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A researcher is persuaded to believe that the motivation for research is often born out of a small curiosity which gradually engages one's attention so much that, one is dragged into its vortex unawares. It happened like that with me in the beginning. Being a woman myself, the curiosity, that began like an itch, to understated the predicament of women employee very soon urged me to attempt this empirical study. But once I was into it, I was lost in the tangles that research of every kind subtly throws up all around the researcher from time to time. I desperately sought someone's experience, vision as well as guidance to rescue me from a veritable wilderness I was in. It was then, at every possible turn when I would lose my way, that my Supervisor, Dr. Rajeev Sadan through his meticulous supervision and guidance would infuse strength and confidence in me and cleared the confusions that used to plague me quite so much. I am really fortunate to derive an eternal source of inspiration from his profound scholarship and rich experience. I am deeply indebted to him for his constant encouragement and valuable council throughout my research study without which this work would not have been completed.

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Now that I am at the end of it all I seek to undertake here that I, alone, am responsible for all the omissions and commissions in this work, while the merit of the work will be shared by all those mentioned in this pages.