

A STUDY ON WORKING WOMEN AND THEIR EMPOWERMENT ON DOMESTIC DECISION MAKING



Management

KEYWORDS: Women, Decision Making, Participation.

Mrs. S.Sujatha

Assistant Professor, Department of B. Com (CA) & M. Com, PSGR Krishnammal College for women, Peelamedu, Coimbatore

Dr. (Mrs.) N. Yesodha Devi

Principal, PSGR Krishnammal College for women, Peelamedu, Coimbatore

ABSTRACT

Participation of women in decision making is an integral part of democratic process and strengthening the quality of civic life. As they are half the population, women must be in a position of decision-making authority in all socio-economic and political organizations. The obstructions and hurdles found against the improvement of women/working women have to be identified and removed. Hence women need awareness by going through the constitutional changes if they are not having access to that extent the voluntary organisations enumerated revolving socio-economic problems would conduct public awareness programmes in each and every nook and corner, which would help the women and men to know their levels and solve their problems. The present study has been taken up in the Coimbatore city, in the state of Tamilnadu to analyse the extent to which women work participation empowers them in family decision making. An interview schedule was used to collect data from 150 respondents who are working women. This is an empirical research based on survey method. The data collected from the primary source were analysed with the help of various statistical measures such as percentage analysis, ANOVA & t-test.

Introduction

The working women are vested with power to decide and execute when domestic events require their need. Their earning plays a vital role in upliftment of their family which would improve their socio-economic status. In recent years, gender equality and women's empowerment have been recognized as crucial to the health and socio-economic development of entire country. This is evident from equality gender based inequalities' stem from greater value being placed on the health and survival of males than of females. At the household levels, disempowerment of women results in their lower access to education, employment and income, limits their participation in decision making. Men's power over women's lives can be measured by the extent to which women suffer from domestic violence. When the working women have not been vested with power to have decision they would become ignorant in taking care of their life which caused their family to ignore them.

Empowerment is a multidimensional process which should enable the individuals or a group of individuals to realize their full identity and powers in all spheres of life. It consists of greater autonomy in decision making to enable them to have greater ability to plan their lives or have greater control over the circumstances that influences their lives and free them from the shackles imposed on them by custom, belief and practice.

Objectives of the Study

Analyzing the extent to which working women participation empowers them in family decision making.

Examine the level of satisfaction on decision making by working women.

Methodology of the Study

The present study was taken up in the Coimbatore city, in the state of Tamilnadu. Both primary and secondary data have been used for this study. Contingent sampling technique was used in this study. An interview schedule was used to collect data from 150 respondents who are working women. This is an empirical research based on survey method. The study was conducted from December 2013 to February 2014. The data collected from the primary source were analysed with the help of various statistical measures such as percentage analysis, ANOVA & t-test, secondary data was collected from the journal and magazines.

Review of Literature

*Mesganaw Kanrahan (2007)*¹, the purpose of this Study is to

assess the influence of household decision making, social capital, socio-economic factors and health service use on under-five mortality. A prospective case-referent design with a total of 209 under-five year old deaths occurring in an 18-month period, together with 627 referents matched for age, sex and community of residence were included. Questionnaires were administered to mothers or caretakers. Combined efforts to improve women's involvement in household decision making, social capital and immunization may decrease the high child mortality in this setting where the level of poverty is high and no appreciable trend in child mortality decline has been noted over the years.

*Simeen Mahmud (2012)*² describes that Women's empowerment is a dynamic process that has been quantified, measured, and described in a variety of ways. The authors measures the empowerment and designed a conceptual framework is presented, together with descriptive data on the indicators. Linear regressions to examine effects of covariates show that a woman's exposure to television is a significant predictor of three of the five indicators. A woman's years of schooling are significantly associated with one of two self-esteem indicators and with freedom of mobility. Household wealth has a significant and positive association with a woman's resource control but a significant negative association with her total decision-making score.

Results and Discussions

General Profile

It can be inferred from **Table 1**. That 40% of the respondents belong to the age group between 25-35 years, 33.3% of them is post graduates and 62% have nuclear type of family. 42.7% of them have 4-5 members in their family, 37.3% of them are working as a teacher/lecture. 34.7% of the respondent's monthly income ranges between Rs.10001-Rs.20000. 30.0 per cent of the respondents spouse are working as a professionals and private employees. 32.7% of them having a monthly income of above Rs.35000.

Preference on Domestic Decision Making

Table 2 shows that among the 150 respondents, 50.7% of them take self decision on family budget, 38 % of the respondent's state that both husband and wife take decision on children education. On savings & investment 36.7% of the respondents take self decision and on spending aspects 34.0% of the respondents take self decision, with regard to health & medicine 36.0% of the respondent's take self decision, 26.0% of the respondents husband and family members take decision on leisure activities, 57.3% of the respondents take self decision on buying home appliances, 31.3% of the respondents take self decision on giving

away gifts and 62.0% of them take self decision regarding personal needs.

Level of Satisfaction on Decision Making

Regarding control over income commitment to children's education, domestic decision making, legal activities and work life balance the women have priority and they agree at preference they are given to take decision. Regarding participation of un-social network activities access to resources women decision is neutral regarding literacy and access, family support, support for political parties and managing stress working women decision is disagreed.

ANOVA

One way ANOVA was applied to find whether the mean satisfaction score vary significantly among personal factors and the level of satisfaction on decision making. It can be inferred from table 4 that the Personal factors like educational qualification, no of members in family, occupation of working women, occupation of spouse, and monthly income of spouse of the respondents have a significant difference on level of satisfaction and hypothesis is rejected in these cases. The hypothesis is accepted in case of age, and Monthly income of the respondents. These factors do not have any difference on the level of satisfaction on decision making.

Table 1 - General Profile of the Respondent

Personal factor	Classification	No. of Respondents	Percentage	
Age Group	Up to 25 yrs	50	33.3	
	25 yrs-35 yrs	60	40.0	
	35yrs-45 yrs	20	13.3	
	Above 46 yrs.	20	13.3	
Educational qualification	Diploma	24	16.0	
	Graduate	44	29.3	
	Post Graduate	50	33.3	
	Professional	24	16.0	
Type of Family	Joint	57	38.0	
	Nuclear	93	62.0	
	No. Family Members	3	37	24.7
		4-5	64	42.7
5-6		25	16.7	
Occupation	Above 6	24	16.0	
	Nurse	18	12.0	
	Teacher/Lecturer	56	37.3	
	Bank Official	18	12.0	
	Doctor	15	10.0	
	Employee	43	28.7	
Monthly Income	Less than Rs.10000	31	20.7	
	Rs.10001-Rs.20000	52	34.7	
	Rs.20001-Rs.30000	40	26.7	
	Above Rs.30000	27	18.0	
Occupation of Spouse	Business	39	26.0	
	Profession	45	30.0	
	Government employee	21	14.0	
	Private Employee	45	30.0	

Monthly Income of Spouse	Up to Rs.20000	34	22.7
	Rs.15001-Rs.25000	27	18.0
	Rs.25001-Rs.35000	40	26.7
	Above Rs.35000	49	32.7

Table 2 - Preference on Domestic Decision Making

Factors	Classification	No. of Respondents	Percentage
Family Budget	Self	76	50.7
	Husband	23	15.3
	Husband and family Members	15	10.0
	Both Equal	32	21.3
	Myself more than Husband/ Family Members	4	2.7
Children Education	Self	16	10.7
	Husband	40	26.7
	Husband and family Members	31	20.7
	Both Equal	57	38.0
	Myself more than Husband/ Family Members	6	4.0
Savings and Investments	Self	55	36.7
	Husband	21	14.0
	Husband and family Members	42	28.0
	Both Equal	29	19.3
	Myself more than Husband/ Family Members	3	2.0
Spending Aspects	Self	51	34.0
	Husband	35	23.3
	Husband and family Members	19	12.7
	Both Equal	41	27.3
	Myself more than Husband/ Family Members	4	2.7
Health and Medicine	Self	54	36.0
	Husband	30	20.0
	Husband and family Members	25	16.7
	Both Equal	30	20.0
	Myself more than Husband/ Family Members	11	7.3
Leisure Activities	Self	26	17.3
	Husband	28	18.7
	Husband and family Members	39	26.0
	Both Equal	28	18.7
	Myself more than Husband/ Family Members	29	19.3
Purchase of Home Appliances	Self	86	57.3
	Husband	12	8.0
	Husband and family Members	20	13.3
	Both Equal	24	16.0
	Myself more than Husband/ Family Members	8	5.3

Giving away Gifts	Self	47	31.3
	Husband	35	23.3
	Husband and family Members	26	17.3
	Both Equal	29	19.3
	Myself more than Husband/ Family Members	13	8.7
Personal Needs	Self	93	62.0
	Husband	11	7.3
	Husband and family Members	19	12.7
	Both Equal	21	14.0
	Myself more than Husband/ Family Members	6	4.0

Table 3 - Level of Satisfaction on Decision Making by Working Women

Factors	SDA	DA	N	A	SA	Total
Control over income	4	8	25	98	15	150
	2.7	5.3	16.7	65.3	10.0	100
Commitment to children's education	8	35	15	72	20	150
	5.3	23.3	10.0	48	13.3	100
Participation social networks	7	43	46	36	18	150
	4.7	28.7	30.7	24.0	12.0	100
Literacy and access	15	41	40	36	18	120
	10.0	27.3	26.7	24.0	12.0	100
Domestic decision making	4	21	26	77	22	150
	2.7	14.0	17.3	51.3	14.7	100
Family attitudes	7	20	48	48	27	150
	4.7	13.3	32.0	32.0	18.0	100
Family support	40	40	24	24	22	150
	26.7	26.7	16.0	16.0	14.7	100
Knowledge of legal activities	6	33	31	71	9	150
	40.0	22.0	20.7	47.3	6.0	100
Access to resources	23	37	49	23	18	150
	15.3	24.7	32.7	15.3	12.0	100
Domestic support for political parties	18	48	28	46	10	150
	12.0	32.0	18.7	30.7	6.7	100
Work life balance	4	9	14	82	41	150
	2.7	6.0	9.3	54.7	27.3	100
Managing stress	3	42	39	39	27	150
	2.0	28.0	26.0	26.0	18.0	100

ANOVA ANALYSIS

Table 4 - Personal Factors Vs Level of Satisfaction

Personal factors		Sum of squares	Df	Mean square	Frequency	Significant/ Not Significant
Age	Between Groups	57.630	3	19.210	.499	Not significant
	Within Groups	5617.063	146	38.473		
Educational Qualification	Between Groups	247.301	4	61.825	1.652	Significant
	Within Groups	5427.392	145	37.430		

Family Members	Between Groups	206.654	3	51.664	1.370	Significant
	Within Groups	5468.039	145	37.711		
Occupation of Working Women	Between Groups	214.826	4	53.706	1.426	Significant
	Within Groups	5459.867	145	37.654		
Monthly income	Between Groups	43.094	3	10.774	.277	Not significant
	Within Groups	5631.599	145	38.839		
Occupation of Spouse	Between Groups	124.767	3	41.589	1.094	Significant
	Within Groups	5549.927	146	38.013		
Monthly Income of Spouse	Between Groups	355.796	3	118.599	3.255	Significant
	Within Groups	5318.897	146	36.431		

CONCLUSION

A study on working women and their empowerment on domestic decision making is analysed in order to know level of preference given on making the decision regarding family budget, children education, purchasing and spending activity, savings and investment in their family and also in their working place, and it can be concluded that many of the working women are involved in the decision making and the women empowerment can be developed if they allowed to work in the higher position and thereby the economic empowerment will also be developed.

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