# LIST OF TABLES

<table>
<thead>
<tr>
<th>Table No.</th>
<th>Title</th>
<th>Page No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.1</td>
<td>Comparison of HDI of Kerala with India and Some Major States</td>
<td>49</td>
</tr>
<tr>
<td>3.2</td>
<td>Comparison of GDI of Kerala with India and Some Major States</td>
<td>49</td>
</tr>
<tr>
<td>3.3</td>
<td>Comparison of Gender gap in Kerala with India and Some Major States</td>
<td>50</td>
</tr>
<tr>
<td>3.4</td>
<td>Comparison of GEM of Kerala with India and Some Major States</td>
<td>51</td>
</tr>
<tr>
<td>3.5</td>
<td>Nominal GDP Sector Composition of World and Major Countries in 2010</td>
<td>56</td>
</tr>
<tr>
<td>3.6</td>
<td>Sectoral Share of Employment in World and Regions in 2007</td>
<td>57</td>
</tr>
<tr>
<td>3.7</td>
<td>WPR of Male Main Workers in the Age Group of 15-59 Years in India and Some Major States</td>
<td>59</td>
</tr>
<tr>
<td>3.8</td>
<td>WPR of Female Main Workers in the Age Group of 15-59 Years in India and Some Major States</td>
<td>60</td>
</tr>
<tr>
<td>3.9</td>
<td>Sectoral Share of Male and Female Main Workers in the Age Group of 15-59 Years</td>
<td>62</td>
</tr>
<tr>
<td>3.10</td>
<td>Employment of Kerala and India: Sectoral Share of GSDP and GDP</td>
<td>63</td>
</tr>
<tr>
<td>3.11</td>
<td>Regional Distribution of Male Main Workers in the Age Group of 15-59 in Major Sectors</td>
<td>64</td>
</tr>
<tr>
<td>3.12</td>
<td>Regional Distribution of Female Main Workers in the Age Group of 15-59 in Major Sectors</td>
<td>65</td>
</tr>
<tr>
<td>3.13</td>
<td>Proportion of Female Main Workers in the Age Group of 15-59 Years within Each Sector</td>
<td>66</td>
</tr>
<tr>
<td>3.14</td>
<td>Female Employment in the Registered Public and Private Establishments in Kerala</td>
<td>67</td>
</tr>
<tr>
<td>3.15</td>
<td>Male Employment in the Registered Public and Private Establishments in Kerala</td>
<td>67</td>
</tr>
</tbody>
</table>
3.16 Proportion of Women Employees in Registered Public and Private Establishments in Kerala 68

4.1 Descriptive Statistics of RMI 80
4.2 Tests for Normality of RMI Distribution 81
4.3 Regional Group Statistics of RMI 83
4.4 Independent Samples t-test for Comparing Group Means 83
4.5 Descriptive Statistics of RMI for Different Religious Groups of Respondents 84
4.6 Output of One-way ANOVA Test of RMI for Different Religious Groups 84
4.7 Descriptive Statistics of RMI for Different Caste Categories of Respondents 85
4.8 Descriptive Statistics of IEI of the Household Members Including the Respondents 91
4.9 Regional Group Statistics of IEI 93
4.10 Religious Group Statistics of IEI 94
4.11 Caste-wise Group Statistics of IEI 94
4.12 Frequency Table with HTMI-RTMI Categories of Respondents 97
4.13 Descriptive Statistics of HTMI-RTMI Distribution of Households of the Respondents 98
4.14 Tests for Normality of HTMI-RTMI Distribution 99
4.15 Regional Group Statistics of HTMI-RTMI of the Respondents’ Households 100
4.16 Religious Group Statistics of HTMI-RTMI of the Respondents’ Households 100
4.17 Caste-wise Group Statistics of HTMI-RTMI of the Respondents’ Households 101

5.1 Cross-tabulation with Nature of Employment and Religion 110
5.2 Cross-tabulation with Levels of Employment and Sector 112
5.3 Cross-tabulation with Years of Service Categories and Sector 113
5.4 Cross-tabulation with Waiting Period and Levels of Employment 115
5.5 Cross-tabulation with Waiting Period and Age Categories
5.6 Cross-tabulation with Mode of Selection and Caste
5.7 KMO and Bartlett’s Test
5.8 Communalities Before and After Extraction of PCA
5.9 Explanation of Total Variance by the Factors
5.10 Correlation of Variables with Different Factors
5.11 Descriptive Statistics of RTMI
5.12 Tests for Normality of RTMI Distribution
5.13 Regional Group Statistics of RTMI
5.14 Independent Samples t-test Results of RTMI
5.15 Descriptive Statistics of RTMI of Religious Groups
5.16 Descriptive Statistics of RTMI of Caste Categories
5.17 Regional Group Statistics of Percentage Allocation of RTMI
5.18 Descriptive Statistics of the Percentage Allocation of RTMI with Age Categories
5.19 Descriptive Statistics of the Percentage Allocation of RTMI with Marital Status
5.20 Descriptive Statistics of the Percentage Allocation of RTMI with Levels of Employment
5.21 Descriptive Statistics of the Percentage Allocation of RTMI with Levels of Income
5.22 Response of Husband towards Employment
5.23 Co-operation of Husband in Carrying Out Household Work
5.24 Co-operation of Family Members in Carrying Out Household Work
5.25 Attending Job When Children are Below 2 Years
5.26 Arrangements for Childcare When You Go for Work
5.27 Hike in Level of Healthcare of the Family As a Result of Employment
5.28 Increase in Education Facilities to Children As a Result of Employment 145
5.29 Improvement in Life-style of the Family As a Result of Employment 145
5.30 Improvement in the Quality of House As a Result of Employment 145
5.31 Educating the Relatives As a Result of Employment 146
5.32 Combining Employment with Good Family Life 146
5.33 Reduction in Family Size As a Result of Employment 147
5.34 Improvement in the Child-rearing Practices As a Result of Employment 147
5.35 Improvement in the Living Conditions of Parental Family Due to Employment 148
5.36 Realizing the Practical Needs of the Community Due to Employment 149
5.37 Helping the Marginalized Section of the Society Due to Employment 149
5.38 Level of Convenience in Working Time 151
5.39 Level of Compatibility to the Conditions at Workplace 152
5.40 Level of Responses of Superiors towards the Respondents 152
5.41 Level of Responses of Colleagues towards the Respondents 153
5.42 Hindrances in Promotion 154
5.43 Acquiring a Job According to the Educational Qualification 154
5.44 Acquiring a Preferred Job 155
5.45 Level of Satisfaction in the Job 155
5.46 Level of Satisfaction in the Salary 156
5.47 Permitting Children to the Same Job 157
5.48 Duration of Maternity/Childcare Leave Availed with Salary 158
6.1 Quantification of Various Aspects of Empowerment 166
6.2 Descriptive Statistics of Empowerment Index of Women in Service Sector 167
6.3 Tests for Normality of the Sample Distribution 168
6.4 Regional Group Statistics of Empowerment of the Respondents
6.5 Output of Independent Samples t-test on the Regional Differences in Empowerment
6.6 Descriptive Statistics of Empowerment of the Respondents across Religion
6.7 Output of One-way ANOVA Test on the Religious Differences in empowerment
6.8 Descriptive Statistics of Caste-wise Empowerment of the Respondents
6.9 Descriptive Statistics of Empowerment of the Respondents across Age Groups
6.10 Descriptive Statistics of Empowerment of the Respondents across Marital Status
6.11 Descriptive Statistics of Empowerment of the Respondents with Levels of Education
6.12 Descriptive Statistics of Empowerment of the Respondents with HEI Categories
6.13 Descriptive Statistics of Empowerment of the Respondents with Sectors of Employment
6.14 Descriptive Statistics of Empowerment of the Respondents with Nature of Employment
6.15 Descriptive Statistics of Empowerment of the Respondents with Levels of Employment
6.16 Descriptive Statistics of Empowerment of the Respondents with Years in Service
6.17 Descriptive Statistics of Empowerment of the Respondents with Levels of Income
AII.1 Goal Posts and Weights for HDI
AII.2 Goal Posts and Weights for GDI
AII.3 Weights for Dimensions and Indicators of GEM