THE FACTORS INFLUENCING ON EMPOWERMENT OF SALT PAN WOMEN WORKERS IN THOOTHUKUDI DISTRICT

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ABSTRACT

Women play major roles during various stages of their life as a daughter, sister, wife and mother etc. In spite of her contribution to citizenry, she still belongs to a backward class on account of varied social, political, economic and psychological barriers and impediments. There's a significant dichotomy in our lives between our ideals and reality, which is especially painful and particularly when it involves the status of women in our country. Women still suffer from discrimination, exploitation and victimization. Empowerment may be a process that permits women to realize access to, and control of, material, intellectual and human resources. Empowerment is that the redistribution of power that challenges patriarchal ideology and male dominance.Women empowerment has been studied nowadays the incorporation of women into the development process and their participation in economic activities along with men, have been gaining importance in many national development plans. In today's world, one cannot think of a society without any contribution from women. For the welfare of any society, condition of women both urban and rural has to be improved. The study concluded that the factors influencing on salt pan women workers empowerment are Education and skill development, employment and decision making, economic security, social protection in public life, enhancing the use of technology to help women workers in achieving empower in society.

INTRODUCTION

Women especially in developing countries are not empowered in most of fields of their life. They depend on their husband or father in a number of ways. No doubt, education employment and skill development change of society's attitude towards women workers in salt

pan is best tool to empower in the society. Decision making power regarding household, economic, healthcare and women participation in political and social activities can also play positive role to promote awareness to empower women in society. This paper aims to evaluate the factors influencing women's workers in salt pan empowerment in Thoothukudi district. This study reveals that majority of the married women can jointly make decision about their household and economic segment, health care, the participation in political and social activities with the help of Government. This paper also shows that urban respondents are relatively more empowered than their rural counterparts .The women who are currently working in salt pan have more freedom to make decision over their personal, social and political life than the women who are not currently working. This paper recognizes that there is a strong relationship between decision making power and women empowerment among salt pan women workers .

LITERATURE REVIEW

1.Empowerment is an ongoing and dynamic process, which enhances women's abilities to change the structures and ideologies that keep them subordinate. The empowerment process may be broken down in to three dimensions, economic, social and political, which reinforce each other. While the economic aspects would include increasing women's access to and command over tangible and intangible resources, such as wealth, property, employment, knowledge and information, social aspect would include changing the existing discriminatory ideology and culture, which determine the environment for women's existence. Finally, political process must increase women's presence and influence in the power structure (Meena Acharya, et al, (2005)

2. A study reported that micro credit is contributing to some extent in generating economic activities and participation in family decision making of the rural women and also stated that micro credit program in Bangladesh is developing gender awareness among the women. This study was conceptualized considering three important dimensions of women's empowerment that identifies five principles in which empowerment are achieved including welfare, access equality, awareness raising, participation and control. The results of the study reported that micro credit is contributing to some extent in generating economic activities and participation in family decision making of the rural women.

3..Empowering Women with Micro Finance: Evidence from Bangladesh examined the effects of men's and women's participation in group based micro credit programs on various indicators of women's empowerment . The results are consistent with the view that women's participation

in micro credit program helps to increase women's empowerment. Credit programs lead to women taking a greater role in household decision making, having greater access to financial and economic resources, having greater social networks, having greater bargaining power than their husbands, and having greater freedom of mobility. According to Makombe, Temba and Kihombothere is an improvement in gender relations and poverty alleviation and there is increased women involvement in decision making, control over household resources and freedom to use their time .

OJECTIVES

1. To study the nature of work performance of the salt pan women workers .
2. To identify the factors influencing the empowerment of women salt pan workers.

RESEARCH METHODOLOGY

The study is descriptive in nature based on both primary and secondary data. The sample consists of 381 women respondents which includes working women in salt pan and self-employed. The data was collected using a interview scheduled and analysis was done using SPSS statistics tools.

Sample Size

Out of 400 salt pan women workers , 381 samples were collected for this study.

Sampling Technique

Convenient technique is used for collecting primary data.

Statistical Tools

The statistical tools used like Garrett Ranking ,Factor Analysis and ANOVA test.

1.1 Ranking the motivating factors to join at work. Garrett's Ranking Technique

Garrett's Ranking Technique

Calculate percent position $= 100 (R_{ij} – 0.5)N_j$

$R_{ij} = 1^{st}, 2^{nd}, 3^{rd}, 4^{th}, 5^{th}, 6^{th}, 7^{th}, 8^{th}$ and 9th Ranks

N_j = Total rank given by 381 respondents = 10

Table 1.1

Ranking the motivating factors to join at work

Sl. No	Purposes	Total score	Mean score	Rank
1	Time passing	30597	43.71	IX
2	Unemployment	34527	49.32	V

3	Self – employment	38430	54.90	I
4	Poverty	38160	54.51	II
5	To educate children	37123	53.03	IV
6	To support family	37750	53.93	III
7	To get additional income	32515	46.45	VII
8	Through friends	34327	49.04	VI
9	Any other	31571	45.10	VIII

As per Table 1.1, it is clear that the sample respondents have ranked as Self – employment is a first, Poverty has been second, Support family has been third, To educate children has been fourth, Unemployment has been fifth, , Through friends has been sixth,To get additional income has been seventh, Through friends has been Eight and Time passing has been Ninth.

Factor analysis was used, using the principal component analysis method in SPSS. This is an index used to evaluate the appropriateness of factor analysis in the study. The usual method for rotation is Varimax rotation. The idea here is that the interpretability of a factor can be measured by the variance of the square of its factor loadings.

It is necessary that the scale constructed and the components extracted should be able to explain the variance in the data. To analyse this variance, we have to calculate eigen values, which will explain the variance among the factors. A low eigen value contributes very little to the explanation of variance in the set of variables being analyzed. The sum of eigen values, as expected, is equal to the number of variables being analyzed. There are 12 variables that can be extracted. But only those factors can be extracted which have more than one. By retaining only the variables with eigen value greater than one, we can infer that 42.96 per cent of variance is explained by factor one, 23.773 per cent of variance is explained by factor two, 15.054 per cent of variance is explained by factor 3 and 11.087 per cent of variance is explained by factor 4.

Extraction sum of squared loading is also used for analysis impact of emotional intelligence. Table 1.2 indicates that of the total 92.882 per cent variance, all are not uniformly

distributed across all the factors, since it is evident that the first component itself accounts for 7.118 per cent variance.

　　　Principal component analysis is a multivariate technique for identifying the linear components of set of variances. The six factors extracted together account for 92.882 per cent (under rotation sum of squared loadings) of the total variance. This is pretty good because it is able to economies on the number of variables (from 12, it has been reduced to 4 underlying factors), while only about 7.118 has been lost (92.882 per cent is retained by four factors extracted out of 12 variables). This percentage can be disregarded. The initial eigen values, extracting sums of squared loadings and rotation sums of squared loadings are given in Table 1.2.

Table 1.2

Total Variance Explained

Component	Initial Eigenvalues			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	5.156	42.968	42.968	5.156	42.968	42.968
2	2.853	23.773	66.740	2.853	23.773	66.740
3	1.806	15.054	81.794	1.806	15.054	81.794
4	1.330	11.087	92.882	1.330	11.087	92.882

Extraction Method: Principal Component Analysis.

Table 1.3

Component Matrix Analysis

Component Matrix[a]				
	Component			
	1	2	3	4
Government support	.943	-.139	-.039	-.261
Trade Union support	.938	-.165	.157	.250
More market accessibility	.868	-.385	-.245	.183
Good trade practices	.836	.025	.345	-.417

Introduction of technology and tools	-.778	.503	-.271	.259
More Insurance coverage	.410	-.791	.312	-.016
Financial support	.565	.786	-.110	-.131
Improved Infrastructure facilities	-.195	.703	.594	.184
Welfare measures support	-.521	-.608	.477	.270
Increase the price of the salt rate	-.038	.294	.885	-.251
Training on Value Added product	.524	.422	.089	.621
Govt Export guidance	.506	-.181	.216	.595
Extraction Method: Principal Component Analysis.				
a. 4 components extracted.				

Table 1.3 exhibits the rotated factor loading for 12 statements (factor) of the factors considered during analysis. It is clear from the table that all the 12 statements had been extracted into four factors, namely, F1, F2, F3, and F4. These new factors were identified with new names comprehensively to designate the Empowerment of salt pan women workers in Thoothukudi District.

The first factor is designed as **"accessibility"** on the basis of the loaded variables. Five variables in this category are important with high factor loading. It indicates that among the various area to be concentrate to empower the women, such as 'Government support (.943), Trade Union support (.938), more market accessibility (.868), Good trade practices (.836) and Introduction of technology and tools (.778). Thus, Government support and Trade Union support are identified as an important area to concentrate by women to empower their life.

The second factor is designed as **"Financial growth"** on the basis of the loaded variables. Four variables in this category are important with high factor loading. More Insurance coverage (.791), it indicates that among the various Factors considered, Financial support (.786), Improved Infrastructure facilities (.703) and Welfare measures support (.608)

Thus, Insurance coverage as important Factors considered major area to be concentrate on **Financial growth** related issues.

The third factor is designed as **"clarity"** on the basis of the loaded variables. Only one variable in this category is important with high factor loading. It indicates that among the various Factors considered on Increase the price of the salt rate, which have the loading value of .885.

The fourth factor is designed as **"Skill"** on the basis of the loaded variables. Two variables in this category are important with high factor loading. It indicates that among the various Factors, Training on Value Added product (.621) and Govt. Export guidance (595) as an important Factors considered for empowering salt pan women worker in Thoothukudi.

Table 1.4 presents the overall highest factor loadings for factors considered during purchasing the products for retail.

Table 1.4

VARIABLES WITH THE HIGHEST FACTOR LOADINGS FOR FACTORS

Factors		Selected Statements (Variables)	Factor loading
F1	**Accessibility**	Government support	.943
F2	**Financial growth**	More Insurance coverage	.791
F3	**Clarity**	Increase the price of the salt rate	.885
F4	**Skill**	Training on Value Added product	.621

It is clearly evident from Table 1.4 that the statements, 'Government support (.943), More Insurance coverage (.791), Increase the price of the salt rate (.885) and Training on Value Added product (.621) are the statements with highest factor loading under the dimensions namely, **accessibility (F1), Financial growth (F2), clarity (F3) and Skill (F4)**. Hence, it is concluded that these are the identified as a major factors to be concentrated for women worker empowerment.

FACTORS INFLUENCING ON WOMEN EMPOWERMENT

Empowerment of women refers to decision making power in social, economic and political sphere of life. Empowerment of women is very much essential to achieve sustainable development. It is prerequisite to gender equality and development. Women's position in the household determines women's autonomy in the family and in the society. The success of any strategy of women workers empowerment depends upon level of education, hard work, Social custom, Collective strategies beyond microcredit to extend the endowments of the poor women workers enhance their exchange outcomes in relation to their family, markets, state and community .Women can be made self-confident and self-reliant through women empowerment.

The main reason behind 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 agendas for the grass-roots to international levels and also women should be assisted in conflict situations and their participation in peace process supported.The present study was therefore undertaken to analyze the factors influenced the indicators of women workers empowerment in Thoothukudi. This study is helpful to understand the factors influencing the decision making power of women in the country. This study is also helpful to evaluate role of women in society and policy making, writers and government can get guidelines to analyze their efforts to improve society by promoting the concept of gender equality and women empowerment. They can improve their efforts in the light of results of this study. The study is most important for educationists to consider their role to promote concept of women empowerment through Government salaries.

FACTORS CONTRIBUTING TO WOMEN EMPOWERMENT

There's a significant dichotomy in our lives between our ideals and reality, which is especially painful and particularly when it involves the status of women in our country. Women still suffer from discrimination, exploitation and victimization. Empowerment may be a process that permits women workers in salt pan to realize access to, and control of, material, intellectual and human resources. Empowerment may be defined as a process during which people acquire social, economic and political capability to liberate themselves from injustices in society.

Women empowerment refers to the process of empowering women (Naila, 2005). It means accepting and allowing women who are on the outside of decision-making process into

it gives power to individuals over their own lives, society and in community. The action of raising the status of women through education, raising awareness, literacy and training is what comes in women empowerment. Women's empowerment is all about equipping allowing women to make life determining decisions through the different problems in society (Bayeh, 2016). Salt pan women workers can be made self-confident and self-reliant through women empowerment. Women should be encouraged to bring their vision and leadership, knowledge and skills, views and aspirations into the development agendas for the grass-roots to international levels and also women should be assisted in conflict situations and their participation in peace process supported (Rajmohan.K, 2011). In the role of Self-Help Groups in empowering rural women in Kerala, the author identified that SHGs can be used as a powerful tool for alleviating rural poverty through rural women empowerment. The study was mainly intended to critically evaluate the nature and extent of impact of participation in SHGs on rural women. In her study on self-help group: an effective approach to salt pan women workers empowerment in Thoothukudi.

CONCLUSION

When the salt pan women workers is empowered not only through education plays an important role in empowering women but also increase of wages helps to have an economic development with career opportunities. Women having rights are more confident, have better standard of living which makes own decisions. Women empowerment reduces poverty from the society . Women should have access to all resources and credit. Hence through this study an attempt is made to identify the factors which contribute to develop salt pan women workers.So in this situation the change of attitude of women and men is very important to empower women by giving decision making power regarding household, economic, healthcare and women participation in political and social activities to them. The workshop and training programs and microfinance programs will bring women and men together to discuss responsibilities and decision making regarding political and social activities. If only the attitude of society towards women is being changed then salt pan women workers could be empowered

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