outside but not adopted quotas or women reservation to address the problem of gender gap and women's participation in politics. Despite the higher female literacy rate, the implementation of gender protocols, mainstreaming of global and regional policies, the earning of women is comparatively very less than men in Nagaland. Furthermore, the degree of women political representation in each social quantum tends to be zero. It implies Naga tribal women do not have the capacity to manifest strategic control over their own lives. Nagaland is famous as a male jingoistic state. Despite of the guaranteed constitutional rights for Naga women (Article 243-D), they continue to be inaccessible and superseded by customary practices and usages, purely dominated by the male body. There is the inequality in the distribution of land, income, violence and the laws that disadvantage Naga women over men. In Nagaland patriarchy appears to control all institutions, modern as well as traditional (those are considered as democratic bodies), around which the Naga social and political life resolves, have never recognised the rights of women even as primary decision maker. It is highly poignant

to note the comment of a village leader in relation to women's access to political platform, when he revealed, "If we can change the Bible then we can also change our custom".

In Nagaland there is no gender discrimination in educational curricula and gender stratification in career and employment opportunities, and no sign of marginalisation of women in the formal sectors. Naga women may arguably have higher degree of freedom as compared to other non-tribal society, not restricted in mobility and access in information, they run for office and hold ministerial and higher posts and positions, reflects their degree of sincerity in duty and office proceedings. "In Nagaland women are outperforming men in every sphere" (Dr. Shürhözeli Leizietsu, the then CM of Nagaland; Nagaland Post; 30-03-2017). Even in lieu of that Naga women are liable to live, act, and conduct them under the barricade of a patriarchal tribal society. Stepping out of such a smoke made fencing would mean an inerasable stigma from society. In a nutshell no gender inequalities exist in the development of human capabilities like education, skills, and information in Nagaland. But inequalities perceived in unequal participation of women in decision-making for developmental programmes and resources at all levels of public and private life in traditionally male dominated areas. Hence it is pertinent to reveal the ground realities to empower the women in Nagaland and the factors impinges the women empowerment in our country, deviates little in the case of Nagaland.

2.1 Role of Politics in Women Empowerment

Participation in political activities and political representation of women has great impact on strengthening themselves. In India, research

suggests that having female political representatives can be an effective tool to empower women in the battle against gender crime. Recently a research conducted by Iyer et al. (2012) finds that having more women political representatives in India makes a surprisingly powerful impact on the outcome of crimes against women. In Nagaland women not only do not get permission from their families to take part in civic, political and electoral process but also remain in total isolation from decision making in those institutions. In the early part of 2017 the whole country witnessed the political turmoil in Nagaland because of women reservation and women's participation in Municipality election. Mostly Naga women's votes are decided by the opinion of their male relatives.

2.2 Women Empowerment Through Financial Empowerment

Several Naga women are 'bread winner', men remain simply idle at home, go for domestic work and are expected to get into any livelihoods which can provide secondary income to the family provided they are good. In Nagaland most of the women are deprived of financial institutions as they don't have anything to keep as security (in Nagaland women are not property holder). Micro credit alone cannot alleviate poverty, though many women are functioning under Self Help Group (SHG) - Bank linkage programme (SBLP), yet poverty deprives women of the opportunities to have equal access to participate in decision-making for developmental works and resources and in social mobility. The greatest constraint to Naga women entrepreneurs is that they are women. Naga women entrepreneurs remain in dark about the development of new technology, new methods of production, marketing and other

governmental support which will encourage them to flourish. Women's family obligations also bar them from becoming successful entrepreneurs in Nagaland. Though Naga women kept clean and healthy footsteps in business yet their success cannot reach beyond a certain limit, several times hampered by their family members. Women mobility in Nagaland is highly limited and has become a problem due to traditional values.

2.3 Empowerment through Socio-cultural Empowerment

A woman in a Naga society plays a multiple roles within the house hold, farm lands, community and the market. They play the dual roles of a giver and income supporter. In common Naga women are self-sacrifice, docile, submissive and Intelligent, in education outperform men, disciplined, diligent, and dedicated in nature, highly laborious comparing with men. Women's free mingling with opposite sex is a part of their taboo, and the degree of intensity varies from tribe to tribe. Spinster mother and their baby are not estranged by the family and society, though finger points to the women but male are little relaxed. But either one is not allowed for further holy marriage in the church.

• General characteristics of Tribal Naga women:

1. They are the hard working individual in their society.
2. In true sense they are educated, humble, and reflect transparent hospitality to others.
3. They outperform men in every walk of life.
4. As house maker and caring family member they can be compared with respect and dignity with other advanced women in the world.

5. They are brilliant in playing desirable multiple role and reflect responsibility to care and rare their family and relatives.

● Rare characteristics of Naga women, varies from tribe to tribe and place to place

1. They initiate and mingle freely with opposite sex.
2. Expert in showing westernization only in dress code.
3. Social code of private and public hardly bothered by them. Their private becomes public and vis-à-vis without the hindrance of the society.
4. Influenced by the western life style, several young girls hardly bother to represent themselves exotically sexy, free discussion of sex, illegal sex are rampant.
5. The result of sex promiscuity is the high percentage of HIV in the country.

It is poignant and witty to say, the moral and chastity of average Naga tribal girls are entirely depends upon family background, respective tribal taboos, and SES of the parents.

2.4 Empowerment Through Decision Making Empowerment

The input in productive decision indicators like, household and nutritional decision of family,

livestock, and cash crop farming are not entirely a soul decision of Naga women. Majority of the Naga women cannot involve in decision-making on family planning and use of birth control even fail to involve in decision-making on buying and selling property. Naga married women hardly got the decisive power for initiation of divorce. Naga Hoho the apex decision-making body of Naga people, represented by different Naga tribes, till date has been functioning without women representatives.

3. Material & Methodology

3.1 Population and sample

In the present investigation all the women of Nagaland were the population of the study. As sample, based on purposive sampling technique the researcher selected 210 Naga women from Kohima, Dimapur, and Peren district.

3.2 Tools used in the study

To collect the data from sample groups the researcher used

- A self-develop 36-items questionnaire on Naga Women's Empowerment scale was used under both positive and negative statement. Assessment is made under five points Likert's-format scale.

| <i>Intervening Variables</i> | <i>Dependent Variables</i> | <i>Independent Variables</i> | | | <i>Total Q.</i> |
|------------------------------|------------------------------------|------------------------------|-----------------------------|-----------------------------------|-----------------|
| | <i>Decision making Empowerment</i> | <i>Political Empowerment</i> | <i>Economic Empowerment</i> | <i>Socio-cultural Empowerment</i> | |
| <i>Age groups</i> | 03 Questions | 03 Questions | 03 Questions | 03 Questions | 12 |
| <i>Marital Status</i> | 03 Questions | 03 Questions | 03 Questions | 03 Questions | 12 |
| <i>Profession</i> | 03 Questions | 03 Questions | 03 Questions | 03 Questions | 12 |
| Total Questions | 09 Questions | 09 Questions | 09 Questions | 09 Questions | 36 |

3.3 Statistical technique used

The data pertaining to the criterion variables of tribal Naga women's empowerment have been examined by One-way ANOVA for each variable, to examine the significant difference among groups. In case of significant F ratio obtained, Scheffe's Post Hoc test was applied to test the significant differences between the ordered pair means.

3.4 Scope and delimitation of the study

- the study was conducted only for the year 2017-18.
- the study was conducted only for the tribal women of Nagaland residing in Nagaland.
- the study was conducted only for the tribal women of Nagaland, under different intervening variables like age groups, marital status, and professions & occupations of women.

3.5 Objectives of the study

- To determine whether or not there is difference in Naga Women Empowerment under different intervening variables like age groups, marital status, and professions & occupations of women.
- To determine whether or not there is presence of correlation among and between women's political empowerment, financial empowerment, and socio-cultural empowerment that impinges decision making Empowerment of tribal Naga Women.

3.6 Hypotheses of the study

H_{01} : There is no significant difference and influence of interaction on political empowerment of tribal women of Nagaland according to their age groups, marital status, and profession.

H_{02} : There is no significant difference and influence of interaction on financial empowerment of tribal women of Nagaland according to their age groups, marital status, and profession.

H_{03} : There is no significant difference and influence of interaction on socio-cultural empowerment of tribal women of Nagaland according to their age groups, marital status, and profession.

H_{04} : There is no significant difference and influence of interaction on decision making empowerment of tribal women of Nagaland according to their age groups, marital status, and profession.

H_{05} : There is no significant difference and influence of intersection among and between dependent and all the independent variables i.e., political empowerment, financial empowerment, socio-cultural empowerment and decision making empowerment of tribal women of Nagaland.

4. Statistical Analysis and Interpretation (Result)

Through descriptive and inferential statistics researcher analysed the collected data.

4.1 Political Empowerment of Naga Women

| Intervening Variable | | N | Mean | SD |
|----------------------|--------------|-----|-------|------|
| Age (in years) | 21-40 | 70 | 21.62 | 2.74 |
| | 41-60 | 70 | 17.74 | 1.78 |
| | 61 and above | 70 | 18.64 | 2.09 |
| Marital status | Un-married | 53 | 21.37 | 2.78 |
| | Married | 121 | 22.38 | 2.91 |
| | Divorcee | 19 | 21.73 | 2.70 |
| | Widow | 17 | 21.64 | 2.99 |
| Profession | Unemployed | 94 | 22.13 | 3.03 |
| | Employed | 70 | 21.60 | 2.42 |
| | Retired | 46 | 22.47 | 3.15 |

H_{01} : There is no significant difference and influence of interaction on political empowerment of tribal women of Nagaland according to their age groups, marital status, and profession.

| Intervening Variable | Variation | ∑ of Square | df | MS | F # | P |
|--|----------------|-------------|-----|----------|----------|---------|
| Age Groups (21-40 years) (41-60 years) (61 & above) | Between groups | 579.2095 | 2 | 289.6048 | 57.54368 | 0.00001 |
| | Within groups | 1041.7857 | 207 | 5.0328 | | |
| | Total | 1620.9952 | 209 | | | |

$P < 0.05$ table F, $df(2,207) = 3.03950825$ The result is significant at $P < 0.05$

The null-hypothesis H_{01} is rejected under the different age groups of Naga women means, *there is significant difference and influence of interaction on political empowerment of tribal women of Nagaland according to their age groups (21-40 years, 41-60 years, and 61 years and above)*. Hence at least one significant difference definitely exists between the group means. To find out which of these paired mean had a significant difference, the Scheffe's post-hoc test was applied.

| Intervening Variable (Age Group in year) (Number within bracket indicates size of the sample) | | | TS : F_s | Paired mean difference | Result |
|--|--------------|------------------|--------------|------------------------|--------|
| 21-40 Y (70) | 41-60 Y (70) | 60 Y & above(70) | | | |
| 21.628 | 17.742 | XX | 105.01805357 | > SCV | Sig. |
| XX | 17.742 | 18.642 | 5.6330472109 | < SCV | N/Sig. |
| 21.628 | XX | 18.642 | 62.006608653 | > SCV | Sig. |
| Scheffe's Critical value(SCV) = F-critical Value*df(N) = 3.03950825*2 = 6.0790165 | | | | | |

| Intervening Variable | Variation | Σ of Square | df | MS | F # | P |
|-----------------------------|----------------|--------------------|-----|---------|---------|----------|
| Marital status | Between groups | 41.4492 | 3 | 13.8164 | 1.67764 | 0.172939 |
| <i>Unmarried</i> | Within groups | 1696.5318 | 206 | 8.2356 | | |
| <i>Married</i> | Total | 1737.981 | 209 | | | |
| <i>Divorcee & widow</i> | | | | | | |

$P < 0.05$ table F, $df(3,206) = 2.64843238$ *The result is not significant at $P < 0.05$*

The null-hypothesis H_{01} is accepted under the marital status of Naga women means, *there is no significant difference and influence of interaction on political empowerment of tribal women of Nagaland according to their marital status (unmarried, married, divorce and widow).*

| Intervening Variable | Variation | Σ of Square | df | MS | F # | P |
|----------------------|----------------|--------------------|-----|---------|---------|----------|
| Profession | Between groups | 23.2863 | 2 | 11.6431 | 1.40986 | 0.246512 |
| <i>Unemployed</i> | Within groups | 1709.4804 | 207 | 8.2584 | | |
| <i>Employed</i> | Total | 1732.7667 | 209 | | | |
| <i>Retired</i> | | | | | | |

$P < 0.05$ table F, $df(2,207) = 3.03950825$ *The result is not significant at $P < 0.05$*

The null-hypothesis H_{01} is accepted under the profession of Naga women means, *there is no significant difference and influence of interaction on political empowerment of tribal women of Nagaland according to their profession (unemployed, employed, and retired).*

4.2 Financial Empowerment of Naga Women

| Intervening Variable | | N | Mean | SD |
|-----------------------|---------------------|-----|-------|------|
| <i>Age (in years)</i> | <i>21-40</i> | 70 | 18.44 | 2.68 |
| | <i>41-60</i> | 70 | 17.74 | 1.78 |
| | <i>61 and above</i> | 70 | 18.64 | 2.09 |
| <i>Marital status</i> | <i>Un-married</i> | 53 | 17.81 | 2.53 |
| | <i>Married</i> | 121 | 18.35 | 2.10 |
| | <i>Divorcee</i> | 19 | 18.47 | 2.29 |
| | <i>Widow</i> | 17 | 18.94 | 2.57 |
| <i>Profession</i> | <i>Unemployed</i> | 94 | 18.32 | 1.97 |
| | <i>Employed</i> | 70 | 18.15 | 2.50 |
| | <i>Retired</i> | 46 | 18.39 | 2.38 |

H_{02} : There is no significant difference and influence of interaction on financial empowerment of tribal women of Nagaland according to their age groups, marital status, and profession.

| Intervening Variable | Variation | Σ of Square | df | MS | F # | P |
|---|----------------|--------------------|-----|---------|---------|----------|
| Age Groups (21-40 years) (41-60 years) (61 & above) | Between groups | 31.2667 | 2 | 15.6333 | 3.17043 | 0.044032 |
| | Within groups | 1020.7143 | 207 | 4.931 | | |
| | Total | 1051.981 | 209 | | | |

$P < 0.05$ table F, $df(2,207) = 3.03950825$ *The result is significant at $P < 0.05$*

The null-hypothesis H_{02} is rejected under the different age groups of Naga women means, *there is significant difference and influence of interaction on financial empowerment of tribal women of Nagaland according to their age groups (21-40 years, 41-60 years, and 61 years and above)*. Hence at least one significant difference definitely exists between the group means. To find out which of these paired mean had a significant difference, the Scheffe's post-hoc test was applied.

| Intervening Variable (Age Group in year) (Number within bracket indicates size of the sample) | | | TS : F_s | Paired mean difference | Result |
|--|--------------|------------------|--------------|------------------------|--------|
| 21-40 Y (70) | 41-60 Y (70) | 60 Y & above(70) | | | |
| 18.442 | 17.742 | XX | 3.4779963493 | < SCV | N/Sig. |
| XX | 17.742 | 18.642 | 5.7493409039 | < SCV | N/Sig. |
| 18.442 | XX | 18.642 | 0.2839180693 | < SCV | N/Sig. |

Scheffe's Critical value(SCV) = F-critical Value*df(N) = 3.03950825*2 = 6.0790165

| Intervening Variable | Variation | Σ of Square | df | MS | F # | P |
|---|----------------|--------------------|-----|--------|---------|----------|
| Marital status Unmarried Married Divorcee & widow | Between groups | 20.4707 | 3 | 6.8236 | 1.36272 | 0.255279 |
| | Within groups | 1031.5102 | 206 | 5.0073 | | |
| | Total | 1051.981 | 209 | | | |

$P < 0.05$ table F, $df(3,206) = 2.64843238$ *The result is not significant at $P < 0.05$*

The null-hypothesis H_{02} is accepted under the marital status of Naga women means, *there is no significant difference and influence of interaction on financial empowerment of tribal women of Nagaland according to their marital status (unmarried, married, divorce, and widow)*.

| Intervening Variable | Variation | Σ of Square | df | MS | F # | P |
|---|----------------|--------------------|-----|--------|---------|----------|
| <i>Profession</i> <i>Unemployed</i> <i>Employed</i> <i>Retired</i> | Between groups | 1.8526 | 2 | 0.9263 | 0.18209 | 0.833658 |
| | Within groups | 1053.0045 | 207 | 5.087 | | |
| | Total | 1054.8571 | 209 | | | |

$P < 0.05$ table F, $df(2,207) = 3.03950825$ The result is not significant at $P < 0.05$

The null-hypothesis H_{02} is accepted under the profession of Naga women means, *there is no significant difference and influence of interaction on financial empowerment of tribal women of Nagaland according to their profession (unemployed, employed, and retired).*

4.3 SOCIO-CULTURAL EMPOWERMENT OF NAGA WOMEN

| Intervening Variable | | N | Mean | SD |
|-----------------------|---------------------|-----|-------|------|
| <i>Age (in years)</i> | <i>21-40</i> | 70 | 20.31 | 2.64 |
| | <i>41-60</i> | 70 | 20.45 | 1.70 |
| | <i>61 and above</i> | 70 | 19.94 | 2.64 |
| <i>Marital status</i> | <i>Un-married</i> | 53 | 20.56 | 2.60 |
| | <i>Married</i> | 121 | 20.09 | 2.38 |
| | <i>Divorcee</i> | 19 | 20.63 | 2.21 |
| | <i>Widow</i> | 17 | 19.76 | 1.48 |
| <i>Profession</i> | <i>Unemployed</i> | 94 | 20.10 | 2.92 |
| | <i>Employed</i> | 70 | 20.40 | 1.83 |
| | <i>Retired</i> | 46 | 20.30 | 1.74 |

H_{03} : *There is no significant difference and influence of interaction on socio-cultural empowerment of tribal women of Nagaland according to their age groups, marital status, and profession.*

| Intervening Variable | Variation | Σ of Square | df | MS | F # | P |
|--|----------------|--------------------|-----|--------|---------|----------|
| <i>Age Groups</i> <i>(21-40 years)</i> <i>(41-60 years)</i> <i>(61 & above)</i> | Between groups | 9.8667 | 2 | 4.7333 | 0.87564 | 0.418131 |
| | Within groups | 1166.2286 | 207 | 5.634 | | |
| | Total | 1176.0952 | 209 | | | |

$P < 0.05$ table F, $df(2,207) = 3.03950825$ The result is not significant at $P < 0.05$

The null-hypothesis H_{03} is accepted under the different age groups of Naga women means, *there is no significant difference and influence of interaction on socio-cultural empowerment of tribal women of Nagaland according to their age groups (21-40 years, 41-60 years, and 61 years and above).*

| Intervening Variable | Variation | ∑of Square | df | MS | F # | P |
|-----------------------------|----------------|------------|-----|--------|---------|----------|
| Marital status | Between groups | 14.7866 | 3 | 4.9289 | 0.87431 | 0.455271 |
| <i>Unmarried</i> | Within groups | 1161.3087 | 206 | 5.6374 | | |
| <i>Married</i> | Total | 1176.0952 | 209 | | | |
| <i>Divorcee & widow</i> | | | | | | |

$P < 0.05$ table F, $df(3,206) = 2.64843238$ *The result is not significant at $P < 0.05$*

The null-hypothesis H_{03} is accepted under the marital status of Naga women means, *there is no significant difference and influence of interaction on socio-cultural empowerment of tribal women of Nagaland according to their marital status (unmarried, married, divorce, and widow).*

| Intervening Variable | Variation | ∑of Square | df | MS | F # | P |
|----------------------|----------------|------------|-----|--------|---------|----------|
| Profession | Between groups | 3.6485 | 2 | 1.8243 | 0.32345 | 0.724013 |
| <i>Unemployed</i> | Within groups | 1167.4753 | 207 | 5.64 | | |
| <i>Employed</i> | Total | 1171.1234 | 209 | | | |
| <i>Retired</i> | | | | | | |

$P < 0.05$ table F, $df(2,207) = 3.03950825$ *The result is not significant at $P < 0.05$*

The null-hypothesis H_{03} is accepted under the profession of Naga women means, *there is no significant difference and influence of interaction on socio-cultural empowerment of tribal women of Nagaland according to their profession (unemployed, employed, and retired).*

4.4 Decision Making Empowerment of Naga Women

| Intervening Variable | | N | Mean | SD |
|-----------------------|---------------------|-----|-------|------|
| <i>Age (in years)</i> | <i>21-40</i> | 70 | 19.50 | 1.98 |
| | <i>41-60</i> | 70 | 19.94 | 3.35 |
| | <i>61 and above</i> | 70 | 2.72 | 3.97 |
| <i>Marital status</i> | <i>Un-married</i> | 53 | 21.35 | 3.49 |
| | <i>Married</i> | 121 | 19.85 | 3.06 |
| | <i>Divorcee</i> | 19 | 21.63 | 3.18 |
| | <i>Widow</i> | 17 | 21.11 | 3.73 |
| <i>Profession</i> | <i>Unemployed</i> | 94 | 20.06 | 2.78 |
| | <i>Employed</i> | 70 | 20.30 | 3.17 |
| | <i>Retired</i> | 46 | 21.71 | 4.15 |

H_{04} : *There is no significant difference and influence of interaction on decision making empowerment of tribal women of Nagaland according to their age groups, marital status, and profession.*

| Intervening Variable | Variation | Σ of Square | df | MS | F # | P |
|---|----------------|--------------------|-----|---------|---------|----------|
| Age Groups (21-40 years) (41-60 years) (61 & above) | Between groups | 54.2 | 2 | 27.1 | 2.62244 | 0.075037 |
| | Within groups | 2139.1143 | 207 | 10.3339 | | |
| | Total | 2193.3143 | 209 | | | |

$P < 0.05$ table F, $df(2,207) = 3.03950825$ *The result is not significant at $P < 0.05$*

The null-hypothesis H_{04} is accepted under the different age groups of Naga women means, *there is no significant difference and influence of interaction on decision making empowerment of tribal women of Nagaland according to their age groups (21-40 years, 41-60 years, and 61 years and above).*

| Intervening Variable | Variation | Σ of Square | df | MS | F # | P |
|---|----------------|--------------------|-----|---------|---------|----------|
| Marital status Unmarried Married Divorcee & widow | Between groups | 120.7985 | 3 | 40.2662 | 3.82304 | 0.010751 |
| | Within groups | 2169.6968 | 206 | 10.5325 | | |
| | Total | 2290.4952 | 209 | | | |

$P < 0.05$ table F, $df(3,206) = 2.64843238$ *The result is significant at $P < 0.05$*

The null-hypothesis H_{04} is rejected under the different marital status of Naga women means; *there is significant difference and influence of interaction on decision making empowerment of tribal women of Nagaland according to their marital status (unmarried, married, divorcee, and widow).* Hence at least one significant difference definitely exists between the group means. To find out which of these paired mean had a significant difference, the Scheffe's post-hoc test was applied.

| Intervening Variable (Age Group in year) (Number within bracket indicates size of the sample) | | | | TS : F_s | Paired mean difference | Result |
|---|-----------------------|----------------------|-------------------|---------------------------|------------------------|---------------|
| <i>Unmarried</i> (53) | <i>Married</i> 1(121) | <i>Divorcee</i> (19) | <i>Widow</i> (17) | | | |
| 21.3585 | 19.8512 | XX | XX | 7.950234196 | > SCV | Sig. |
| 21.3585 | XX | 21.6316 | XX | 0.099039606 | < SCV | N/Sig. |
| 21.3585 | XX | XX | 21.1176 | 0.070920025 | < SCV | N/Sig. |
| XX | 19.8512 | 21.6316 | XX | 4.942135393 | < SCV | N/Sig. |
| XX | 19.8512 | XX | 21.1176 | 2.269684758 | < SCV | N/Sig. |
| XX | XX | 21.6316 | 21.1176 | 0.225058174 | < SCV | N/Sig. |
| Scheffe's Critical value(SCV) = F-critical Value*df(N)= 2.64843238* 3 = 7.94529714 | | | | | | |

| Intervening Variable | Variation | ∑ of Square | df | MS | F # | P |
|---|------------------|--------------------|-----------|-----------|------------|-----------------|
| Profession <i>Unemployed</i> <i>Employed</i> <i>Retired</i> | Between groups | 88.8521 | 2 | 44.4261 | 4.18838 | 0.016476 |
| | Within groups | 2195.6431 | 207 | 10.607 | | |
| | Total | 2284.4952 | 209 | | | |

P<0.05 table F, df (2,207) = 3.03950825 **The result is significant at P < 0.05**

The null-hypothesis H_{04} is rejected under the different marital status of Naga women means; **there is significant difference and influence of interaction on decision making empowerment of tribal women of Nagaland according to their professional status (unemployed, employed, and retired).** Hence at least one significant difference definitely exists between the group means. To find out which of these paired mean had a significant difference, the Scheffe's post-hoc test was applied.

| Intervening Variable (Profession) (Number within bracket indicates size of the sample) | | | TS : F_s | Paired mean difference | Result |
|--|----------------------|---------------------|---------------------------|------------------------|---------------|
| <i>Unemployed</i> (94) | <i>Employed</i> (70) | <i>Retired</i> (46) | | | |
| 20.0638 | 20.3 | XX | 0.2097864398 | < SCV | N/Sig. |
| XX | 20.3 | 21.7174 | 5.2576318228 | < SCV | N/Sig. |
| 20.0638 | XX | 21.7174 | 7.9620703023 | > SCV | Sig. |
| Scheffe's Critical value(SCV) = F-critical Value*df(N)= 3.03950825*2= 6.0790165 | | | | | |

4.5 Correlation Among PE, FE, SCE, and DME of Naga Women

| <i>Variables</i> | <i>N</i> | <i>Mean</i> | <i>SD</i> |
|--|----------|-------------|-----------|
| <i>Political empowerment (PE)</i> | 210 | 22.00 | 2.88 |
| <i>Financial empowerment (FE)</i> | 210 | 18.27 | 2.24 |
| <i>Socio-cultural empowerment (SCE)</i> | 210 | 20.23 | 2.37 |
| <i>Decision making empowerment (DME)</i> | 210 | 20.33 | 3.34 |

H_{05} : *There is no significant difference and influence of intersection among and between dependent and all the independent variables i.e., political empowerment, financial empowerment, socio-cultural empowerment and decision making empowerment of tribal women of Nagaland.*

| <i>Variables</i> | <i>Variation</i> | Σ <i>of Square</i> | <i>df</i> | <i>MS</i> | <i>F #</i> | <i>P</i> |
|------------------|------------------|---------------------------|-----------|-----------|------------|----------|
| <i>PE</i> | Between groups | 1468.9464 | 3 | 489.6488 | 64.9854 | 0.0001 |
| <i>FE</i> | Within groups | 6299.0524 | 836 | 7.5348 | | |
| <i>SCE</i> | Total | 7767.9988 | 839 | | | |
| <i>DME</i> | | | | | | |

$P < 0.05$ table F, $df(3,836) = 2.61555274$ *The result is significant at $P < 0.05$*

The null-hypothesis H_{04} is rejected under the different marital status of Naga women means; *there is significant difference and influence of intersection among and between dependent and all the independent variables i.e., political empowerment, financial empowerment, socio-cultural empowerment and decision making empowerment of tribal women of Nagaland.* Hence at least one significant difference definitely exists between the group means. To find out which of these paired mean had a significant difference, the Scheffe's post-hoc test was applied.

| <i>Variables</i> (<i>Number within bracket indicates size of the sample</i>) | | | | <i>TS : Fs</i> | Paired mean difference | Result |
|---|-----------------|------------------|------------------|--------------------|------------------------|---------------|
| <i>PE (210)</i> | <i>FE (210)</i> | <i>SCE (210)</i> | <i>DME (210)</i> | | | |
| 22.0095 | 18.2762 | XX | XX | 194.2033947 | > SCV | Sig. |
| 22.0095 | XX | 20.2381 | XX | 43.72711761 | > SCV | Sig. |
| 22.0095 | XX | XX | 20.3381 | 38.92945875 | > SCV | Sig. |
| XX | 18.2762 | 20.2381 | XX | 53.63784294 | > SCV | Sig. |
| XX | 18.2762 | XX | 20.3381 | 59.24514506 | > SCV | Sig. |
| XX | XX | 20.2381 | 20.3381 | 0.139353400 | < SCV | N/Sig. |

Scheffe's Critical value(SCV) = F-critical Value*df(N) = 2.61555274*3 = 7.84665822

5. Results

- There is significant difference and influence of interaction on political and financial empowerment according to different age group of Naga women.
- There is significant difference and influence of interaction on decision making empowerment according to marital status, and profession of Naga women except age group.
- There is no significant difference and influence of interaction on socio-cultural empowerment according to different age group, marital status, and profession of Naga women.
- There is no significant difference and influence of interaction on political and financial empowerment according to different marital status, and profession of Naga women.

6. Conclusion

In Nagaland there is no gender discrimination in educational, career and employment opportunities, and no sign of marginalisation of women in the formal sectors. Naga women enjoy higher degree of freedom as compared to other non-tribal society, not restricted in mobility and access in information, they run for office and hold ministerial and higher posts and positions, reflects their degree of sincerity in duty and office proceedings. But under different strata they don't have any decision making empowerment as they are deprived of political, financial, and socio cultural empowerment those are intrinsically interrelated. It is poignant to say the decision of Naga women unanimously accepted by society with great honour (when Naga women hold a high position in an office) but always male dominated jingoistic society never values the same.

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