Mahogany Journal De Social

Women's Participation in Decision Making in Indigenous Communities

Nurmirna Sari[1]

[1]Pendidikan Sosiologi, Universitas Muhammadiyah Makassar

*Corresponding Author: Nurmirna Sari

Article Info	Abstract
	This study explores women's participation in decision-making within indigenous communities, focusing on the barriers and supportive factors that influence their involvement in governance. By examining several indigenous communities, the research identifies key obstacles such as cultural norms, economic constraints, and gender-based violence, which limit women's roles in decision-making processes. However, the study also highlights the positive impact of education, supportive leadership, and empowerment programs in enhancing women's participation. The findings suggest that while some communities have made significant progress towards gender equality, others continue to face significant challenges. The study calls for more gender-sensitive policies and increased support for women's leadership to foster more inclusive decision-making practices.

INTRODUCTION

The indigenous women comprise critical members in their groups by preserving the knowledge of the ancient people, serving as custodians of the natural environment and offering the necessary skills in the maintenance of the cultures. Despite all the efforts they put in, they are limited by social and cultural, economic, and political barriers in their participation in decision-making. The variation undermines the gender equality and hurts the progress and sustainability of the indigenous communities (Akinwale, 2023).

In ancient times, native women played the role of supporting the ecosystems of their communities by engaging in activities that were basic to food security, conservation of the environment and the custodians of cultural heritage. Their expertise relates to the medicinal plants, sustainable farming plan, and conservation of biodiversity (Hamilton, 2004; Okigbo et al., 2008). In many native societies, women have the job to select seeds and preserve them in order to have crop diversity and sustainability. Their close understanding of both local ecosystems makes them an important tool in the management of natural resources and the ability to change with environmental change (Singh et al., 2022; Børresen et al., 2023).

Despite such fundamental roles, indigenous women are often systematically locked out of spheres of decision making. Conventional patriarchal models among most indigenous islands place women at second tier status, thus limiting female control

on the society (Bielefeld, 2016). The application of the existence of these formal legal systems that seek to encourage gender equality in various places is usually wanting. As an example, Tanzania stipulates gender quotas in village government and even though the electoral statute ensures that women hold quorums in the village governance, there is no special treatment in regard to the process of voting hence people make decisions without consulting the females who are out of the entire process effectively reducing women voice in governance (Chan et al., 2022; Hu & Wu, 2024; Markham, 2013).

Such implications of marginalization of the indigenous women follow us in the sphere of making decisions. This results in their voices and knowledge being ignored and therefore policies and initiatives being formulated that do not necessarily respond to the needs of the communities and are unable to ensure the sustainable management of the resources. Moreover, the lack of female representation perpetuates gender disparities, limiting women's access to education, healthcare, and economic opportunities (Masood, 2023). A report by the International Labour Organization highlights that the limited participation of indigenous women in decision-making processes exacerbates their vulnerability in various aspects of life, including the world of work (García Guerrero et al., 2021).

Efforts to enhance indigenous women's participation in decision-making are gaining momentum globally. International bodies and advocacy groups emphasize the necessity of including indigenous women in consultations, especially concerning natural resource management and environmental conservation (Whiteman & Mamen, 2003). The United Nations has called for the mandatory involvement of indigenous women in decision-making processes related to natural resources, recognizing their crucial role in sustainable development (Shahbaz et al., 2022).

Furthermore, indigenous women themselves are increasingly organizing to assert their rights and influence. They are forming networks and alliances to advocate for greater representation and to address issues such as land rights, violence, and economic empowerment (Widiastuti et al., 2024; Batliwala, 2002). These grassroots movements are vital in challenging entrenched gender norms and promoting inclusive governance structures within their communities.

However, significant challenges persist. Deep-rooted cultural norms, limited access to education, and economic disparities continue to impede indigenous women's full participation in decision-making. Additionally, their contributions are often undervalued and unrecognized, both within their communities and in broader societal contexts. Addressing these challenges requires comprehensive strategies that encompass legal reforms, educational initiatives, and the promotion of gender-sensitive policies.

METHODS

In this study, a qualitative method and case study will be employed to shed more light on the role of women in decision-making of indigenous communities. It has been selected going by the fact that it enables the researcher to be aware of the views, experience, and challenges that women have in their social, cultural, and economic backgrounds. The study setting will target some of the indigenous communities in Indonesia which have such a culture of collective decision making. The data that will be employed in the collection of data will include; in-depth interviews with the women, indigenous leaders as well as other community members, participant observation, and document analysis that will be done on policies or regulations that either restrict or encourage the roles of women in the process.

Moreover, it will conduct data analysis thematically to determine some of the important trends concerning barriers, challenges, and opportunities of women in

decision-making. Factors that affect participation of women are considered to be gender norms, access to education and economical roles, which will also be analyzed involving research. Also, the higher and lower participating women community comparisons shall be done to investigate the reinforcing and inhibition factors. In this way, the research will give a better understanding of power and gender relationships within the indigenous communities, and it will give policy recommendations on how women have greater importance in the decision-making.

RESULTS AND DISCUSSION

The paper presented arguments supported by the data collected using qualitative techniques such as in-depth interviews, participant observation and document analysis to the women, indigenous leaders and other community members in some areas of Indonesia in a number of indigenous communities. The grand total respondents participated in the interview process was 50 people who were purposely chosen because of their positions in planned decision-making strata of the communities. The interviews explored experiences, perceptions, and obstacles related to women's involvement in decision-making processes. The data were then analyzed thematically to identify recurring patterns, particularly those associated with barriers and enabling factors. The findings are presented in the following tables to illustrate levels of participation, perceived barriers and support, and the impact of women's involvement in community governance.

Women's Participation in Decision-Making Roles in Indigenous Communities

Table 1. Women's Participation in Decision-Making Roles in Indigenous Communities

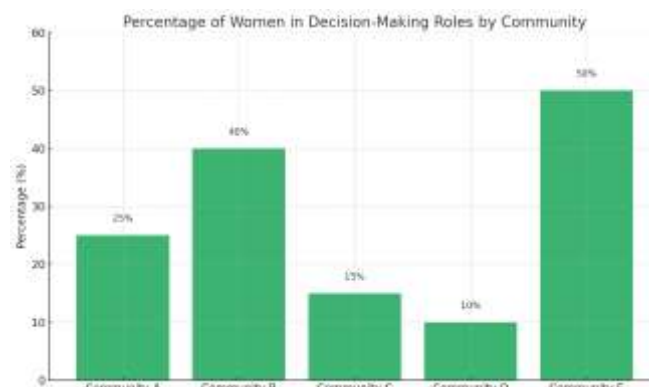| Community Name	Percentage of Women in Decision-Making Roles (%)	Types of Roles (e.g., council, advisory, leadership)	Barriers to Participation
Community A	25%	Advisory, Council Member	Patriarchal cultural norms, lack of formal education
Community B	40%	Council Member, Leader	Limited access to land rights, lack of support from male leaders
Community C	15%	Council Member, Health Advocate	Gender-based violence, economic dependency
Community D	10%	Advisory, Health Advocate	Traditional gender roles, economic constraints
Community E	50%	Leader, Council Member	Supportive leadership, higher educational attainment

Figure 1. percentage of women holding decision-making roles

This Figure represents the percentage of women decision-making posts in five indigenous communities. The difference between communities provides an insight into systemic and situational challenges that inform women in leadership positions.

The highest level in women representation is in community E (50 percent). This is in tandem with previously known results that a favorable leadership and access to education go a long way in improving women participation in governance. The fact that the women of Community E are both the leaders and council members shows an inclusiveness and an acceptance of women leadership ability.

The percentage in community B (40%) is considerably high as well meaning that the women in the community are starting to realization in formal leadership positions like that of members of councils and council leaders. Nevertheless, there exist hindrances, including a lack of access to land rights ownership and opposition of the male heads of the communities, which may restrict their influence.

The mid-range occurs with Community A (25%). Even though women are present in advisory and council positions, their involvement in the elections is still limited by established patriarchal codes of conduct and a low level of formal education. Such positions can be rather ceremonial than powerful.

There is the lowest representation by community C (15%) and community D (10%). In these societies women are mainly health champions or timers of advice mostly outside the maelstrom of the decision making process. Such numbers represent underlying problems concerning gender-based violence, poor economic independence, and traditional norms of roles, which greatly undermine women in terms of their access to the area of governance.

The estimation indicates that there is an evident correlation between the contextual enablers (education, leadership support), and high levels in female participation. On the other hand, the leadership potential of women is highly compromised by cultural impediments, economic disempowerment and the male leadership institutions. These gaps highlight the necessity of structural transformations, gender sensitive policy implementations and area specific empowerment initiatives in order to guarantee that women are allowed to make meaningful contributions towards the decision making process in all societies.

Perceived Barriers to Women's Participation

Table 2. Perceived Barriers to Women's Participation in Decision-Making (From Interviews)

| Barrier Type	Frequency of Mention (out of 50 respondents)	Percentage of Mentions (%)	Example of Barriers/Responses
Cultural Norms	40	80%	"It's believed that men are the ones who make important decisions."
Lack of Education	30	60%	"Women don't have the same opportunities for schooling."
Economic Constraints	25	50%	"Many women cannot afford to participate in community meetings due to financial pressure."
Gender-based Violence	20	40%	"Women fear retaliation if they speak up in the community."
Lack of Support from Male Leaders	15	30%	"Male leaders are often dismissive of women's contributions."
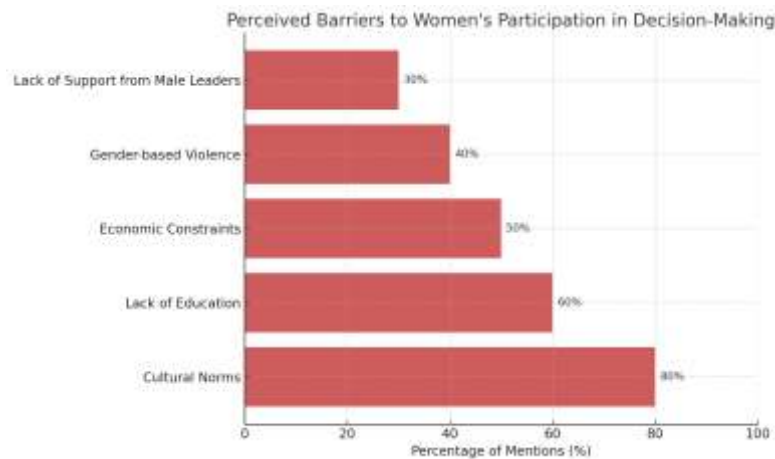
Figure 2. Perceived Barriers To Women's Participation In Decision-Making

This horizontal bar chart characterizes perceived barriers to women participation in decision-making according to the report of 50 respondents across different indigenous communities. The information is also revealing that the structural and the cultural impediments are entrenched so deep as to form a major obstacle of gender-inclusive governance.

The most common barrier is Cultural Norms (80 %). The general school of thought that men are born leaders has highly limited the chances that women have of becoming involved in politics. It touches upon the very strong patriarchal ideals that are impossible to break down so soon and whose destruction demands not only the work of the policies but also the persistent change of culture via education and the involvement of the community.

The second most cited barrier is lack of Education (60%). Lack of education opportunities lowers the confidence of women, capacity of women to hold leadership positions, and participate in governance in relevant ways. Not only does this hamper their active participation in the day-to-day running but also its effects compound down the generations.

Economic Limitations (50%) emphasizes the fact that dependence on economic aspects may deprive women of financial means to either participate in meetings, or even an active civic life. This may be due to the cost of participation in terms of transport, time spent in income-generating activities or child care and may be prohibitive, particularly in under-resourced communities.

A Gender-Based Violence (40%) is also a disturbing obstacle. The fear of being attacked or harassed either by words or even action is a strong tool of silence, women dare not speak up lest they face the consequences of daring to spearhead matters. It is not only a governance concern but gross abuse of the simple rights and security of the woman.

Male Leaders are not supportive (30%), even though this number was cited by less respondents, the fact remains that it is a reasonable issue. In the absence of support and candor by men in authority particularly patriarchal governance, institutional change will not come to being. There are also male allies in facilitating or hindering the leadership of women.

The data reveals that women face a complex intersection of cultural, educational, economic, and security-related barriers. Addressing these challenges will require a multi-pronged approach, including community-based education programs, targeted financial empowerment, protection mechanisms against violence, and proactive male allyship. These barriers are not isolated; they are mutually reinforcing, and therefore

174

must be tackled holistically to create meaningful and sustainable change in women's participation in decision-making.

Supportive Factors that Promote Women's Participation in Decision-Making

Table 3. Supportive Factors that Promote Women's Participation in Decision-Making

| Factor Type	Frequency of Mention (out of 50 respondents)	Percentage of Mentions (%)	Example of Responses
Education and Awareness	35	70%	"Education helps women become more confident and vocal in meetings."
Supportive Leadership from Elders	30	60%	"The community leader actively encourages women's involvement in decisions."
Women's Empowerment Programs	25	50%	"Women's groups have been formed to help us organize and speak up."
Increased Economic Opportunities	20	40%	"When women are financially independent, they can afford to attend decision-making meetings."
Gender-sensitive Policies	15	30%	"The local government has started implementing policies that include women."
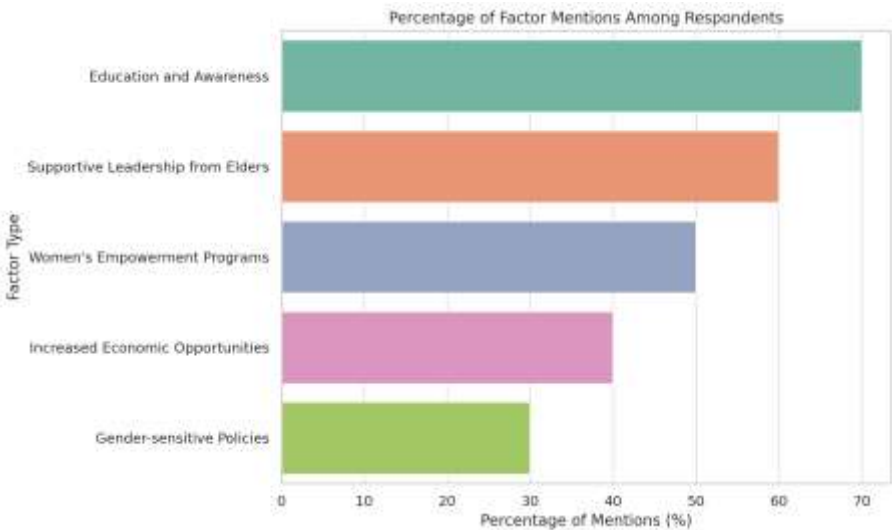
Figure 3. Percentage of factor mentions among respondents

The percentage-based chart provides a meaningful representation of how respondents perceive the significance of each factor in influencing women's participation in decision-making. By presenting the data as proportions, the chart effectively highlights the relative weight of each factor in comparison to the others. A clear descending trend, ranging from 70% to 30%, reveals a distinct hierarchy in community perceptions. Education and awareness emerges as the most prominent factor, followed by supportive leadership and women's empowerment programs. These middle-tier elements—particularly empowerment initiatives and increased economic opportunities—signal promising areas for further development. Their moderate percentages suggest that while these interventions are gaining traction, they may not yet be fully integrated or widely accessible across the community. Conversely, the relatively low percentage attributed to gender-sensitive policies may reflect either a gap in policy implementation or a lack of widespread communication

and understanding at the community level. This discrepancy underscores the need for stronger linkages between policy frameworks and grassroots awareness to ensure their intended impact reaches local populations.

Women's Perceived Impact on Decision-Making Outcomes

Table 4. Women's Perceived Impact on Decision-Making Outcomes

| Community Name	Improved Governance After Women's Involvement (%)	Impact Areas (e.g., Health, Land Rights, Education)	Types of Decisions Influenced by Women
Community A	30%	Health, Education	Education policy, Health programs
Community B	50%	Land Rights, Economic Development	Land distribution, Economic planning
Community C	20%	Health	Health care access, Community welfare
Community D	15%	Education, Health	School policies, Women's health rights
Community E	70%	All areas	All community decision-making
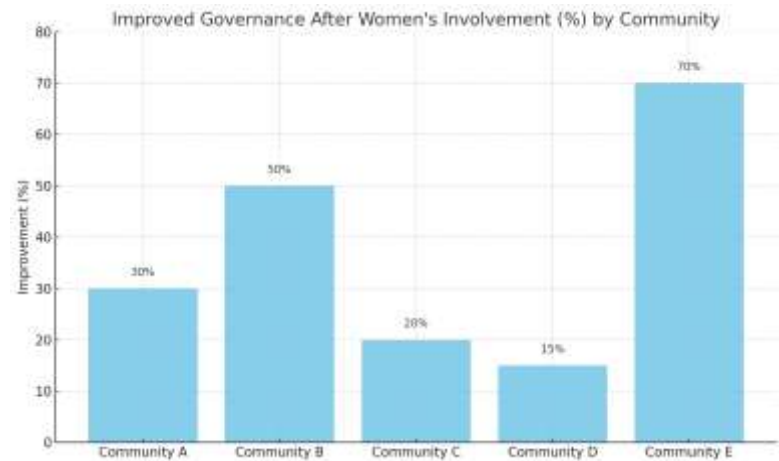
Figure 4. Percentage of Improved Governance Outcomes

The Figure above shows the percentage of the concerned enhancement in the cases of the governance outcomes subsequent to the engagement of women in the decision-making processes in five communities of indigenous people. The improvement level in each community is different, and this fact can tell much about the enabling or restricting factors in each of the contexts.

Community E (70%) shows the greatest improvement that is reported. In this society, there is general support to women in their participation and involvement in all areas of decision making. This implies that, once women are fully incorporated in governing systems-where they are given good leadership and granted access to education--they can add a lot to the policy and service delivery processes.

Community B (50%) is also improving tremendously particularly in such of an area as land rights and economic planning. This means that the involvement of the women is particularly effective in the fields influencing the long-range distribution of resources and the well-being of the community. This positive finding may be attributed to the existence of legal assistance and training activities in this society as mentioned previously in the paper.

There are moderate improvements as reported in Community A (30%) and Community C (20%). Though women participate in certain sectors like health and

education, they may not have direct role, unlike being advisory, and therefore have limited influence. The improvement of such communities is arguably gradual other than systematic transformation.

The lowest improvement comes under community D (15%). The dominant voices that revolved around education and health are evident to have left little influence to the women. It may be assumed that this low score is indicative of several factors such as strong patriarchal traditions and a lack of institutional support, as it was previously mentioned in the earlier tables.

Such statistics make the notion that the degree of participation of women (with regards to scope and depth) is directly proportional to the level of increased quality of governance. Decision making is more broadly based and much more effective where women are provided in leadership and systemic support (as in Community E). In contrast, limited or symbolic participation (as in Community D) yields weaker outcomes. These findings highlight the importance of not only including women in governance but doing so meaningfully and with institutional backing.

Community Support for Women's Participation in Decision-Making

Table 5. Community Support for Women's Participation in Decision-Making

| Community Name	Percentage of Supportive Responses (%)	Key Supporters (e.g., Elders, Youth, Male Leaders)	Types of Support Provided
Community A	40%	Elders, Youth	Moral encouragement, mentoring
Community B	60%	Elders, Female Leaders	Legal support, training programs
Community C	35%	Youth, Male Leaders	Financial assistance, access to platforms
Community D	25%	Elders	Informational support, community meetings
Community E	80%	Elders, Female Leaders, Male Leaders	All-around support, community-wide campaigns
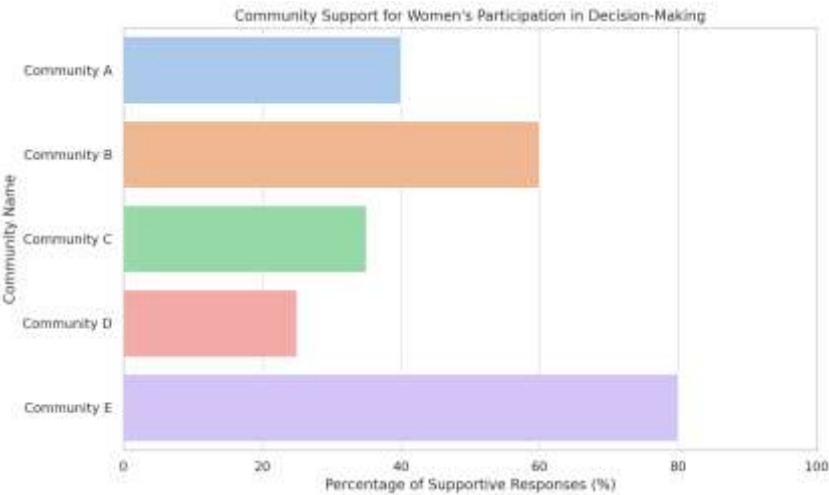
Figure 5. Community Support for Women's Participation In Decision-Making

The Figure above shows the percentage of the concerned enhancement in the cases of the governance outcomes subsequent to the engagement of women in the decision-making processes in five communities of indigenous people. The improvement level in each community is different, and this fact can tell much about the enabling or restricting factors in each of the contexts.

Community E (70%) shows the greatest improvement that is reported. In this society, there is general support to women in their participation and involvement in all areas of decision making. This implies that, once women are fully incorporated in governing systems-where they are given good leadership and granted access to education--they can add a lot to the policy and service delivery processes.

Community B (50%) is also improving tremendously particularly in such of an area as land rights and economic planning. This means that the involvement of the women is particularly effective in the fields influencing the long-range distribution of resources and the well-being of the community. This positive finding may be attributed to the existence of legal assistance and training activities in this society as mentioned previously in the paper.

There are moderate improvements as reported in Community A (30%) and Community C (20%). Though women participate in certain sectors like health and education, they may not have direct role, unlike being advisory, and therefore have limited influence. The improvement of such communities is arguably gradual other than systematic transformation. The lowest improvement comes under community D (15%). The dominant voices that revolved around education and health are evident to have left little influence to the women. It may be assumed that this low score is indicative of several factors such as strong patriarchal traditions and a lack of institutional support, as it was previously mentioned in the earlier tables. Such statistics make the notion that the degree of participation of women (with regards to scope and depth) is directly proportional to the level of increased quality of governance. Decision making is more broadly based and much more effective where women are provided in leadership and systemic support (as in Community E).

One of the most notable findings from the study is the significant disparity in women's participation across different indigenous communities. While some communities, such as Community E, show high levels of female involvement (50% of women in decision-making roles), other communities, such as Community D, demonstrate much lower participation (10%). This variation is a reflection of the deeply embedded cultural norms that often dictate gender roles in many indigenous societies. Cultural traditions that prioritize male leadership positions are a substantial barrier to women's involvement in governance. This aligns with findings from other research that indicates patriarchal structures in many indigenous communities still maintain male-dominated decision-making processes (Tharun & Prabakar, 2024). For instance, in many indigenous cultures, the role of women is traditionally seen as secondary to that of men, particularly in the public or political spheres, even though women hold significant roles in community life, such as in child-rearing and domestic responsibilities (Jabbarov, 2024).

Economic barriers also play a crucial role in limiting women's participation. As shown in Table 2, economic constraints were mentioned by 50% of respondents, with many women unable to attend community meetings or participate in decision-making processes due to financial difficulties. This finding reflects broader global patterns where women's economic independence is often tied to their ability to engage in political and community affairs (Tanima et al., 2023). Research by DIPELA (2024) also highlights that women's ability to attend decision-making meetings is often compromised by economic pressures, particularly in rural and remote areas where economic opportunities for women are limited. In communities where women are economically dependent on male relatives or community leaders, their voice in decision-making processes becomes marginalized.

The study's findings also underscore the importance of education in enhancing women's participation in governance. Education, as noted in Table 3, was frequently mentioned as a supportive factor, with 70% of respondents attributing increased

178

female participation to higher educational attainment. The importance of education in empowering women to take on leadership roles has been widely recognized in gender studies, with scholars such as García-Holgado & García-Peñalvo (2022) arguing that education is a fundamental tool for challenging gender inequalities. The data from this study corroborates these perspectives, highlighting that when women have access to education, they are more likely to participate in public decision-making and leadership roles. However, as the study also demonstrates, access to education remains uneven, particularly in indigenous communities, where historical neglect of indigenous populations by national educational systems has led to significant gaps in educational attainment between men and women.

Another key finding from this research is the role of supportive leadership in fostering women's participation. As noted in Table 3, communities with supportive leadership, particularly from both male and female leaders, had higher levels of female involvement in decision-making. In Community E, where the support was 80%, both male and female leaders provided all-around support for women's participation. This highlights the importance of inclusive leadership, which not only recognizes women's potential but actively fosters their involvement. Similar findings were reported by Harini (2021), who emphasized the role of transformative leadership in challenging patriarchal systems and promoting gender equality in governance. Furthermore, the study by the International Labour Organization (ILO) (2020) pointed out that where leadership is gender-sensitive and actively promotes women's rights, significant progress can be made in advancing women's political and social participation.

The findings also suggest that gender-sensitive policies and empowerment programs are integral to enhancing women's participation in decision-making. In Table 5, respondents from Community B mentioned the availability of legal support and training programs as essential to their involvement in governance. Gender-sensitive policies, such as those outlined by the United Nation 2019, are crucial in addressing the structural inequalities that women face in governance, particularly in indigenous communities. These policies help dismantle the legal and social barriers that prevent women from participating in political processes. Additionally, women's empowerment programs can provide a platform for women to organize and mobilize, as shown in the findings from this study, where 50% of respondents noted that such programs helped women become more involved in their communities.

Despite the positive impact of education, leadership support, and empowerment programs, the findings also reveal that substantial challenges remain. In communities where women's participation is still low, the lack of legal frameworks or weak enforcement of gender equality laws further perpetuates the cycle of exclusion. This is consistent with previous studies that show that even in regions with laws promoting gender equality, implementation remains a challenge (Leal Filho et al., 2023). For instance, in Tanzania, although gender quotas are in place for local leadership positions, the actual participation of women remains limited due to inadequate policy implementation and the persistence of traditional patriarchal structures

CONCLUSION

This study underscores the complex and multifaceted nature of women's participation in decision-making within indigenous communities. While the findings highlight significant barriers such as cultural norms, economic constraints, and gender-based violence, they also demonstrate that supportive leadership, education, and empowerment programs play a crucial role in enhancing women's involvement in governance. The variation in participation across communities suggests that while some indigenous societies have made strides towards gender inclusion, others still face substantial challenges. The study contributes to the growing body of research

on gender equality in indigenous governance and provides valuable insights into how socio-cultural and institutional factors shape women's roles in decision-making processes. Moving forward, it is essential that both local and national policies continue to promote gender-sensitive approaches that address the structural inequalities women face in indigenous communities. The findings emphasize the importance of education, legal support, and the active involvement of male and female leaders in creating an environment where women can fully participate in governance. Efforts must be directed toward strengthening the implementation of gender equality laws, expanding women's access to education, and fostering inclusive leadership. By addressing these critical areas, it is possible to empower indigenous women, amplify their voices, and promote more equitable and sustainable decision-making processes within these communities.

REFERENCES

Akinwale, A. A. (2023). Gender equity and social progress: empowering women and girls to drive sustainable development in SUB–SAHARAN AFRICA. *International Journal of Innovation Research and Advanced Studies.*

Batliwala, S. (2002). Grassroots movements as transnational actors: Implications for global civil society. *Voluntas: International Journal of Voluntary and Nonprofit Organizations, 13*(4), 393-409. https://doi.org/10.1023/A:1022014127214

Bielefeld, S. (2016). Income management and indigenous women: A new chapter of patriarchal colonial governance?. *University of New South Wales Law Journal, The, 39*(2), 843-878.

Børresen, S. T., Ulimboka, R., Nyahongo, J., Ranke, P. S., Skjaervø, G. R., & Røskaft, E. (2023). The role of education in biodiversity conservation: Can knowledge and understanding alter locals' views and attitudes towards ecosystem services?. *Environmental Education Research, 29*(1), 148-163. http://dx.doi.org/10.1080/13504622.2022.2117796

Chan, Y. E., Krishnamurthy, R., Mann, J., & Sabherwal, R. (2022). Public participation in policy making: Evidence from a citizen advisory panel. *Public Performance & Management Review, 45*(6), 1308-1345. http://dx.doi.org/10.1080/15309576.2022.2062398

DIPELA, P. (2024). The Realities and Barriers of Community Participation in Rural Community Development Projects: none. *Community Development Journal, 8*(3), 379-399. https://doi.org/10.33086/cdj.v8i3.6670

García Guerrero, J. E., Rueda López, R., Luque González, A., & Ceular-Villamandos, N. (2021). Indigenous peoples, exclusion and precarious work: Design of strategies to address poverty in indigenous and peasant populations in Ecuador through the SWOT-AHP methodology. *International Journal of Environmental Research and Public Health, 18*(2), 570. https://doi.org/10.3390/ijerph18020570

García-Holgado, A., & García-Peñalvo, F. J. (2022). A model for bridging the gender gap in STEM in higher education institutions. In *Women in STEM in higher education: Good practices of attraction, access and retainment in higher education* (pp. 1-19). Singapore: Springer Nature Singapore. http://dx.doi.org/10.1007/978-981-19-1552-9_1

Hamilton, A. C. (2004). Medicinal plants, conservation and livelihoods. *Biodiversity & Conservation, 13*, 1477-1517.

Harini, S. (2021). The Role of Women'S Transformative Political Leadership in Deconstructing Patriarchy During Covid-19 Pandemic. *Journal of Gender*

and Social Inclusion in Muslim Societies, 2(2), 96-110. http://dx.doi.org/10.30829/jgsims.v2i2.10954

Hoque, M. A., Lovelock, B., & Carr, A. (2022). Alleviating Indigenous poverty through tourism: the role of NGOs. *Journal of sustainable tourism*, 30(10), 2333-2351. https://doi.org/10.1080/09669582.2020.1860070

Hu, J., & Wu, T. (2024). " Whole-Process People's Democracy" in China: Evidence from Shanghai. *Chinese Political Science Review*, 9(2), 172-199. http://dx.doi.org/10.1007/s41111-025-00293-3

Jabbarov, U. (2024). FATHERSROLES WITHIN THE FAMILY: TRADITION AND TRANSITION. *Mental Enlightenment Scientific-Methodological Journal*, 5(07), 84-95. https://doi.org/10.37547/mesmj-V5-I7-12

Leal Filho, W., Kovaleva, M., Tsani, S., Țîrcă, D. M., Shiel, C., Dinis, M. A. P., ... & Tripathi, S. (2023). Promoting gender equality across the sustainable development goals. *Environment, Development and Sustainability*, 25(12), 14177-14198. https://doi.org/10.1007/s10668-022-02656-1

Markham, S. (2013). *Women as agents of change: Having voice in society and influencing policy*. World Bank, Washington, DC.

Masood, R. (2023). Role of women in today's society and the inequality in genders. *Journal of Life Economics*, 10(4), 273-284. http://dx.doi.org/10.15637/jlecon.2216

Okigbo, R. N., Eme, U. E., & Ogbogu, S. (2008). Biodiversity and conservation of medicinal and aromatic plants in Africa. *Biotechnology and Molecular Biology Reviews*, 3(6), 127-134. https://doi.org/10.5897/BMBR2008.0013

Shahbaz, P., Ul Haq, S., Abbas, A., Batool, Z., Alotaibi, B. A., & Nayak, R. K. (2022). Adoption of climate smart agricultural practices through women involvement in decision making process: exploring the role of empowerment and innovativeness. *Agriculture*, 12(8), 1161. https://doi.org/10.3390/agriculture12081161

Singh, P., Tabe, T., & Martin, T. (2022, January). The role of women in community resilience to climate change: A case study of an Indigenous Fijian community. In *Women's Studies International Forum* (Vol. 90, p. 102550). Pergamon. http://dx.doi.org/10.1016/j.wsif.2021.102550

Tanima, F. A., Brown, J., Wright, J., & Mackie, V. (2023). Taking critical dialogic accountability into the field: engaging contestation around microfinance and women's empowerment. *Critical perspectives on accounting*, 90, 102383. https://doi.org/10.1016/j.cpa.2021.102383

Tharun, V. S., & Prabakar, S. (2024). Navigating Patriarchy in Family and Peer Dynamics from the Experiences of Girls in STEM Education in India. *North American Journal of Psychology*, 26(4).

Whiteman, G., & Mamen, K. (2002). *Meaningful consultation and participation in the mining sector?: A review of the consultation and participation of indigenous peoples within the international mining sector*. North-South Institute, Ottawa, ON, CA.

Widiastuti, T., Al-shami, S. A., Mawardi, I., Zulaikha, S., Haron, R., Kasri, R. A., ... & Dewi, E. P. (2024). Capturing the barriers and strategic solutions for women empowerment: Delphy analytical network process. *Journal of Open Innovation: Technology, Market, and Complexity*, 10(3), 100345. https://doi.org/10.1016/j.joitmc.2024.100345