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ECONOMIC EMPOWERMENT OF WOMEN IN CENTRAL GOVERNMENT JOBS WITH SPECIAL REFERENCE TO TUTICORIN DISTRICT

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ABSTRACT:

The primary objective of the study is to analyze the economic empowerment of central government women workers in Thoothukudi District. The research is based on primary and secondary data both. The primary data were obtained from the direct respondents of 120 central government women workers from bank and postal department of Thoothukudi district using simple random sampling method. Secondary data was taken from research papers, journals, magazines, and websites. For data analysis, percentage analysis, tabulation, averages, standard deviation, Garret ranking method, chi square test, stepwise multiple regression analysis, and probability analysis tools are used. The data relates to the month of June 2017. It has been observed that in the case of the bank employees the dominant central government women workers relate to nearly 71 percent of the sample respondents belong to clerk. 8 percent of the respondents belong to officer and the remaining 21 percent of the women labourers are engaged in office assistant. Whereas, in the case of postal employees the dominant central government women workers relate to nearly 63 percent of the sample respondents belong to clerk. 4 percent of the respondents belong to officer and the remaining 33 percent of the women labourers are engaged in office assistant. The present study provides sufficient evidence to the fact that women workers got employment through central government laid the seeds for economic empowerment of women. The possible outcomes of women empowerment through central government jobs are justifiable livelihoods, acquired decision making power, enhanced health and education, enriched social dignity and better status for women. The study has proved that central government employment has abridged the incidence of poverty through an upsurge in income, motivating & challenging work empowered women by enhancing their influence to household income and growing the value of their assets. Thus, central government employment no doubt empowered the women and paid meaningfully to the socio-economic development of women.

KEYWORDS: empowerment, job satisfaction, career growth, responsibilities, decision making power.

INTRODUCTION:

Human resource has the greatest possible to grow and upsurge provided the right climate is provided to them. Human resources are vibrant and perform in a different way. Since independence, India is suffering from plain socio-economic problems. Poverty has become a main danger to the economic development of our country. The planners and policy makers believed is to classify positive opportunities and procedures to check the wide spread of poverty. The vicious circle of poverty in India has a much greater impact in women. Women involve nearly 70 percent of the total population and they live Below Poverty Line (BPL).

Women hurt from starvation, illiteracy, joblessness, lack of awareness and poor healthcare.

Empowerment of women is the only medicine to this problem. Empowerment of women means developing them as more aware individuals, who are politically active, economically productive and independent and are able to make intelligent discussion in matters that affect them¹. Women's empowerment is seen as the process and the result of the process of enabling women to gain equal access to and control over the resources (material, human and intellectual)².

Job is not only a main source of income but also an important component of life³. The satisfaction is very important in all aspects of any profession; the occurrence of skills, knowledge and competencies depends upon the satisfaction of behavior of individuals⁴. Developing a sense of self-worth, a belief in one's ability to secure desired changes and the right to control one's life⁵.

Job satisfaction is highly desirable in life; lack of satisfaction in job can create trouble for working women. It is seen that lower level of employee satisfaction can lead to multiple problems in any organization⁶. Women, as a group, have been fighting against dowry, sale of girls, domestic violence, and child marriages etc⁷.

During the last six decades, development planning for women straddled theories as disparate as welfare, development, equality, efficiency & empowerment⁸. Empowerment is a way of acquiring the ability and opportunity to participate in decision making and implementation of decisions with proper knowledge of self-dignity and self-confidence⁹. Empowerment of women is nothing but women who live their own life in which they think appropriate, on the basis of their condition of family circumstances, qualities and capabilities of those things, and consider themselves as the best judges¹⁰.

Economic empowerment of women, including reduction of female poverty require programmes that focus on identifying, developing and promoting alternative approaches to increase women's access to and control over the means of making a living on a sustainable and long term basis¹¹. Different indicators of human development show that women have lesser access to property, resource, education, health facilities, medical care and lower percentage in earned income and finally lower participation in job market, if not least, in decision making power also¹². The primary objective of the study is to analyze the economic empowerment of central government women workers in Thoothukudi District.

OBJECTIVE OF THE STUDY

The detailed objectives of the study are

1. To study the socio-economic conditions of the sample women respondents in the study area.
2. To understand the nature of work of bank and postal department women workers.
3. To examine the economic impact of central government women workers
4. To analyse the central government women workers acquired decision making power after joining bank and postal department
5. To study the job satisfaction of central government women workers.

METHODOLOGY

The research is based on primary and secondary data both. The primary data was collected through a questionnaire designed exclusively for the study. The primary data were obtained from the direct respondents of 120 central government women workers from bank and postal department of Thoothukudi district using simple random sampling method. Secondary data was taken from workers unions, the office of the Labour and Employment and district officials, Thoothukudi and District Industries Centre, Thoothukudi, research papers, journals, magazines, and websites. Moreover, the secondary data were collected from journal like Southern Economics, Economic and Political Review and a number of standard reference books were referred to acquire relevant works on women empowerment. For data analysis, percentage analysis, tabulation, averages, standard deviation, Garret ranking method, chi square test, stepwise multiple regression analysis, and probability analysis tools are used. The data relates to the month of June 2017.

SOCIO-PERSONAL CHARACTERISTICS OF RESPONDENTS

Variable	Categories	Bank(n=90)	Postal department(n=30)
		Percentage	Percentage
Age	Young (25-35)	27	34
	Middle (35-45)	43	51
	Old (45-55)	24	12
	Above-55	6	3
Education	Hr. Sec	19	17
	Graduate	25	28
	Post graduate	8	14
	Technical	27	23
	Diploma	21	18
Family Size (year)	Less than 3	27	32
	Low (3-6)	49	44
	Medium (6-9)	21	19
	Large (9-12)	3	5
Family Type	Nuclear Family	79	87
	Joint Family	21	13
Marital Status	Married	82	91
	Unmarried	18	9
Nature of Work	Officer	8	4
	Clerk	71	63
	Office Assistant	21	33
Experience in years	Below 5	18	28
	5-10	14	41
	10-15	22	12
	Above 15	36	19

Source: Survey Data

ANALYSIS OF DATA AND INTERPRETATION

The socio-economic characteristics of sample central government women workers from bank and postal department of Thoothukudi district were analyzed and presented in the above table.

In the case of bank employees the percentage of middle age respondents is more i.e., 43% and in the postal employees, it was also more i.e., 51%. As per the survey, middle age group's involvements is higher than that of old and young age groups and mean size of the family worked out to be 41.38 years in the bank women and 50.02 years in a postal employees of the study area.

Further, results revealed that in bank employees 19% of the respondents had higher secondary education, about 25% had graduate, about 8% possessed the post graduate level education, about 27% possessed technical education and only about 21% had pursued diploma. In the postal employees, 17% of the respondents had higher secondary education, about 28% had graduate, about 14% possessed the post graduate level education, about 23% possessed technical education and only about 18% had pursued diploma.

Results on family size categories indicate that in the bank employees majority of the respondents i.e., 49 percent of families are having less than 6 sizes ranging from members and mean size of the family worked out to be 4.23 years. In the case of the postal employees, it was 44 percentage and mean size of the family worked out to be 4.01 years.

Results on family type in bank employees revealed that 79 percent of the respondents belonging to the nuclear family and in the postal employees it was 87%. This clearly indicates the declining of the joint family system. Table supplementary shows that a considerable number of the women respondents are married. They constitute 82 per cent of the sample and the rest 18 per cent is unmarried in the bank and in postal employees 91 per cent of the sample respondents are married and the rest 9 per cent are unmarried.

It has been observed that in the case of the bank employees the dominant central government women workers relate to nearly 71 percent of the sample respondents belong to clerk. 8 percent of the respondents belong to officer and the remaining 21 percent of the women labourers are engaged in office assistant. Whereas, in the case of postal employees the dominant central government women workers relate to nearly 63

percent of the sample respondents belong to clerk. 4 percent of the respondents belong to officer and the remaining 33 percent of the women labourers are engaged in office assistant.

The above table reveals that in bank and postal women a considerable number of respondents that is 18 and 28 per cent of them, have less than 5 years of experience and 14 and 41 per cent have 5-10 years of experience. The rest i.e. 22 per cent and 12 per cent in the bank employees have 10-15 and above 15 years of experience and in postal employees 36 per cent and 19 per cent have 10-15 and above 15 years of experience respectively.

Assessment of contribution of Independent Variables to economic impact of central government women workers

In order to assess the contribution of independent variables to the economic impact of central government women workers, stepwise multiple regression analysis was carried out.

Summary of step wise multiple regression dependent variable economic impact

Variables in Equation	Multiple R	R ²	F	P	Beta
Income	0.9712	0.95	172.14	0.01	0.97
Education	0.9808	0.97	157.36	0.01	0.63
Family Status (size)	0.9811	0.98	128.92	0.01	0.07

It is inferred from the table that three of the variables were entered into the equation and the order of inclusion was as follows monthly income, education and family status. It is observed from the results that as each of the additional variables was included, the values of multiple R and R² increased. It indicates that the income of the respondent, education and family status were the best set of predictors of the economic impact of central government women workers having the combined contribution of about 95 per cent. Change in any one of the variables, while others kept constant, revealed that it was the income of the respondent which had the highest contribution to the economic impact of central government women workers followed by education and family status respectively. Thus stepwise regression analysis revealed that the income of the respondents, education and family status were the best set of predictors of the economic impact of central government women workers. Among these variables, income had a greater influence on the economic impact of central government women workers.

Garrett's Score for Job satisfaction

Sl. No.	Job satisfaction	Average Score	Rank
1.	Motivating & challenging work	71.36	I
2.	Admiration by colleagues	50.24	V
3.	Working hours of job	34.86	X
4.	Chance for more development	55.24	IV
5.	Prospect to develop abilities	45.07	VI
6.	Job security	65.38	II
7.	Chance for career growth	43.51	VII
8.	Promotion	38.22	IX
9.	Job responsibilities	41.73	VIII
10.	Good salary	61.47	III

Source: Computed from Primary Data.

In the case of job satisfaction of central government women workers by using Garrett's score the first rank assigned to the motivating & challenging work followed by job security. The third and fourth prioritised motivations of job satisfaction were good salary and chance for more development. The fifth rank was given to the admiration by colleagues followed by prospect to develop abilities, chance for career growth, job responsibilities, promotion and working hours of job respectively.

DECISION MAKING POWER

The central government women workers acquired decision making power after joining bank and postal department is shown in the following table.

Null hypothesis: There is no significant difference in the decision making power of the sample respondents before and after joining bank and postal jobs.

Decision making power acquired after joining employment

Percentage of Respondents			
Sl. No.	Decision Making Power	Before joining	After joining
1.	Yes	26.67	90.00
2.	No	73.33	10.00
	Total	100.00	100.00

Source: Primary data.

It is seen from table that out of the 120 bank and postal employees, only 26.67 per cent women had decision making power before joining employment but 90 per cent women had gained decision making power after joining bank and postal department.

In order to find out whether there is any correlation in the decision making power of the respondents before and after joining bank and postal, chi-square test has been applied. The results of the Chi-square test are furnished below.

Calculated value of Chi-square	= 41
Table value at 5 per cent level	= 3.841
Degrees of freedom	= 1

As the calculated value of Chi-square is greater than the table value at 1 per cent level of significance, there is a relationship in the decision making power of the respondents before and after joining bank and postal department in the study area.

CONCLUSION

The present study provides sufficient evidence to the fact that women workers got employment through central government laid the seeds for economic empowerment of women. The possible outcomes of women empowerment through central government jobs are justifiable livelihoods, acquired decision making power, enhanced health and education, enriched social dignity and better status for women. The study has proved that central government employment has abridged the incidence of poverty through an upsurge in income, motivating & challenging work empowered women by enhancing their influence to household income and growing the value of their assets. Thus, central government employment no doubt empowered the women and paid meaningfully to the socio-economic development of women. Therefore, it is essential that central government organization should be responsive to the needs and changing requirements of their workforce, especially females, in order to improve their satisfaction level.

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