

CHAPTER V

SUMMARY, CONCLUSION AND SUGGESTIONS

According to Census 2011, women represent 40 percent of the global labour force and the female labour force participation rate has hovered around 50 percent over the past two decades. Under enumeration of women's economic activities had been one of the main causes for low female labour participation in India. Presently women are getting exposed to the world of work so there is visibility enhanced in the economic front. With income earning activities, the time spent by women in various work related activities also increased. Women accounted for most of the unpaid work and when they are employed in paid work, they are over represented in the informal sectors and among the poor. Nearly 75 percent of the worlds' total unpaid care is undertaken by women which include the vital tasks such as child care, care of elders, cooking and cleaning that keeps households functioning. Reconciliation between work and family is most challenging task for working women. There has been various studies carried out on time allocation between paid and unpaid work of women (vide discussion in Chapter III). In India the time use survey conducted by the Central Statistical Organisation in 1998-1999 was the first of its kind that was designed to capture women's' contribution to unpaid work. It revealed that heavy responsibility was thrust on women to manage the household and care of its members. It could be seen that the entry of women into the paid work force has reduced the time allocated to the care of family. The unpaid work within the production boundary and outside where women are disproportionately concentrated has been kept out of the monetized stream. There is a clear bias on the basis of gender in the amount of time spent on different activities. Men dominated the SNA activities whereas ESNA activities were the sole responsibility of women in general all over the world. In the light of the above, the present study on "Comparative analysis of working and non working women and their time management in Mahe District" has been taken with the following objectives.

Objectives of the Study

Based on the above discussions the investigator has selected the study “Comparative analysis of the working and non- working women and their time management in Mahe District” with the following objectives.

1. To examine the determinants of women participation in work force
2. To study the motivational factors for women to enter job
3. To find out the time management of women in terms of SNA, NSNA and ESNA activities.
4. To monetize the ESNA activities of women
5. To illustrate the problems faced by working and non working women.

In the course of the study the following hypotheses were tested.

Hypotheses

1. H_0 : Work status of women is independent of social, economic and demographic factors
 H_a : Work status of women is dependent of social, economic and demographic factors
2. H_0 : Time management of working and non working women is the same
 H_a : Time management of working and non working women differ.

Multi- stage sampling procedure was adopted in the selection of the sample respondents from Mahe district, selecting 250 families of working women and 250 non working women. Data were collected during January-April 2015 through face to face interview method. Suitable statistical tools such as Chi-square test, Factor Analysis, KMO and Bartlett's test of Sphericity, Rating Scale, Discriminant Analysis, Garrets' score, Percentages, averages and graphs were used.

Major findings

- Hindus formed the majority in both working and non-working women with 86 percent among the working women and 74 percent among the non-working women.
- Sixty four percentage of the working women belonged to 'other backward class (OBC), and sixty percentage among the non- working women belonged to OBC
- Sixty two percentage of the working women were in nuclear family and it was fifty five percentage among the non-working women
- Sixty three percent of the working women had their family size ranging from 4 to 7 members. Among the non-working women 56 percent of them had family size ranging from 4 to 7 members

Demographic characteristics of family members

- The sex ratio in the families of the current study was in favour of females. For every 1000 males, there were 1118 females in the working women families and it was marginally higher in the non-working women families with 1230 females per 1000 males.
- The dependent population in the families of working women was 29.03 percent, and among non- working women it was 25.82.
- In the families of working women, 38 percent were married and in non-working women families this percentage was 34.
- About 34 and 30 percent of the family members of working and non-working women had completed only primary level of education respectively. Members with post graduation was high in the families of working women (5 percent) and that of professional qualifications was high in the families of non working women (12 percent). Illiterates in the working women families was 9 percent and in non working women families was and 15 percent.

Economic characteristics of the households

- About 26.52 percent and 49.24 percent of working and non- working women family members were working in unorganised sector. The second largest of 20.19 percent were office staff and the least (2.19 percent) were working as medical and health staff among working women. Amongst the non-working women the second largest category were in business and private jobs (23.65 percent) and the least 0.64 percent them were working as medical and health staff.
- In the families of working women 30 percent of them were getting income exceeding Rs.25, 000 per month and 11.6 percent had their income being less than Rs.10, 000 per month. Among the non-working women 11.2 percent of them have their household income exceeding Rs.25, 000 per month and 58.8 percent of the households earning less than Rs.10, 000 per month. The average family monthly income of the working women was Rs. 21,575 and that of non working women was Rs.13, 968.
- The average monthly expenditure of the families of working women on food items was Rs 2,926 and for non-food items was Rs 4,542. The average monthly expenditure on food items of the non working women was Rs 2,929 and Rs 2912 on non-food items. On an average the average expenditure of working women was high on non-food items
- .Nearly 93 percentage of the families of working women and 74 percent of the non-working women families had savings. Amongst the families of working women who save, the major source of savings was in LIC (86percent). Next to LIC, 56 percent of them had saved in banks. Other modes of savings were post office (37.6 percent), bonds and shares (4 percent) and in chit funds and with friends and relatives (1.2 percent). In the families of non-working women who save, the major source of savings was in banks (51.6percent) followed by LIC (30.4percent), post office (23.6 percent) and in bonds and shares and other chit funds (1.2

percent). The average amount saved by the families of working women was Rs.1, 94,349 and among the non-working women it was Rs.80, 848.

- About 38.55 percent of working women had savings for meeting future uncertainties. Next to it health expenditures had higher percentage of 23.28 percent. For the non working women, the main reason for their savings was for construction of house. This was stated by about 33.16 percent of non working women who save. Next to it, 25.63 percent saves for their children's education and 20.60 percent for future uncertainties. The reasons stated revealed that motives for savings differed widely between the working and non working women of the current study.
- Nearly 34 percent of the families of the selected working women were found to be in debt and this percentage among non-working women families' was 21. The major source of borrowing was found to be banks in the selected samples. The major reason for their debt was for the marriage of their children in the families of working women and it was for emergencies for non working women.
- In the current study 96.4 percent of the families of working women possessed land and house and among the non-working women all of them had possessed land as well as house of their own. Nearly 69.4 percent of the families of working women and 44.4 percent of non-working women families' possessed vehicles. More than 90 percent of the sample possessed jewels.
- Applying chi square test it was found that for women to work or not to work depends on her religion, community, size of family, education of the head of family, family income, family expenditure and expenditure on food and non- food items and not depending on type of family.

Demographic characteristics of respondents

- Out of the total number of working women interviewed, sixty three percent of them were in the age group 31-60 years. Amongst the non-working women seventy six percent of them were in the same age group of 31-60 years.

- Majority of 86 percent of the working women had completed secondary level education and amongst the non-working women majority of 78 percent had completed secondary education
- On the basis of marital status, 76 percent of the working women were married and among the non-working women seventy three percent of them were widows. When interviewed the women who have lost their husbands stated that after their husband, they became the head of the household.

Motivational factors

- The prime motivators for women to enter jobs were their 'parents'. This was stated by 44 percent of the working women. Next to it about 31 percent were self motivated and 23.6 percent by their 'husbands' to go for jobs.
- The working women of the current study have listed 5 economic reasons and 3 non economic reasons which prompted them to enter the job market. About 94 percent of the working women wanted to be independent and not on the support of others. A majority of 32 percent had assigned 1st rank for economic necessity. The other economic factors were given by less than 20 percent of the sample respondents. Among the non economic factors 'status' was stated by about 62 percent of the sample respondents. For about 29 percent, their 'interest' in going for a job made them to enter the job market. About 6 percent of the women entered in jobs just to spend time. Economic factors outweigh the non- economic factors for women to enter the job.
- The reasons specified by the non-working women for not going for paid jobs was that if they go for jobs they would be unable to take care of family.

Employment details of working women

- Majority of 65 percent of the women entered jobs before marriage

- About 49 percent of respondents were between 20-25 years of age when they were first employed
- Majority (34.4percent) of the women joined the job between 1999-2000, followed by 29.6 percent joining during 1980-90 and 23.6 percent in 2000-2010.
- Teachers (53.6percent) constituted more than half of the sample respondents. This was followed by office staff (30.8percent) and women in medical and health services (12percent).

Support from family members

- About 98 percent of the working women were supported by their family members in domestic work. The same percentage was reported by the non-working women also.
- With support related to office works, only 24.4 percent of working women received help from family members. The help was in terms of getting the totals of the entries in records.

Time management

- Among the 250 working women surveyed, 66.4 percent (166 members) work for eight hours per day in their occupations and the remaining 33.6 percent (84 members) spent 9 hours in their jobs. On an average, the time spent by working women on SNA activities was 8 ½ hours per day
- The number of hours spent by working women on household chores ranges from 3 hours to 7½hours. A majority of 26 percent of the working women spent nearly 4 to 4½ hours on household chores.
- Among the non-working women majority of 27.2 percent spent nearly 8 to 8½ hours on household chores. The number of hours spent on household chores by non-working women ranges from 5 to 9 ½ hours.
- Non -working women spent comparatively more time (2 hours 49 minutes) on cooking than working women (2 hours 9 minutes).
- Working women and non-working women spent more or less the same time (nearly 1 hour each) for washing clothes and for paying bills.

- Non-working women could allot much time for cleaning the house (1 hour 7 minutes) for buying provision (1 hour 6 minutes) and for house maintenance and repairs (1 hour 05 minutes).
- Both working and non-working women spent about 30 to 35 minutes for gardening. Only for cleaning vessels, non working women on an average spent about 49 minutes.
- For the care of the children on an average the time spent by working women ranged from half an hour to 3 1/2 hour; while the non working women spent time ranging from 1 to 4 hour.

Time spent on elders

- On an average 46 minutes were allocated by working women and 1 hour 9 minutes by non-working women for taking care of the elders.

Time spent on NSNA activities

- The minimum hour spent on NSNA activities by working women was 7 hours and by non-working women was 12 ½ hours. The working women could spend a maximum of 12 ½ hours for NSNA activities while non-working women could spend 17 hours.
- The maximum time spent by non-working women for sleep and relaxation were high (8 hours 26 minutes and 1 hour 59 minutes respectively). Working women on an average could spend a maximum of 7 hours and 19 minutes for sleeping and 30 minutes for relaxation. They could spare only about 25 minutes for attending functions and non-working women on an average spent 4 times that of the working women (1 hour 5 minutes) for the same.
- Working women spent only 15 minutes for eating and non working women spent 25 minutes for the same.

Monetisation of ESNA Activities:

- The ESNA activities of both the working women and non working women were monetised using the replacement cost approach.

- In the case of working women, the monetised value for cooking was Rs.4435.54, washing vessels Rs.358.95, washing clothes Rs.1463.07 and for cleaning the house Rs 355.02. For non working women the values were Rs.1693.22, Rs.159.94, Rs 669.98 and Rs.281.76 respectively.

Problems of women

- Whether women go for work or not, still they were ill treated by family members and in the society.
- Working women were not satisfied with the support given by the Government. The second most problem faced by working women of the current study is 'sexual harassment.' 'Ill Treatment' by higher officials is yet another problem ranked as '3'. The women of the current study were not getting their salary in time. It was assigned rank '4' by the respondents. The women could not get free time during the working time which adds stress to them. The other problems faced by the working women of the current study were 'long hours of work' (rank 6), 'attitude of co- workers' (rank 7) and 'inadequate income (rank 8). 'No problem' was assigned the last rank by the respondents.

Decision making

- Majority of 84 percent and 48 percent of working and non-working women took independent decisions in the purchase of household appliances such as mixies, grinders, T.V, fridges, washing machines etc. The second largest number of working women (79.2percent) could be seen in the study taking sole decisions regarding purchase of vegetables and bakery items and their counterparts 32 percent in this.
- There are 93.2 percent and 94 percent taking joint decisions on land/house purchases in working and non- working women households respectively.
- For educating their children joint decisions were taken by 81 percent of working women and 88 percent of non- working women.

Level of job satisfaction

- A total of 14 statements related to 'level of satisfaction' were given to the sample women respondents. Women were highly satisfied on the distance between their home and work place. The second preferred option raising their level of satisfaction was the 'match between skill and work'. The sample working women gave the lowest score of 14 for the 'crèche facilities' in their work place.
- To reduce the 14 statements into fewer statements factor analysis technique was applied. The communalities being greater than 0.5 all variables were included for further analysis. Varimax rotation method was employed to extract factors. Four factors with eigen values greater than '1' were extracted. The four factors together could explain about 57.524 percent of variations in the given 14 statements.

Discriminant analysis

- To determine the importance of the variables in discriminating the two groups of households one group with working women and the other group with non working women, step wise procedure was applied. Only two variables, viz, (i) education of the respondent and (ii) number of family members in the age group 15 to 59 years were significant estimators based on their Wilks Lambda and minimum Mahalanobis D^2 square. All the other variables were excluded from the analysis. The estimated discriminant function was
$$Z = -2.390 - 0.084(\text{Number of family members in the age group 15 to 59 years}) + 0.953(\text{Education of the respondent}).$$
- The estimated potency values indicated that education of the respondents have the highest discriminating power (67.55 percent). The second variable discriminating the two groups of women was the number of family members in the age group of 15 to 59 years. But these two variables have the discriminating power of only 10.37 percent and 9.63 percents respectively.

- From the classification results it could be inferred that 86.4 percent of the women were classified correctly.

CONCLUSION

The social, economic and demographic factors determine whether the women have to go for work or not. Economic necessity compels women to enter work force and to devote time for taking care of the family restricts women not to enter work force. In the recent digitalised era, reconciliation of work and family was becoming much easier due to assistance from family members in all their activities. Working women are found to spend lesser hours of time on ESNA and NSNA activities compared to non-working women. If the ESNA activities were monetised the contribution of women to their household would be much higher. Whether women work or not although they get assistance from their family members yet they were ill-treated. Working women still have to face sexual harassment in their work place. Education of the respondents was found to have scored the highest discriminating power in discriminating working women from non-working women.

SUGGESTIONS

1. Sexual harassment of women at the workplace has to be eliminated.
2. Conducive work environment must be provided in respect of work, health and hygiene in order to ensure that there is no hostile environment.
- 3..A detailed analysis of time allocation for different activities per day at the all India level may be provided so that interstate differences in time allocation can be studied.
4. There is need for strengthening the time use survey techniques in collecting labour force statistics.
5. The conventional surveys have to include the contribution of women through Extended SNA activities

6. The unpaid work of women is to be monetised so that gender discriminations existing in labour markets could be explicitly visible so that policy decisions could be formulated.

7. Government should take policy initiatives and make arrangements for providing social support and introduce flexibility in work place and timings so that stress could be overcome and existing inequalities could be reduced.

9. As in advanced countries, there is need for cent percent tax exemption for the second breadwinner of the family. It should be considered as a reward for the sacrifice that women of the country contribute in terms of personal time sacrificed and parental time sacrificed by joining the paid work force.