CHAPTER VII
Summary, Conclusions
and
Suggestion’s
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SUMMARY, CONCLUSIONS AND SUGGESTIONS

This Chapter highlights on the overall summary of the present study, major conclusions drawn by the researcher and important suggestions made by the researcher to overcome the problems.

After having been studied the various aspects of working women in Marathwada region, here the researcher is giving the summary of main findings. The finding and the conclusion will be useful to the to understand the problems and finding the better solution on various working women in public sector and private sector of Marathwada region. The study of important aspect of working women problems, gender issue, harassments at work place and ill-treatment at work place faced by the working women has been analyzed. The need for the above said problems is studied. The main findings and conclusion have been derived by the researcher on the basis of the available data of the field.

This chapter is divided into six different parts i.e.

A. Summary of the present study.
B. Major Conclusions
C. Important Implications
D. Overall Conclusions
E. General Observation and
F. Scope for Further Research

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A) Summary of the present study.

1) Introduction
The first chapter deals with a brief introduction, background of the study, research methodology and its limitation. The sources of data and objectives of the research have been discussed and on the basis of hypothesis the method used for primary survey, the objectives of statistical test and different questionnaire have been clearly mentioned. This chapter also gives the chapter scheme of the study.

2) Review of Literature
This chapter deals with the overall review of the literature available on the concerned topic. Literature is most important part of any research. It includes, review which has been taken form research papers and books regarding the research topic. This chapter is divided into three different parts i.e. review of Research Articles, Review of Books, Reviews of published and unpublished material.

3) Profile of public & private sector organizational units
The chapter third highlights on the profile of public sector and private sector organization units. It deals with all details of private and public sector organization. The chapter gives importance of private sector in Indian economy. It also gives the details role of public sector in India & Causes for the expansion of public enterprise. This chapter also gives the details of Problem of Public Sector Enterprise and Evolution of Privatization Policy in India.
4) Socio-economic development of working women in Marathwada region

The Fourth chapter highlights on the basic premise of research by taking an overview of the area of study. Geo-economic, topographical context is also presented in brief. The chapter gives the district wise socio-economic development of Marathwada region like classification of main and marginal workers, employment in different sector, It also highlights on the investment and employment in approved SEZ in Maharashtra state, status of co-operative industrial estates, MIDC at a glance, financial service in Marathwada region like the banking service in Marathwada region.

5) Performance Appraisal & Problems of Working Women In Public & Private Sector Organizations

This chapter is consisting of the current scenario of working women. It highlights the performance level of working women like how well women are performing in their jobs. It also focuses on studying the different types of problems which a working woman faces in her professional and personal life. This chapter enumerates the different problems of working women like workplace problems, family problems, financial problems, socio-economic problems and psychological problems.

6) Data collection and Analysis

This chapter shows the analysis of data which is collected through the questioners. The questioners are get filled by the ladies working in public
and private sector bank, insurance, industries and MBA colleges. This chapter shows the percentage results of various aspects like reason for working, women financial problems, social problems, workplace problems, family problems etc.

7) Summary, Conclusions and Suggestions
This Chapter highlights on the overall summary of the present study, important conclusions drawn by the researchers and important suggestions made by the researchers to overcome the problems which found in this study.

B) Major Conclusions

1. 77.20 percent women are satisfied as being women and 4.8 percent women are not satisfied to be women and remaining 18.00 percent women avoided to answer this question. (Table No:- 6.1)

2. In public sector 78.8 percent women are satisfied as being working women and 3.2 percent women are not satisfied to be working women and remaining 18.00 percent women have not responded. (Table No:- 6.2)

3. 82.8 percent women in private sector are satisfied as being working women and 2.00 percent women are not satisfied to be working women and remaining 15.20 percent women have not answered the question. (Table No:- 6.2)
4. In public sector 75.6 percent women are satisfied with their work and 6.4 percent women are not satisfied with their work, other remaining 18.00 percent women avoided to answer this question. (Table No:- 6.3)

5. In public sector 77.6 percent women are satisfied with their workplace and 4.4 percent women are not satisfied with their workplace and remaining 18.00 percent women have not responded. (Table No:- 6.4)

6. In private sector 77.6 percent women are satisfied with their workplace and 6.8 percent women are not satisfied with their workplace and remaining 15.6 percent women have not answered the question. (Table No:- 6.4)

7. In public sector 36.8 percent women work for their financial need, 41.6 women work for their happiness and 9.2 percent women work for just time-pass. 12.4 percent women have not responded on this aspect. (Table No:- 6.5)

8. In private sector 36.8 percent women work for their financial need, 0.4 percent women work due to their family pressure, 39.6 women work for their happiness and 13.2 percent women work for just time-pass. (Table No:- 6.5)

9. In Aurangabad district from public sector 10.00 percent women feel gender difference at their workplace, 65.71 percent women
don’t feel any gender difference at their workplace. (Table No:- 6.6)

10. In public sector 5.00 percent women feel gender difference at their workplace from Jalna district, 55.00 percent women don’t feel any gender difference at their workplace. In private sector, 5.00 percent women feel gender difference at their workplace, 55.00 percent women don’t feel any gender difference at their workplace. (Table No:- 6.7)

11. In public sector 5.00 percent women feel gender difference at their workplace in Beed district, 50.00 percent women don’t feel any gender difference at their workplace. In private sector, 5.00 percent women feel gender difference at their workplace, 65.00 percent women don’t feel any gender difference at their workplace. (Table No:- 6.8)

12. In Aurangabad district from public sector 10.00 percent women face some types of ill-treatment or any type of mental or physical harassment by their bosses at their workplace and 82.86 percent women don’t face any type of ill-treatment or any type of mental or physical harassment by their bosses at their workplace. In private sector, 7.14 percent women face some types of ill-treatment or any type of mental or physical harassment by their bosses at their workplace. 92.86 percent women don’t face any type of ill-treatment or any type of mental or physical harassment by their bosses at their workplace. (Table No:- 6.14)
13. In Aurangabad district from public sector, 2.86 percent women face ill-treatment like late-marks in their organizations, 1.43 percent women face ill-treatment like memo, 4.29 percent women face ill-treatment like heavy workload and 1.43 percent women face ill-treatment like stopping their increments. In private sector 1.43 percent women face ill-treatment like late-marks in their organizations, 5.71 percent women face ill-treatment like heavy workload and remaining 92.86 percent women have not responded to this aspect. (Table No:- 6.22)

14. In Aurangabad district from public sector, 61.43 percent women said that if they failed to complete their work on time, their bosses understand their problems. In private sector, 60.00 percent women said that if they failed to complete their work on time their bosses understand their problems. (Table No:- 6.27)

15. In public sector, 25.00 percent women say that they face problems related to promotion because they are women, 45.00 percent women said that sometimes they face problems related to promotions, in public sector, 5.00 percent women said that they face problems related to promotion because they are women, 65.00 percent women said that sometimes they face problems related to promotions in Jalna District. (Table No:- 6.36)

16. From Nanded district in public sector, 10.00 percent women said that they face problems related to promotions, 80.00 percent women said that sometimes they face problems related to
17. In public sector, 4.00 percent women said that they face problems related to promotions, 90.00 percent women said that sometimes they face problems related to promotions. (Table No:- 6.43)

18. In public sector, 8.00 percent women said that they face male dominance at their workplace. In private sector, 14.00 percent women said that they do not face male dominance at their workplace, 68.00 percent women said that sometimes they face male dominance at their workplace in Nanded District. (Table No:- 6.51)

19. In public sector, 55.00 percent women said that the behavior of their customers is good, In private sector, 75.00 percent women said that the behavior of their customers is good in Jalna District. (Table No:- 6.61)

20. From Aurangabad district in public sector 12.86 percent women face some types of ill-treatment or any type of mental or physical harassment by their male colleagues at their workplace and 80.00 percent women don’t face any type of ill-treatment. In private sector 4.29 percent women face some types of ill-treatment or any type of mental or physical harassment by their male colleagues at their workplace and 95.71 percent women don’t face any type of ill-treatment. (Table No:- 6.68)

21. In Aurangabad district from public sector 5.71 percent women face interference of their male colleagues in their work, 2.86
percent women face ill-treatment like increase/decrease in work, 5.71 percent women face ill-treatment like any type of verbal abuse. In private sector 2.86 percent women face interference of their male colleagues in their work, 2.86 percent women face ill-treatment like any type of verbal abuse. (Table No:- 6.76)

22. In public sector, 10.00 percent women prefer to complain their higher authorities, 55.00 percent women prefer to handle the problems at their own. In private sector, 25.00 percent women prefer to complain their higher authorities, 50.00 percent women prefer to handle the problems at their own in Beed District. (Table No:- 6.82)

23. Parbhani district in public sector, 45.00 percent women live in nuclear family, 5.00 percent women live in joint family and 50.00 percent women avoided to answer the question. In private sector, 40.00 percent women live in nuclear family, 10.00 percent women live in joint family and 50.00 percent women avoided to answer the question. (Table No:- 6.91)

24. Nanded district in public sector, 66.00 percent women live in nuclear family, 32.00 percent women live in joint family. In private sector, 54.00 percent women live in nuclear family and 42.00 percent women live in joint family. (Table No:- 6.95)
25. In public sector, there is low level of anxiety among 44.40% working women, 35.60% working women face average level of anxiety and very few i.e. 0.80% working women face high level of anxiety. Whereas in private sector, there is low level of anxiety among 38.00% working women, 41.60% working women face average level of anxiety and 0.80% working women face high level of anxiety. (Table No:- 6.140)

C. Important Implications:-

1. Involvement of women in economic activities should be encouraged by the relatives and society.

2. Salaries should be increased and facilities of pension should be provided to working women. Salaries also must be paid on right time.

3. Working hours should be short for women and overtime is not necessary.

4. Considering the interest of women in economic activities, Government should provide them such opportunities at their own door to improve their economic conditions.

5. In case of divorced or separated persons, government and semi government agencies should give special attention for their upliftment.
6. The biggest obstacle to progress of Marathwada region is considered to be the lack of ambition among women ambition nourish the achievement motivation and help to bring about economic growth and development. Hence, autobiography of successful working women should be included in the syllabus of secondary, higher secondary and college level education.

7. There should be special training programs for women who are willing to work. The training programs should be of short duration and organized at village level also. So that women can spare their time from their busy schedule. The frequency of these training programs should be increased and follow up must be done. The success of working women mainly depends on training.

8. All the family members should give full support to working women wherever possible. Family members should know that she is working for survival of family.

9. Awareness should be created among friends, relatives and society regarding necessity of women involvement in economics activities for the development of region and country.

10. Stress Management Training (SMT) is employed by many organizations today as a method to get employees to either work through regular stress or to control their stress levels. The idea is to maintain stress levels below instances of burnout.
11. There is already a rule that allow spouses to work in the same or closer places. It should be fully implemented and further change should be made to ensure that husband and wife will be able to work in the same or closer places throughout their career.

12. There should be preferential housing arrangements from the government for the women officers working with them.

13. There should be daycare facility in every field station to facilitate better childcare and reduce tension of the mothers working.

14. They should be given adequate logistic support, such as transport, staff and so on. Such facilities should be evenly distributed among all.

15. There should be decent and separate toilet and prayer room in accordance with the social norms for the women.

16. The training and promotion should be based on performance; and women should be given preference or quota could be preserved for them.

17. Women should be transferred less frequently, if they prefer it.

18. There should be a social awareness initiative to reduce “double burden” of the working women. Men should be encouraged from childhood to share household work with women. Media could be mobilized on this regard.
19. There should be clear and effective rule and system to deal with the issues of sexual Harassment.

20. Globalisation had brought about structural changes that have been impacting gender. Apart from employment, it has affected sustainable development, has led to state withdrawing from commitments to social sector. This has affected women adversely.

21. Along with employment, women in Maharashtra need property rights, right to live, equitable share in family resources and voice in all decision making forums. What kind of rights women in Maharashtra have, indicate their level of well-being. Human Development is a process of enlarging women choices.

D. Overall Conclusions

It was found in the study that the working women transferred to the field positions face certain problems. The research questions in this study proved into the underlying social, administrative and familial factors causing these problems. The major problems they face are: lack of security, inadequate housing facility, dual responsibility of job and household chore, un congenial working environment and family interference in the profession. Almost two thirds of the respondents feel highly insecured.

Most of them also find the housing facilities inadequate; in fact, it is the number one problem to them. Dual responsibility of job and household chore is one of the biggest problems for them as noted by
almost all of the respondents. Nearly half of them find the working environment uncongenial. Interference by the family is also an important problem for them.

It was evident the working women under 36 years of age face more problems on job but there was no significant relationship between age and problems as were found in the analysis. Most of the respondents agreed that there are more problems in the job. The society perceives women as soft and unfit for taking challenges. Male colleagues and superiors pass negative comments to them; subordinates do not cooperate. In many cases, they face hurdle to take radical step to meet emergency situation. They are often discriminated against their male colleagues by the authority. They are given less important desk-work and poorly evaluated. They have to face some unwanted situations that men usually do not face. Often they have to encounter some aggressive attitude from the people, and the professionals deal with them in a way that is unwanted.

E. General Observations:-

1. With the advent of industrialization and modernization, women have assumed greater responsibility, both at home and in the world of work. This is reflected in the increasing work participation rate of women which was 19.7% in 1981 and rose to 25.7% in 2001. However, this is still low compared to male work participation rate, which was 52.6% in 1981 and 51.9 % in 2001.
2. The number of women in the reorganized sector was 4.95 million on 31st March 2001, of whom 2.86 million were in the public sector and 2.09 million were in the private sector. The number rose to 5.120 million on 31.03.2006, and of these women, 3.003 million were in the public sector and 2.118 million were in the private sector.

3. The Government of India has undertaken several initiatives to provide support to working women. Some of these initiatives are:

- Rajiv Gandhi National Crèche Scheme for the Children of Working Mothers
- Working Women Hostels with Day Care Centers
- Swavlamban, erstwhile Setting up of Employment and Income Generating Training – cum –Production Units for Women (NORAD) transferred to the States with effect from 01.04.2006
- Support to Training and Employment Programme for Women (STEP)
- Swayamsidha
- Priyadarshini, Women Empowerment and Livelihood Programmes in the Mid Gangetic Plains
- Rashtriya Mahila Kosh (RMK)
4. The literacy rate of female, which was 8.86% in 1951 rose to 54.16% in 2001. Women work participation rate, which was 19.7% in 1981, rose to 25.7% in 2001. The data base also brings out the areas where the progress has been slow if not retrograde.

5. The Ministry of Women and Child Development, Government of India has undertaken several programmes and assists voluntary organizations providing services to various groups of women. Working women, widows, women in distress, and women from vulnerable backgrounds are in need of special services.

6. To create an enabling environment to enhance the self-confidence and autonomy of women so that they can take their rightful place in the mainstream of the nation’s social, political and economic life, the Government has started the following programmes for women empowerment.

7. The Government of India has a framework for empowering women outlined in the policy document “National Policy for Empowerment of Women (NPEW), 2001”. The Ministry has also launched “National Mission for Empowerment of Women” on 8th March 2010 to monitor effective implementation of various schemes and ensure that benefits accrue to women.

8. So far 876 working women hostels (WWH) have been sanctioned throughout the country. In 2008-09, additional 11 new working women hostels were sanctioned benefitting 933 women. The
number of working women hostels sanctioned, number of working women benefited, hostels with day care centers, and number of children benefited till March 2009.

9. Swawlamban, the erstwhile Training-cum-Employment Programme for Women provides skill training to women to facilitate their employment or self-employment on a sustained basis in traditional and non-traditional trades. Till December 2002, 902 projects including 262 continuing projects benefiting 58,458 women were sanctioned. With effect from 1.4.2006, Swawlamban is being transferred to the States.

10. 876 Working Women Hostels have been sanctioned benefiting 63,989 women, with 321 having Day Care Centers, benefiting 8442 children in 2009.

F. Scope for further Research

Due to time and cost constraints this study covers only the problems and prospects of working women in public and private sector organization in Marathwada region, but for the post doctoral research it needs to cover all the organized and un-organized sector. To the other researcher it will provide the wider scope to study problems and prospects of working women in Maharashtra state. The researchers can go for comparative study also with Maharashtra state and other state; they can go for national and international level also and can study the working women with some topics like A comparative study of working women in private and public sector in India, Impact of working women on the joint family and A study on the health hazards of working women.