CHAPTER – VI
CONCLUSION

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. To increase the employment among women, several initiatives have been taken by Government of India, and programmes have been launched for the economic empowerment of women. To enhance the self-confidence and autonomy of women, the government has stated certain programmes for women’s empowerment so that they can take their rightful place in an enabling environment in the mainstream of the nation’s social, political and economic life.

The following programmes are the support measures for women’s empowerment: They are listed below:

Support Measures for Women

- Rajiv Gandhi National Creche Scheme for the Children of Working Mothers
- Integrated Child Development Services (ICDS)
- Working Women’s Hostels with Day Care Centres
- Swawlamban, erstwhile (NORAD)
- Support to Training and Employment Programme for Women (STEP)
- Mahila Samakhya (MS)
- Swayamsidha
- Rashtriya Mahila Kosh (RMK) (credit to women)
- Short Stay Homes for Women and Girls (SSH) (for women in distress)
- Condensed Courses of Education for Women (CCE)
- Family Counselling Centres (FCC)
- Innovative Scheme (for women and children not covered by others schemes)
- Swa-Shakti Project (SSP)
- Swadhar Scheme for Women in Distress
- Women Help Lines
Awareness Generation Project
- Ujjawala Scheme for Combating Trafficking

So, it is very happy to know that women are supported by the government through the above schemes. It is also noticed that Swadhar-scheme and Short stay homes for women and girls for Women in Distress are given importance by the government.

From the Study it is concluded that majority of the women are stressed during their menopause stage especially in IT/ITES sector. This stress affects the job satisfaction of working women.

In developing countries like India, the awareness of menopause health is very less and so is the menopause with respect to coping strategies. Owing to the conservative cultural tendency in India are open to discuss issues and adopt suitable remedies.

Menopausal symptoms are a consequence of fluctuations in hormones such as estrogen, testosterone, and progesterone; it is possible to come up with a menopause treatment for this imbalance. But women are not ready to go for the treatment because they are frightened of the surgical treatment and hormone replacement therapy since it leads to breast and ovarian cancer along with heart disease and blood clots. Women agree that the most effective treatment for menopause is to combine a few changes in lifestyle with alternative menopause treatment options.

This study hence throw light to working women in IT & ITES industry in creating awareness about menopause problems and symptoms. It also indicates appropriate stress coping strategies to be adopted by the working women and the HR of the organization. These coping strategies when adopted can help women to reduce stress and increase job satisfaction so that the potential of the women can be utilized effectively without compromising on the health aspect.
LIMITATIONS OF THE STUDY

- Only IT & ITES companies of women employees in industry sector are concentrated for the study.
- Women employees who work as executives from the age group of 20 to 54 years of age are only concentrated for the study.
- The Questionnaire was filled based on the employee’s opinion. The improper opinion may also affect the nature of the results.
- The researcher has collected the data from Chennai, Hyderabad, Bangalore and Pondicherry only for the study. So, the results may vary if other parts of the country are taken into consideration.
- Travelling distance and meeting people are the major limitations of the study.
- There could be other biological stress factors could have caused stress and it is not a part of the study.

SCOPE FOR FURTHER STUDY

- With the same perspective, the study can be further extended to other parts of India.
- A comparative study can be done on the pre, peri and post phase of menopausal women.
- The researcher has concentrated on the categories of pre, peri and post menopause. But post menopause was less in number and so it is advisable for the future researchers to concentrate on the post menopause in large on the same industry or in different sector.
- With the help of the same or other extra variables, the study can be further extended to other sectors like banking, insurance, education, nurses and doctors etc… On menopause women.