V GENDER AND DEVELOPMENT ON ECONOMIC INDICATORS

In this chapter gender and development has been discussed on the basis of economic indicators such as Economic Participation and Economic Opportunity of Women

5.1 ECONOMIC PARTICIPATION OF DALIT WOMEN

Women empowerment is positively associated with their economic participation. The latter is enabled by empowerment and the question is whether it always empowers women in every society. As for as, the Indian society is concerned, the employment of women in agriculture has been deeply rooted in our agrarian system. But their employment in industry is relatively a recent phenomenon, occurring in recent decades. It is quite difficult to captivate the degree of employment gained by women whether in agriculture or industry; it has various dimensions posing both conceptual and methodological problems in its quantitative measurement. Before venturing into such an exercise, one may try to assess the participation of employed women, as to whether they hold any positive outlook towards their economic participation. Empowerment has to go through several stages in its process; The pace of its process depends entirely on the outlook or perception of women whether they have a sense of satisfaction in terms of enforced income, standard of living, self esteem etc., Further there are more important aspects such as gender relationship and the way their economic participation gains them a greater respect in their household and at the level of society at large. In this context, it is obvious that the level of education plays a crucial role in determining the outlook of women, on all matters related to their empowerment. The present survey reports the perception of women on their economic participation and an earnest attempt has been made to show that how the level of education plays an important role in influencing the perception of women in agriculture and industry.

The perception of the women respondents on their economic participation is measured by their self expressions on their standard of living, their contribution to household income, their self confidence, the restrictions they face in availing economic opportunities, the support they get in their families, their views about the
existing gender relationship, their job satisfaction, control over their lives, their status in the family and society, societal norms and traditional culture and awareness level about societal problems.

I. Perception on Benefits for Economic Participation by Women

The perception on benefits of economic participation by women is discussed in terms of their standard of living, sources for increase in monthly income, ways for enhancing their self confidence to do any type of risky work, contribution by them to family income and support for them in their families.

**Perception on Standard of Living**

*Table no: 5.1.1.a* shows the perception of the women’s respondents on standard of living. It is clear from the table that, on the whole, 227 out of 240 respondents perceived that they have good standard of living and remaining 13 respondents opined that they do not perceive so. It is observed that in the high school level education category, majority (97%) of the respondents and among illiterates category too, most (90%) of the respondents and in the above high school level education group, all the respondents’ (25) perception is that they have good standard of living. It is known from the table that education has significant influence on good standard of living.

**Industrial Workers**

Regarding the industrial workers, almost (99.2%) of the respondents perceived that they have a good standard of living. Only 0.8 % of the respondents opined that they do not perceive so. It is clear that in the high school level education group, all respondents (72) and among illiterates category, majority (98%) of the respondents, and in the above high school level education group, all respondents (6) stated that they have good standard of living respectively.

**Agricultural Workers**

Among agricultural workers 108 respondents perceived that they have a good standard of living. Less than one sixth of the respondents (12) opined that they do not perceive so. It is noted in the table that in the high school level education category, 49 (92.5 %) respondents and among illiterates, 40 (83.3 %) respondents and in the above high school level education group, all respondents (19) stated that they have good standard of living respectively.
Perception on Sources for Increasing Income

Table no: 5.1.1.b shows the sources for increasing the income for women. It is revealed from the table that on the whole, 146 (60.8%) respondents opined that they are in favour of employment to have increase in income. More than one fourth of the respondents (63) stated that they are in favour of developing entrepreneurship. 31 (12.9%) respondents perception is that they are for increasing savings. In the high school level education group, 60 (48%) respondents stated that they are for employment. Among illiterates category, exactly two third of the respondents and in the above high school level education group, more than half of the respondents (14 out of 25) also stated the above reason respectively.

Industrial Workers

With regard to the industrial workers, more than two third (82) perceived that they are in favour of employment. Less than nearly one fourth of the respondents (22.5%) opined that they are in favour of developing entrepreneurship. Only 11 respondents are for increasing savings. It is clear that in the high school level education group, less than four sixth of the respondents 40 (55.6%) opted for employment. In the case of illiterates category, four sixth of the respondents (29) and in the above high school level education group, 50% of the respondents also stated the above reason respectively.

Agricultural Workers

Among agricultural workers more than half of the respondents (64 out of 120) perceived that they are in favour of employment. Less than one third of the respondents (36) opined that they are in favour of developing entrepreneurship. Exactly one sixth of the respondents (20) expressed that they are for increasing savings. It is found out that in the upto high school level education group, 37.8% (20) respondents opined for employment and among illiterates category, 31(64.5%) respondents also stated the above reason respectively. In the above high school level education group, 11 respondents stated that they are in favour of employment, six for developing entrepreneurship and 2 for increasing savings respectively.
Perception on Enhancing Self Confidence

Table no: 5.1.1.c depicts the ways for enhancing women’s self confidence to do any type of risky work. 79 respondents opined that their self confidence could be enhanced through motivation. Nearly one third of the respondents (109) expressed that they could enhance self confidence by reducing restrictions and 21.7% (52) respondents perceived that their self confidence could be enhanced is by giving equal preference. It is observed that in high school level education group, more than two fifth of the respondents 58 (46.4%) opined that self confidence could be enhanced through motivation and among illiterates category, nearly half of the respondents (43 out of 90) also stated the above reason respectively. In the above high school level education group, 10 respondents opined self confidence could be enhanced by reducing restriction, 8 through motivation and 7 by giving equal preference respectively.

**Industrial Workers**

57 Industrial workers expressed that their self confidence could be enhanced through motivation and nearly one third of the respondents revealed that by reducing restriction, self confidence could be enhanced. Less than one fourth of the respondents expressed that their self confidence could be enhanced by giving equal preference. In the high school level education group, nearly half of the respondents (48.6%) opined that their self confidence could be enhanced through motivation. Among illiterates category, less than three sixth of the respondents (42.9%) and in the above high school level education group, exactly two third of the respondents (4) also stated the above reason respectively.

**Agricultural Workers**

Among agricultural workers, less than half of the respondents opined that greater self confidence could be enhanced through motivation. One third of the respondents (41) stated that they are for reducing restriction. Less than one fourth of the respondents (27) opined that their self confidence could be enhanced through equal preference. It is found out that in the high school level education group, 23 respondents opined that self confidence could be enhanced by motivation. Among illiterates category, more than half of the respondents (25) also stated the above
reason respectively. In the above high school level education group, 9 respondents are for reducing restriction, 4 for motivation and 6 for giving equal preference for enhancing women’s self confidence respectively.

Perception on Contribution to Family Income

Table no: 5.1.1.d exhibits the perception of the respondents’ towards contribution to the family income per month. It expressed that on the whole, less than one third of the respondents (75 out of 240) opined that they could contribute 50-75% of the income to the family per month. 72 respondents opinion is that they are able to contribute 10% 25% towards the family income per month, more than one fourth of the respondents (66) expressed that they could contribute 25%-50 % of the income to the family per month, less than one eighth of the respondents (27) opined that they could contributed 75% -100% of the income to the family per month. It is seen that in the high school level education group, less than two fifth of the respondents 40 (32%) opined that they could contribute only 10%- 25 % income to the family per month. In the category of illiterates, more than one third of the respondents (27) stated that they could contribute 50 %-75% of the income to the family per month. In the above high school level education group, one third of the respondents (9) also stated as above respectively.

Industrial Workers

51 industrial workers perception is that they could contribute only 10%-25 % towards the family income per month. Exactly one fourth of the respondents (30) opined that 25%-50 % of the income could be contributed to the family by them. Other one fourth of the respondents (25%) perceived that 50% - 75% could be their contribution to the family income per month. Nearly one twelfth of the respondents (9) expressed that they could contribute 75% - 100% of income could be contributed to the family per month. It is found that in the upto high school level education group, less than half of the respondents (32) opined that only 10%-25 % could be their contribution to the family income per month and among illiterates category, more than two sixth of respondents (40.5%) also stated as above respectively. In the above high school level education group, half of the respondents (3) perceived that they could contribute 25%-50% towards the family income per month.
Agricultural Workers

Among agricultural workers 45 respondents opined that they could contribute 50%-75% income to the family per month, followed by more than one fourth of the respondents (36) perception is, 25-50% of income could be contributed to the family per month. More than one sixth of the respondents stated that they could contribute 10%-25% of income to the family per month. A little less than one sixth of the respondents (18) stated that they could contribute 75% -100% of income to the family per month. It is noted that in the high school level education group, a little more than two sixth of the respondents (16 out of 53) opined that they could contribute 25% -50% of income to the family income per month. Among illiterates category, less than half of the respondents perceived that they could contribute 50%-75% of income to the family per month. In the above high school level education group, less than half of the respondents (8 out of 19) also stated as above respectively.

Perception on Reasons to Support Women in the Families

Table no: 5.1.1.e exhibits the reasons to support women in families. It is found that on the whole less than half of the respondents (112 out of 240) are of the opinion that poverty reduction is the main reason to support women in the families because women could contribute income to support the family. Nearly one third of the respondents stated that they are ready to support women in families in order to earn good name for family, and more than one sixth of the respondents (20.4%) perceived that they support women in families for caring parents at their old age. It is clear that in the high school level education group, half of the respondents opined that they support women in families to reduce the poverty level. Among illiterates category, more than one third of the respondents (39 out of 90) and in the above high school level education group, less than half of the respondents (10) also stated the above reason respectively.

Industrial workers

Among industrial workers more than half of the respondents (66 out of 120) perception is that they support women in families to reduce their poverty level. Less than one third of the respondents (29.2%) stated that they are ready to support
women in families to earn good name for family and nearly one sixth of the respondents’ opinion is that they support women in families for caring parents at old age. It is noted that in the high school level education group, less than four fifth of the respondents (42 out of 72) are ready to support women in families to reduce the poverty level and among illiterates category, a little more than half of the respondents (22 out of 42) also stated the above reason. In the above high school level education group, 33% respondents expressed that they support women to reduce the poverty level and another 33% for earn good name for family and the remaining 33% stated that they support women for caring their parents at old age respectively.

**Agricultural Workers**

Regarding the agricultural workers more than one third of them (46 out of 120) opined that they are of the opinion that poverty reduction can be the best reason for their support to women followed by more than one fourth of the respondents (44) who are ready to support women in families in order to earn good name for family and exactly one fourth of the respondents stated that they support women in families for caring parents at old age. It is revealed that in the high school level education group, more than two sixth of the respondents (39.6%) opined that they support women in families to reduce the poverty level through their earnings. Among illiterates category, 39 respondents expressed the same reason as above and in the above high school level education group, less than half of the respondents (10 out of 25) also stated the above reason respectively.

**II. Perception on Gender Relationship**

The respondents are asked to express their perception on the existing power relationship in the society i.e., males dominate women in all economic opportunities and the women respondents is questioned whether they have the power to challenge the male dominated economic activities like control over one’s own life, job satisfaction and family support for their employment. Table no. 5.1.2.a exhibits the views of the women respondents in challenging the existing gender relationship in the society. It is noted that on the whole nearly five sixth of the respondents (197 out of 240) opined that they have power to challenge
the existing gender relationship, and the remaining more than one sixth of the respondents (43) expressed that they have no power to challenge the existing gender relationship, further. It is noted that in the high school level education group, 104 respondents perceived that they have power to challenge the existing gender relationship. Among illiterates category, less than five sixth of the respondents (72) opinion is that they also have power to challenge the existing gender relationship and in the above high school level education group, more than two third of the respondents (19 out of 25) stated that they have power to challenge the existing gender relationship.

**Industrial Workers**

More than five sixth of the industrial workers (105 out of 120) expressed that they have power to challenge the existing gender relationship and the remaining less than one sixth of the respondents 12(12.5%) perceived that they have no power to challenge the existing gender relationship. It depicts that in the high school level education group, more than five sixth of the respondents (64) perception is that they have power to challenge the existing gender relationship, followed by illiterates category, more than five sixth of the respondents 36(86%) and in the above high school level education group, more than two third of the respondents (5) opined that they have power to challenge the existing gender relationship respectively.

**Agricultural Workers**

With respect to agricultural workers, less than five sixth of them (92 out of 120) expressed that they have power to challenge the existing gender relationship, and nearly one fourth of the respondents 28(23.%) stated that they have no power to challenge the existing gender relationship. It depicts that in the high school level education group, less than five sixth of the respondents (42) opined that they have power to challenge the existing gender relationship, among illiterates category, exactly three fourth of the respondents (36) and in the above high school level education group, more than two third of the respondents (14 out of 19) stated that they have power to challenge the existing gender relationship respectively.
Perception on Control over Life

Table no. 5.1.2.b also presents the opinion of the respondents on control over their lives. It is clear that, on the whole, more than two third of the respondents (161 out of 240) opined that they have control over their lives. Nearly one third of the respondents (79) stated that they do not have control over their lives. It is noted that in the high school level education group, 83 respondents expressed that they have control over their lives and illiterates category, exactly two third of the respondents (60) and in the above high school level education group, more than two third of the respondents (18 out of 25) perception is that they have control over their lives respectively.

Industrial Workers

Regarding industrial workers, less than two third of them (62.5%) perceived that they have control over their lives. More than one third of the respondents (45 out of 120) expressed that they do not have control over their lives. It is provided that in the high school level education group, 45 respondents perception is that they have control over their lives, followed by illiterates category, close to four sixth of the respondents (64.3%) and in the above high school level education group, half of the respondents (3) stated that they have control over their lives respectively. Remaining half of the respondents (50%) opinion is that they do not have control over their lives.

Agricultural Workers

86 agricultural respondents perceived that they have control over their lives, and remaining more than one fourth of the respondents (34) stated that they do not have control over their lives. It is observed that in the high school level education group, more than four sixth of the respondents (38 out of 53) have control over their lives. Among illiterates category, less than three fourth of the respondents (33) perceived that they have control over their lives and in the above high school level education group, more than two third of the respondents (15 out of 19) also expressed the above view.
Perception on Getting Job Satisfaction

Table no. 5.1.2.c presents respondents perception on job satisfaction. It is depicted that, on the whole, more than half of the respondents (158 out of 240) perceived that they are satisfied with their work and more than one third of the respondents expressed that they are not satisfied in their work. It is observed that in the high school level education group, more than three fifth of the respondents (83 out of 125) stated that they feel satisfaction in their work. Among illiterates category, a little less than two third of the respondents are not satisfied in their work. In the above high school level education group, nearly three fourth of the respondents (17 out of 25) perceived that they are satisfied in their work.

Industrial Workers

Among industrial workers more than three fourth of the respondents (92) perceived that they are satisfied in their work and the remaining less than nearly one fourth of the respondents (23.3%) feel that they are not satisfied in their work. In the table it is depicted that in the high school level education group, 53 respondents expressed that they are satisfied in their work, followed by illiterates category, nearly five sixth of the respondents 34 (81%), and in the above high school level education group, two third of the respondents (5) stated the same view respectively.

Agricultural Workers

66 agricultural respondents perception is that they are satisfied in their work and less than two fourth of the respondents (54) opined that they are not satisfied their work. It is expressed that in the high school level education group, more than three sixth of the respondents (30) feel that they are satisfied in their work, followed by illiterates category, exactly half of the respondents (24 out of 48) feel that they are satisfied in their work. In the above high school level education group, two third of the respondents (12) perceived that they are not satisfied in the work.

Perception on Family Support for Employment

Table No. 5.1.2.d depicts the family supports in employment of the respondents. It is noted that, on the whole, majority of the respondents (215) perception is that they have obtained family support in employment and less than
one eighth of the respondents (10.5%) stated that they do not get family support in employment. It is noted that in the high school level education group, majority (90.4%) of the respondents opined that they obtained family support through employment. Among illiterates category, also majority (90%) of the respondents and in the above high school level education group, more than two third of the respondents’ (21 out of 25) opinions is that they have got family support in employment.

**Industrial Workers**

Regarding the industrial workers, majority (94.2%) of the respondents feel that they have got family support in employment and 7 respondents feel that they do not get family support through employment. It is provided that in the high school level education group, majority (94.4%) of the respondents perceived that they have got family support in employment followed by illiterates category, majority (95.2%) of the respondents, and in the above high school level education group, 5 respondents opined that they have got family support in employment respectively.

**Agricultural Workers**

102(85%) agricultural workers stated that they have obtained family support in employment and nearly one sixth of the respondents (18) perception is that they do not get it. It is observed that in the high school level education group, exactly five sixth of the respondents (45 out of 53) expressed that they have got family support in employment, followed by illiterates category, a little more than five sixth of the respondents (41) and in the above high school level education group, more than two third of the respondents (16) perceived that they have got family support in employment respectively.

**III. Perception on Dependency and Self Esteem**

The following paragraphs explain the women respondents perception on dependency and self esteem which are measured by women’s status in the family and in the society. Raising women’s status in the families refer to their freedom without any cultural restrictions on their dressing, free mobility out of their homes and giving them power in decision making and their views regarding fulfilling their parents ambition are considered.
Table no: 5.1.3.a shows the perception of the respondents regarding women’s status in their family. It is noted that on the whole majority respondents (218) stated that they are in favour of raising women’s status in the family and 22 respondents perceived that they do not favour the view of raising women’s status in the family. It is seen that in the high school level education group, majority (92.8%) of the respondents opined that they are in favour of raising women’s status in the family, followed by illiterates category, more than five sixth (79) and in the above high school level education group, 23 respondents expressed that they are in favour of raising women’s status in the family respectively.

**Industrial Workers**

Regarding the industrial workers, more than five sixth of them (111) perceived that they are in favour of raising women’s status in their families and remaining only 9 respondents perception is that they do not favour the idea of raising women’s status in their family. It is found that in the high school level education group, more than five sixth of the respondents (67) stated that they are in favour of raising women status in the family, followed by illiterates category, more than five sixth of the respondents (39) and in the above high school level education group, 5 respondents stated that they are in favour of raising women’s status in the family respectively.

**Agricultural Workers**

With respect to agricultural workers a slightly more than eleven twelfth of the respondents (107) opined that they are in favour of raising women’s status in their families and only 13 respondents perceived that they do not favor the idea of raising women status in their family. It is observed that in the high school level education group, more than five sixth of the respondents (92.5%) stated that they are in favour of raising women status in the family, followed by illiterates category, exactly five sixth of the respondents (81) and in the above high school level education group, majority (95%) of the respondents perceived that they are in favour of raising women status in their families respectively.
Perception on Raising Women’s Status in the Society

Women’s status in the society refers to the view that how far they are respected by all people in the society where they live in the society, the women’s status could be raised through political participation in elections and by choosing their jobs according to their willingness. Table no. 5.1.3.b shows the perception of the respondents on raising women’s status in the society. It is found that on the whole 203 respondents perceived that they have improved women status in the society and nearly one fourth of the respondents (37) stated that they have not improved women’s status in the society. It is clear that in the high school level education group, more than four fifth of the respondents (105 out of 125) stated that they have raised women’s status in the society, followed by illiterates category, more than five sixth of the respondents and in the above high school level education group, 19 respondents feel that they have raised women’s status in the society respectively.

Industrial Workers

Regarding industrial workers more than five sixth of the respondents (108) opined that their status is improved in the society and rest of them only 12 respondents (16.7%) feel that their status is not improved in the society. It is noted that in the high school level education group, 61 respondents feel that their status is not improved in the society, followed by illiterates category, a little more than five sixth of the respondents (39 out of 42) and in the above high school level education group, 5 respondents perceived that their status is improved in the society respectively.

Agricultural Workers

98 agricultural workers opined that their status is improved in the society and more than one sixth of the respondents (22 out of 120) stated that their status is not improved in the society. It is seen that in the high school level education group, five sixth of the respondents (44) perception is that their status is improved in the society, followed by illiterates category, exactly five sixth (83.3%) and in the above high school level education group, 19 (73.3%) of the respondents opined that their status is improved in the society respectively.
Perception on Reducing Dependency

Table no: 5.1.3.c depicts the perception on women’s dependency in the family. The respondents views on their dependency in the family and how far the dependency is controlled by them are explained in the table. It is observed that on the whole 189 (78.7%) respondents perceived that they have reduced their dependency level on families and more than one sixth of the respondents (51) opined that they do not reduce their dependency. It is clearly stated that in the high school level education group, less than four fifth of the respondents (96 out of 125) stated that they have reduced their dependency, followed by illiterates category, less than five sixth of the respondents (71) and in the above high school level education group, more than four fifth of the respondents (22 out of 25) perception is that they have reduced their dependency respectively.

**Industrial Workers**

Less than five sixth of the industrial workers (92) perceived that they have reduced their dependency and nearly one fourth of the respondents (28 out of 120) opined that they have not reduced their dependency. It is provided that in the high school level education group, more than five sixth of the respondents 53 (73.6%) stated that they have reduced their dependency, followed by illiterates category, less than five sixth of the respondents (33 out of 42) and in the above high school level education group, all the respondents (100%) expressed that they have reduced their dependency respectively.

**Agricultural Workers**

Among agricultural workers nearly five sixth of the respondents (97 out of 120) opined that they have reduced their dependency. More than one sixth of the respondents 23 (19.2%) expressed that they have not done so. It is inferred that in the high school level education group, five sixth of the respondents (43 out of 53) opined that they have reduced their dependency, followed by illiterates category, less than five sixth of the respondents (38) and in the above high school level education group, 16 (84.2%) of the respondents opined that they have reduced their dependency respectively.
Perception on following Societal Norms and Traditional Culture

Societal norms and traditional culture restrict the women to get education, employment and freedom of mobility. Table no. 5.1.3.d reveals the perception of the women respondents on following social norms and traditional culture. It could be observed that on the whole more than two third of the respondents (180) perceived that they care about social norms. More than one fourth of the respondents 51(21.3%) stated that they have not bothered about social norms. It is seen that in the high school level education group, 96 out of 125 respondents perceived that they care about social norms, followed by illiterates category, more than two third of the respondents (71), and in the above high school level education group, more than two third of the respondents (22 out of 25) perception is that they care about social norms respectively.

**Industrial Workers**

97 industrial workers care about social norms. More than one third of the respondents (45) opined that they have not cared about social norms. It is observed that in the high school level education group, 45 respondents perceived that they care about social norms, followed by illiterates category, more than three sixth of the respondents (25), and in the above high school level education group, 5 respondents opined that they care about social norms respectively.

**Agricultural Workers**

Among agricultural workers 98 out of 120 respondents perceived that they do care about social norms and more than one sixth of the respondents 22 (18.3%) opined that they do not care about social norms. It is viewed from the table in the high school level education group, less than five sixth of the respondents (41 out of 53) and among illiterates category, a little 48 (85.4%) respondents and in the above high school level education group, 16 respondents opinion is that they care about social norms respectively.
Perception on Fulfiling the Parent’s Ambition

Women respondents’ parent’s ambition is concerned with regard to earning good name in the family and society and supporting them financially through employment and caring them at old age. Table no. 5.1.3.e the opinions regarding reflects fulfilling the parent’s ambition by the women respondents. It is seen that on the whole 220 respondents perception is that they have fulfilled their parents ambition and exactly one twelfth of the respondents (8.3%) stated that they have not fulfilled their parents and others ambition in the family. It is clear that in the high school level education group, less than four fifth of the respondents (92%) perceived that they have fulfilled their parents ambition. Among illiterates category, 90% of the respondents and in the above high school level education group, almost (96%) of the respondents opined that they have fulfilled their parent’s ambition respectively.

Industrial Workers

Regarding the industrial workers, majority (94.2%) of the industrial workers perceived that they have fulfilled their parent’s ambition. One in twenty respondents (7) stated that they have not fulfilled their parent’s ambition. It is found that in the high school level education group, 68 respondents, followed by illiterates category, majority (95.2%) of the respondents and in the above high school level education group, more than two third of the respondents (5) expressed that they have fulfilled their parent’s ambition respectively.

Agricultural Workers

With respect to the agricultural workers, 107 out of 120 respondents expressed that they have fulfilled their parent’s ambition and less than one sixth of the respondents 13(10.8%) stated that they have not fulfilled their parent’s ambition. It is noted that in the high school level education group, more than five sixth of the respondents (47), followed by illiterates category, a little more than five sixth of the respondents 41(85.4%) and in the above high school level education group, all the respondents (100%) stated that they have fulfilled their parent’s ambition respectively.
IV. Perception on Creating Awareness about Societal Problems

Perception on creating awareness about societal problems by the women respondents is studied by the ways expressed by them to increase the awareness level about the problems, the social and cultural restrictions faced by the women in the society and the ways to utilize the economic opportunities available to them and the ways pointed out by them to bring gender quality.

Table no. 5.1.4.a depicts the ways by which the awareness level of the societal problems by the women respondents could be enhanced. It is inferred from the table that on the whole, 94 (39.2%) respondents opined that awareness could be created through education, followed by more than one third of the respondents (90) who stated that awareness could be enhanced through conducting awareness campaigns and a less than one fourth of the respondents 56 (26.3%) expressed that awareness could be created through mass media. It is observed that in the high school level education group, 47 (37.6%) respondents perception is that the awareness could be enhanced through conducting awareness campaigns, Among illiterates category, more than one third of the respondents 37 (41.2%) expressed that the awareness could be brought through education and in the above high school level education group, less than two fourth of the respondents also stated the above reason respectively.

**Industrial Workers**

With regard to the industrial workers less than half of them (50 out of 120) opined that the awareness could be created through conducting awareness campaigns, followed by more than one third of the respondents (43) who expressed that the awareness could be created through education, and 27 (22.5%) respondents view is that awareness could be created through mass media. It is clear from the table that in the high school level education group, more than two sixth of the respondents (26) opined that awareness could be enhanced through education, followed by illiterates category, 33.3% respondents, and in the above high school level education group, exactly half of the respondents (3 out of 6) also stated the above reason respectively.
Agricultural Workers

Out of the agricultural workers, 51 respondents expressed that awareness could be enhanced through education, followed by exactly one third of the respondents (40 out of 120) who opined that awareness could be enhanced by conducting awareness campaigns and nearly one fourth of the respondents (29) stated that awareness could be enhanced through mass media. It is noted that in the high school level education group, less than three sixth of the respondents (20) opined that awareness could be created through education, followed by illiterates category, more than two sixth of the respondents (23) and in the above high school level education group, nearly half of the respondents (42.1%) also stated the above reason respectively.

Perception on Social and Cultural Restrictions

Table no.5.1.4.b manifests the social and cultural restrictions of the respondents. It is inferred that on the whole 97 respondents perception is that have been neglected in decision making, followed by more than one third of the respondents (90) feel that the social and cultural restrictions exist in the form of gendered work, and less than one fourth of the respondents (530 feel that they have social and cultural restrictions in dressing code. It is seen that in the high school level education group, 53 respondents stated that they have social and cultural restrictions in the form of gendered work. Among illiterates category, less than half of the respondents 38 (42.2%) feel that they have been neglected in decision making and in the above high school level of education group, exactly two third of the respondents also expressed the above reason respectively.

Industrial Workers

Among industrial workers, 56 out of 120 respondents expressed that they have social and cultural restrictions in the form of gendered work followed by more than one fourth of the respondents (25) feel that they have been neglected in decision making, and nearly one fourth of the respondents (13) view is that they have social and cultural restrictions in the form of dressing code. It is known from the table that in the high school level education group, exactly three sixth of the respondents (36) expressed that they have social and cultural restrictions in the form
of gendered work. Among illiterates category, nearly half of the respondents also expressed the above reason. In the above high school level education group, half of the respondents (3) opined that they have social and cultural restrictions in dressing code and the remaining half of the respondents (50%) feel that they have been neglected in decision making.

**Agricultural Workers**

Half of the agricultural workers (61) feel that they have been neglected in decision making. More than one fourth of the respondents (34) expressed that they have social and cultural restrictions in the form of gendered work, and 25 respondents feel that they have social and cultural restrictions in dressing code. It is seen that in the high school level education group, less than three sixth of the respondents (23 out of 53) and among illiterates category, nearly half respondents and in the above high school level education group, two third of the respondents (13), feel that they have been neglected in decision making respectively.

**Perception on Economic Opportunity**

Table no.5.1.4.c also depicts the ways of utilization of economic opportunity by women. It is noted that on the whole 172 out of 240 respondents perceived that they have obtained economic opportunity in farm activities. Less than one sixth of the respondents (36) opined that they do flower picking and selling. A little more than one eighth of the respondents (32 out of 240) perceived that they have obtained economic opportunity in selling dairy products. It is seen that in the high school level education group, more than three fifth of the respondents 88 (70.4%) and among illiterates category, more than two third of the respondents (69 out of 90) and in the above high school level education group, more than half of the respondents (15) perception is that they have obtained economic opportunity in farm activities respectively.
Industrial Workers

With regard to industrial workers 73 out of 120 respondents opined that they have obtained economic opportunity in farm activities. More than one sixth of the respondents 25 (20.8%) stated that they have obtained the opportunity in selling dairy products, and 22 (18.3%) respondents perceived that they have obtained economic opportunity in flower picking and selling. It is stated that in the high school level education group, 44 out of 72 respondents and among illiterates category, less than four sixth of the respondents 26 (61.9%) and in the above high school level education group, half of the respondents (3) stated that they have obtained economic opportunity in farm activities respectively.

Agricultural Workers

99 agricultural workers opined that they have obtained economic opportunity in farm activities, followed by less than one sixth of the respondents opined that they have obtained economic opportunity in flower picking and selling. Only 7 respondents stated that they have obtained economic opportunity in selling dairy products. It is observed that in the high school level education group, 44 out of 53 respondents and among illiterates category, more than five sixth of the respondents (89.5%) and in the above high school level education group, two third of the respondents (12) opined that they have obtained economic opportunity in farm activities.

Perception on Ways to Bring Gender Equality

Table no.5.1.4.d reflects the ways of improving female respondents economic participation. It is observed that on the whole 94 respondents stated that they prefer increasing wages.84 respondents have opted for promoting education, and a slightly more than one fourth of the respondents 62 (25.8%) have opined for imparting training. It is viewed that in the high school level education group, 51 respondents have stated that they prefer increasing wages. Among illiterates category, more than one third of the respondents (36) have opted for promoting education. In the above high school level education group, half of the respondents (12) opined for increasing wages.
Industrial Workers

With regard to the industrial workers 55 (45.8%) respondents have opined for increasing wages, and nearly one third of the respondents (39) have opted for promoting education and more than one sixth of the respondents (26 out of 120) have opined for imparting training. It is seen that in the high school level education group, less than half of the respondents (33) and among illiterates category, a slightly less than three sixth of the respondents (19) and in the above high school level education group, exactly half of the respondents (3 out of 6) have stated for increasing wages respectively.

Agricultural Workers

A little more than two third of the agricultural workers (43 out of 120) have opted for promoting education, 41 respondents are for increasing wages and more than one fourth of the respondents (36) opined for imparting training. It is seen that in the high school level education group, 20 out of 53 respondents opined for increasing wages. Among illiterates category, less than half of the respondents (22 (45.8%)) have opted for promoting education. In the above high school level education group, half of the respondents (50%) have stated for increasing wages.

First hypothesis

“Dalit women’s contribution towards family income is associated with the types of their sectoral employment”.

Table No .5.1.5

Chi square test

<table>
<thead>
<tr>
<th>Contribution to the family income</th>
<th>Industrial workers</th>
<th>Agricultural workers</th>
<th>Overall total</th>
<th>X^2 Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Below 25 %</td>
<td>51(42.5)</td>
<td>21(17.5)</td>
<td>72(30)</td>
<td>(18.698^*)</td>
</tr>
<tr>
<td>25%-50%</td>
<td>30(25)</td>
<td>36(30)</td>
<td>66(27.5)</td>
<td></td>
</tr>
<tr>
<td>Above 50%</td>
<td>39(32.5)</td>
<td>63(52.5)</td>
<td>102(42.5)</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>120(100)</td>
<td>120(100)</td>
<td>240(100)</td>
<td></td>
</tr>
</tbody>
</table>

Source computed
This hypothesis is verified by applying Chi square test.

\[
\chi^2 = \sum \sum \frac{(O_{ij} - E_{ij})^2}{E_{ij}}
\]

Chi square formula is:

Here, \( O_{ij} = \text{Observed frequency of } ij^{th} \text{ cell} \)

\[ E_{ij} = \text{Expected frequency of } ij^{th} \text{ cell} = \frac{(i^{th} \text{ row total}) \times (j^{th} \text{ column total})}{\text{Grand total}} \]

Degrees of Freedom = \((r - 1) \times (c - 1)\) with

\( c = \text{Number of columns and } r = \text{Number of rows} \)

Table (5.1.5) reflects that calculated value (18.69) is greater than the table value (9.210) at 1% and 5% level of significance. It is inferred that there is an association between type of employment and the contribution to the family income. There exists positive association between contribution to the family income and the type of employment of the workers. Agricultural workers contribute more towards family income as they are engaged in all types of work. In the case of industrial workers, the contribution towards family income is less as they are involved in only one type of employment. Their economic participation is only in industrial sector that too in Beverage industry only. They are involved in monotonous type of work in the industrial sector. They do not have skill to work anywhere other than beverage industry.

On the contrary, agricultural workers have much chances of getting various types of employment during off reason like, domestic servants, construction workers etc. Furthermore, they do have chances of getting 100 days work employment as well as. Hence they do contribute more than that of industrial workers. It is inferred that dalit women’s contribution towards family income is high as compared to industrial sector. The result of the first hypothesis reflects the ideas of Mincer and Cain (see page no: 20)
5.2 ECONOMIC OPPORTUNITY OF DALIT WOMEN

In discussing the question of women empowerment, all those engaged in gender research; invariably ask for equal space for women in their access to economic opportunities. The opportunities relate mainly to the labour market, where the women play their role from the supply side. Also there is the financial market where the women partake from the demand side. The question is whether women have a clear role perception to be players in their respective roles relevant to the demand and supply segments of the market. In this context, the present researcher probes into the perception of working women drawn from agriculture and industry as to their awareness regarding employment opportunity in the market. A competitive market structure expects the mobility of factors of production towards higher rewards. This neo-classical view is implicit in all such field surveys being held among women, as they centre on their awareness and behaviour governed by market principles.

First the probes go into the aspects of

- Perception on employment pattern
- Perception on awareness of employment opportunity
- Perception on working conditions

Besides these three economic aspects, there are certain sociological issues which are intertwined. With the former, such as (1) perception on problems of women in work spots and (2) the perception on familial and social support they receive or denied in our system. Actually any positive economic incentive given to women should be reinforced by the social support in the family and at the level of society at large. Hence these aspects find their place in the discussion.

I. Employment Pattern of Women Respondents

The employment pattern of the women respondents is assessed in terms of their land ownership, working on own lands, leased lands, their secondary employment in other sectors, their preference to work in native village, the reasons to take unskilled jobs, the reasons to work in the informal sector, the reasons for doing work for lesser number of days in a year and their views about continuing education after marriage.
Table no.5.2.1.a shows the employment pattern of the respondents. On the whole more than two third of the respondents (164) stated that they are not working in own land. Less than one third of the respondents (31.7%) opined that they work in own land. It is noted that in the school level education group, more than three fifth of the respondents (82) stated that they are not working in their own land. Among illiterates, more than two third of the respondents (63%) perception is that they are not working in own land. In the above high school level education group, less than five sixth of the respondents (19) stated that they do not work in own land.

*Industrial Workers*

Among the industrial workers, less than five sixth of the respondents (77.5%) stated that they do not own land. Less than one fourth of the respondents stated that they have own land. It is observed that in the school level education group, less than five sixth of the respondents (75%) opined that they are not working in own land. Among illiterates, exactly five sixth of the respondents (35) and in the above high school level education group, two third of the respondents (4 out of 6) expressed that they are not working in own land respectively.

*Agricultural Workers*

Less than one third of the agricultural workers (71) stated that they are not working in own land. More than one third of the respondents (40.8%) expressed that they are working in own land. It is noted that in the school level education group, a little more than half of the respondents (28) and in the illiterates, more than half of the respondents(58.3%) expressed that they are not working in own land. In the above high school level education group, more than two third of the respondents expressed the same statement as above.

*Working on Leased Lands*

Table no. 5.2.1.b shows the employment on leased land of the respondents. It is noted that majority (97.5%) of the respondents stated that they are not working in leased land. 6 respondents opined that they are working in leased land. It is noted that in the school level education group, majority (97.6%) of the respondents stated that they are not working in leased land. Among illiterates, 87 respondents and in the above high school level education group, all the respondents (100%) expressed the same statement as above.
Industrial Workers

Among the industrial workers majority (96.7%) of the respondents perceived that they are not working in leased land and only 4 respondents stated that they are working in leased land. It is known from the table that in the school level education group, 70 respondents expressed that they are not working in leased land. Among illiterates, 40 out of 120 respondents, and in the above high school level education group, all the respondents (100%) opined that they are working in leased land.

Agricultural Workers

Majority of the agricultural workers, (118 out of 120) stated that they are working in leased land. Only 2 respondents expressed that they are not working in leased land. It is noted that in the school level education group, majority (98.1%) of the respondents expressed that they are working in leased land. Among illiterates, majority (97.9%) of the respondents opined that they are not working in leased land and in the above high school level education group, all the respondents also stated as above reason.

Cultivable Land in the Name of the Women Respondents

Table no.5.2.1.c exhibits the cultivable land possessed by the women respondents in their names. On the whole more than three fourth of the respondents (77.9%) do not have cultivable land in their name. Less than one fourth of the respondents do have cultivable land in their name. It is noted that in the school level education group less than four fifth of the respondents (76.8%) do not have cultivable land in their name and among illiterates, less than five sixth of the respondents (72 out of 90) and in the above high school level education group, 19 respondents also stated that they do not have cultivable land in their name respectively.

Industrial Workers

Among the industrial workers three fourth of the respondents (90 out of 120) do not have cultivable land in their name. Exactly one fourth of the respondents (25%) do have cultivable land in their name. It is observed that in the school level education group, 56 respondents do not have cultivable land in their name.
Among illiterates, more than four sixth of the respondents (30) and in the above high school level education group, two third of the respondents (4) do not have cultivable land in their name respectively.

**Agricultural workers**

More than three fifth of the agricultural workers (80.8%) do not have cultivable land in their name. 23 respondents have cultivable land in their name. It is noted that in the school level education group, 40 respondents and among illiterates, five sixth of the respondents and in the above high school level education group, 15 respondents (78.9%) do not have cultivable land in their name respectively.

**Secondary Employment Pattern**

Table no.5.2.1.d reveals the secondary employment pattern of the respondents. It is seen that on the whole more than one third of the respondents stated that they are doing 100 days work. More than one fourth of the respondents 63 (26.3 %) stated that they are employed in construction work. 30 respondents stated that they have stone cutting work. Less than one sixth of the respondents (10.8 %) opined that they are brick layers. 21 out of 240 respondents expressed that they are tailors. Less than one twelfth of the respondents (16) stated that they are engaged in flower picking and selling. It is clear that in the school level education group, less than two fifth of the respondents are employed in construction works. Among illiterates, 38 respondents and in the above high school level education group, less than half of the respondents (3) opined that they are also engaged in flower picking and selling respectively.

**Industrial Workers**

Among the industrial workers, a little more than one fourth of the respondents 31(25.8%) stated that they are doing 100 days work. 26 respondents opined that they have stone cutting works. Less than one fourth of the respondents (25) are employed in construction works. 23(19.2%) respondents stated that they work as brick layers. 9 out of 120 respondents opined that they are tailors. One in twenty of the respondents (5%) opined that they she is engaged in flower picking and selling. It is observed that in the school level education group, less than two
sixth of the respondents (26.4%) stated that they do construction works. Among illiterates, less than two sixth of the respondents 13(31%) opined that they are doing 100 days work and stone cutting works. In the above high school level education group, one third of the respondents 3 (33%) stated that they are doing 100 days work and another 2 respondents are employed in construction works and the remaining 2 respondents work as tailors.

**Agricultural Workers**

Less than half of the agricultural workers (51) stated that they are doing 100 days work. Close to one third of the respondents (31.7 %) expressed that they are employed in construction works. Less than one sixth of the respondents (12 out of 120) stated that they are tailors. Less than one sixth of the respondents (10) expressed that they do flower picking and selling. 6 respondents do stone cutting. Very few respondents 3(2.5%) work as brick layers. It is noted that in the school level education group, more than two sixth of the respondents (41.5%) stated that they are employed in construction works. Among illiterates, a slightly half of the respondents (25) stated that they do 100 days work. In the above high school level education group less than half of the respondents (41.2 %) are doing 100 days work.

**Perception on Preference to Work in Home Village**

Table no.5.2.1.e explains the reasons given by the respondents to work in native place. It is noted that on the whole less than half of the respondents (112) perceived that they have to take care of the children and family. More than five twelfth of the respondents (109 out of 120) explained that they want security. Close to one twelfth of the respondents 19(7.9%) opined that they have health problems. It is found that in the school level education group more than two fifth of the respondents (59) perceived that they want to take care of children and family. Among illiterates, a slightly less than half of the respondents (47.8%) stated that they want security. In the above high school level education group, less than two third of the respondents (15 out of 25) also stated the above reason.

**Industrial Women**

Among the industrial workers, 59 out of 120 respondents opined that they want security. Less than half of the respondents (55) stated that they have to take care of children and family. One in twenty of the respondents perceived that she has
have health problem. In the school level education group, exactly half of the respondents (50%) opined that they have to take care of children and family. Among illiterates, a little more than half of the respondents (24) stated that they want security. In the above high school level education group, half of the respondents (50%) opined that they have to take care of children and family.

**Agricultural Workers**

Less than half of the agricultural workers (47.5%) expressed that they have to take care of children and family. More than two sixth of the respondents (50) opined that they want security. 13 respondents perception is that they have health problem. In the school level education group, a little less than half of the respondents (25) expressed that they want security. Among illiterates, a slightly half of the respondents have to take care of children and family. In the above high school level education group two third of the respondents (22 out of 48) expressed the same statement as above.

**Perception on the Reasons to go for Unskilled Jobs**

Table no5.2.1.f depicts the reasons to go for unskilled jobs by the respondents. It is noted that on the whole more than one third of the respondents (36.3%) stated that they have no bargaining power to ask higher wages. More than four twelfth of the respondents (81) opined that they lack job opportunity. Less than one third of the respondents 72(30%) stated that they lack training. In the school level education group, less than two fifth of the respondents (46) stated that they have no bargaining power. Among illiterates more than one third of the respondents (37.8%) opined that they lack job opportunity. In the above high school level education group, less than half of the respondents (40%) expressed that because of lack of training they go for unskilled jobs.

**Industrial workers**

Among the industrial workers more than one third of the respondents (48) opined that they lack training. More than two sixth of the respondents (36.7%) stated that they have no bargaining power to ask higher wages. 28 out of 120 respondents stated that they lack job opportunity. It is observed that in the school level education
group, less than three sixth of the respondents (41.7%) opinion is that they lack training. Among illiterates, more than two third of the respondents (16) expressed that they have no bargaining power. In the above high school level education group half of the respondents (50%) expressed that they lack training.

**Agricultural Workers**

Less than half of the agricultural workers (44.2%) stated that they lack job opportunity. More than one third of the respondents (43 out of 120) opined that they have no bargaining power. Less than one fourth of the respondents (24) opined that they lack training. It is found that in the school level education group less than half of the respondents (25) and among illiterates, a little less than half of the respondents (47.9%) opined that they lack job opportunity respectively. In the above high school level education group, more than one third of the respondents stated that they have no bargaining power respectively.

**Perception on Working in Informal Sector**

Table no5.2.1.g states the reasons expressed by the women respondents working in informal sector. On the whole 108 respondents are of the opinion that they have less education. More than one third of the respondents’ (35.4%) opinion is that it is easy to enter. More than one sixth of the respondents expressed that they have no skill. It is viewed that in the high school level education group, more than two fifth of the respondents (62) opined that they have less education and among illiterates, a little more than one third of the respondents also stated the above reason. In the above high school level education group, 9 respondents expressed that it is easy to enter informal sector.

**Industrial workers**

Among the industrial workers less than half of the respondents (44.2%) are of the opinion that they have less education. More than one third of the respondents stated that it is easy to enter informal sector for employment. More than one sixth of the respondents expressed that they have no skill. It is seen that in the high school level education group, more than five sixth of the respondents are of view that they have less education. Among illiterates, 18 respondents are of the opinion that it is easy to enter. In the above high school level education group two third of the respondents (4) also stated the above reason.
**Agricultural Workers**

Less than half of the agricultural workers (55) are of the opinion that they have less education so they could get employment only in informal sector. Nearly one third of the respondents (32.5%) stated that it is easy to enter informal sector. One fourth of the respondents are of the view that they have less knowledge. More than one sixth of the respondents stated that they have less skill. It is noted that in the high school level education group, 26 respondents expressed that they have less education. Among illiterates, a slightly more than three sixth of the respondents and in the above high school level education group, 8 respondents stated less education is the reason for working in informal sector.

**Perception on Fewer Days of Work**

Table no.5.2.1.h shows the reasons for fewer days of work in a year for the respondents. It is noted that on the whole little more than five twelfth of the respondents (102 out of 240) stated that they have health problems. Close to one third of the respondents (78) opined that they have gender discrimination. Exactly one fourth of the respondents (25%) perceived that they have low skill. It is clear that in the school level education group, more than two fifth of the respondents (60) opined that they have health problems. Among illiterates, a little more than one third of the respondents 32(35.6%) and in the above high school level education group, less than half of the respondents (10) also stated the above reason.

**Industrial Workers**

Among the industrial workers 59 out of 120 respondents opined that they have health problems. Exactly one third of the respondents (40) suffer due to gender discrimination. A little more than one sixth of the respondents 21(17.5%) opined that they have low skill. It is clear that in the school level education group, less than four sixth of the respondents (55.6%) stated that they have health problems. Among illiterates, 18 respondents are affected by gender discrimination. In the above high school level education groups, only 2 respondents stated that they are affected by health problems.
Agricultural workers

More than one third of the agriculture workers (35.8%) stated that they are affected by health problems. Close to one third of the respondents (39) opined that have low skill. Less than one third of the respondents (38) perceived that they suffer due to gender discrimination. It is observed that in the school level education group, more than two third of the respondents (20) stated that they have health problems. Among illiterates, less than three sixth of the respondents (41.1%) expressed that they have low skill. In the above high school level education group, less than half of the respondents (8) opined that they have health problems.

Perception on Permission to Continue Education after Marriage

Table no.5.2.1.i presents the facts about permission to continue education after marriage of the respondents. It is clear that on the whole more than two third of the respondents (68.3%) stated that they may be given permission to continue education after marriage. Less than one fourth of the respondents (57 out of 240) expressed that it is left to their choice. 19 respondents opined that they may not be given permission to continue education after marriage. In the high school level education group, less than four fifth of the respondents (91), followed by illiterates category, less than two third of the respondents and in the above high school level education group, half of the respondents(13 out of 25) also stated as above.

Industrial workers

Among industrial workers exactly three fourth of the respondents (90 out of 120) viewed that they may be given permission to continue education after marriage. More than one sixth of the respondents (18.3%) opined that it is left to their choice. 8 respondents stated that they may not be allowed. It is noted that in the high school level education group, 54 respondents stated that they may be allowed. Among illiterates, less than five sixth of the respondents (71.4%) and in the above high school level education group, all the respondents (100%) expressed as above.

Agricultural workers

Less than two third of the agricultural workers (74) opined that they may be given permission to continue education after marriage. More than one fourth of the respondents (29.2%) stated that it is left to their choice. It is seen that in the high
school level education group, four sixth of the respondents (37 out of 120) perceived that they may be allowed. Among illiterates, less than four sixth of the respondents (62.5%) also stated as above. In the above high school level education group, 9 respondents expressed that it is left to their choice.

II. Perception on Awareness of Employment Opportunity

Perception on awareness on employment opportunities by the women respondents is examined in terms of their awareness level of the opportunities available, the sources of identification of the opportunities, their views regarding the ways to improve the opportunities for women, the under employment nature of the works performed by them, the migration in search of work to other places and their views to reduce their poverty level.

Table no.5.2.2.a depicts the awareness about employment opportunities available to the respondents. It is noted that on the whole more than half of the respondents (124) expressed that they are not aware of the employment opportunities and 116 respondents stated that they are having awareness of the same. It is clearly noted that in the high school level education group, less than three fifth of the respondents (51.2%) expressed that they are having awareness of the employment opportunities. With respect to illiterate category, 50 also stated the above reason and the in the above high school level education group, half of the respondents (13) opined that they are not aware of the employment opportunities.

*Industrial Workers*

Regarding the industrial workers, 69 respondents stated that they are having awareness of employment opportunities and more than one third of the respondents (42.5%) opined that they are not aware of the employment opportunities. It is seen that in the high school level education group, less than four sixth of the respondents 43 (59.7%) opined that they are aware of the employment opportunities, among illiterates category, 22 respondents and in the above high school level education group two third of the respondents (4) stated that they are having awareness of the employment opportunities respectively.
Agricultural Workers

In the case of agricultural workers, 73 respondents stated that they are not aware of the employment opportunities and more than one third of the respondents (47) expressed that they are aware of the employment opportunities. It is seen that in the high school level education group 32 respondents opined that they are not aware of the employment opportunities, followed by the illiterate category, less than four sixth of the respondents (57.5%) and the in the above high school level education group, less than two third of the respondents (11) expressed that they are not having awareness of the employment opportunities respectively.

Perception on Sources of Identification of Employment Opportunities

Table no.5.2.2.b presents the sources of identification of the employment opportunities by the respondents. It is found that on the whole 138 out of 240 respondents stated that they identify employment opportunities through friends and relatives. Less than one third of the respondents (74) perceived that they identify through mass media. Nearly one eighth of the respondents (11.7%) stated that they know through notice / advertisement. It is clear that in the school level education group, more than three fifth of the respondent (76) stated that they identify the employment opportunities through friends and relatives. Among illiterates, exactly half of the respondents (45) and in the above high school level education group two third of the respondents (17) also stated the above reason respectively.

Industrial Workers

Among the industrial workers less than half of the respondents (45%) perceived that they know the employment opportunities through friends and relatives. More than one third of the respondents (49) opined that they identify through the same mass media. Less than one sixth of the respondents 17(14.2%) stated that they identify the employment opportunities through notice/ advertisement. In the high school level education group, exactly half of the respondents opined that they identify the same through the friends and relatives. Among illiterates half of the respondents (21) stated that they identify through the mass media. In the above high school level education group half of the respondents (3) perceived that they identify through mass media and the remaining half of the respondents (50%) came to know the employment opportunities through friends and relatives
Agricultural Workers

More than two third of the agricultural workers (84) expressed that they identify the job opportunities through friends and relatives. Less than one fourth of the respondents (25) stated that they identify the same through mass media. 11 respondents stated that they came to know through notice and advertisement. It is observed that in the school level education group, less than five sixth of the respondents (40) opined that they identify the opportunities through friends and relatives. Among illiterates less than four sixth of the respondents (62.5%) and in the above high school level education group more than two third of the respondents (14 out of 19) also stated the above reason.

Perception on Ways to Improve Employment Opportunities

Table no. 5.2.2.c manifests the ways to improve the employment opportunities of the women as perceived by the women respondents. It is noted that on the whole, more than five twelfth of the respondents (103) opined that removing wage discrimination would increase job opportunity. More than one third of the respondents (34.6%) expressed that opportunities would increase by skill development. More than one fourth of the respondents (54 out of 240) opined that removing gender discrimination would increase job opportunity. In the school level education group, 50 respondents stated that removing wage discrimination would increase opportunities. Among illiterates, less than half of the respondents (42) opined that removing wage discrimination would result in more employment and in the above high school level education group, a little less than half of the respondents also expressed the above statement.

Industrial Workers

Among the industrial workers, more than one third of the respondents(46) perceived that skill development would create more employment.39 respondents stated that removing wage discrimination would increase employment opportunity. More than one fourth of the respondents (29.2%) opined that removing gender discrimination would increase the job opportunity. It is seen that in the school level education group more than two sixth of the respondents (28) opined that skill development only would increase employment. Among illiterates also 15
respondents expressed the above said reason to increase the job opportunities. In the above high school level education group, half of the respondents (3) opined the idea of skill development and 2 respondents stated that removing gender discrimination would increase employment opportunities respectively.

**Agricultural Workers**

More than half of the agricultural workers (64) opined that removing wage discrimination would increase employment opportunities. 37 respondents stated that skill development would increase the job opportunities. Close to one sixth of the respondents (19) expressed that removing gender discrimination would increase the employment opportunities. In the school level education group, half of the respondents (26) opined the idea of removing wage discrimination, to increase the employment opportunities. Among illiterates, less than four sixth of the respondents 28 (58.3%) and in the above high school level education group less than two third of the respondents (10) also expressed the above stated opinion to increase employment opportunities respectively.

**Perception on Under Employment**

Table no: 5.2.2.d presents the causes for under employment of the respondents. On the whole 156 respondents stated that they have no support from family to do some particular jobs even if they get good earnings. More than one sixth of the respondents (42) opined that they face tough competition in the job market. More than two twelfth of the respondents (42 out of 240) stated that they are not willing to migrate. In the school level education group, a slightly more than three fifth of the respondent (76) perceived that they have no support from family. Among illiterates, more than two third of the respondents (63) and in the above high school level education group two third of the respondents (68%) also stated the same reason as above.

**Industrial Workers**

Among the industrial workers, less than two third of the respondents (60.8%) stated that they have no support from family. Close to one fourth of the respondents (29) expressed that they face tough competition. 18 respondents perceived that they are not willing to migrate. It is clear that in the school level
education group, less than four sixth of the respondents (46) have no support from family. Among illiterates, exactly four sixth of the respondents (66.7%) and in the above high school level education group, 5 respondents also stated the above reason.

**Agricultural Workers**

More than two third of the respondents (69.2%) stated that they have no support from family. Less than one fourth of the respondents (24) opined that they are not willing to migrate. 13 respondents expressed that they face tough competition in the job market. In the high school level education group, four sixth of the respondents (36) perceived that they have no support from family. Among illiterates, more than four sixth of the respondents (33) and in the above high school level education group, two third of the respondent 12 (63.2%) also stated the above reason.

**Perception on Migration**

Table no: 5.2.2.e reveals the causes for migration of the respondents. It is clear that on the whole 159 (66.3%) respondents stated that they migrate for job searching. Less than one fourth of the respondents (23.7%) opined that they have to increasing economic conditions. Less than one eighth of the respondents (24) stated that they go for enjoying urban life. It is noted that in the school level education group, more than three fifth of the respondents (85) perception is that they migrate in search of job opportunity. Among illiterates, close to two third of the respondents (65.7%) and in the above high school level education group, less than two third of the respondents (15 out of 25) also stated the above reason.

**Industrial Workers**

Among the industrial workers, 70 respondents stated that they go for in search of job opportunity. Close to one fourth of the respondents (24.2%) wanted to increasing economic conditions.21 respondents wish to enjoy urban life. It is observed that in the school level education group, less than four sixth of the respondents (62.5%) and among illiterates, more than half of the respondents 23(54.8%) stated that they go in search of jobs. In the above high school level education group, half of the respondents (3) wanted to enjoy urban life.
**Agricultural Workers**

More than two third of the agricultural workers (74.2%) stated that they migrate in search of jobs. Less than one fourth of the respondents (28) opined that they want to increase economic conditions. 3 respondents stated that they migrate to enjoy urban life. It is noted that in the school level education group, less than five sixth of the respondents (40) perceived that they go for job in search of opportunity. Among illiterates, more than four sixth of the respondents (75%) and in the above high school level education group, half of the respondents (13) also stated the above reason.

**Perception on the Ways to Reduce Poverty**

Table no: 5.2.2.f reveals the ways for reducing poverty of the respondents. It is provided that on the whole little more than five twelfth of the respondents (101) opined that by providing education poverty level could be reduced service educated women could get jobs. Less than one third of the respondents expressed that the number of children should be less. More than one fourth of the respondents 66 (27.5%) expressed that by becoming economically independent poverty level could be reduced. In the school level education group more than three sixth of the respondents (55 out of 125) stated that education would reduce the poverty level by increasing the employment opportunities. Among illiterates, more than one third of the respondents (35) and in the above high school level education group,11 respondents also expressed the above stated reason.

**Industrial Workers**

Among the industrial workers, 63 respondents opined that increased education would reduce the poverty level. A slightly more than one fourth of the respondents (31) stated that reducing the number of children would reduce the poverty level. Less than one sixth of the respondents (26) opined that becoming economically independent would reduce the poverty level. In the school level education group, a little more than three sixth of the respondents (37) stated that education would reduce the poverty level. Among illiterates, a slightly half of the respondents (22) and in the above high school level education group, two third of the respondents (4) expressed that education would reduce the poverty level respectively.
Agricultural Workers

More than one third of the agricultural workers (42) opined to have reduced number of children in order to reduce the poverty level. 40 respondents stated that becoming economically independent would reduce the poverty level. Nearly 38 respondents stated that increasing education would reduce the poverty level. It is clear that more than two third of the respondents (21) perceived that becoming economically independent would reduce the poverty level. Among illiterates, less than half of the respondents (41.7%) stated that have reduced number of children in a family would reduce the poverty level. In the above high school level education group, less than half of the respondents (8) also stated the above reason.

III. Perception on Problems of Working Women

The perception on problems of working women is analyzed by in terms of their views regarding the gender, age and wage discriminations in work place, reasons for inequalities in work and the ways to bring gender equality in works.

Perception on gender discrimination at working place

Gender discrimination refers to the fact that for certain works in agriculture and in industries, only male workers are given preference than female workers. Table (No. 5.2.3.a) reflects the economic opportunity of women through perceptions on gender and age discrimination of the respondents in working place. It is seen that on the whole, only 50 (20.8%) respondents opined that they have gender discrimination and the remaining more than one sixth of the respondents 190(79.2%) expressed that they do not have gender discrimination in working place. It may be observed that upto high school level education group, more than four sixth of the respondents (20 out of 125) stated that they do not have gender discrimination, followed by the illiterate category, 67 respondents and in the above high school level education group,18 respondents also expressed the above fact respectively.

Industrial Workers

In the industrial workers category, 109 out of 120 expressed that they do not have gender discrimination and less than one sixth of the respondents (11) stated that gender discrimination exists in working place. It is clearly noted that in the
school level education group, majority (94.4%) of the respondents opined that they do not have gender discrimination, followed by the illiterate category, more than five sixth of the respondents (37 out of 42) and in the above high school level education group, two third of the respondents (68) also expressed that they experience gender discrimination.

Agricultural Workers

Amongst the agricultural workers, two third of the respondents (81) opined that they do not have gender discrimination and the remaining one third of the respondents (39) stated that gender discrimination exists. It is noted that upto high school level education group, more than four sixth of the respondents (37) opined that they do not have gender discrimination, followed by the illiterate category, less than four sixth of the respondents (48) and in the above high school level education group, more than two third of the respondents (14) opined that gender discrimination exists in work place respectively.

Perception on Age Discrimination at Working Place

Age discrimination refers to the fact that for certain jobs, in agriculture and in industries, only experienced women are given employment and the young and unskilled women are not given jobs age discrimination exists in agricultural and industrial sectors. Table no: 5.2.3.b. reveals the age discriminations at working place. It could be seen that on the whole, 171 out of 240 respondents opined that there is age discrimination in working place and the rest of them (69) expressed that they do not have age discrimination in working place. Further it may be noticed that in the high school level education group, 99(79.2%) respondents and among illiterate category, less than two third of the respondents (55) and in the above high school level education group, more than two third of the respondents (68%) also stated the same fact respectively.

Industrial Workers

In the case of industrial workers, less than one fifth of the respondents (93 out of 120) perceived that they have age discrimination in working place. It is seen that in the high school level education group, nearly five sixth of the respondents
(59), followed by illiterate category, more than four sixth of the respondents (69%) and in the above high school level education group, more than two third of the respondents (83.3%) also stated that age discrimination exists in working place respectively.

Agricultural workers

With regard to agricultural workers, 78 out of 120 respondents perception is that they have age discrimination at working place, and a little more than one third of the respondents (35%) expressed that they do not have age discrimination in working place. It is clearly noticed that upto high school level education group, 40 out of 53 respondents and among illiterate category, more than three sixth of the respondents (26 out of 48) and in the above high school level education group, two third of the respondents (12 out of 19) also recorded the view that age discrimination exists in working place respectively.

Perception on Reasons for Inequalities in Works

The perception of the women respondents on inequalities in works arises due to less opportunity, cultural backwardness and lack of physical strength. Table no. 5.2.3.c reveals the reasons for inequalities in work of the respondents. It is inferred from the table that on the whole, 87(36.2%) respondents stated the reason of less opportunity. More than one third of the respondents (83) opined that because of cultural backwardness they are not given equal opportunity as male workers. More than one fourth of the respondents (70) are of the opinion that they do not have physical strength. In the high school level education group, less than half of the respondents (44) stated the reason of cultural backwardness. Among illiterates, more than one third of the respondents (26) expressed the reason of less opportunity. In the above high school level education group, less than half of the respondents (10 out 25) recorded the reason of cultural backwardness.

Industrial Workers

In the industrial workers category 48 respondents stated the reason of less opportunity. Nearly one third of the respondents (37) expressed the reason of cultural backwardness. More than one fourth of the respondents are of the opinion
that they do not have physical strength. In the high school level education group, 25 respondents stated the reason of less opportunity. Among illiterates, a slightly more than half of the respondents (22) also expressed the above reason. In the above high school level education group, half of the respondents (3) stated the reason of cultural backwardness.

Agricultural Workers

In the agricultural workers category, 46 respondents stated the reason of cultural backwardness and 39 respondents expressed that they have less opportunity. More than one fourth of the respondents 35 (29.2%) opinion is that they do not have physical strength. In the high school level education group, 21 out of 53 respondents stated the reason of cultural backwardness. Among illiterates, more than two sixth of the respondents (18) explained the reason of cultural backwardness. In the above high school level education group, 7 out of 19 respondents also stated the above reason respectively.

Perception on Causes for Wage Discrimination

Wage discrimination refers to the fact that equal wage is not given to the women workers compared to the male workers. Table no. 5.2.3.d manifests the causes for the wage discrimination of the respondents. It is clear that on the whole 198 out of 240 respondents stated that they have wage discrimination and the remaining 42 (17.5%) respondents opined that they do not have wage discrimination. It is seen that in the high school level education group, more than four fifth of the respondents (105) expressed that wage discrimination exists, followed by the illiterate category, 74 respondents and also in the above high school level education group, three fourth of the respondents (19) opined that wage discrimination exists.

Industrial Workers

With respect to the industrial workers, majority 113 (94.2%) of the respondents opined that they have wage discrimination and the remaining 5.8% of the respondents stated that they do not have wage discrimination. It is noted that in the high school level education group more than five sixth of the respondents (67)
expressed that wage discrimination exists, followed by illiterate category, majority (95.2%) of the respondents and also in the above high school level education group all the (100%) respondents expressed that wage discrimination exists in working place.

**Agricultural workers**

In the agricultural workers category, 85 (70.8%) respondents perceived that wage discrimination exists and 35 respondents stated that there is no wage discrimination. It is seen that in the high school level education group, more than four sixth of the respondents (38) recorded wage discrimination followed by the illiterate category more than four sixth of the respondents (34 out of 48) and in the above high school level education group, 13 respondents also stated that wage discrimination exists.

**Perception on Reasons for Wage Discrimination**

Table no.5.2.3.e reveals the reasons for wage discrimination of the respondents. It is noted that, on the whole less than half of the respondents (112 out of 240)opined that wage discrimination is due to gender discrimination .More than one third of the respondents (90) stated the reason for wage discrimination is their low level education. 38 respondents stated that wage discrimination is due to their low skill. It is clear from the table that in the high school level education group, 105 respondents stated the reason for wage discrimination is gender discrimination. Among illiterates, less than half of the respondents (74) and in the above high school level education group less than half of the respondents also stated the above reason for wage discrimination.

**Industrial Workers**

In the industrial worker category, 49 respondents stated that wage discrimination is due to gender discrimination. More than one third of the respondents (39.2%) expressed that wage discrimination is due to their low education. Less than one fourth of the respondents 934 out of 120) stated that wage discrimination is due to low skill. In the high school level education group, less than half of the respondents (31) opined that wage discrimination is due to gender
discrimination. Among illiterates, less than three sixth of the respondents (18) experienced wage discrimination because of their low level education. In the above high school level education group, two third of the respondents (4) stated that wage discrimination is due to gender discrimination.

**Agricultural Workers**

More than half of the agriculture workers (63) stated that wage discrimination exists because of gender difference. 43 respondents perceived that wage discrimination is due to low level education. Less than one sixth of the respondents (14) stated that wage discrimination is due to low skill. It is found that in the school level education group, more than half of the respondents (31) experienced wage discrimination due to gender discrimination. Among illiterates, more than half of the respondents (25) opined that wage discrimination prevails due to gender discrimination. In the above high school level education group, more than half of the respondents (10) expressed that wage discrimination is due to their low level education.

**Perception on Gender Equality**

Table no. 5.2.3.f depicts the ways to bring gender equality as perceived by the women respondents. It is seen that, on the whole more than half of the respondents (131 out of 240) are of the opinion that they should be given equal preference in all the works. 59 respondents expressed that gender equality can be brought by creating awareness. More than one sixth of the respondents (920.8%) stated that gender equality can be brought by increasing opportunity to do all kinds of works as males. It is clear that in the school level education group, more than half of the respondents (68%) stated that gender equality can be achieved through equal preference in employment. Among illiterates, less than three fifth of the respondents (51) and in the above high school level education group, more than half of the respondents (12) also expressed that gender equality can be brought by equal preference given to all in all kinds of works.
**Industrial Workers**

49.2% industrial workers perceived that by giving equal preferences in all works gender equality can be achieved. More than one fourth of the respondents (34) expressed that gender equality can be brought by creating awareness. Less than one fourth of the respondents (22.5%) expressed that gender equality can be achieved by increasing job opportunity. In the school level education group exactly half of the respondents (36) stated that gender equality can be brought through equal preference given to all in all kind of works. Among illiterates, exactly half of the respondents (21) are of the view that gender equality can be achieved through equal preference in works given to all. In the above high school level education group two third of the respondents perceived that gender equality can be brought by creating awareness.

**Agricultural Workers**

Among the agricultural workers, 72 out of 120 respondents expressed that gender equality can be brought by equal preference given to all in all jobs. Less than one fourth of the respondents (25) stated that gender equality can be achieved by creating awareness. More than one sixth of the respondents 23 (19.2%) opined that gender equality can be brought by increasing job opportunity. It is noted that in the school level education group, less than four sixth of the respondents (60.4%) and among illiterates, less than four sixth of the respondents (93) and in the above high school level education group, more than half of the respondents (10) also expressed that gender quality can be achieved by equal preference given to all in all kinds of works respectively.

**IV. Perception on Facing Restrictions in Availing Economic Opportunity**

Perception on facing restrictions in availing economic opportunity by the women respondents is studied by their views about the various restrictions in availing economic opportunity, freedom of mobility to various places, social relation maintained by them, their interest to serve the society and their parents/ husbands support to serve the society.
Table no. 5.2.4.a depicts the perception of the respondents on facing restriction on economic opportunity. It is noted that, on the whole less than half of the respondents (79 out of 240) opined that they are facing restriction on economic opportunity because of lower education. More than one third of the respondents expressed that they are facing restriction on economic opportunity because of financial problem the financial crisis in their families is a great hurdle to go and search jobs in distant places. Less than one sixth of the respondents (15%) stated that they are facing restriction on economic opportunity because of competition. It is stated that in the high school level education group, more than two fifth of the respondents (41) expressed that they are facing restriction on economic opportunity because of lower education. Among illiterates category, 28 (31.1%) respondents perceived that they are facing restriction on economic opportunity because of illiteracy and in the above high school level education group, less than half of the respondents (10) stated the reason of lower level education.

In the industrial workers more than one third of the respondents 49(40.8%) perception is that they are facing restriction on economic opportunity because of lower education. More than one third of the respondents (38 out of 120) stated that they are facing restriction on economic opportunity because of financial problem. Less than one fourth of the respondents opined that they are facing restriction on economic opportunity because of competition. It is found out that in the high school level education group, less more than two sixth of the respondents (22) opinion is that they are facing restriction on economic opportunity because of financial problem. Among illiterates category, 15 respondents perceived that they are facing restriction on economic opportunity because of illiteracy. In the above high school level education group, one respondent is facing restriction on economic opportunity because of competition in the job market.

Among agricultural workers more than two fourth of the respondents (65) perception is that they are facing restriction on economic opportunity because of lower education. More than one third of the respondents (36.7%) stated that they are
facing restriction on economic opportunity because of financial problem. 11 respondents expressed that they are facing restriction on economic opportunity because of competition. It is revealed in the table that in the high school level education group, nearly more than half of the respondents perception is that they are facing restriction on economic opportunity because of lower education, among illiterates category, more than half of the respondents (28) also stated as above and in the above high school level education group, exactly half of the respondents (47.4%) also stated that lower level of education is not allowing them to avail the economic opportunities.

**Perception on freedom of Mobility**

Table No: 5.2.4.b reveals the perception on freedom of mobility of the respondents. It is clear that on the whole, less than nine twelfth of the respondents (177) stated that they have freedom of mobility and the remaining 26.2% of the respondents perceived that they do not have freedom of mobility. It is seen that in the high school level education group, less than four fifth of the respondents (93) expressed that they have freedom of mobility. Amongst the illiterate category, more than two third of the respondents (63) and in the above high school level education group, 21 respondents also stated that they have freedom of mobility respectively.

**Industrial Workers**

Amongst the industrial workers, more than two third of the respondents (88) opined that they have freedom of mobility and the rest of them 25.8% of the respondents stated that they do not have freedom of mobility. It is noted that upto high school level more than four sixth of the respondents (53) opined that they have freedom of mobility. With respect to illiterates, 71.4% respondents opined that they have freedom of mobility and in the above high school level education group, more than two third of the respondents (5) also stated as above.

**Agricultural Workers**

In the case of agricultural workers, close to three fourth of the respondents (89 out of 120) stated that they have freedom of mobility followed by a little more than one fourth of the respondents (25.8%) opined that they are not having freedom
of mobility. In the high school level education group, more than four sixth of the respondents perceived that they have freedom of mobility followed by illiterates, 33 respondents and in the above high school level education group, more than two third of the respondents (84.2%) perceived that they have freedom of mobility respectively.

**Perception on becoming Members in Associations**

Table no. 5.2.4.e shows the perception on becoming members in women or any other associations by the women respondents. It is seen that on the whole more than three fourth of the respondents 185(77.1%) expressed that they are not member of any association and less than one fourth of the respondents (55) opined that they are members in various women associations. It is noted that in the high school level education group, less than four fifth of the respondents (90) stated that they are not member of any associations, followed by illiterates category, exactly five sixth of the respondents (83.3%) expressed that they are not members. In the above high school level education group, five sixth of the respondents (20) also stated as above.

**Industrial Workers**

Amongst industrial workers 65% of the respondents stated that they are not members of any association and more than one third of the respondents (42) opined that they are members of various women associations. It is clear that in the high school level education group, less than four sixth of the respondents (45) perceived that they are not members of any association. Among illiterates, more than four sixth of the respondents (69%) opined that they are members of associations. With respect to above high school level education group, two third of the respondents (4) perceived that they are members in some women associations.

**Agricultural Workers**

In the category of agricultural workers, more than five sixth of the respondents (107) opined that they are not members of any association and the remaining less than one sixth of the respondents(10.8%) stated that they are members of some associations. In the high school level education group, five sixth of the respondents (45) opined that they are members of some associations. Amongst illiterates, majority (95.8%) of the respondents stated that they are not
members of any association. In the above high school level education group, more than two third of the respondents 16(84.2%) opined that they are members of some associations.

**Perception on Social Relation**

Table no. 5.2.4.d explains whether the respondents have good social relation i.e. whether they have smooth relation with their neighbours, friends and relatives. It is clear that on the whole less than eleven twelfth of the respondents (207 out of 240) stated that they maintain good social relation and the remaining less than one eight of the respondents (13.8%) opined that they are not keeping good relation with others. It is seen that in the high school level education group, more than four fifth of the respondents keep good relation with others. Among the illiterates, majority (90%) of the respondents and in the above high school level education group, more than five sixth of the respondents 23(92%) stated as above respectively.

**Industrial Workers**

Regarding the industrial workers, more than five sixth of the respondents (87.5%) perceived that they maintain good social relation and less than one sixth of the respondents (15) opinion is that they are not doing so. In the high school level education group, more than five sixth of the respondents (61), followed by illiterates, more than five sixth of the respondents (92.9%) and in the above high school level education group, 5 respondents also stated as above.

**Agricultural Workers**

With regard to agricultural workers 102 respondents stated that they keep good social relation and the remaining one in twenty respondents (15%) opined that she is not keeping so. It is seen that in the high school level education group majority (92.5%) of the respondents followed by illiterates category, more than five sixth of the respondents (40) and in the above high school level education group majority (94.7%) of the respondents stated that they keep social support relation with others respectively.
Perception on Interest to Serve the Society

Table no. 5.2.4.e shows the perception on the interest to serve the society by the respondents. It is noted that on the whole 227 out of 240 respondents stated that they want to serve the society in all possible ways i.e., helping one another in all matters so that harmony is maintaining in their living place. Less than one twelfth of the respondents 13 (5.4%) opined that they are not willing to serve the society. It is seen that in the high school level education group, majority (95.2%) of the respondents opined that they are willing to serve the society, followed by illiterate category, more than five sixth of the respondents (84) and in the above high school level education group, majority (96%) of the respondents also stated that they are willing to serve the society.

Industrial workers

Amongst the industrial workers majority (95%) of them are willing to serve the society and 6 respondents stated that they are not willing to serve the society. It is found that in the high school level education group, more than five sixth of the respondents (67), followed by illiterates category, majority (97.6%) of the respondents and in the above high school level education group all the (100%) respondents opined that they are willing to serve the society respectively.

Agricultural Workers

In the case of agricultural workers, 112 respondents perception is that they want to serve the society and 7 respondents stated that they are not interested to serve the society. It is found that in the high school level education group, almost 98.1% of the respondents and amongst illiterates, 43 respondents and in the above high school level education group majority (94.7%) of the respondents opined that they are interested to serve the society respectively.

Perception on Husbands / Parents Support for Serving the Society

Table no. 5.2.4.f explains how the respondents are supported by their husbands / parents. It is noted that on the whole more than two third of the respondents opined that they get good support from husbands / parents and the
remaining more than one fourth of the respondents (69) stated that they are not getting any support. In the school level education group, 91 respondents opined that they support get from husbands / parents. Amongst the illiterate category, more than two third of the respondents (62) stated that they get parents/ husbands support and in the above high school level education group, more than two third of the respondents (72%) expressed that they also get support from husbands / parents.

**Industrial workers**

Amongst the industrial workers nearly two third of them are getting husbands/ parents support and 41 respondents perceived that they are not getting their husbands/ parents support. It could be seen that in the school level education group exactly four sixth of the respondents 48(66.7%) stated that they are getting their husbands/parents support, followed by illiterate category, a slightly more than four sixth of the respondents (29) and in the above high school level education group two third of the respondents (4) opined that they are not getting their husbands/ parents support respectively.

**Agricultural workers**

With regard to agricultural workers, more than three fourth of the respondents (76.7%) perception is that they are getting their husbands / parents support and 28 respondents perceived that they are not getting their husbands / parents support. It is clear that in the high school level education group less than five sixth of the respondents (43) stated that they are getting husbands /parents support, followed by the illiterate category, a little more than four sixth of the respondents (68.8%) and in the above high school level education group more than two third of the respondents (16) perceived that they are also getting their husbands / parents support respectively.

**V. Perception on Working Condition**

Perception on working conditions of the women respondents is discussed in term of their inducement to work, reasons for being employed, the type of work performed by them, the sanitation facilities available in the work place, the care of their children, their views regarding extra working hours and the adequacy of wages for their works.
Table no. 5.2.5.a exhibits the reasons perceived by the respondents to go for work. On the whole, 108 respondents stated that they are self motivated. Close to one third of the respondents (79 out of 240) perception is that their parents motivated them and less than one third of the respondents (22.1%) opined that their husbands motivated them. It is noted that in the high school level education group, more than two fifth of the respondents (61), followed by illiterates category, more than one third of the respondents also stated that they are self motivated and in the above high school level education group less than half of the respondents (11) also stated the same reason of self motivation respectively.

**Industrial Workers**

Amongst the industrial workers, 51 respondents stated that they are self motivated. More than two sixth of the respondents (50, 41.7%) stated that their parents induced them. Close to one sixth of the respondents (19) stated that their husbands motivated them. It is clear that in the school level education group, 31 respondents opined that they are self motivated. Among illiterates, close to three sixth of the respondents (45.2%) stated that their parents motivated them. In the above high school level education group, half of the respondents (7) opined that they are self motivated.

**Agricultural Workers**

With regard to agricultural workers, 57 respondents opined that they are self motivated. Close to one fourth of the respondents (34) expressed that they are motivated by their parents and more than one fourth of the respondents (24.2%) stated that their husbands motivated them. It is found that in the high school level education group, more than half of the respondents (30) and amongst illiterates, more than two sixth of the respondents and in the above high school level education group less than half of the respondents (42.1%) expressed that they are self motivated to do work respectively.
Perception on Reasons for Being Employed

Table no. 5.2.5.b depicts the reasons for employment of the respondents. On the whole, more than half of the respondents (125) opined that they want to reduce the poverty level through employment and less than one third of the respondents (31.7%) expressed that they want employment for entertainment purpose and 39 respondents stated that they want to improve their skill. It is clear that in the high school level education group, more than two fifth of the respondents (63), followed by illiterates category, more than half of the respondents (55.6%) and also in the above high school level education group half of the respondents stated that through getting employment they want to reduce the poverty level respectively.

Industrial Workers

Amongst the industrial workers less than half of the respondents (42.5%) opined that for entertainment purpose they go for employment and more than one third of the respondents (49 out of 120) stated that they want to reduce the poverty level, and exactly one sixth of the respondents (20) stated that they want to improve their skill. It is found that in the high school level education group, more than two sixth of the respondents stated the reason of entertainment purpose and among illiterates, 19 respondents also recorded the same reason. In the above high school level education group, half of the respondents (50%) opined that they want to reduce the poverty level.

Agricultural Workers

With regard to agricultural workers less than two third of them (76 out of 120) recorded the opinion to reduce the poverty level, followed by less than one fourth of the respondents (20.8%) opined entertainment purpose and close to one sixth of the respondents (19) recorded the view that to improve their skill they go for job. It is noted that in the high school level education group, less than four sixth of the respondents (34) stated that they want to reduce the poverty level, followed by illiterates, a little more than four sixth of the respondents and also in the above high school level education group, half of the respondents 9(47.4%) stated the same reason.
Perception on the Type of Work Performed

Table no. 5.2.5.c reveals the perception of the women respondents on the type of work performed by the respondents. It is noted that on the whole, 151 respondents opined that they have heavy work load. Less than one third of the respondents (77 out of 240) perceived that they do moderate work. 12 respondents expressed that they have less work. It is clear that in the school level education group a little more than three fifth of the respondents stated that they do heavy work load, followed by illiterates category, exactly two third of the respondents (66.7%) and in the above high school level education group more than two third of the respondents (15) also perceived that they have heavy work load respectively.

Industrial Workers

Among the industrial workers less than two third of the respondents (77 out of 120) perceived that they have heavy work load. Close to one third of the respondents 39(32.5%) expressed that they do moderate work. 4 respondents opined that they have less work. It is noted that in the school level education group, 46 out of 72 respondents expressed that they have heavy work load, followed by illiterates category, four sixth of the respondents and in the above high school level education group, half of the respondents (3) perceived that they have heavy work load respectively. The remaining half of the respondents in the above high school level education group, (50%) opined that they do only moderate work.

Agricultural Workers

Less than two third of the agricultural workers (61.7%) perception is that they do heavy work load. Close to one third of the respondents (38) perceived that they do moderate work. 8 respondents stated that they have less work. It is clear that in the school level education group, less than four sixth of the respondents (30) expressed that they have heavy work load. Among illiterates, exactly four sixth of the respondents (66.7%) and in the above high school level education group, two third of the respondents (12) also stated as above respectively.
Perception on Sanitation Facilities Available in Work Place

Table no. 5.2.5.d shows the perception of the women respondents on sanitation facilities available in the workplace. On the whole, 161 respondents perceived that they are not provided proper sanitation facilities and close to four twelfth of the respondents (79) stated that they are provided proper sanitation facilities. In the high school level education group, more than three fifth of the respondents perceived that they are not provided sanitation facilities. Followed by illiterates, 62 respondents and in the above high school level education group less than five sixth of the respondents (19) also recorded the same view respectively.

Industrial Workers

Amongst the industrial workers, half of them (60) expressed that they are not provided sanitation facilities, and the remaining half of the respondents (50%) opined that they are provided sanitation facilities. It is seen that in the high school level education group, more than half of the respondents (47.2%) expressed that they are provided sanitation facilities. Among illiterates, a little more than half of the respondents (22 out of 42) and in the above high school level education group, two third of the respondents (4) also stated that they are not provided proper sanitation facilities.

Agricultural workers

With regard to agricultural workers 101 respondents perceived that they are not able to get good sanitation facilities and nearly one sixth of the respondents (19) expressed that they are able to get sanitation facilities. It depicts that in the high school level education group, five sixth of the respondents (86.8%) opined that they are not getting proper sanitation facilities, followed by illiterates, five sixth of the respondents (40) and also in the above high school level education group more than two third of the respondents (15 out of 19) stated that they are not getting proper sanitation facilities.

Perception on Care of Children

Table no. 5.2.5.e reveals the respondents perception on child care. It is clear that on the whole less than two third of the respondents stated that they are not able to take care of their children because of work. More than one third of the
respondents (86) opined that they take care of their children. It is found that in the school level education group, less than three fifth of the respondents (72) stated that they are not able to take care of their children because of work. Among illiterates, more than two third of the respondents (68.9%) and in the above high school level education group, five sixth of the respondents (20) expressed that they are not able to take care of their children because of work respectively.

**Industrial Workers**

Among the industrial workers exactly half of the respondents (60) stated that they are able to take care of their children and remaining half of the respondents (50%) perceived that they are not able to take care of their children because of work. It is clear that in the school level education group, a little more than three sixth of the respondents (37) perception is that they are able to take care of their children in addition to their other work. Among illiterates, a slightly half of the respondents (22 out of 42) stated that they are also able to take care of their children. In the above high school level education group, more than two third of the respondents (5) opined that they are not able to take care of their children because of work.

**Agricultural workers**

Less than five sixth of the agricultural workers (94) perception is that they are not able to take care of their children because of work. Less than one fourth of the respondents (21.7%) stated that they are able to take care of their children besides their work. It is noted that in the school level education group four sixth of the respondents (37 out of 53) stated also above. Among illiterates more than five sixth of the respondents 42(87.5%) and in the above high school level education group, more than two third of the respondents (15) perceived that they are not able to take care of their children because of work.

**Perception on Extra Working Hours Performed**

Table no. 5.2.5.f manifests the total hours of extra work of the respondents. It is clear that on the whole, less than five twelfth of the respondents (95 out of 240) opined that they are not working for extra hours and more than one third of the respondents (38.3%) stated that they do extra work below 4 hours per day and more than one fourth of the respondents (53) opined that they do above 4 hours of extra
work per day. It is clear that in the high school level education group, more than two fifth of the respondents (56) expressed that they do extra work for below 4 hours per day. Among illiterates, less than half of the respondents and also in the above high school level education group, less than half of the respondents (40%) opined that they are not working for extra hours per day.

**Industrial Workers**

Amongst the industrial workers more than two third of the respondents (87) opined that they do below 4 hours of extra work per day and more than one fourth of the respondents (27.5%) opined that do not work for no extra hours. It is noted that in the school level education group less than five sixth of the respondents followed by the illiterates, a little more than four sixth of the respondents and in the above high school level education group, two third of the respondents (4) perceived that they do work below 4 hours respectively.

**Agricultural Workers**

Among the agricultural workers, 62 out of 120 respondents opined that they do not work for extra hour’s works. Less than half of the respondents (53) (44.2%) are working above 4 hours per day. 5 respondents opined that they are working extra work below 4 hours per day. It is clear that in the high school education group, 28 respondents followed by the illiterates category, more than half of the respondents and in the above high school level education group 9 respondents stated that they do not work extra hours respectively.

**Perception on Adequacy of Wages**

Table no. 5.2.5.g shows the opinion about the wages of the respondents. It is noted that on the whole less than seven twelfth of the respondents (133) have the opinion that their wage is insufficient. More than one fourth of the respondents (28.8%) stated that their wage is sufficient. Close to one sixth of the respondents (38) have the opinion that their wage is more sufficient. It is noted that in the school level education group, less than three fifth of the respondents (56%) and among illiterates, more than half of the respondents (47) and in the above high school level education group four sixth of the respondents (64%) also stated that their wages are insufficient respectively.
**Industrial Workers**

Among the industrial workers, 47 respondents have the opinion of insufficient salary. More than two sixth of the respondents 43(35.8%) have the opinion that their wage is sufficient. Exactly one fourth of the respondents (25) have the opinion that their wage is more sufficient. It is seen that in the school level education group, more than two sixth of the respondents (29) have the opinion that their wage is sufficient. Among illiterates, less than three sixth of the respondents expressed that their wage is insufficient. In the above high school level education group, (2) respondents are also stated as above.

**Agricultural Workers**

More than two third of the agriculture workers (86 out of 120) have the opinion that their wage is insufficient. Less than one fourth of the respondents (26) have the opinion that their wage is sufficient. Only 8 respondents have the opinion that their wage is more sufficient. It is observed that in the school level education group less than five sixth of the respondents (42) have the opinion that their wage is insufficient. Among illiterates less than four sixth of the respondents have the same opinion as above. In the above high school level education group more than two third of the respondents (73.7%) also expressed that their wage is insufficient.

**SECOND HYPOTHESIS**

“Age, gender and wage discriminations of dalit women are high in the industrial employment as compared to those in the agricultural employment”

Table no.5.2.6

<table>
<thead>
<tr>
<th>Discrimination</th>
<th>Weightage</th>
<th>Response</th>
<th>Weighted Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wage</td>
<td>3</td>
<td>85</td>
<td>255</td>
</tr>
<tr>
<td>Age</td>
<td>2</td>
<td>78</td>
<td>156</td>
</tr>
<tr>
<td>Gender</td>
<td>1</td>
<td>39</td>
<td>39</td>
</tr>
<tr>
<td>Total</td>
<td>6</td>
<td></td>
<td>450</td>
</tr>
</tbody>
</table>

*Source: computed*
This hypothesis is verified by using Weighted Average Method.

Weighted Average test formula is: \( A = \frac{\sum_{i=1}^{n} x_i w_i}{\sum_{i=1}^{n} w_i} \)

\( X=\text{Number of Samples} \quad W=\text{Weightage of the variables} \)

In this study the Weightage 3,2,1 are given for the variables Wage, Age and Gender

The result shows that wage, age and gender discriminations are high in industrial sector as compared to agricultural sector. The beverage industry requires economically productive people and thereby they employ younger age people. The employees have to spend longer hours in the spot. Younger people can spend more hours than their counterparts. Thus age discrimination has been witnessed in industrial sector.

Gender discrimination is also seen in the industrial sector as they prefer to employ men than their women counterparts. Employers prefer more skilled male employees than female employees. Wage discrimination is prevailing in the same sector as the employers prefer to pay more wages for men employees than that of women employees. The overcrowding hypothesis of William Fawcett explains the reasons for lower wages of women employees. Lakshmy Devi, (2002) Millicent Fawcett who was the first advocate of the overcrowding hypothesis argued that women over crowd in unskilled jobs which leads to low wages and poor working conditions in these jobs. He found that trade unions rules, employees’ rules, their attributes and prejudices and social customs deny skilled jobs to women resulting in their overcrowding in unskilled occupations and consequent pulling down of their general wage levels.

**Economic Participation: Key Points**

- More than seven twelfth of the sample women respondents perceived that instead of increasing savings and developing entrepreneurship, only employment would give them more income.

- The perception on the contribution to the family income by the women respondents reveals that one sixth agricultural women workers could contribute nearly 75%-100% to the family income while only one in twelve industrial workers share would be in the above range.
• Agricultural women workers perception about the contribution to the family income shows that their earnings are better than that of industrial workers.

• Nearly three fourth of the respondents perception is that by doing farm activities they could earn more.

• Less than five twelfth of the respondents (94) expressed that increasing wages in their works could be the best solution to improve the economic participation.

**Economic Opportunity: Key Points**

• More than one third of the respondents (87 out of 240) stated that they have low education and cannot choose skilled jobs.

• More than five twelfth of the respondents (103 out of 240) perceived that removing wage discrimination would increase job opportunities.

• Majority of the respondents consisting 109 industrial workers and 81 agricultural workers stated that there is no gender discrimination in the works given to them.

• More than two third of the respondents (117 out of 240) accept the fact that age discrimination exists in work place.

• More than one third of the respondents (81 out of 240) perceived that less opportunity available to them in jobs is the main reason for their lower wages and as a result of this inequalities in works prevail between male and female.

• Less than ten twelfth of the respondents (198 out of 240) stated that there is wage discrimination for the same type of work.

• Less than half of the respondents (112 out of 240) expressed that wage discrimination is due to gender discrimination in work.