CHAPTER SIX

Findings & Analysis
PART -A

FEMALE TOURISTS
Over the past five years the number of women travellers has grown dramatically. The majority of women travellers originate from North America, United Kingdom, Australia, New Zealand, Europe, South and Southeast Asia, Chinese Taipei, Hong Kong and Singapore. All projections indicate that the number of female travellers will continue to increase. The power of women and their economic impact is being felt in all sectors of the travel industry. This market segment represents new profits for the next century.

Who Is The Female Traveller?

Women are travelling more and more. They are also travelling more confidently. There are at least four major subdivisions of travelling women. One increasingly, women are travelling without their spouses or a man. Although many women also vacation with their spouses or significant others, they are taking more trips per year on their own. These additional trips, without a man, are both short trips to visit relatives and friends and also longer domestic or international trips with a female friend or with a tour group. Second The solo woman travellers represent a growing and influential market segment. Solo women travellers are not loners; they are bold, confident, gutsy adventurers. When they hear the beckoning call to travel, they don't wait for or depend upon a husband, friend or tour. These women travel independently.

Third Women-only tours represent another expanding segment of the women's travel market. The first women-only tours were shopping trips. Twenty years ago the first women-only adventure travel companies were founded. They offered athletic, skill-development opportunities such as hiking, climbing, rafting or backpacking adventures close to home. Today the market has expanded to include over 75 companies in North America who offer women-only adventure, cultural, historic and soft trips worldwide. The oldest and largest women-only tour company, Rainbow Adventures, reports a yearly sustained increase in sales of 20% over the past twenty
years. Women-only travel is not niche travel--it has entered the mainstream. *Four* Women experiencing life-style changes represent a lucrative, new group of travellers. Women recently divorced or widowed are no longer staying at home. They are taking off alone, in groups, with their daughters or friends. Many of these women make numerous long trips per year.

Women are regarded & occupy a distinct position in Indian Society. This is reflected while travelling in India. Women are given privileges & advantages. These include special coaches/ berths in Rail/ Bus Travel & additional queue for tickets/ banks etc.

At the same time, there are certain anti-social elements also. They intend to take advantage of lonely foreign women travellers. They assume the foreigners to be more free & easy. There are certain instances where single woman has been treated in a bad manner by these kinds of people.

Women Travelers are requested to maintain proper dressing & adopt a decent dress. This not only minimizes the risk of getting involved into dangers but also is healthy for a Country like India.

Getting involved with men is also not suggested. It is suggested to try to shorten the conversation. Also women travelers should not respond to any kind of staring or undue attention to men.

When travelling alone, they can take help of families, elder people or Police as per the situation. Families & Elderly people are very cooperative & helpful in any kind of situations. However it is suggested to maintain distance & talk less with men.

Female travellers are directly affected by the religious and societal beliefs of the countries they visit. As they make their way around the globe, chances are they'll be called upon to adapt the way they dress or the manner in which they interact with the male population. They might even find that, in some places, it's inappropriate to be outdoors after sundown. The more that woman prepares themselves for these differing attitudes, the richer and safer their travelling experiences will be.
A total of 94 female tourists were contacted. The respondents fell into the following age group. The following graph shows that there is representation in all age groups though the less than 35 age is dominating.

**Figure 6.A.1**

**Female Tourist Age Group**

<table>
<thead>
<tr>
<th>no of respondent</th>
<th>&lt;20</th>
<th>26-30</th>
<th>31-35</th>
<th>36-40</th>
<th>41-45</th>
<th>46-50</th>
<th>51-55</th>
<th>56-60</th>
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</tbody>
</table>

The majority of the respondents fell into the less than 25,000 dollars income group, the rest seemed to be evenly distributed in the 25,000-50,000; 50,000-1,00,000; and above 1,00,000 dollars per annum.

**Figure 6.A.2**

**Income Group**

<table>
<thead>
<tr>
<th>income groups</th>
<th>0</th>
<th>10</th>
<th>20</th>
<th>30</th>
<th>40</th>
<th>50</th>
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</tr>
</tbody>
</table>

153
Though the majorities, i.e. 36% were employed people, 34% were housewives, 15% were self employed and 15% were students.

The following graph shows the life style category of the various female respondents covered. 19% of the respondents were young and single, 19% had no children, but were a young couple, 16% fell into the category of young family, where the youngest child was less than 6 years old. 6% fell into the category of middle family where the children were between the age group of 6-15. As is evident since these are the schooling years, the number in this group was the least. 16% fell into the category of
mature family and 15% were older couple who were traveling without the children and 9% were mature single.

**Figure 6.A.5**

Life Style Category

![Life Style Category Chart]

While traveling, one very important decision is where to travel, when to travel and how to travel. It is important to see who is a major decision maker in these decisions. The majority, i.e. 36% of the respondents said that they themselves take the travel related decisions, while 30% said that it is their husband who played a dominant role in taking the decision, 19% said that it is parents who are dominant in taking travel related decisions. For 11% of the respondents it was their children who played a dominant role and for 4% it is other influences.

**Figure 6.A.6**

Decision Maker in Travel Related Decisions

![Decision Maker Chart]
The other important decision while on a holiday is related to where to stay and how much to spend. In this category it was noted that for 26% of the respondents this decision was taken by their husband. While 34% took this decision themselves. For 27% this decision was taken by their parents and for 11% the decision was taken by their children. For 2% their other influences who took this decision.

**Figure 6.A.7**

**Taking Decision Related to Spending Money**

The majorities, i.e. 67% of the respondents were highly satisfied with their trip to this region and 26% were satisfied while just 7% were dissatisfied.

**Figure 6.A.8**

**Satisfaction Level during the Trip to This Region**
The expectation of female tourist is generally higher as compared to the expectations of their male counterparts; this was the case when females were traveling with a male companion. For 22 of the respondents the question did not apply since they were not traveling with a male companion.

**Figure 6.A.9**

**Expectation of Female Tourist**

<table>
<thead>
<tr>
<th>Not Applicable</th>
<th>Male...</th>
<th>Self</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>22</td>
<td>33</td>
<td>39</td>
</tr>
</tbody>
</table>

It is a fact that a holiday decision is an irreversible decision and it is not something you can revert once you have taken it. Hence the decisions related to tourism are extremely important. For many people if a holiday decision goes wrong in any year then the next holiday comes to them only the following year. The majority of the respondents took a holiday at least twice a year while 24% took it thrice a year and 26% went on a holiday once a year.

**Figure 6.A.10**

**Number of Holidays per Annum**

- 24% Once
- 11% Twice
- 26% Three times
- 39% Others
The following graph shows that out of the total respondents who were questioned, the average days on holiday for travelers were 10-15 days. Only 7 of the total respondents took a holiday lasting 30 day or more.

Figure 6.A.11

Days on Holiday

Even though we do come across many news items related to sexual assault of female travelers in India, but the general opinion of the respondents was that it was safe for females to travel alone in India.

Figure 6.A.12

Is It Safe For Females To Travel Alone In India?

The main problems according to the respondents which female travelers face in India are as follows:
1. Lack of Ladies Toilets
2. Lack of women clubs and bar
3. Unauthorized Guides
4. Criminal type auto taxies drivers
5. Crimes in trains
6. Problems in getting train Reservations
7. Comments by passes by.
8. Chain or Jewelry snatching

Though the opinion is that it is safe for females to travel alone in India, but most of the respondents felt that there should be some special arrangements for female tourist at the various tourist destinations. The suggestions are as follows:

There should be availability of female tourist guides at the destination. Especially in places like Khajuraho where the interpretations given by male guides can be quite embarrassing for female tourist traveling alone.

1. There should be availability of toilets for the female traveler’s at all popular destinations. It is also necessary that these toilets should be maintained for proper hygiene and cleanliness.
2. Increase the female tourist police on destination and also on the check posts on the way.
3. Create a woman friendly environment in the country and the destination
4. Keep a check on the cheating specially with the foreign tourist
5. Increase the female reservation counters on the Railway stations, like Delhi, Bombay etc. establish new counter on those Railway stations where the facilities not available.
6. Increase tourist information centers.
7. Develop the female tourist zone or club type places on the destination where the female tourist meets each other and they are able to share their experiences.
8. Stop the unauthorized tourist guides,

9. Establish Bars for female tourists with the female staff on the tourist destination.

10. The Female tourist police should be well versed in at least one foreign language.
PART – B

OWNER / EMPLOYER / MANAGER
Total Number respondents ‘N’ = 109 (Male [79] and Female [30])

The results of the data collected through the primary survey conducted by the research team are discussed in the following pages. The data has been divided into three main parts viz.:

A. Data collected from Employers
   a. Male Employers
   b. Female Employees

B. Data Collected from Female Employees
   a. Uneducated Employee
   b. Educated Employee

C. Data Collected from Female Tourists

Data Collected from Employers: Roadside Dhabas, Budget Hotels, Guest Houses, Luxury Hotels, Travel Agents, Tour Operators, Souvenir Shop, Handicrafts Persons were the various categories covered in the following areas of Bundelkhand: Jabalpur, Sagar, Jhansi, Orchha, Khajuraho, Datia, Sonagir, Gwalior, Morena, Kalinjar, Mahoba, Panna, Baruasagar, Chanderi, Samthar, Deogarh, Chitrakoot & Shivpuri

109 respondents were interviewed in this category and the age group they fell in is depicted in the following graph. As is evident, most of the employers fell into the age group of either between 21- 45. One can thus say that they fall into the young age group, an age when people are more open in their thinking and more prone to adapt new ideas.
Figure 6.B.1
Age profile of Owners/Employers/Managers

Figure 6.B.2
Age of Female Employers

Figure 6.B.3
Age of Male Employers
The income of the respondent group has been depicted in the following graph, as the graph shows 45% of the respondents have an annual income of less than 25,000.

**Figure 6.B.4**

**App. Annual Income of Self**

- Less than 25,000/-: 8%
- 25,000 - 50,000: 39%
- 50,000 - 1,00,000/-: 44%
- 1,00,000 and above: 9%

**Figure 6.B.5**

**App. Annual Income of Self (Female Employer)**

- Less than 25,000/-: 0%
- 25,000 - 50,000: 17%
- 50,000 -1,00,000/-: 79%
- 1,00,000 and above: 4%
Figure 6.B.6
App. Annual Income of self (Male Employer)

As is evident from the above graphs female employers are earning much less than their male counterparts.

The age wise distribution of the annual income of the respondents is shown in the following graph. It is respondents who are in the age group of 35-40, 51-55 and 56-60 who touch the mark of 1,00,000 or above annual income per annum.

Figure 6.B.7
App. Annual Income of Self
The approximate annual family income of 34% of the respondents was in the range of 25,000 – 50,000 and for 31% of the respondent the approximate annual family income was less than 25,000 per annum. This overall shows that there is a lack of financial prosperity in the Bundelkhand region.

**Figure 6.B.8**

App. Annual Family Income

**Figure 6.B.9**

App. Annual Family Income (Female Employer)
Once again the total family income of females is much less than that of the male employers, in fact that is the basic reason that they are there in the employment market, to increase the family income, which without their contribution would be much more less.

The age-wise distribution of the annual family income is as follows.
35% of the respondents were graduates while 9% were post graduates and 14% were uneducated and 8% had a professional qualification.

Figure 6.B.12

Education Profile of Owner/ Employer/ Manager

Figure 6.B.13

Education (Female Employer)
Figure 6.B.14

Education (Male Employer)

There are more uneducated and less qualified female employers as compared to the male employers. There were no professionally qualified female employers, while 11% of the male employers had professional qualifications.

Figure 6.B.15

Education Profile of Owner/ Employer/ Manager with Age Group

The number of family members in each of the respondent’s families is as follows.
Table 6.B.1

Number of family members

<table>
<thead>
<tr>
<th>Number of Family members</th>
<th>Male Employer</th>
<th>Female Employer</th>
<th>Total</th>
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<td>0-2</td>
<td>5</td>
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<td>2-4</td>
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<td>4-6</td>
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<td>30</td>
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<tr>
<td>6-8</td>
<td>11</td>
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<td>8-10</td>
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<td>12-14</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>79</strong></td>
<td><strong>30</strong></td>
<td><strong>109</strong></td>
</tr>
</tbody>
</table>

Total Number of Dependents is as follows

Table 6.B.2

Number of Dependents

<table>
<thead>
<tr>
<th>Number of Dependents</th>
<th>Male Employer</th>
<th>Female Employer</th>
<th>Total</th>
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</thead>
<tbody>
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</tr>
<tr>
<td>12-14</td>
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<td>1</td>
<td>1</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>79</strong></td>
<td><strong>30</strong></td>
<td><strong>109</strong></td>
</tr>
</tbody>
</table>
Earning Members in the family are as follows.

Table 6.B.3

<table>
<thead>
<tr>
<th>Number of Earning Members</th>
<th>Male Employer</th>
<th>Female Employer</th>
<th>Total</th>
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<td>21</td>
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<td>5</td>
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<td>2</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>30</strong></td>
<td><strong>79</strong></td>
<td><strong>109</strong></td>
</tr>
</tbody>
</table>

The job profile of the respondents can be described in the following graph.

Figure 6.B.16

Job Profile of Owners/ Employers/ Managers
97% of the females were actually self-employed, which means they were not working for anybody, but they had their own small businesses, they were small shop owners, Dhaba owners, souvenir shop owners etc.
Figure 6.B.19

Job Profile of Owner/ Employer/ Manager with Age Group

The Number of employees employed by the respondent in his/her organization is as follows

Table 6.B.4

<table>
<thead>
<tr>
<th>Number of employees</th>
<th>Male Employer</th>
<th>Female Employer</th>
<th>Total</th>
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</thead>
<tbody>
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<td>10-20</td>
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<tr>
<td>30-40</td>
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<td>2</td>
</tr>
<tr>
<td>40-50</td>
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<td>--</td>
<td>3</td>
</tr>
<tr>
<td>50-60</td>
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<td>--</td>
<td>1</td>
</tr>
<tr>
<td>60-70</td>
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<td>--</td>
<td>3</td>
</tr>
<tr>
<td>70-80</td>
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<td>3</td>
</tr>
<tr>
<td>80-90</td>
<td>3</td>
<td>--</td>
<td>3</td>
</tr>
<tr>
<td>90-100</td>
<td>1</td>
<td>--</td>
<td>1</td>
</tr>
<tr>
<td>100 and above</td>
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<td>--</td>
<td>1</td>
</tr>
<tr>
<td>Total</td>
<td>79</td>
<td>30</td>
<td>109</td>
</tr>
</tbody>
</table>
24% of the respondents claimed that they do not employ female employees because they felt that it increases their responsibility to take care of them. While 28% said that women workers do not apply for job in this area. 1% respondents also felt that women were not efficient workers and therefore they do not employ them. But the majority, i.e. 47% of the respondents had other reasons for not employing female employees and on being probed said that social reasons are the basic reasons why they do not wish to employ female employees in their organizations.

**Figure 6.B.20**

Reason for Not Having More Women Working in Organization

It has been employers in the age group of 46-50 who have felt that women workers are not efficient workers, while majority of respondents in the age group of 25-30 said that it increases their responsibility if they have women employees working for them.

**Figure 6.B.21**

Reason for Not Having More Women Working in Organization
When questioned whether the respondents had ever had problems as a result of having women workers, 7% of the respondents said yes.

**Figure 6.8.22**

*Ever in the Past Have Had Problems Due to Women Workers Employed in Organization*

Tourism is a seasonal business, especially so in the Bundelkhand Region which is known for its extreme summers and hot *loco* during the months of April to June. It has been given the name of *Indra ka Pradesh* owing to the lush green cover which nature endows on it as soon as the rains come in the months of July and September.

**Figure 6.8.23**

*Business Seasonal in Nature*
The busiest part of the year for those employed directly or indirectly in the field of Tourism is between October and February, this is the time when maximum tourist visits the region. But even so it is only 20% of the employers who say that they have to go in for additional staff during the peak season, the rest manage with the same amount of staff throughout the year.
50% of the employees who were working directly or indirectly in the tourism sector belonged to the Bundelkhand region, 13% had come from outside the region in search of a job and had found one.

Figure 6B.26
Most of the People Work in the Organization Belong To

Increased tourism in the area has made a difference in the daily income of 25% of the respondents to a great extent and for 31% of the employers there has been a somewhat increase in the daily income as a result of increased Tourism.

Figure 6.B.27
Increased Tourism in Area Affect the Increase
In Daily Income (Male Employer)
Female employers had a majority in saying that there was an increase in their daily income due to tourism to a great extent. While male employers did not think that tourism had brought much change in their daily income.
23% of the employers felt that an increase in tourism has made no increase in the employment opportunities in the region while 31% say that there has been an increase in the employment opportunities to a great extent and 32% say that there has been a somewhat increase in the employment opportunities in the region due to increased tourism.
Almost the same amount of male and female employers (30% and 37%) felt that increase in tourism increased employment opportunities in the area.

89% of the respondents were in favour of increase in tourism in the area, while 7% were not sure about whether there should be an increase in tourism or not.
Figure 6.B.34
Tourism in Area should be promoted

Figure 6.B.35
Tourism in Area should be Promoted (Female Employer)

Figure 6.B.36
Tourism in Area should be Promoted (Male Employer)
Only 13% of the respondent felt that there were negative social impacts of tourism, while 78% of the respondents felt that there were no negative social impacts of tourism, and that it should be increased.

**Figure 6.B.37**

Negative Social Impact of Tourism

**Figure 6.B.38**

Negative Social Impact of Tourism (Female Employers)
Both male and female employers believed that Tourism should be promoted in the area and that there were no real negative impacts of tourism and therefore more efforts should be made to increase tourism in the area.

17% of the respondents were of the opinion that increased inflow of outside people in the area has increased problems of sexual harassment of the females in the locality while the majority, i.e. 76% of the respondents felt that there were no such problems.
Figure 6.B.41
Inflow of Tourist in Town Has Increased Chance of
Sexual Harassment of Female in Locality

Figure 6.B.42
Inflow of Tourist in Town Has Increased Chance Of
Sexual Harassment of Female in Locality (Female Employers)
Figure 6.B.43
Inflow of Tourist in Town Has Increased Chance Of
Sexual Harassment of Female in Locality (Male Employers)

As expected there were more of female employers who felt that there were chances of sexual harassment of females in the area if there was increased tourism.

Figure 6.B.44
Inflow of Tourist in Town Has Increased Chance Of
Sexual Harassment of Female in Locality
78% of the respondents want tourism to increase manifold for all round development and progress of the area, while 9% do not want tourism to increase.

**Figure 6.B.45**
Want Tourism in Town to Increase Further

**Figure 6.B.46**
Want Tourism in Town to Increase Further (Female Employers)
More of male employers, than female employers wanted tourism to increase in the area.

46% of the respondents believe that their present job is a direct outcome of increased tourism in the area while 38% did not give credit to tourism for their present jobs.
71% of the respondents said that increased tourism has made women folk of the area more independent and self efficient and self reliant.
Figure 6.B.51
Increase in Tourism in Area Made the Women Folk of Tourism More Independent (Male Employers)

Figure 6.B.52
Increase in Tourism in Area Made the Women Folk of Tourism More Independent (Male Employers)

More of female employers than male employers (87%) felt that increased tourism had made the women folk more independent in the area.
Similarly 83% of the respondents believe that inflow of tourists and increased tourism in the area has created more opportunities for jobs for the women folk of the region.
Figure 6.B.55
Inflow of Tourist Visiting in Area Created More Opportunities
For Women (Female Employer)

Figure 6.B.56
Inflow of Tourist Visiting in Area Created
More Opportunities for Women (Male Employers)
81% of the respondents were found to be in favour of employing women employees in their organization, and a small percentage of 19% of the respondents were not in favour of employing women in their organizations.
More of female employers (92%) were in favour of employing female employees while only 76% of the male employers wanted to employ female employees.
Figure 6.B.61

Favour of Employing Women
Total Number of Respondents ‘N’ = 55

All 55 educated female employee respondents belong to hotels, travel agencies, Dhabas, Emporium, Souvenir shops small shops of flower gift items around the tourist destination at the time of Research survey of Bundelkhand region.

Figure 6.C.1

Age Profile of Uneducated Female Employee

The workforce comprised of young females where only 9% of the respondents were in the age group of 56-60.

Figure 6.C.2

Marital Status Age Profile of Uneducated Female Employee

81% of the respondents were married while 13% were widowed and therefore were in the job market so that they could make the two ends meet to run their households.
91% of the respondents fell into the category of having less than Rs. 10,000/- as annual income.

In fact not just their own incomes but 93% of the respondents said that the total family income also fell below the 25,000/- mark per annum.
63% of the respondents were uneducated and only 5% had studied till the Xth standard. 21% of the respondents had studied till the 5th standard while 11% had studied till the 8th standard.

31% had not continued their education due to financial problem while the majority (54%) was not really able to specify a reason for not having continued their education. 5% even said that they had discontinued their education because they did not have interest in continuing their education.
The majority had joint family system at home, while 46% had nuclear family structure.

22% of the respondents could be put into the category of self employed, while 64% of the respondents could be put into the category of shop keepers, food vendors, weavers, flower sellers, souvenir sellers etc.
Since the female employees were almost all from the informal sector of tourism the nature of their jobs has been put into the 'other' category, 16% had technical jobs and 27% had non technical jobs.

59% had working hours between 6-8 hours every day. 26% had 8-10 hours of work each day while 4% had more than 12 hours of work each day.
71% of the women were found to be working not by choice but because of financial problems. Only 11% were working because they wanted to be self reliant and not dependent on the male members of the family.

84% of the respondents were found to be doing the job that they were doing basically because they did not have any other choice available to them. It is important to remember over here that most of them working in the informal sector. 8% were doing the particular job because they had family pressure on them to do it and 6% were doing it because it was their family business.
53% were quite comfortable with the kind of work environment that had been provided to them.

The accountability of the respondents within the organization is depicted in the above graph.
The majority i.e. 69% had no female boss above them. While 26% had between 1-5 female seniors in the organization.

43% of the respondents did not feel that it was not really necessary that one would have to work harder and work towards higher targets if they have a male boss, while 9% felt that this was always the case. 28% felt this was the case often.
Only 40% respondents felt that female superiors or subordinates are always more cooperative than male superiors or subordinates. While 30% felt that this was not really necessary and 18% felt that this was sometimes the case.

Women respondents were also quite satisfied with the fact that their grievances were being heard and solutions were being found. Only 20% felt that their problems were not being heard.
45% of the respondents were of the opinion that it is necessary for a female employee to be aggressive in the work environment, otherwise success is difficult to achieve. But 28% of the respondents did not feel that it was necessary to be aggressive.

60% of the respondents felt that female managers are generally considered to be less competent as compared to male managers, while 36% did not feel so.
The majority of the respondents, i.e. 72% of them felt that they had not come across any sort of discrimination at the work place.

65% of the respondents felt that they were getting equal opportunities as their male counterparts while being awarded for good performance.
Figure 6.C.23
Job Seasonal in Nature

For most of the respondents the job was not seasonal in nature.

Figure 6.C.24
Most Busy Part of Year

But still the Tourist season, i.e. October to February was busier for them as compared to the other parts of the year.
50% of the respondents felt that increased tourism had not affected their business at all, while 26% felt that their daily income increased to a great extent with the increase in tourism and 17% felt that there was a somewhat increase in the daily income due to increase in tourism.

23% believed that the employment opportunities in the area increased to a great extent due to increased tourism, while 29% felt that this was not at all the case and that there was no increase in employment opportunities as a result of tourism.
78% of the respondents did say that tourism in the area should be promoted, which means that they do realize that increased tourism will be beneficial for them in the long run.

The majority of the respondents did not feel that there would be any negative social impacts of tourism. Only around 15% felt that increased tourism will bring in more negative social impacts on the society which should not be encouraged.
Since the majority of the respondents already feel that there are no negative social impacts of tourism, similarly, 89% of the respondents felt that increased tourism has not increased chances of sexual harassment in the city.

73% of the respondents want tourism to increase further in the city.
49% of the respondents did not feel that their present job is a direct outcome of increased tourism while 34% of the respondents felt that their present job was a direct outcome of increased tourism in the area.
PART – C

FEMALE EMPLOYEE
UNEDUCATED (TILL 10TH)
PART – D

FEMALE EMPLOYEES

EUCATED
Number of respondents ‘N’ = 31

All analysis on the basis of total female educated employee’s respondent available at the time of survey on their working place like hotels, travel agency, way side Dhabas, Souvenirs shops etc.

**Figure 6.D.1**

**Age Profile of Educated Female Employees**

The female employees covered under this category fell into all the age groups but the majorities were in the young age group 21-25. 10% were less than 21 and 19% were in the 26-30 age group. Only 3% of the employees were in the age group of 51-55.

**Figure 6.D.2**

**Marital Status**

Because the majority age group was in the category of 21-25, hence 50% of the employees also married. 44% were unmarried and 6% were widowed.
80% of the females were in the income bracket of less than Rs. 25,000 per annum. Only 4% of the respondents were in the income bracket of 1,00,000 and above.

When the complete family income was taken into consideration, 19% of the respondents were in the income group of 1,00,000 and above and 51% were in the income group of less than 25,000/- per annum.
19% of the respondents had some or the other professional qualification, while 13% had done their post graduation and 29% were plain graduates. 39% of the respondents had just passed their 12th class examination.

The majority, i.e. 69% had joint family structure while 31% had nuclear families.
26% of the respondents fell into the category of managerial job, 13% in secretarial jobs, 3% each were in the category of cook, field work, guides etc. the other 46% were in the category of others.

52% of the respondents had non technical jobs and 24% had secretarial jobs, while 17% had technical jobs to do.
56% of the respondents worked an average of 6 to 8 hours a day, while 32% worked for 8-10 hours. There were only 3% of the respondents who worked for 12 or more hours a day.

The majority, i.e. 41% of the respondents were of the opinion that they were doing a job so that they could be self dependent and self reliant and not depend on father/brother/husband for a livelihood. While 6% respondents were honest enough to say that they were working due to family pressure and left alone they would not have been doing this job. 31% respondents owned the fact that financial constraints had
forced them to work so that they could contribute to the family income and be financially more secure.

**Figure 6.D.11**

**Reason for Choice of Career**

50% of the respondents owned that they were doing the particular job due to interest in it, while 32% said that they had no other career option and had to therefore take what they got. They had no alternative. 9% each gave the credit of their job either to family pressure or to the fact that it was a family business.

**Figure 6.D.12**

**Work Atmosphere in Organization**

50% of the respondents said that the work atmosphere in their organization was comfortable and while 36% said that the atmosphere was very comfortable and 14%
said it was just average, surprisingly no respondent said that the atmosphere was uncomfortable.

**Figure 6.D.13**

*Accountable To*

51% of the respondents were generally accountable directly to the owners, (other) as the organizations they were working in were very small. 28% were accountable to the supervisor and 21% were accountable to the manager.

**Figure 6.D.14**

*Subordinates under Direct Control*

48% of the respondents had 3-5 workers working under their supervision, while 35% had more than 10 employees working under them.
Out of all the respondents questioned, 73% of the respondents had no female subordinate, while 19% had 1-5 female subordinates and 4% had 5-10 female subordinates and 4% had more than 10 female subordinates working under them.

On the other hand 64% of the respondents had no female supervisor working over them and 36% had between 1-5 female supervisors working over them.
While 42% of the respondents felt that to work with a male supervisor means giving more cooperation and achievement of higher targets, 195 did not totally agree with this statement. 27% felt that this was the case sometimes and 12% felt that this was often the case.

Figure 6.D.18
Female Superiors are more Cooperative Than Male Counterpart

Though 28% of the respondents did not feel that female superiors are better than their male counterparts, 40% felt that they were always better, while 16% felt they were often better and 16% felt that they were sometimes better.
The respondents felt that female it is easier to settle grievances with female subordinates as compared to male subordinates. Though 21% did not necessarily feel that this was the case.

52% of the respondents felt that it was true that women were given those assignments which involved greater involvement and commitment. Though 22% did not agree with this and said this was not the case, while 26% felt that this was the case only sometimes.
70% of the respondents were of the opinion that yes it is necessary to be aggressive in order to be successful in this man’s world. While 19% felt that this was the case sometimes and 11% did not think it was necessary for a female employee to be aggressive in order to be successful.

Figure 6.D.22

Female Managers are Perceived to Be Less Competent As
Compared to Male Managers in Organization

Only 23% of the respondents felt that it was true that female managers are perceived to be less competent as compared to their male counterparts in the organization. A vast majority, i.e. 65% of the respondents did not feel that the female manager was perceived as anything less as compared to the male manager.
Figure 6.D.23
Women Managers are sent for Different Training Programmes in Order to Achieve Top Managerial Positions

As far as the question of being sent for training programmes was concerned 53% were of the opinion that they were sent for training programmes to enhance their skills, though 47% did not agree with this concept.

Figure 6.D.24
Things Taken Into Account While Preparing Career Path

The majority of the women employees (35%) felt that it was most necessary take into consideration their family responsibilities before they can decide on their career path. For 23% ambition was important and for 19% the career chosen by them was the easy option available to them.
For 36% of the respondents sexual discrimination was a major problem while for 29% partiality was a problem and for 36% there were other reasons, this included family problems, responsibilities and other social problems.

There were only 18% of the respondents who had heard or experienced discrimination at work.
41% of the respondents had jobs, which demanded travel, while 59% had jobs demanding no travel.

Out of those respondents who had a traveling job, 76% responded that their family helps them in managing household affairs when they have to go out of town. While 24% said that this was a problem area, as they faced problems in managing household affairs when they have to travel for official work.
92% were emphatic that there was no family pressure to leave job and only 8% said that they were facing pressure from home for leaving the job and devoting full time to their households.

For only 17% of the respondents the job was seasonal in nature, while for the rest the job continued uninterrupted throughout the year.
For 25% of the respondents an increase in tourism in the area has brought about an increase in their daily incomes. 43% felt that it had not brought about any change in their incomes and 21% felt that the increase was a little bit and 11% were not sure that any change in income had been made as result of a change in tourism in the area.

The majority agreed to the fact that an increase in tourism had increased the employment opportunities in the area. While 42% said that this increase was to a great extent, 34% said that this increase was somewhat. Only 7% said that no increase in
Employment opportunities had been made and 17% were unsure of any effect which tourism may have made on the employment opportunities in the area.

Other than 6% of the respondents all the rest were in favour of increasing tourism in their areas.

**Figure 6.D.33**

*Negative Social Impact of Tourism*

Only 3% of the respondents said that tourism brings negative social impacts with it, otherwise the majority did not agree that there were negative social impacts of tourism on the society.

**Figure 6.D.34**

*Inflow of Tourist in City Has Increased Chances of Sexual Harassment of Females in Locality*
While the majority, i.e. 86% of the respondents said that inflow of tourist in the city did not increase cases of sexual harassment, a small percentage, i.e. 7% said that yes this did happen and 7% were unsure about it.

Figure 6.D.35
Want Tourism in Town to Increase Further

As expected the majority, i.e. 97% of the respondents want tourism to be promoted further. While 3% are unsure about it, but no one is opposed to increasing tourism.

Figure 6.D.36
Present Job Is Direct Outcome of Increased Tourism in Area

49% gave the credit of their present job to tourism and 34% did not think that their present job had anything to do with tourism, 17% were unsure of whether the credit for their job should be given to tourism or not.
### Table 6.D.1

**Earning Members – Female workers**

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### Table 6.D.2

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**Children – Female workers**

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