

**WOMEN DEVELOPMENT THROUGH EMPLOYMENT- A STUDY  
IN ANDAMAN**

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**ABSTRACT**

The empowerment of women has been identified as a way to overcome inefficiencies in the allocation of resources within the family and so improve agrarian households' productivity. However, achieving diversification is not necessarily empowering for women and some initiatives may worsen their position. When women earn an income, they are more likely than men to spend it on food, education and health care for their children and families. The participation of women is crucial for the growth of an economy. The involvement of women in income related activities increases the level of empowerment. An empowered woman can exercise her power in her own choice in making household decision, contribution to household income, and control over resources and political or development activities. She can enjoy more benefits or rights in access to resources, control over her assets, and participation in household decision making. An employed woman has more capacity to face sudden household shocks. There is relationship between economic development and women's empowerment defined as improving the ability of women to access the constituents of development in particular health, education, earning opportunities, rights, and political participation. Therefore, there is a need of empowering women for uplifting their status as well as the status of their family, community and nation. Keeping in view, the significance of the issue, present study was conducted.

Keywords: Employment, Education, Empowerment, Women Development.

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**Introduction and Statement of the Problem**

Women empowerment is one of the most important issues in the present day of the world, women have a great contribution in the economic development process through employment. Women's economic empowerment is increasingly being acknowledged as a prerequisite for sustainable development and inclusive growth. Such empowerment is about the rights of the poor and the excluded and is part of an effort towards building equitable societies. In the past, there has been a general concern over improvements in conditions of health, education and the social well-being of women. It was, however, rarely recognized that such development is contingent on the realization of women's economic empowerment and autonomy in management and ownership of productive assets.

Women's empowerment includes mobility, voice, decision-making in the family, property rights and freedom from domestic abuse. The explanatory variables are individual, household, husband, and geographical characteristics as well as differences in spouses' perspectives of women's empowerment. Women across the world continue to face problem, experiencing higher barriers than men in access to education, skills development and labour markets, lower salaries and income, as well as less access to productive assets and inputs, compared to men. Empowerment cannot be visualized with single dimension rather multidimensional assessment in terms of various components of women life and their status would bring a clear conception. So, this paper tries to give a basic idea about the condition and status of women in terms of employment, education, health and social status.

### Research Issues

Women's wages may be a significant part of increasing women's empowerment by giving women greater senses of control and value in their home. Women's wage contribution to their families can make them more valuable to the household and beings able to control those wages could means a greater say in decision. This relationship between employment and women's empowerment, specifically, how much of her family's total earning she contributes, is one aspect of women's participation in the workforce that most researchers agree in important to empowerment.

Work is not only seen as an obligation but as an aspect of life satisfaction and social life. The decision to work thus implies a decision of personal identity. The pursuit and the duration of individual fulfillment through a career on the labor market are expected to increase with the level of education. Education increases the earning capacity of women, and also increases their propensity to remain in the labour market. The effects of discrimination on women's earnings and job prospects, that the difference between the returns to education for men and women is less than is often suggested, particularly if some attempt is made to measure nonmonetary benefits. But the returns to women's education would be increased if there were a change in traditional attitudes leading to a more equal occupational distribution and better utilisation of women in the labour force.

### Research Questions

1. Women working in certain occupations have higher levels of empowerment than women in other occupations.
2. How to promote employment for women empowerment?

### Objectives of the Study

1. To fine out the factor influencing women's access to employment.
2. To find out the earnings and its determinants of different types of activity of women.

### Hypothesis of the Study

1. Earnings of sample women vary due to type of activity and sector of employment.

### Sampling Design

The primary data was collected with the help of a well structured Interview Schedule from the women employees working in organized and unorganized sector in various activities. A simple random sampling method has been adopted for choosing the working women from urban areas in Andaman during 2014-2015. Data was collected from 300 working women comprising Portblair-150, Ferrargunj - 150 further classified into each 75 from organized and unorganised sector and lastly each 15 from 5 different employees such as clerk, nurse, data entry operator, teacher and pharmacist from both organized and unorganized sector in the study areas.

### A Brief Theory of Review

**Afrin Sultana, (2013)** stated that the participation of women is crucial for the growth of an economy. The involvement of women in income related activities increases the level of empowerment. An empowered woman can exercise her power in her own choice in making household decision, contribution to household income, and control over resources and political or development activities. It also access to resources, control over her assets, and participation in household decision making. An employed woman has change of occupational status helps women to be more empowered. The employment plays a positive role for the women to be empowered.

**Sharma (2013)** says that aims to strengthen the women employment by enforcing that about 33 percent of total work force should be women and also that there will be equal wages for men and

women. It is playing a substantial role in creating employment for women thereby, leading to greater independence and self respect among women. The highest employment status amongst women in terms of person days can be seen in Kerala. Found that training and years of experience proved more important than formal education as forms of human capital that added value to the enterprise. Other positive factors were value of enterprise capital, access to family and hired labor and ability to sell to markets outside the city.

According to WDR (2014) job are broadly defined to include various forms, formal and informal. Informal work is the largest source of employment throughout Africa, Asia, and the Middle East, and working women are more likely than working men. The jobs that is best for women’s economic empowerment and development goals. Wage employment is a strong predictor well-being, and jobs that provide higher earnings, benefits, rights, and opportunities for skills development are more likely to expand women’s agency.

Jiyeun Lee, (2015) this study examined the women’s life and work, women were employed outside the home and holding a professional occupation or managerial position. Women’s participation in the workforce outside the home has long been considered as an important contributor to women’s empowerment. In the world region with high population concentration and sustained strong economic growths in recent decades, women’s participation in workforce and full utilization of the human resources.

**Results and Discussion**

The study also sheds light on the extent of gender share of earnings , and experience at the workplace. Furthermore, the study makes a comparison of the overall empowerment. Last of all, the study compares the views of the working women includes type of activities in various sectors. . After a generic evaluation of the issues, the paper then employs the non-parametric chi-square test to check if statistically significant differences exist between the share of income and experience of the sample women empowerment with respect to relevant attributes.

It may be noted here that the issue of women’s paid jobs and empowerment in the Andaman context has not so far been adequately researched. The few studies of the topic, as discussed on the empowerment of a particular type of paid jobs, that is, the organised and un organized sector comprising clerk, nurse, data entry operator, teacher and pharmacist.. The present study overcomes these drawbacks and is, to our knowledge, the first micro-level study on Andaman to consider a wide range of paid jobs as well as the job classifications of wives and their experience based on their components of empowerment.

**Table -1**  
**Women’s Empowerment According to their Share of Income (in per cent)**

Share of Income (%)	Empowerment (score values)			Total
	Low (75 – 85)	Middle (85 – 95)	High (95 – 105)	
Low (20 – 45%)	47.0	30.8	22.2	100
Middle (45 – 70%)	24.1	61.7	14.3	100
High (70 – 100%)	14.0	60.0	26.0	100
Total	21.7	55.7	22.7	100
Chi-square value is 14.935		P level of significance =0.005		

Source : computed from primary data

Note : Figures in the cell denotes the percentage in row total

Table – 1 results that the women’s empowerment comprising personal, socio-cultural and economic empowerment each with maximum score of 40, using 4 point scale, below 25%-1, 25 – 50%-2, 3- 50-75%-3 and above 75%-4. Share of income classify from the sample women income. It is found that share of income is increasing women’s empowerment also increasing among the 300 sample women in Andaman. In the study area through the chi-square value is 14.935, the p level value is significant at 5 per cent.

**Table -2**  
**Women’s Empowerment According to their Job Experience (in per cent)**

Job Experience (in years)	Empowerment (score values)			Total
	Low (75 – 85)	Middle (85 – 95)	High (95 – 105)	
Upto 3	35.2	42.3	22.5	100
4 – 6	22.0	62.6	15.4	100
Above 6	20.3	58.0	21.7	100
Total	24.3	55.7	20.0	100
Chi-square value is 9.814		P level of significance = 0.041		

Source : computed from primary data

Note : Figures in the cell denotes the percentage in row total

Table – 2 results that the compare to empowerment with their experience of the working place. It is found that job experience is increasing women’s empowerment also increasing among the 300 sample women in Andaman. In the study area through the chi-square value is 9.814, the p level value is significant at 5 per cent.

**Testing of Hypothesis**

Earnings of sample women vary due to type of activity and sector of employment.

**Table -3**  
**ANOVA Two-way Classification for Variations in Earnings of Sample Women**

Source of variation	Sum of squares	Degree of freedom	Mean sum of squares	F- statistic	P-level of significance
Between type of activity	417161	4	104290	38.824	0.00
Between sector of employment	1967328	1	1967328	732.383	0.00
Interaction effect	779000	4	194750	7.332	0.00
Error	29259190	290	268620		
Total	32422679	299	-		

Sources: computed from primary data

The existence of variation in the earnings of women between different type of activity like Clerk, Nurses, Data entry operator, Teacher, Pharmacist and sector of employment like organized and unorganized comprising are shows in table-3. The calculated F-statistic shows signification at 1 per cent level difference in earnings all level of activity as well as between the both sector of sample women in Andaman.

### Conclusions

This paper has examined and analysed the relationship between women's type of activities and various sectors and various direct indicators of women's empowerment and welfare on the basis of micro-level data from Andaman. The assessment is carried out by first generically comparing the position of the working women relative to their income, experience and then by verifying some of these implications through applications of appropriate statistical tools.

The generic appraisal suggests that working women have greater autonomy in personal, socio-cultural and economic empowerment. Working women also are more likely to communication skill and confidence level, respect from the society and family members, household consumption of products. In all the cases above, the level of skill or earnings appears to make a difference. However, majority of both working activity and various sector women do not consider. But only a small proportion of women consider their own empowerment and family empowerment to be positively correlated. The evidence also suggests the existence of gender wage-differentials, which appear to be positively correlated with skills and their share of income.

The chi-square tests seem to support most of the above observations the association between women's workforce participation variable has the expected signs and statistically significant

The results also accord well with empirical evidence from Urban area of Andaman which suggests that women working seem to be empowered. On the other hand, job experience appears to have more positive implications for women's empowerment and welfare

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