

A Study on the Socio-Economic Empowerment of Women In Organized Sector

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Women workforce constitutes an integral part of total workforce in India. 31st March 2015, women constituted 39% of the total workforce. The participation of women in the labor force has always been lower than that of men, in the rural as well as urban areas. The work participation rate for women has increased significantly. In 1981 work participation rate for women was only 19.67% which increased to 22.73% in 1991 and 26.68% in 2001. The women workforce, women from rural areas are greater in number as compared to the urban women.

Amongst rural women workers, majorities are employed in agriculture and some are employed in cottage industries. The urban areas women workers are primarily employed in the unorganized sectors. As on the 31st March 2015 a total number of 50.21 lakhs (58%) women employee were engaged in the organized sector, out of which 29.21 lakhs were in the public sector and 20.95 lakhs [42%] in the private sector. Employment of women in public sector increased by 1.1% and by 2.5% in the private sector during 2015. The zone wise analysis showed an increase of 8% in North-Eastern zone, by Western zone [5.3%]. Eastern zone [3%] and central zone [1.3%] and North zone [1.2%].

Only southern zone registered a margin at dip of 0.8%. The number of women job seekers has increased from 99.3 lakhs in 1999 to 106.1 lakhs in 2015. Thus the percentage of women job seekers to the total job seekers has also increased from 24.6% in 1999 to 26.2 in 2015. Number of educated women job seekers as on December 2009 was 7537.7 thousands. Educated women at the end of 2015 accounted for 28.8% of the total educated job seekers.

WOMEN'S WORK IN THE SOCIAL SETTING:

Working women might take job away from men, who regarded as the natural bread winners for their families. Even single woman and widows who were obliged to earn their own money were not supposed to compete with men. But these patriarchal attribute did not provide an accurate reflection of many women's roles, Working women ignored the message that told them to restrict their attention to their family and home, and their friends and neighbors were prepared to accept at least many of them are responsible and respected women despite their participation in the wider economy.

The study expands our understanding of women's economic roles. It looks at the type of work not commonly addressed before, including the full range of personal services provided by women [like boarding other people in their homes] and their role in money-lending, pawning and/or selling goods. Working women welfare envisages the accomplished self-reliant and prosperous working women, who would stand out as an asset to their families and society. Taking appropriate measure we are striving to equip working women with value based knowledge, technical and professional skills, and awareness about their legal, economic and social rights as well as responsibilities.

WOMEN AND WORK:

Women's status is directly related to the world at work. Work is currently understood as the expending labour in return for use – value (money). And in the world of work women hold secondary position compared to men leading to male-dominated society. Women's work reality is low participation rate, low wage; crowding in low paid occupation lack of access to means of production including credit, unfavourable climate for career development and so on. The women's situation is a particular arena can be explained which the situation of subordination including women is organized sector.

FACTORS AFFECTING WOMEN'S EMPLOYMENT:

On the basis of the above theoretical understanding and empirical evidence, female participation rate female literary and gendering may be termed as crucial factors determining the status of women in contemporary society. These factors are interrelated. They constantly interact with the social institutions and affect and get affected while interacting. Let us briefly discuss these:

[a] THE FEMALE PARTICIPATION RATE:

Participation rate for women has been observed to be crucial importance for gender relations. The researchers have found that high participation rate for women.

[a] Promote economic growth and reduce poverty.

[b] Lowers gender discrimination within a family or the bargaining power of women increases with in family as well as community.

[c] Leads to better female – male ratio and

[d] Improves the female child survival rate.

High participation rate means that women are economically better off. In other words, therefore we may say that economic position of women is one of the important determinations of gender studies.

[b] FEMALE LITERACY:

Evidence suggests that female literacy and gender is equal are inversely correlated. The main reason for not sending girls to school is poor economic condition. Another reason is far off location of schools. In Indian society virginity and purity is given utmost importance during marriage and people are afraid to send their girl child to far off schools where male teacher teach them along with boys.

[c] MALNUTRITION:

Generally in India women are the one who eat last and least in the whole family. Malnutrition is the main problems faced by women, because they do their dual role, they work in their home as well as in the offices and various income earning works. So they didn't concentrate their health and timely meals.

[d] OVER WORKED:

Becker's [2005] model of effort allocation implies that an hour of a man's time produce more of value to an employer than an hour of an equally skilled and experienced women who has greater responsibilities. This is true influence both employees' treatment of equally capable male and female employees and worker's subsequent decisions about investing time and energy in household versus market work. Over work is a major problem of working women.

[e] MATERNAL MORTALITY:

The mortality rate in India is among highest in the world. It affects the factors of women employees.

NATIONAL POLICY FOR THE EMPOWERMENT OF WOMEN [2007]:

The constitution of India guarantees that:

[i] The state shall not discriminate against any citizen on grounds at sex (article 15 u).

[ii] There shall be equality of opportunity for all citizens in matters relating to employment of appointment to any office under the state article 16 (1) and

[iii] No citizen shall on grounds only of sex, be ineligible for, or discriminated against in respect of any employment under the state article 16 (2).

After over five decades of existence of these fundamental rights guaranteed in constitution majority of women in India is still deprived of social, economic and political justice as well as equality of status and of opportunity. Discrimination on the basis of sex continues. The state has been found to be working sincerity of purpose on many counts. No doubt positive changes did occur in the last five decades, but the paces of such changes have been painfully slow and directions way vary.

This article express the impact of the constitutional guarantees on the women sector employed which is directly shaped by the state polices.

The principle gender equally is established in the Indian constitution in its preamble, fundamental right. Fundamental duties and directive principles. The constitution not only grants equality to women, but also empowers the state to adopt measure of positive discrimination favour of women.

India has ratified various international conventions and human rights instruments committing to secure equal right of women. Key among them is the ratification of the convention on elimination of all forms of discrimination against women (CEDAU) in 1993.

The policy also takes note of the commitments of the ninth five year plan and the other sectoral policies relating to empowerment of women.

The women's movement and a wide-spread network of non-government organization which has strong grass-root presence and deep insight into women's concerns have contributed in inspiring initiatives for the empowerment of women.

NEED FOR THE STUDY:

Economic empowerment of women is based on her employment. There has been a tremendous change in the society regarding upliftment of women. They play major roles in the unorganized sector of the economy. In the present times, there is a dominating change in the role of women in the organized sector. They are at par with men and their roles are beyond to definitions. There is a need to assess, in order to understand their empowerment. Hence this is conducted among women worker in organized sector.

OBJECTIVES:

- [i] To understand the economic and educational status of the respondents in Pollachi.
- [ii] To study the social status of the respondents in Pollachi.
- [iii] To identify the various problems of the respondents in Pollachi.
- [iv] To provide suggestions to improve the status of women workers in Pollachi.

HYPOTHESIS:

- * There is no Relationship between income and educational status of women working in organized sector.
- * There is no Relationship between Type of employment and Problems of working in organized sector.

Methodology of the study

The research design adapted in the present study is a Descriptive Research Design. This design is found suitable because the study deals with an area, in which only a small number of researches have been conducted. Yet there is a vast scope for further research. Primary sources of data have been used. A pre-designed questionnaire is employed to gather the data required for the study. The information's were collected from 100 working Women in organized sector such as nurses, teachers, doctors and police. The following statistical tools were used in the analysis of the collected data. [1] Simple percentage [2] Chi square test [3] F – test [4] Correlation. Simple percentage analysis is used to analysis the growth of performers. Chi square test method is used to calculate the relationship between income and educational status of women working in organized Sector. F – Test method is used to calculate the relationship between type of employment and problems of women working in organized sector. Correlation method is used to calculate the relationship between savings and expenditure of Working Women in Organized Sector.

The results of the study has been discussed under the following heads.

1. Demographic profile of the respondents.
2. Economic profile of the respondents.
3. Problems faced by the respondents.

1. Demographic Profile of the Respondents:

This objective has been discussed using the following tables. Such as age level of the respondents, marital status of the respondents, type of family, community wise distribution of the respondents religion wise distribution of the respondents, educational qualification of the respondents, Type of occupation of the respondents, working hours of the respondents number of Holidays available to the respondents.

2. Economic Profile of the Respondents

This objective has been discussed using the following tables, such as housing status the following tables, such as housing status of the respondents, income level respondents, expenditure level of respondents savings level of respondents, purpose of working of the Respondents and relationship with fellow workers of the respondent.

3. Problems Faced By the Respondents

This objective had been discussed using a table, such as “problems of the respondents”

From the data analysis carried out on the topic “A study on the socio-Economic status of women in organized sector” The following findings and suggestion are presented.

FINDINGS:

1. Out of 50 respondents majority i.e., 36% of the respondents come under age group of 20-25 years.
2. Out of 50 respondents majority i.e., 58% of the respondents are married.
3. Most of the respondent's residency in joint families was unmarried
4. About 68% of the respondents have own houses and the remaining respondents are living in rental houses.
6. 78% of the respondents are found to be Hindus.

7. 32% of the respondents have completed professional course. 20% of the respondents have completed under graduate degree.

8. 30% of the respondents are in Rs 1000-Rs 5000 income category, which is the lowest income in this research.

9. 70% of the respondents spend Rs 2000-Rs 4000 per month. Respondents spending more were found to earn more.

Relationship Between income and educational qualification

Ho : There is no significant relationship between income and educational qualification.

The chi-square(χ^2) Test analysis for Income and educational qualification

χ^2 calculated Value= 29.012, χ^2 0.05 Table value = 28.9

The calculated value is greater than the table value. Hence we reject the Ho there is significant relationship between income and educational qualification shows that relationship between income and educational qualification

10. 20% of the respondents who never saved were unmarried and in joint families.

Relationship between Expenditure and savings

Ho = There is no relationship between savings and expenditure of working women in organized sector the correlation analysis for expenditure and savings shows that 90% of the change in savings is influenced by change in expenditure.

Hence we reject the Ho there is no significant relationship between expenditure and savings.

11. 34% of the respondents work 10hours per day which is the maximum working 7 hours per day and they are government servants. 10% of the respondents work 10 hours per day which is the maximum working hours.

12. 56% of the respondents work in respondents are permanent employees and work government sector

13. 54% of the respondents work in private in situation. Teachers were mostly found to come under the category of overwork.

14. 54% of the women worked for economic independence shows that women are becoming empowered.

15. We concluded that all respondents suffer from problems such as heavy work Transfer problem and working in shifts.

Relationship between Problems and Type of Employment of the Respondents.

F= 9.95; F0.05=6.39

F calculated value = 9.95; F0.05 table value = 6.34

H0= There is no significant relationship between problems and type of employment

The F test analysis for problems and type of employment shows that $F=9.95 > F0.05=6.39$. Hence we reject the H0 there is significant relationship between problems and type of employment.

SUGGESTIONS

1. Recognizing that education and training are important for economic empowerment of women in the short term as well as long term periods.

2. To acknowledge and accept the glaring gender based bias that is so much prevalent in all parts of the world and taking concrete steps towards gender analysis and gender sensitization in every sphere of human life.

3. Empowering women who are part of the labor force by increasing awareness regarding the rights of an employee.

4. Work on the communication skills of women so that they become self-confident and master the technique of advocacy and negotiation.

5. Encouraging and supporting women entrepreneurs to develop marketable models of enterprise through expert guidance and skills development support.

6. Planning educational and training modules for women based on their professional as well as home commitments and helping women to balance between the two.

7. Using communication technology to galvanize women for a radical shift in their thinking through shared experiences of success and skills. These communication activities can be taken across the rural and urban landscape for motivating women to take up self empowerment programmers.

8. Educating and training women to gainfully engage in markets and institutions where they primarily go for generating income.

9. Publicizing the central role of women in the national economies and celebrating the success stories of women entrepreneurship and women professionalism in every field.

10. Gender training and sensitization of the current structures of the society represented by the government, social bodies and private enterprises.

11. Proving opportunities to women for interlinking and interacting across border for economic empowerment. Networking, export development and joint venture promotion among female entrepreneurs and relevant associations can be taken under the interlinking and interacting activities.

12. Improving the flow and access of credit and finance for women through financial institutions for female entrepreneurs at the governmental and social levels.

13. The access of credit to be financed through collateral for loans. Such loans should be made available to those women who do not have any individual resources, property and land rights. Further micro-finance schemes to be made available to women.

14. Building and strengthening networks where women come together from different nations and regions for common goals of economic empowerment of women. Such networks can influence the international and national policy formulation including international and national economic agreements. Further these networks among women from different nations can help in increased participation of women in the governmental structures like chambers of commerce, can help them access latest technologies, can help them access management and marketing skills and can help them in nurturing female entrepreneurs in the incubator centers for training and skills development.

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