



**A STUDY ON WOMEN  
EMPOWERMENT AND  
ECONOMIC DEVELOPMENT OF  
WORKING WOMEN IN KILVELUR  
TALUK, NAGAPATTINAM  
DISTRICT**

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**Abstract**

Empowerment refers to the capacity of an individual gaining the power to exercise their choices, act freely and fulfill their potential as equal members of the society. Objectives of the studies to identify the socio-economic cultural and financial constraints and barriers to women's respondents, to analysis problems faced by working women in study area, to measure the impact of women empowerment on working women, to identify that empowerment of women through employment will lead to empowerment of family and the society, to assess the significance of

empowerment phenomenon to establish appropriate balance in the work life of women respondents, to provide recommendations, design appropriate support programs and business models for promotion and success for women respondents. Statement of the problem of the study the empowerment of working women can be studies in two broad categories empowerment in the organization and empowerment through various work field. The empowerment in the organization is considered as unique internal factor influencing the empowerment of women executives. Empowering women is to increase their control over the decisions that affect their lives both within and outside the household. Women should be encouraged to bring their vision and leadership, knowledge and skills, views and aspirations into the development agenda from the grassroots to international levels. Women should also participate in the decision-making. The study is based on primary and secondary data. The primary data has been collected from 200 women respondents. The study covers a period of three months from 2022-2023, relating to



women empowerment of Nagapattinam District with special reference to KivelurTaulk. The conclusions derived from this study will be applicable only to Kivelur Taluk of Nagapattinam District and findings of this study have limitation of wider applicability.

**Key Words:** Gender, Equality, Leadership, Knowledge, Skills.

## **Introduction**

Women form a significant human resource of the nation. They should be taken as an important instrument for the development and growth of economy of every nation. Women's status in Indian society has changed from time to time. Women status has always considered high theoretically and they have been described in a form of God as Durga, Laxmi, Saraswati etc. Thus women have been regarded a symbol of strength, knowledge and wealth. Practically, during various periods certain changes were visible from the archaeological remnants. The very creation of the universe, women played various managerial and non-managerial roles in the decision making process. The oldest and the best evidence is how eve

persuaded Adam to eat the fruit from the forbidden tree. All religious and philosophies attach due respect to women. In the modern society, governments have initiated policy documents to protect the rights of women and to prevent atrocities against them. These policies have converged into a strategy of women's empowerment.

The women have the power to lead the nation towards the avenue of growth and prosperity. The women can certainly be very efficient agents of change for better homes, better society and ultimately for strong economy. Today, women are moving ahead and becoming major economic force with the growth of technology and business environment. Women of today are contributing lot in the growth of society. It is not possible to neglect this economic force. For the speedy growth of economy of any country, it is important that men and women both participate for the progress of the nation.

## **Empowerment**

Empowerment refers to the capacity of an individual gaining the power to exercise their choices, act



freely and fulfill their potential as equal members of the society.

According to International Encyclopedia (1999), “it means having the capacity and the means to direct one’s life towards desired social, economic and political goals”.

According to the Report of Government of India, “Empowerment means moving from a position of enforced powerlessness to one of power”.

## **Entrepreneurship and Women Empowerment**

In spite of various constitutional safeguards and legislative measures as well as number of policies and programme initiated by the Government, no significant development took place in the socio-economic conditions of women and they are still lagging behind men in their participation in the process of development. Women empowerment through entrepreneurship has been out as an indispensable condition to reduce poverty and creation of wealth in developing countries of the world. Despite its significance, the issue cannot be said to be solved easily because there

are many constraints and barriers that prevent its progress.

## **Measures of Women’s Empowerment**

Women’s empowerment is a buzzword now-a-days in developmental policies. It is qualitative and multidimensional in nature. However, there is not any 75 universally accepted definition of women’s empowerment in the existing literature; its definition is very much context specific. One may consider women’s empowerment in the individual/household context or in the community/locality context or in the national/international context. Consequently, different studies have tried to measure it indifferent ways depending on different contexts. The study area, the district of Tiruvarur, is mainly a rural as well as poor district in the State of Tamil Nadu.

## **Role of Government in Empowering Women**

Government plays a pivotal role among the external factor in empowering the women. Numerous laws were enacted, both in the pre-independence and in the Post-independence period to raise the position of women in India. The reforms in



personal laws governing marriage and inheritance, labour laws ensuring human conditions of work, maternity benefits and welfare of workers and social laws seeking protection to women against immoral traffic and exploitation tried to remove the disabilities that contributed to the subordinate status of women in the Indian society.

### **Statement of the Problem**

Women in India do not form a homogeneous group and the problem they face vary in kind and degree according to different backgrounds. However, as a category, they have been victims of inequality and subordination in the rigidly hierarchical and inequitable social structure prevalent in India. Although women constitute one-half of the world's population, the acceptance of women in high places, their key role remains largely unrecognized. They are subject to special constraints in obtaining and participating in human settlement development efforts at all levels. In this background, it was felt that unless women are empowered, their status in the society could not be improved. The empowerment of working women can be studied in two broad categories

empowerment in the organization and empowerment through various work field. The empowerment in the organization is considered as unique internal factor influencing the empowerment of women executives. Empowering women is to increase their control over the decisions that affect their lives both within and outside the household. Women should be encouraged to bring their vision and leadership, knowledge and skills, views and aspirations into the development agenda from the grassroots to international levels. Women should also participate in the decision-making. Emphasis should be given to advocacy of gender responsive legislation and constitutional revisions to increase women's opportunities, to influence the direction of society and to remove obstacles to women's access to power.

### **Objectives of the studies**

- To identify the socio-economic cultural and financial constraints and barriers to women's respondents.
- To analysis problems faced by working women in study area.



- To measure the impact of women empowerment on working women.
- To identify that empowerment of women through employment will lead to empowerment of family and the society.
- To assess the significance of empowerment phenomenon to establish appropriate balance in the work life of women respondents.
- To provide recommendations, design appropriate support programs and business models for promotion and success for women respondents.

## Methodology

The study is based on primary and secondary data. The primary data has been collected from 200 women respondents. The selection of the women respondents was on the basis of random sampling a women respondents are selected from KilvelurTaulk of Nagapattinam District. There were both villages selected from Kilvelur Taluk such as Kakkalani and Mohanur. The primary data was collected by interview and questionnaire method with the farmers in the village selected for the

study through personal contacts. The collected primary data will be compiled and analyzed for drawing the conclusions. Tables and graphs are prepared for interpreting the data. The secondary data are available in the form of books, articles, annual reports, audit reports, progress reports of various financial institutions. Books, journals and reports will be referred to draw the concept and approaches on the women empowerment.

## Period of the study

The study covers a period of 3 months from 2022-2023, relating to women empowerment of Nagapattinam District with special reference to KilvelurTaulk.

## Statistical Tools

The data collected from both primary and secondary sources are processed systematically. Simple percentage, average, ratio and growth rate are used to present a comparative picture of data between different categories.

## Scope of the Study

The study covers all levels of women executives without



discrimination regarding family life cycle, age, education, income and occupation. The scope of the study has been limited to set an important aspect of employment position, working condition, development of women potentiality, organizational development and women empowerment, goal achieving, rewards and facilities, role of women, performance of women executives, career development, training, external influence of empowerment, impact on individuals and impact on society.

**Limitation of the Study**

The conclusions derived from this study will be applicable only to Kilvelur Taluk of Nagapattinam District and findings of this study have limitation of wider applicability.

**Review of Literature**

Dr. FaitiraManuere (2018), The concept of “Women Empowerment”, has received much attention from researchers, Government and captains of industry. There are several meanings attached to the concept of women empowerment. This literature review explores the origin of the term women empowerment as it is related to gender

and equality. This literature review looks at four power perspectives that are used to explain the increasing need for women empowerment today. The related concepts of power, agency, resources and achievements are used to explain and describe the problems associated with women empowerment globally. The theoretical underpinnings of this literature review are important for policy-makers and government the world over. Finally, the models that can be adopted to empower women, socially, economically and politically are identified and explained.

**Analysis and Interpretation of Data**

**Table**

**Nature of Work of the Study Area**

Nature of Work	Kakkalani		Mohanur		Total	
	Respondents	%	Respondents	%	Respondents	%
Government Service	6	6	4	4	10	10
Agriculture Activities	49	49	43	43	92	92
Private Employee	24	30	28	28	52	52
Business	21	21	25	25	46	46
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>200</b>	<b>100</b>

**Source: Primary Data**

This table shows that in Kakkalani and Mohanur area 10 percentage of women respondents were in Government Service, 92 percentage of agriculture activities, 52 percentage



of private employee and 92 percentage of business in the study area.

**Table 2**

**Economic Need of the Study Area**

Family Responsibility	Kakkalani		Mohanur		Total	
	Respondents	%	Respondents	%	Respondents	%
Strongly	43	43	31	31	74	37
Agree	30	30	33	33	63	31.5
Not Sure	0	0	0	0	0	0
Disagree	21	21	32	32	53	26.5
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>200</b>	<b>100</b>

**Source: Primary Data**

This table shows that the women respondents in Kakkalani and Mohanur of the study area. 37 percentage of the women respondents were strongly agreeing that economic need of the family influence them to start their business. 31.50 percentage of the women respondents were agreeing and 26.50 percentage of the women respondents were disagreeing in the study area.

**Findings**

- ✓ It is found that maximum numbers of women respondents from Kakkalani as well as Mohanur area were in the age group of 21-30. Young women were entering in business and running them successfully to

make their selves empowered in all spheres.

- ✓ This study of nature of work of the women respondents 92 percentage of the agriculture and minimum of 52 percentage of the private employee in the study area.
- ✓ It is found that in the income earning asset / property of the study area 83.50 percentage of the women respondents no and minimum of the 17.50 percentage of the no.
- ✓ It also found that in the work schedule of the women respondents in the study area 55 percentage of the fixed and minimum of 45 percentages of the flexible of the schedule for the women.
- ✓ This study of to invest of money in the women respondents 62.50 percentage of the discuss and decide and minimum of 6.50 percentage of the non-even consulted in the study area.
- ✓ It is found that of the family responsibility of the respondents 44.50 percentage of the disagree and minimum of 3 percentages



of the strongly disagree in the study area.

- ✓ It is also found that the women respondents of economic need for the study area 37 percentage of the strongly agree and minimum of the 26.50 percentage of the disagree.
- ✓ This study desire to be independent of the women respondents 62 percentage of the agree and minimum of the 2 percentage of the disagree in the study area.
- ✓ It is found that the assurance of career and family security of the study area 44.50 percentage of the disagree and minimum of the 3 percentage of the strongly disagree.
- ✓ It is also found that the enjoy better life of the study area 64 percentage of the agree and minimum of the 3.50 percentage of the disagree in the study area.

### **Recommendation with regard to Society as Whole**

1. Society as a whole should recognize the role of women in the socio economic development of the country. Due importance

and respect should be given to women for their contribution to the development of the nation.

2. Unpaid labour of women at home should also be given respect and family as a whole should motivate and help her in establishing her enterprise if she wants to take up entrepreneurship.
3. The knowledge obtained through motivation for starting business is important aspect of women entrepreneurs and by understanding it, which enable policy makers to create an environment for women workers.
4. Most of the women entrepreneurs also agreed to the fact that education and training had a greater impact on entrepreneurship development but more emphasis to be given to entrepreneurship education and training which was highlighted by them, for which the researcher developed a sustainable EET model along with a few other models specifically aimed at women entrepreneurs which could be implemented by stakeholders for





efficient delivery and success of women business.

5. In spite of the capacity to handle multi task effectively the women employee's potentials are wasted because of absence of well-defined and well-determined goals and the attitude to achieve it. Therefore, women lack role models. Exposure to successful women of the present world connected to the chosen career should be included in the curriculum or in the training programs. This can set a role model, which will act as an inspiration and develop the attitude among women employees to climb the ladder so that the multi-tasking skill of women can be utilized effectively.
6. Organizational policies on timings and maternity leave should be changed towards female friendly. Organizational Policies and practices like extended maternity leave, parental leave, flexi-timing, emergency leave, childcare center, can be implemented. Such support system will be

helpful to utilize the women potentials in the organization.

### **Conclusion**

India is a male dominated society and women are assumed to be economically as well as socially dependent on male members. The absolute dependence seems to be diluted among the high and middle class women as they are becoming more aware of personal needs and demanding greater equality. The study also revealed that only 64 percentages of working women feel satisfied that they have played their part well of bringing up their children with good education, values, behavior & character by hit and trial method. But if a fixed module is provided to a working women she can move forward to bring up children without any confusion. Thus we can conclude that if working women gets support from her positive attitude parents / in laws and has a well-planned module to bring up children, she can do wonders for the family.

Women's empowerment and economic development are closely interrelated. While development



itself will bring about women's empowerment, empowering women will bring about changes in decision-making, which will have a direct impact on development.

Contrary to what is claimed by some of the more optimistic policy makers, it is, however, not clear that a one-time impulsion of women's rights will spark a virtuous circle, with women's empowerment and development mutually reinforcing each other and women eventually being equal partners in richer societies. On the one hand, economic development alone is insufficient to ensure significant progress in important dimensions of women's empowerment, in particular, significant progress in decision-making ability in the face of pervasive stereotypes against women's ability in the face of pervasive stereotypes against women's ability. On the other hand, women's empowerment leads to improvement in some aspects of children's welfare (health and nutrition, in particular), but at the expense of some others (education).

This suggests that neither economic development nor women's empowerment is the magic bullet it is sometimes made out to be equity between men and women is only likely to be achieved by continuing policy actions that favor women at the expense of men, possibly for a very long time. While this may result in some collateral benefits, those benefits may or may not be sufficient to compensate the cost of the distortions associated with such redistribution. This measure of realism needs to temper the positions of policy makers on both sides of the development/empowerment debate. This may not be the most comforting message to deliver, but may be necessary to prevent the backlash that failed miracle solutions generally attract.

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