

# A CASE STUDY ON SOCIO-ECONOMIC EMPOWERMENT OF WOMEN THROUGH PARTICIPATION IN WORK UNDER DIMAPUR TOWN, NAGALAND

\*Mushei Khamniungan, \*\*Dr. Aomatsung

\*Master of Arts, Department of Economics, St. Joseph University, Nagaland

\*\*Assistant Professor, Department of Economics, St. Joseph University, Nagaland

## ABSTRACT

*The role of working women has changed throughout the world due to economic and social conditions. They had contributed in building and exploration of the society. Women play an important role in the development of human society. It constitutes half of the world's population. Women's of the modern time plays the triple role of housewife, career women and as an enlightened citizen. The role of women in the present scenario has undergone a lot of changes. With advancement of society women started encroaching upon the exclusive male domain. The present study was undertaken with the following objectives to study determinant factors of women participation in work and the socio-economic empowerment dimension through participation in work. For this purpose the data was collected from women working in Dimapur town using well designed questionnaire where 50 respondents were interviewed. Parameters decision making, financial control, resource control etc, were adopted to measure the socio-economic empowerment of women. All the participants of the study were female. The study have shown that majority of women have responded they were empowered. The working women have contributed a lot in the growth and development of the economy in many ways.*

**Keywords:** *women's, employment, work force, empowerment, socio economic status*

## 1. INTRODUCTION

Over the last three decades, there has been a steady rise in the share of women in the workforce. This increase in women's working hour has had a substantial impact on household earnings and the economy more generally. Women's relation with work is complex and mediated by many factors. The work participation has been rising because of economic development, rising education, increasing age of marriage and declining fertility. The economic progress has led to enhance demand for female labour and better family support infrastructure. Today, more women than ever before are both educated and participating in the workforce market which has help to reduce poverty and boost the economic development.

The period of 1980s has witnessed increasing participation of women in paid employment which intensified since the 1990s due to change in the macroeconomics policies. The share of women's participation in the organized sector employment in India has been rising over the years. There is a big difference between working women and men since women are burdened with childbirth and the responsibility for raising the family as well as domestic work. Women are considered the weaker sex and employers prefer hiring men to women. There are many factors such as age, education, marital status, husband's income which have a bearing on the decision of women to be in the

workforce. The degree of correlation ship between each variable and female labour force participation rate varies from country to country which has achieved different level of economic development, as economic development of the country creates employment opportunities and better social welfare programmes for women.

According to 2011 census, women represent 40 percent of the global labour force and the female work force participation rate has hovered around 50 percent over the past two decades. The labour female participation rate in partly attributed to social inhibitions, cultural issues, caste structure and religious affiliation. Presently women are getting exposed to the world of work so there is usability enhanced in the economic front. With income earning activities, the time spent by women in various work to related activities has also increased. The job opportunities, economic hardship and favorable cultural and social situation encouraged women to seek employment outside the homes

In the beginning women were mostly engaged in unskilled and semi skilled occupations. The higher participation of women in workforce has symbolized their autonomy status and social and economic empowerment. With the changing lifestyle requirements and increasing expenses the participation of women in several workforce sectors has also been increase which has give tremendous changes in their socio economic status. Their participation in work is an important social up gradation determinant because it directly influences the living standard and the well being of the women.

According to Lewis (1954), “the transfer of females work from household to commercial employment is one of the most notable features of economic development”.

Employment is essential for individual and collective wellbeing. It provides for subsistence and enhances the quality of life, not only of the employee but the related people too. It leads to economic growth and development of human resource, either men or women. Ever since the advent of human race, woman has been putting in their share of economic and social effort, although immensely undermined. Since women are almost half of the world’s population, there has been a global realization and effort to increase their participation in the total workforce of a country. In India, according to 2011 census work participation rate for males has been around 53.3 percent and for females it was 25.5 percent. The economic role of women has gained importance and they cannot be isolated from the process of development.

There has been a substantial change in the participation of women in economic activities due to economic growth and education. Earlier they were traditional bound and over burdened with unpaid tasks such as cooking, cleaning, washing, taking care of elders etc. by increasing the opportunities of work for the women and changing the attitude and mindset of people towards their occupational mobility and independence, the women are slowly and steadily becoming active in domains which were monopolized by male and have had made a mark. By work opportunities undertaken outside home, women reduced their dependence on men giving them better control over their earnings and in decision making.

## 2. REVIEW OF LITERATURE

*Salem Mehtap, Yazan Jayyousi, Njood Gammoh and Ahmad Al Haj (2016)* conducted a study on women’s participation in the Jordanian workforce. In their study women’s participation in the workforce contributes to economic development, empowerment, and gender equality and helps to uplift society. This exploratory study aims to compile a profile of non working Jordanian female and gauge their perceptions of certain socio - economic factors that affect female participation in the labour force.

*Toseef Azid, Rana Ejaz Ali Khan, Adnan MS Alamsi (2010)* conducted survey on Labour Force Participation of married women in Punjab. The purpose of this paper is to highlight the factors that influence the decision of married women to participate in labor force activities.

*Radhadevi (1981)* studied the extent of female participation in economic activity in the state of Kerala and the occupational pattern among them. She found that women in Kerala are primarily engaged in skilled or semi-skilled vocation and level of education among working women is much higher than the rest. Again, marriage and family was found not to affect the work participation rate but family disruption due to divorce or separation did affect.

*Santosh Mehrota and Jayati K Pardi (2013)* in their paper explore the recent fall in female work force participation and its socio-economic determinants in India. The major contribution of this paper is: to explore both micro- and macro-level factors which determine female labour force participation rate (LFPR); to examine the “U shape” female LFPR, by examining the likely income and substitution effects of the real wage increase, to identify the sub-sectors within manufacturing and service sectors that could create jobs for new female job aspirants and those older women displaced from agriculture in recent years.

*Ananta Pegu (2015)* conducted a study on female workforce participation in north eastern region. Women constitute an important part of the workforce of all over the world and India. According to the Registrar General of India, the work participation rate for women was 25.51 per cent in 2011 and 25.6 percent in 2001. The two important aspects mentioned here is that while there has been an improvement in the work participation rate of women, it continues to be substantially less in comparison to the work participation rate of men. In the context of North-East Region, the role of female in the workplace has been expanding due to socio-economic and political-legal changes. It has been found that Literacy rate for women has increased in north east and it has a positive impact on the ideological, political and social spheres.

### 3. SIGNIFICANCE OF THE STUDY

Increasing the number of working women can offer significant social and economic benefits globally. The benefits of lifting women’s workforce participation include financial security for women and their families by way of higher lifetime earnings, and increased savings for retirement. Increasing women’s workforce participation leads to better living standards for individuals and families, improves the bottom line of businesses and is a significant driver of economic growth. So women workforce participation is an important outcome of growth and development. The relationship between female work force participation and economic development is far more complex and reflects changes in the pattern of economic growth, educational attainment, fertility rates, social norms and other factors. Thus the study is to analysis women’s workforce participation in different sectors and their contribution on socio economic dimension.

### 4. OBJECTIVES

1. To study the determinants factors of women participation in work.
2. To examine the socio-economic empowerment dimension through engagement in work.

### 5. RESEARCH METHODOLOGY

**Area of the study:** The research was conducted with an observation of variables that influence the women’s participation in work and its impact on socio economics status in Dimapur district of Nagaland. The data was collected randomly from the working women’s under Dimapur district. The area of the study was carried out among the working women’s under Dimapur District, Nagaland.

**Sample size:** For the study 50 respondents of women who engage in work was be selected through purposive sampling.

**Data collection:** For the purpose of analysis, both primary and secondary data had been used. The primary data was collected with the help of structure and closed ended questionnaire and interviews from the respondents. Where a total of 28 questionnaires were prepared keeping in mind the objective of study. Secondary data was compiled from various published materials such as journals, articles, magazines, newspapers, online websites and various other publications of the government of India and government of Nagaland.

**Statistical tools:** statistical tool such as simple percentage method was adopted to analyse the data.

**Period of the study:** The study covers the period from January to May 2022.

## VI. DATA ANALYSIS AND INTERPRETATION

**Table 1:** Occupation of respondent

Occupations	Frequency	Percentage (%)
Teachers	28	56
Nurses	8	16
Sales	3	6
Office Assistant	1	2
Manager's	2	4
Polices	2	4
Contract Workers	3	6
Branch executive	1	2
Bill Assistant	1	2
RD	1	2
Total	50	100

### Sample Survey

Interpretation: The data shows that 56% of the respondents are teachers and 16% are nurses, 6% of the respondents are working as sales and 6% are contract workers, 4% are managers and 4% are police ,2% are office assistant and 2% are branch executive, 2% bill assistant and 2% on RD respectively. This shows that majority of the respondents are teachers i.e. 56%.

**Table2:** Working experience of respondent.

Year	Frequency	Percentage
1-3 years	27	54
4-6 years	7	14
7-9 years	7	14
10 years above	9	18
Total	50	100

### Sample survey

Interpretation: According to the responses gathered in the survey, the data shows that the year between 1-3 years has the highest women being participating in their workforce with 54%, followed by 18% between 10 years above and 14% between 4-6 years and 7-9 years respectively.

**Table 3:** Average Monthly income of respondent

Income	Frequency	Percentage
Below 20000	30	60

20000-40000	8	16
40000-60000	10	20
60000-80000	1	2
80000-100000	1	2
Total	50	100

**Sample survey**

Interpretation: the data shows that the income that the working women's earned monthly was highest in below 20000 with 60%, followed by 20% between 40000-60000, 16% between 20000-40000 and 2% between 60000-80000 and only 2% in 80000-100000. Thus majority of the women those are either engage in government job or private job. They are also earning for their family members and they play an important role in managing the household money.

**Table 4: Source of income**

Sources	frequency	Percentage
Government salary	17	34
Private salary	33	66
Total	50	100

**Sample survey**

Interpretation: the sources of income generated were, 34% belonged to the government salary, 66% belonged to private salary. The main source of income of the respondents is from salary. With the source of income that they earn they help in maintaining their family like, educations, medicines, foods, daily necessity and so on.

**Table 5: Have you able to support your family financially.**

Supported financially	Frequency	Percentage
Yes	43	86
No	7	14
Total	50	100

**Sample survey**

Interpretation: during the survey, it was found out the 84% of them can support their family financially through their income. They can support their family financially by paying rents, spending in sibling's education, providing basic need of the family, looking after children education, paying relative's fees, hospitality etc. Some of the respondents can support their own family because of both husband and wife working together. On the other hand 14% couldn't support their family because they are not stable financially to support the needs of their family. And also the incomes that they earn are not yet sufficient for them itself.

**Table 6: Determinant factors that women participate in work**

Factors		Agree	Disagree	Can't say	Total
Financial instability of the family	Frequency	28	11	11	50

	Percentage	56	22	22	100
Social security	Frequency	36	4	10	50
	Percentage	72	8	20	100
Self sufficiency/independent	Frequency	47	1	2	50
	Percentage	94	2	4	100
Self desire to work	Frequency	48	0	2	50
	Percentage	96	--	4	100
Insufficient husband earning	Frequency	6	14	30	50
	Percentage	12	28	60	100
Education level	Frequency	42	2	6	50
	Percentage	84	4	12	100
Poverty	Frequency	18	12	20	50
	Percentage	36	24	40	100
Family size	Frequency	30	8	12	50
	Percentage	60	16	24	100

#### Sample survey

Interpretation: The data shows the determinant factors of why women are participating in work. It shows that maximum number of respondents i.e. 56% agree on financial instability of the family, 72% agree on social security, 94% on self sufficiency/independent, 96% on self desire to work, and 56% can't say on insufficient husband earning, 84% agree on education level, 40% can't say on poverty, and 60% agree on family size.

Table 7: Socio-economic empowerment of women through engage in work

Socio-economic empowerment		Agree	Not agree	Can't say	Total
Decision making at household level	Frequency	46	1	3	50
	Percentage	92	2	6	100
Financial security	Frequency	45	2	3	50
	Percentage	90	4	6	100
Control /say at household level	Frequency	23	12	15	50
	Percentage	46	24	30	100
Resource control at household level	Frequency	41	3	6	50
	Percentage	82	6	12	100
Participation in social gathering	Frequency	41	3	6	50
	Percentage	82	6	12	100
Participation in family gathering	Frequency	47	2	1	50
	Percentage	94	4	2	100
Increase status in society	Frequency	46	1	3	50

	Percentage	92	2	6	100
--	------------	----	---	---	-----

**Sample survey**

Interpretation: The data shows the socio-economic empowerment of women engaged in work and how it has impacted their empowerment in both economic and social status. On economic empowerment the maximum number of respondents i.e.92% of the respondents agree that decision making at household level give them the equality, while 90% agree on financial security, 46% on control/say at household level, and 82% on resource control at household level.

On social empowerment maximum number i.e. 82% of the respondents agree on participation in social gathering can bring about changes in their lives, 94% agree on participation in family gathering and 92% on increase status in society. These shows that the socio-economic status of women have improve a lot as compared to their past. So it shows that women can work as well as contribute financially in the family.

**Table 8:** How do you feel about your present status?

Present status	Frequency	Percentage (%)
Satisfied	40	80
Highly satisfied	2	4
Dissatisfied	3	6
Indifferent	5	10
Total	50	100

**Sample survey**

Interpretation: From the above table it shows that majority of the respondents are satisfied with their present status i.e. 80% and 4% are highly satisfied, only 3 respondents are dissatisfied i.e. 6% and 10% with indifferent. In the modern era the social status of women has improved a lot as compared to the past. It is improving in all areas be it education, political and social activities. Thus the women in Dimapur have improved in all categories and are still improving in many fields. The working women have contributed a lot in the growth and development of the economy in many ways.

**VII. SUGGESTIONS**

- ❖ There is a need to focus action on women work participation and improving the environment that makes it conducive for them to work.
- ❖ Gender equality through maximizing women's presence and involvement in positions of power and decision making at all levels in both public and private spheres can transform the secondary status of women in the political, economic, domestic spaces.
- ❖ Maximize bias towards women and provide equal opportunities to them whether it is inside or outside the home.
- ❖ Encouraging female entrepreneurship can promote a broader dynamic economy, elevate the economic role of women, and therefore distribute the benefits of growth more equitably.
- ❖ People and organizations including government should work together to improved the social and economic position of women with moral support.

## VIII. CONCLUSION

Women's participation in work is an important driver of growth and development. Throughout time, women are seen to play the role of a house wife where they do the chores at home and take care of the family. In this generation, women have changed their role significantly by participating in the workforce and conquering a part of the workforce. They have done a good job in the workforce, and this shows why women are dominating more in the workforce. In this century, women's participation in work has improved a lot and it has greatly impacted their socio-economic status.

With the advancement women are accepted in every sector for work and they play a wider role in different sectors. Women now days are working and contributing hugely to their family, be it married or unmarried. They are working in private sector, government sector and into business .All these working women have different income contributing towards their family. Women have the possibilities of attaining the impossibilities have now become a reality.

Now with the advancement in the society, both man and women can earned together and bring changes to the income. Women have equal right with man in the family. Thus from the overall view we can say that the socio-economic status of women has improved and their role and contribution in the society can be noticed. The man factor responsible for bringing changes among the women and the improvement outcome includes their education qualification, occupation, income, and empowerment and so on. Women can be powerful actor for peace, security and prosperity. They can play important role in initiating decision making process, leadership, equality and economic revitalization.

## ACKNOWLEDEGMENT

We are extremely thankful to all the respondents for their full time and cooperation in completing the study during the course of research.

## REFERNCES

Gileen Appelbaum, Heather Boushey & John Schmitt (2014), '*the economic importance of women's rising hours of work*', retrieved from <https://cdn.americanprogress.org>

Kalidah Khalid Ali (2014), '*the role of Malay women in the Malaysian workforce and its impact on the consciousness of ethics & integrity*', International journal vol.6, No.4, retrieved from <https://www.adb.org>

Mehtap et al. (2016), '*factors affecting women's participation in the Jordanian workforce*', International Journal of Social Science and Humanity vol. 6, no.10, retrieved from <https://www.ijssh.org>

Nisha Shrivastava (2017), '*dynamic of gender inequality and women's work in India: key issues for discussion and further research*', retrieved from <https://www.soas.ac.uk>

Vinita Vasu (2017), '*A Comparative Analysis of Working and Nonworking Women and their Time Management in Mahe District*', retrieved from <https://hdl.handle.net/10603/184778>

*World Employment Social Outlook, Trends for Women* (2018), retrieved from <https://www.ilo.org>

Woytek et al. (2013), '*Women, Work and the Economy: Macroeconomic Gains from Gender Equality*', retrieved from <https://www.imf.org>

Author's profile

**Mushei Khamniungan**, presently pursuing Master of Arts, Department of Economics, St. Joseph University, Nagaland.

**Dr. Aomatsung** is working as an Assistant professor in the Department of Economics, St. Joseph University, Nagaland, India. He has been teaching at the aforementioned institute for the past three years and possesses a PhD from one of India's prestigious Central Universities. He has so far contributed a chapter to a book and published six research papers in journals with peer review.

