CHAPTER VII

SUMMARY OF FINDINGS, CONCLUSIONS AND SUGGESTIONS

Women form the critical core input of the development of any economy. They contribute 2/3 of the world’s work hours, produce 50 per cent of world’s food supplies, account for 60 per cent of the workforce and contribute upto 30 per cent of the official labour force. The prosperity and balanced development of a country depends upon its women as they not only constitute nearly half of the population but have equally important role along with men in creating better life for the family. The role of women in economic development of our country is equally important as that of man. Woman’s share in the labour force increased between 1970 and 2000. The new economy offers a plethora of opportunities to women. The post-reform period has been associated with growing employment opportunities for women. The participation of women in labour force is increasing in almost all the fields. The present study aims at analysing the role and participation of urban women in work force, their role in household decision making, quality of work life and empowerment.
The specific objectives of the study are

1. To study the relation between personal characteristics of women work participants and their familial characteristics.
2. To examine the variation in income between private and public sector women employees and assess the women workers’ contribution towards family income.
3. To analyse and compare the work-family conflict of women employees in private and public sector.
4. To assess the contribution of independent variables to quality of work life of women employees.
5. To analyse the extent to which work participation of women empower them through decision making.
6. To examine the factors which influence the empowerment of working women in private and public sectors.

The primary data required for the present study were collected from 300 sample women working in various offices in both private and public sectors through personal interview method. The survey was conducted from October 2007 to March 2008. The sample women employees were post-stratified into women working in private and public sectors. Out of 300 sample women
employees, 163 (54.33 per cent) belonged to private sector and the remaining 137 (45.67 per cent) came under public sector.

In the foregoing chapters, characteristics of the sample women employees, familial characteristics, and contribution towards family income, work-family conflict, quality of work life, job satisfaction and empowerment of women have been discussed. The major findings along with conclusions and suggestions are now presented in this chapter.

7.1 Summary of Findings

It was found that nearly 50 per cent of the sample women employees both in private and public sectors belonged to the age group of 30-40 years. Almost all the women employees were educated. About 90 per cent of the sample women employees were married. Unmarried and widows/divorces were found to be below 5 per cent. Nearly 50 per cent of women employees both in private and public sectors asserted that the main reason for their taking up a job was to increase the family income followed by their desire to make use of their education. Majority of women employees (nearly 75 per cent) both in private and public sector earned Rs.5000 to Rs.10000 per month.

Regarding familial characteristics, nearly 75 per cent of women employees both in private and public sectors belonged to Hindu religion followed by
Christians in the study area. Nearly 80 per cent of women employees came from other castes followed by BC/MBC (13 to 14 per cent). About 60 per cent and 45 per cent of women employees working in private sector and public sector respectively have 3 to 5 members in their family. It is followed by below 3 members. Majority (nearly 80 per cent) of women employees were in joint family in both private and public sectors. The spouses’ monthly income was found higher for women employees working in private sector than public sector. It was observed that nearly 52 per cent and 59 per cent of private and public sector women employees respectively were earning a monthly family income of Rs.20,000-25,000.

In order to examine the relationship between the monthly income of the women employees and their family size, family monthly income, spouses’ income, Chi-Square test was employed. The results revealed that a significant relation was found in family size, family income and spouses’ income and monthly income of the women employees both in private and public sectors.

**Hypothesis 1:** There is no variation in income among the women workers in private and public, industry and service, and state and service central sectors.

ANOVA was applied to find the variation in monthly income between women employees working in different sectors. The result revealed that there was a significant variation in income among women employees working in private
sector and public sector. It was also observed that there was a significant variation in income between industry and service sector employees under private sector and state and central group under public sector. Hence the hypothesis is proved.

The results of computed multiple regression model revealed that the earnings of women respondents and income of their spouses were statistically insignificant. It was understood that the contribution of women workers towards family income was not remarkable.

Regarding the work-family conflict, the analysis revealed the fact that the women employees in private sector were more deeply associated with family involvement, family expectations, work-family conflict and quality of work life compared to the women in public sector. Further it was observed that the industry workers were more closely associated with family involvement, family expectation, quality of work life and quality of family life than the service sector employees. In the case of public sector, women in Central Government were associated more with work involvement, family involvement, work family conflict and quality of work life than women employees in State Government.

In the case of women employees in industry and service sectors, there was a negative and significant correlation between the variables work involvement,
quality of work life and quality of family life. It reveals that any change in these variables may bring about negative involvement in work.

As far as women employees in private sector are concerned, any change in work conflict and family conflict effects changes in quality of work life in the opposite direction.

**Hypothesis 2:** There is no difference in the perception of quality of work life and job satisfaction between women workers in private and public sectors.

In order to examine the variations in perception of quality of work life (QWL), according to organisation and income, ANOVA was carried out. The results revealed that both private and public sector women employees differ significantly in the perception of quality of work life according to their income and types of organisations. Hence the hypothesis is proved.

Stepwise multiple regression analysis revealed that job satisfaction had a greater contribution to quality of work life.

In order to measure the empowerment of women, 5 point scaling technique has been adopted. The women employees were classified into three categories namely low level, medium level and high level empowerment on the basis of empowerment score. In the private sector, 57.67 per cent of sample women were having high level empowerment while it was only 48.17 per cent in private sector.
The medium and low level were 22.70 per cent and 19.63 per cent respectively in private sector and it was 32.85 per cent and 18.98 per cent respectively in public sector. Seven variables, namely (i) preparation of family budget, (ii) education of children, (iii) purchase of property, (iv) purchase of furniture, (v) purchase of house appliances, (vi) giving away gifts to others and (vii) personal needs were identified to assess the women empowerment through decision making in their family. The results revealed that almost all women employees in both private and public sectors were in a position to take independent decisions on all seven selected variables in the present study.

**Hypothesis 3:** There is no difference in women empowerment between private and public sector women employees.

In order to test the variation in empowerment in different sectors, ANOVA was carried out. The results revealed that there existed significant variation in empowerment between private and public sector women employees. Hence the hypothesis is proved.

To examine the relationship between socio-economic factors and level of empowerment, Chi-Square test was employed. It is inferred from the results that except caste of the respondents all other variables namely age, education, family size, type of family, spouse employment and income of the respondents were significantly related to the level of empowerment.
Stepwise regression analysis revealed that the income of the respondents, education and family status were the best set of predictors of empowerment. Among these variables, income had a greater influence on women empowerment.

7.2 Conclusion

With the acceptance of women and their participation in workforce as a necessity, there is appreciation of their tremendous skills potentials. The participation of women in the work in the study area was intended not merely to improve their quality of life but to empower in decision making in their family. From the analysis of the empirical data, the women’s participation is found to be satisfactory. Higher level of internal consistency among women employees was observed in work involvement and quality of work life in the case of private sector. Thus it may be concluded that women employees in private sectors appeared much more satisfied in work force participation compared to public sector women employees.

In both private and public sector, women employees were in a positive frame of mind to take independent decisions which in turn ensured their empowerment in decision making in their family.
7.3 Suggestions

On the basis of the findings a few tentative suggestions are offered which may help to enhance / ensure the participation of Islamic women in workforce.

All efforts to promote participation initiatives can be viewed only in the context of economic independence and empowerment of women. Women in India particularly Islamic are not able to contribute their best to the development of the society. It is because they are denied the salutary benefits of education and in social, economic and political spheres are kept sidelined. Further, it is observed that the high incidence of illiteracy among Islamic women constituted one of the greatest barriers to their all-round development. It limited their scope for workforce participation. As such Government should take more efforts to promote Islamic women is the matter of facilitating employment opportunities. Islamic women may be given equal opportunities on par with members of other religions for education, training, extension and decision making. Government should enact laws which ensure equal rights and opportunities for Islamic women with all other women in entering the portals of employment domain.

The study revealed that the performance of Islamic women employees in private sector was found to be satisfactory in all respects relating to the quality of work life and empowerment compared to public sector. Hence, conscious efforts
have to be undertaken by the private sector organisations to promote Islamic women’s participation at a satisfactory level.

It is suggested that Government should promote exclusive organisations and programmes for Islamic women’s participation. Government can support quasi-government, pseudo-Governmental (co-operations), non-governmental and self-help groups for special treatment of Islamic women as a deprived lot. Further it is suggested that Government grants and aids may also be routed through exclusive women’s organisations wherever they are prevailing.

The present study, for the many reasons outlined above, could be claimed to be opportune. India is a country with a hoary, ancient culture that placed woman on a pedestal and glorified motherhood. But, the modern realities are quite different. Women have been at the receiving end. Male chauvinism and gender bias had often gone against the aspirations of women to play their true roles in society. It is in this context that a study that looks at the various options of women’s empowerment that lead to her ultimate liberation, strikes the right note. The best is yet to be.

Let me conclude this dissertation reiterating the fact that it is an opportune one, in the sense that now is the time to strike for the cause of women’s particularly Islamic women’s liberation from centuries of neglect, suppression and even oppressions. Let me repeat the immortal words of Shakespeare:
There’s a tide in the affairs of man
Which, taken at the flood, leads on to fortune,
Omitted, all the voyage of life
Is bound in shallows and miseries.