STUDY OF WOMEN IN PUBLIC AND PRIVATE SECTOR ORGANISATION UNDER SERVICE SECTOR WITH SPECIAL REFERENCE TO TRICHY DISTRICT

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ABSTRACT

It has been observed that participation in work especially for female remains tied to class, caste and religious affiliations. In order to grasp the nature of these causal relationships, it is imperative to understand the socio-economic characteristics of women work participants. An attempt has been made in this paper to discuss the socio-economic characteristics of the sample women employees under service sector who are working in the selected public and private sector organizations in Trichy district.

Key Word: Socio-Economic Characteristics of Women, Public and Private Sector

I. INTRODUCTION

The services sector with a share of 55.20 per cent in India’s Gross Value Added (GVA) during 2016-17 continued to be the key driver of India’s economic growth contributing almost 72.50 per cent of gross value-added growth in 2018-19. While the growth of this sector in 2018-19 is expected to be at 8.3 per cent, the growth in services exports and net services were robust at 16.2 per cent and 14.6 per cent respectively in 2018-19. The Government has taken many initiatives in the different services which include digitization, e-visas, infrastructure status to Logistics, Start-up India, schemes for the housing sector which could give a further fillip to this sector. As per the First Advance estimates of national income 2018-19 released by Central Statistics Office (CSO), services sector growth (GVA at constant (2011-12) basic prices) is expected to be 8.3 per cent during 2017-18, higher than the growth of 7.7 per cent in 2017-18. The growth in trade, hotels, transport, communication and services related to broadcasting category is expected to be 8.7 per cent during 2018-19 as compared to 7.8 percent during 2017-18 and growth in the ‘financial, real estate and professional services’ category is likely to accelerate to 7.3 percent during 2018-19 from 5.7 percent in 2017-18. The ‘public administration, defense & other services’ category registered a growth of 11.3 per cent in 2017-18 as against 6.9 per cent in 2016-17, owing to higher payments of wages and salaries to government staff due to the implementation of recommendations of Seventh Pay Commission. This growth is expected to decelerate to 9.3 per cent in 2018-19, on a high base of 2017-18.

As per the UN National Accounts Statistics data, India’s ranking improved from 14th position in 2006 to 7th position in 2018-19, among the world’s 15 largest economies in terms of overall Gross Domestic Product (GDP). Among these top 15 economies; China (9.8 per cent) recorded the highest increase in services share to Gross Value Added (GVA) during 2006-16, followed by India (7.1 per cent) and Spain (7.0 per cent). In 2016, services GVA growth rate (at constant prices), was highest in India at 7.8 per cent followed by China at 7.4 per cent. As per the International Labour Organistaion’s estimates, among the top 15 economies, the services sector accounted for more than two-thirds of total employment in 2018 in most of them except India and China, with India’s share of 30.6 per cent being the lowest. While China had the highest increase in the share of services employment (10.2 per cent) during the period 2008 to 2018, increase in India was 5.2 per cent.

Services export growth, both for World and India, which had dipped to negative territory in 2018 after an interregnum of 6 years from 2012, returned to positive territory in 2017. As per the latest World Trade Organization (WTO) data for first half of 2018, services export growth for the World was 4.3 per cent (average of Q1 and Q2)
and robust at 9.9 per cent for India, though the highest growth was registered by Russia at 18.4 per cent. China’s growth was at 0.2 per cent. As per the World Investment Report 2019 published by United Nations Conference on Trade and Development (UNCTAD), following a surge in foreign investment in 2017, global FDI flows fell by two per cent in 2018, to US $1.75 trillion, amid weak economic growth. Global FDI flows are projected to increase by about five per cent in 2019. The services sector accounted for two thirds of global Foreign Direct Investment (FDI) stock in 2017, though a large part of this relates to affiliates of primary sector and Manufacturing Multinational Enterprises (MNEs) that perform services-like activities, and fall under services as a default category. The share of services in total value of announced Greenfield projects increased to 58.2 per cent in 2018 from 54.1 per cent in the previous year.

II. STATEMENT OF THE PROBLEM

Employment among women from the lower middle group of pupils and the poorer socio-economic groups is more general than it is among the best. Female employment is essential both for national economy as well as for the domestic economy. Employment of women down the decades shows the fact that the impact of unemployment falls more heavily on women than on men. There has been a good deal of discussion in recent years over the question of employment opportunities for women.

The status of women is closely associated with their economic position, which in turn, depends upon their access to productive resources of the country, and the opportunities for participation in economic activities.

At present the economic stresses and strains in the modern society bring forth and compel many women to come out to augment their family income. Their participation in gainful employment is mostly governed by the economic conditions of the family income. The reasons advance in favour of employment of women are inadequacy of the income of the husbands and also husbands’ irresponsibility towards family management. And hence this research work has been attempted to study the prestigious role of service sector in developing in nation through providing better livelihood for the socially disadvantaged group of women.

OBJECTIVES OF THE STUDY

• To describe the socio-economic conditions of the women employees in public sector and private sector under service sector.

• To study the relationship between the level of job satisfaction and the socio-economic background of the working women in public and private sectors.

• To examine the variation of women employees in income between public and private sectors and to assess their contribution towards family income.

HYPOTHESES OF THE STUDY

• There is no significant relationship between the socio-economic characteristic variables such as age, religion, marital status, type of family, family size, education, income and their total family income and their level of job satisfaction among the women employees in private and public sectors organisations.

• There is no significant relationship between the socio-economic characteristic variables and their level of empowerment of women employees in private and public sector organisations.

• There is no variation in income among women workers in public and private sector organisations.

III. METHODOLOGY

Sampling Procedure

The present study is confined to women working in service sector both public and private. In Trichy district the information regarding the list of offices of both public and private sectors was obtained from various sources. Out of 15,019 female workers in Trichy district, 2 per cent (300 workers) of working women were from telecommunication, banking and postal services were grouped into two numbers of cluster namely public (150) and private (150) sectors. Out of this, the researcher has selected 50 sample women workers each from

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telecommunication, banking and postal services respectively from public and private sectors by simple random sampling method.

**Period of Study**

The field survey was carried out from October 2017 to March 2018 for the collection of primary data. The data collection pertains to the financial year 2017-18.

**Collection of Data**

The data required for this study had been obtained from primary and secondary sources. Primary data were collected from the field directly through structured comprehensive interview schedule.

Primary data had been collected through personal interview method with a pre-tested schedule which consisted of information about the socio-economic characteristics, family characteristics, job satisfaction and the like. Secondary data related to study had been taken from the District Collector’s Office, Trichy, Trichy Municipality, District Employment Office, Employees State Insurance, District Statistical Hand Book, Trichy and different categories of government organizations. The researcher collected information from the Centre for Development Studies (CDS), Trivandrum, Madras Institute of Development Studies (MIDS), Chennai, Madras University, Chennai, Bharathiyar University, Coimbatore, and also from a few magazines and journals.

**Tools of Analysis**

First, the percentage analysis was carried out to find out the number of respondents on the basis of socio-economic characteristics.

In order to examine the relationship between socio-economic variables and their level of job satisfaction, Scaling Technique was adopted and then Chi-square test was used. To determine the factors influencing the job satisfaction, the factor analysis technique was used.

ANOVA was used to test the variation in income among women workers in public and private sector organisations.

In order to assess the contribution of women employees in family income, a log linear multiple regression model was estimated for public and private sectors separately.

One way ANOVA was carried out to examine the variation in terms of work participation through decision making for empowerment of women employees in both the sectors.

Factor analysis was adopted to find out the factors influencing job satisfaction of women workers in public and private sector organisations.

**MAJOR FINDINGS**

1. It is inferred that out of 300 overall sample women workers 27.67 per cent fall under the age group of 31-35 years and it is followed by the age group of 36-40 years, below 30 years, 36-40 years, 41-45 years, above 50 years and 46-50 years which constitute 23.67 per cent, 23.33 per cent, 16.33 per cent, 4.67 per cent and 4.33 per cent respectively.

2. It is also found that the majority of the age group of the women workers fall under the category of 36-40 years and 31-35 years in public and private sector organizations respectively in Trichy district.

3. It is observed that the majority of the total women sample workers (68.00 per cent) are Hindus followed by 71 (23.67 per cent) are Christian and 25 (8.33 per cent) are Muslims. It is also observed that the majority of the women employees fall under the category of the Hindu religion in public and private sector organizations in Trichy district.

4. It is shown that the majority of the total respondents (61.67 per cent) are married followed by unmarried and widows/separated which constitute 33.67 per cent and 4.66 per cent respectively.
5. It is found that out of 300 total women sample employees, 151 (50.33 per cent) come under the category of joint family and the remaining 149 (49.67 per cent) come under the category of nuclear family. It is concluded that the more or less the same proportion of the women employees come under the category of joint and nuclear families who are working in public and private sector organizations in Trichy district.

6. It is revealed that majority of the women sample workers (64.67 per cent) possess own houses followed by rented houses and quarters which constitute 31.33 per cent and only 4.00 per cent respectively. It is concluded that the majority of the women sample workers who are working in public and private sectors organizations possess own houses in Trichy district.

7. It is seen that out of 300 total women workers, 134 (44.67 per cent) come under the category of urban area followed by rural and semi-urban areas which constitute 30.00 per cent and 25.33 per cent respectively. It is also shown that the majority of the sample women workers who are working in public and private sector organizations are under the category of urban area as the place of origin in Trichy district.

8. It is portrayed that out of 300 total women workers under public sector in Trichy district, 169 (56.33 per cent) come under the family size category of 3-5 members followed by above five members and below three members which constitute 26.67 per cent and 17.00 per cent respectively. It is concluded that majority of the women employees who are working in public and private sector organizations are under the family size category of three to five members in the study area.

9. It is inferred that out of 300 total women sample workers, the majority (56.00 per cent) of them have studied upto graduate level followed by post-graduates, upto secondary level and professionals/technical degree or diploma holders which constitute 19.33 per cent, 14.00 per cent and 10.67 per cent respectively. It is concluded that the majority of the women sample workers who are working in public and private sector organizations have studied upto graduate level in the study area.

10. It is observed that out of 300 total women sample workers, 108 (36.00 per cent) of them earn monthly salary of less than Rs.20000 followed by the salary group such as Rs.20000-30000, Rs.30000-40000 and above Rs.40000 which constitute 27.33 per cent, 24.33 per cent and 12.33 per cent respectively. It is concluded that the majority of the women employees who are working in public and private sector organizations earn monthly salary of Rs.30000-40000 and less than Rs.20000 respectively.

11. It is revealed that out of 300 total women sample workers, 113 (37.67 per cent) of them earn total family income per month between Rs.40000 and 50000 followed by the income group such as Rs.30000-40000, above Rs.50000 and less than Rs.30000 which constitute 33.00 per cent, 18.33 per cent and 11.00 per cent respectively. It is also observed that majority of the women employees who are working in public and private sector organizations earn total monthly income of Rs. 40000-50000 and Rs.30000-40000 respectively.

SUGGESTIONS

On the basis of the findings few suggestions are offered which may help to enhance / ensure the participation of women in work force.

- All efforts to promote participation initiatives can be viewed only in the context of economic independence and empowerment of women. Women in India are not able to contribute their best to the development of the society. It is because they are backward in education, and in social, economic and political spheres.

- Further, it is observed that the high incidence of illiteracy among women constituted as one of the greatest barriers to their development. It limited their scope for work force participation. As such Government should take more efforts to promote women participation in work force. Women may be given equal opportunities for education, training, extension and decision making. Government can enact laws which ensures equal rights and opportunities for women with men in all job opportunities.

- The study revealed that the performance of women employees in public sector was found to be satisfactory in all respects relating to the quality of work life and empowerment compared to private sector. Hence, conscious
efforts have to be undertaken by the private sector organisations to promote women participation at a satisfactory level.

- It is suggested that Government should promote exclusive organisations and programmes for women’s participation. Government can support quasi-government, Pseudo-Governmental (co-operations), non-governmental and self-help groups for women. Further it is suggested that Government grants and aids may also be routed through exclusive women’s organisations wherever they are prevailing.

- The present study, for many reasons outlined above, could be claimed to be opportune. India is a country with a hoary, mystery ancient culture that placed woman on a pedestal and glorified motherhood. But, the modern realities are quite different. Women have been at the receiving end. Male chauvinism and gender bias had often gone against the aspirations of women to play their true roles in society. It is in this context that a study that looks at the various options of women’s empowerment that leads to her ultimate liberation, strikes the right note. The best is yet to be.

IV. CONCLUSION

With the acceptance of women and their participation in work force as a necessity, there is appreciation of their tremendous skills potentials. The participation of women in the work in the study area was intended not merely to improve their quality of life but to empower in decision making in their family. From the analysis of the empirical data, the women participation is found to be satisfactory. Higher level of internal consistency among women employees was observed in work involvement and quality of work life in the case of public sector. Thus it may be concluded that women employees in public sectors appeared much more satisfied in work force participation compared to private sector women employees. In both public and private sector, women employees were in a positive frame of mind to take independent decisions which in turn ensured their empowerment in decision making in their families.

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