

# *Chapter V*

*Finding, Suggestion  
and Conclusion*

This chapter comprises of the major findings of the study, implications for social work intervention, general suggestions and concluding paragraph summarising the research answer found to the research questions explored.

## **FINDINGS RELATED TO SOCIO-DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS**

- Most of the respondents (35.3%) hail from Mannachanallur block.
- Most of the respondents (46%) got elected from general women category.
- Majority of the respondents (54.0%) belong to the age group of 41-50 years.
- Most of the respondents (46.9%) have done their primary education.
- Majority of the respondents (67.4%) hail from nuclear families.
- Majority of the respondents (70.1%) have a monthly income in the range of Rs.5001 – 10000.
- Majority of the respondents (68.8%) have business as their occupation.
- A vast majority of the respondents (96.9%) are Hindus.
- A vast majority of the respondents (98.7%) are married.
- A vast majority of the respondents (99.1%) are having children.
- Most of the respondents (41.1%) have two children.
- For majority of the respondents (68.3%) it was their first election contest.
- Majority of the respondents (80.8%) have got elected for the first time.
- Most of the respondents (41.5%) have participated in PRI out of their self-interest.

- Majority of the respondents (62.5%) do not have affiliations with any political party.
- A vast majority of the respondents (79.5%) have received assistance from their fellow villagers to qualify themselves as a PRI member.
- Most of the respondents (44.2%) have full support from their family members.
- Majority of the respondents (50.4%) have opined that they are being discriminated being women.
- A vast majority of the respondents (89.7%) have opined that the Government officials are helping them in rendering their responsibilities.
- A vast majority of the respondents (82.6%) have stated that they feel secure about their position.
- A majority of the respondents (56.3%) have the ability to discuss PRI matters with male members.
- Most of the respondents (28.6%) have opined that they need continuous training to enable them to function efficiently.
- A vast majority of the respondents (79.9%) are members in SHG.
- A vast majority of the respondents (92%) have said that they participate in trainings.
- Majority of the respondents (59.4%) have stated that they attend more than three trainings.
- Majority of the respondents (58.9%) have said that they are able to attend family meetings and functions with family members.

- Most of the respondents (50%) have stated that their spouse do not dominate their decision making process.
- Majority of the respondents (58%) have the ability to manage household and PRI work.
- Majority of the respondents (56.3%) have stated that they do not perceive easy availability of Government schemes to the poor.
- Most of the respondents (38.8%) have stated the reason for reservation for women as to increase women's participation in politics.
- A vast majority of the respondents (90.2%) have said that Government officials encourage them to participate in PRI meetings.
- A vast majority (92%) of the respondents do not sign the minutes notebook without attending the meetings.
- Majority of the respondents (62.9%) perceive that achievement of women development schemes by the state and central Government is partial.
- Majority of the respondents (74.6%) perceive PRI to be better than the state Government in its functioning.
- A vast majority of the respondents (88.8%) have stated that their relationship with their spouse is better than before after being elected.
- Most of the respondents (28.6%) perceive the barrier to women's participation as Lack of awareness on PRI.
- Most of the respondents (30.4%) have stated enhancement of their decision making skill as the benefit of women's participation in PRI.

- A vast majority of the respondents (92.6%) have stated that community development worker visits them.
- A vast majority of the respondents (93.8%) have stated that they have knowledge about the role of community development worker.
- A vast majority (95.5%) of the respondents have stated that they need assistance from community development workers.
- A vast majority of the respondents (99.6%) have stated that community development workers will encourage participation of women in PRI.
- Most of the respondents (33.9%) expect Information on Financial Allocation for Welfare schemes by Government from the community development workers.
- Majority of the respondents (54.5%) have perceived a low level of decision making.
- Majority of the respondents (52.7%) have perceived low level of leadership.
- Majority of the respondents (58%) have perceived high level of participation.
- Majority of the respondents have Low level of Sociotropy (53.6%), Independent Achievement (57.1%) and Solitude (58%).

#### **FINDINGS RELATED TO DECISION MAKING**

- There is no significant association between the respondents religion and their perceived levels of decision making.
- There is no significant association between the respondents opinion on whether government officials help them and their perceived levels of decision making.

- There is no significant association between the respondents feelings of security and their perceived levels of decision making.
- There is no significant association between the respondents opinion on whether they can discuss PRI matters with male members and their perceived levels of decision making.
- There is no significant association between the respondents membership in SHG and their perceived levels of decision making.
- There is no significant association between the respondents participation in training and their perceived levels of decision making.
- There is a significant association between the respondents opinion on the easy availability of government schemes to the poor and their perceived levels of decision making.
- There is a significant association between the respondents opinion on whether their husband dominates their decisions and their perceived levels of decision making.
- There is a significant association between the respondents signing the minutes note without attending the meeting and their perceived levels of decision making.
- There is no significant association between the respondents opinion on whether PRI is better than government and their perceived levels of decision making.
- There is no significant association between the respondents opinion on achievement of women development schemes by state and central government and their perceived levels of decision making.

- There is no significant association between the respondents opinion on whether community development workers visit them from block development office and their perceived levels of decision making.
- There is a significant association between the respondents opinion on need for assistant from community development workers and their perceived levels of decision making.
- There is no significant association between the respondents awareness about the role of community development workers and their perceived levels of decision making.
- There is no significant association between the respondents expectation from the community development workers and their perceived levels of decision making.
- There is no significant association between the respondents opinion on their relationship with their husband after they being elected and their perceived levels of decision making.
- There is no significant association between the respondents opinion on whether government officials help them in PRI meetings and their perceived levels of decision making.
- There is no significant difference among the respondents from varied blocks and their decision making.
- There is no significant difference among the respondents with varied occupations and their perceived levels of decision making.

- There is no significant difference among the respondents with varied reasons for participating in PRI and their perceived levels of decision making.
- There is no significant difference among the respondents with varied quota from which they were elected from and their perceived levels of decision making.
- There is no significant difference among the respondents with varied family support and their perceived decision making.
- There is no significant difference among the respondents with varied reasons for reservation and their perceived decision making. A significant difference exists among the respondents with varied reasons for reservation and the sub dimensions of decision making namely principled and instinctiveness.
- There is no significant difference among the respondents with varied opinion on advantages of women's participation and their perceived levels of decision making.
- There is no significant difference between the type of family of the respondents and the perceived levels of decision making.
- There is no significant relationship between the Monthly Income of the Respondents and their perceived levels of decision making.
- There is no significant relationship between the number of children of the respondents and their perceived levels of decision making.
- There is no significant relationship between the respondents number of times contested in the elections and their perceived decision making levels.

- There is a significant relationship between the number of times the respondents got elected and their perceived levels of thoroughness.
- There is a significant positive relationship between the decision making levels of the respondents and their sub-dimensions namely thoroughness, control, hesitancy, social resistance, optimising, principled, and instinctiveness.

### **FINDINGS RELATED TO LEADERSHIP**

- There is no significant association between the respondents religion and their perceived levels of leadership.
- There is no significant association between the respondents opinion on whether government officials help them and their perceived levels of leadership.
- There is no significant association found between the respondents feeling of security and their perceived levels of leadership.
- There is no significant association found between whether the respondents can discuss PRI matters with male members and their perceived levels of leadership.
- There is no significant association between the respondents membership in SHG and their perceived levels of leadership.
- There is no significant association between the respondents participation in training and their perceived levels of leadership.
- There is no significant association between the respondents opinion on the easy availability of government schemes to the poor and their perceived levels of leadership.

- There is a significant association between the respondents opinion on whether their husband dominates their decisions and their perceived levels of leadership.
- There is no significant association between the respondents signing the minutes note without attending the meeting and their perceived levels of leadership.
- There is no significant association between the respondents opinion on whether PRI is better than government and their perceived levels of leadership.
- There is no significant association between the respondents opinion on achievement of women development schemes by state and central government and their perceived levels of leadership.
- There is no significant association between the respondents opinion on whether community development workers visit them from block development office and their perceived levels of leadership.
- There is no significant association between the respondents opinion on need for assistance from community development workers and their perceived levels of leadership.
- There is no significant association between the respondents awareness about the role of community development workers and their perceived levels of leadership.
- There is no significant association between the respondents expectation from the community development workers and their perceived levels of leadership.
- There is no significant association between the respondents opinion on their relationship with their husband after they being elected and their perceived levels of leadership.

- There is no significant association between the respondents opinion on whether government officials help them in PRI meetings and their perceived levels of leadership.
- There is a significant difference among the respondents from varied blocks and their perceived levels of leadership.
- There is no significant difference among the respondents with varied occupation and perceived levels of leadership.
- There is no significant difference among the respondents with varied reasons for participating in PRI and their perceived levels of leadership.
- There is no significant difference among the respondents with varied quota from which they were elected and their perceived levels of leadership.
- There is no significant difference among the respondents with varied family support and their perceived levels of leadership.
- There is no significant difference among the respondents with varied reasons for reservation and their perceived levels of leadership.
- There is no significant difference among the respondents with varied opinion on advantages of women's participation and their perceived levels of leadership.
- There is no significant difference between the type of family of the respondents and their perceived levels of leadership.
- There is a negative significant relationship between the monthly income of the respondents and their perceived levels of leadership.

- There is a positive significant relationship between the perceived leadership levels of the respondents and the sub-dimensions namely their concern for people and concern for task.
- There is a significant relationship between the number of children of the respondents and their perceived levels of leadership.
- There is no significant relationship between the respondents number of times contested in the elections and their perceived levels of leadership.

### **FINDINGS RELATED TO PARTICIPATION**

- There is no significant association between religion of the respondents and their perceived levels of participation.
- There is no significant association between the respondents opinion on whether government officials help them and their perceived levels of participation.
- There is no significant association between the respondents feeling of security and their perceived levels of participation.
- There is no significant association between the respondents membership in SHGs and their perceived levels of participation.
- There is no significant association between the respondents opinion on the easy availability of government schemes to the poor and their perceived levels of participation.
- There is no significant association between the respondents opinion on whether their husband dominates their decisions and their perceived levels of participation.

- There is no significant association between the respondents signing the minutes note without attending the meeting and their perceived levels of participation.
- There is no significant association between the respondents opinion on whether PRI is better than government and their perceived levels of participation.
- There is a significant association between the respondents opinion on achievement of women development schemes by state and central government and their perceived levels of participation.
- There is no significant association between the respondents opinion on whether community development workers visit them from block development office and their perceived levels of participation.
- There is a significant association between the respondents experiencing discriminated being women and their perceived levels of participation.
- There is no significant association between the respondents opinion on need for assistance from community development workers and their perceived levels of participation.
- There is no significant association between the respondents awareness about the role of community development workers and their perceived levels of participation.
- There is no significant association between the respondents expectation from the community development workers and their perceived levels of participation.
- There is no significant association between the respondents opinion on their relationship with their husband after they being elected and their perceived levels of participation.

- There is no significant association between the respondents opinion on whether government officials help them in PRI meetings and their perceived levels of participation.
- There is no significant difference among the respondents from varied blocks and their perceived levels of participation.
- There is a significant difference among the respondents with varied occupations and their perceived levels of participation.
- There is no significant difference among the respondents with varied reasons for participating in PRI and their perceived levels of participation.
- There is no significant difference among the respondents with varied quota they got elected from and their perceived levels of participation.
- There is no significant difference among the respondents with varied family support and their perceived levels of participation.
- There is no significant difference among the respondents with varied family support and their personality traits of Sociotropy, Independent Achievement, and Solitude.
- There is no significant difference among the respondents with varied reasons for reservation and their perceived levels of participation.
- There is no significant difference among the respondents with varied opinion on the advantages of women participation and their perceived levels of participation.

- There is no significant difference between the types of family of the respondents and their perceived levels of participation.
- There is no significant relationship between the monthly income of the respondents and their perceived levels of participation.
- There is no significant relationship between the number of children of the respondents and their perceived levels of participation.
- There is no significant relationship between the respondents number of times contested in the elections and their perceived levels of participation.

#### **FINDINGS RELATED TO SOCIOTROPY, INDEPENDENT ACHIEVEMENT AND SOLITUDE**

- There is no significant association between the respondents religion and their personality traits of Sociotropy, Independent Achievement and Solitude.
- There is no significant association between the respondents opinion on whether Government officials help them and their personality traits of Sociotropy, Independent Achievement and Solitude.
- There is no significant association between the respondents feeling of security and their Personality traits of Independent Achievement and Solitude. There is a significant association between the respondents feeling of security and their personality trait of Sociotropy.
- There is no significant association between the respondents membership in SHG and their personality traits of Sociotropy, Independent Achievement and Solitude.

- There is no significant association between the respondents participation in training and their personality traits of Sociotropy, Independent Achievement and Solitude.
- There is no significant association between the respondents opinion on the easy availability of Government schemes to the poor and their Personality traits Sociotropy, Independent Achievement and Solitude.
- There is no significant association between the respondents spouse dominating their decision and their personality traits of Sociotropy, Independent Achievement and Solitude.
- There is no significant association between the respondents opinion on whether PRI is better than Government and their personality traits Sociotropy and Solitude. A significant association exists between the respondents opinion on whether PRI is better than Government and their personality trait Independent Achievement.
- There is a significant association between the respondents opinion on achievement of women development schemes by state and central Government and their personality trait Sociotropy.
- There is no significant association between the respondents opinion on whether community development workers visit them from Block Development Office and their personality traits Sociotropy, Independent Achievement, and Solitude.
- There is no significant association between the respondents opinion on discrimination experienced being women and their personality traits Sociotropy and Solitude.

- There is no significant association between the respondents opinion on need for assistance from community development workers and their personality traits Sociotropy, Independent Achievement and Solitude.
- There is no significant association between the respondents awareness about the role of community development workers and their Personality traits Sociotropy, Independent Achievement and Solitude.
- There is no significant association between the respondents with varied expectations from the community development worker and their personality traits Sociotropy, Independent Achievement and Solitude.
- There is no significant association between the respondents opinion on their relationship with their husband after they being elected and their personality traits Sociotropy, Independent Achievement and Solitude.
- There is no significant association between the respondents opinion on whether Government officials help them to participate in PRI meetings and their personality traits Sociotropy, Independent Achievement and Solitude.
- There is no significant difference among the respondents from varied blocks and their personality traits of Sociotropy, Independent Achievement, and Solitude.
- There is no significant difference among the respondents with varied occupations and their personality traits of Sociotropy, Independent Achievement, and Solitude.

- There is a significant difference among the respondents with varied reasons for participating in PRI and their personality traits of Sociotropy, Independent Achievement and Solitude.
- There is no significant difference among the respondents with varied quota of election and their personality traits of Sociotropy, Independent Achievement and Solitude.
- There is a significant difference among the respondents with varied reasons for reservation and their personality trait Solitude.
- There is no significant difference among the respondents with varied advantages of women participation and their perceived traits of Sociotropy, Independent Achievement and Solitude.
- There is no significant difference between the respondents with varied type of family and their personality traits of Sociotropy, Independent Achievement, and Solitude.
- There is no significant relationship between the monthly income of the respondents and their personality traits of Sociotropy, Independent Achievement and Solitude.
- There is a significant positive relationship between the personality traits Independent Achievement and Sociotropy, between Solitude and Sociotropy, Independent Achievement.
- There is no significant relationship between the monthly income of the respondents and their perceived personality traits of Sociotropy, Independent Achievement, and Solitude.

- There is no significant relationship between the respondents number of times contested in the elections and their personality traits of Sociotropy, Independent Achievement and Solitude.

## **FINDINGS RELATED TO HYPOTHESES**

### **Research Hypothesis 1**

There is a significant relationship between the age of the respondents and their perceived levels of decision making.

### **Null Hypothesis for Research Hypothesis 1**

There is no significant relationship between the age of the respondents and their perceived levels of decision making.

### **Finding**

To test the above stated research hypothesis Karl Pearson's coefficient of correlation was applied and it was found that there is no significant relationship between the age of the respondents and their perceived levels of Decision making.

Hence the null hypothesis is accepted and the research hypothesis is rejected.

### **Research Hypothesis 2**

There is a significant relationship between the age of the respondents and their perceived levels of participation.

### **Null Hypothesis for Research Hypothesis 2**

There is no significant relationship between the age of the respondents and their perceived levels of participation.

### **Finding**

To test the above stated research hypothesis Karl Pearson's coefficient of correlation was applied and it was found that there is no significant relationship between the age of the respondents and their perceived levels of participation.

Hence the Null hypothesis is accepted and the Research Hypothesis is rejected.

### **Research Hypothesis 3**

There is a significant relationship between the age of the respondents and their perceived levels of Leadership.

### **Null Hypothesis for Research Hypothesis 3**

There is no significant relationship between the age of the respondents and their perceived levels of Leadership.

### **Finding**

To test the above stated research hypothesis Karl Pearson's coefficient of correlation was applied and it was found that there is no significant relationship between the Age of the respondents and their perceived levels of leadership.

Hence the null hypothesis is accepted and the research hypothesis is rejected.

### **Research Hypothesis 4**

There is a significant relationship between the age of the respondents and their personality trait Sociotropy.

### **Null Hypothesis for Research Hypothesis 4**

There is no significant relationship between the age of the respondents and their personality trait Sociotropy.

### **Finding**

To test the above stated research hypothesis Karl Pearson's coefficient of correlation was applied and it was found that there is no significant relationship between the Age of the respondents and their personality trait Sociotropy.

Hence the null hypothesis is accepted and the research hypothesis is rejected.

### **Research Hypothesis 5**

There is a significant relationship between the age of the respondents and their personality trait Independent Achievement.

### **Null Hypothesis for Research Hypothesis 5**

There is no significant relationship between the age of the respondents and their personality trait Independent Achievement.

### **Finding**

To test the above stated research hypothesis Karl Pearson's coefficient of correlation was applied and it was found that there is no significant relationship between the age of the respondents and their personality trait Independent Achievement.

Hence the null hypothesis is accepted and the research hypothesis is rejected.

### **Research Hypothesis 6**

There is a significant relationship between the age of the respondents and their personality trait Solitude.

### **Null Hypothesis for Research Hypothesis 6**

There is no significant relationship between the age of the respondents and their personality trait Solitude.

### **Finding**

To test the above stated research hypothesis Karl Pearson's coefficient of correlation was applied and it was found that there is no significant relationship between the age of the respondents and their personality trait Solitude.

Hence the null hypothesis is accepted and the research hypothesis is rejected.

### **Research Hypothesis 7**

There is a significant association between the respondents affiliation to political party and their perceived levels of decision making.

### **Null Hypothesis for Research Hypothesis 7**

There is no significant association between the respondents affiliation to political party and their perceived levels of decision making.

### **Finding**

Chi square test was applied to test the above hypothesis and it is found that there is a significant association between the respondents affiliation to political party and their perceived levels of decision making.

Hence the research hypothesis is accepted and the null hypothesis is rejected.

### **Research Hypothesis 8**

There is a significant association between the respondents affiliation to political party and their perceived levels of leadership.

### **Null Hypothesis for Research Hypothesis 8**

There is no significant association between the respondents affiliation to political party and their perceived levels of leadership.

### **Finding**

Chi square test was applied to test the above hypothesis and it is found that there is a significant association between the respondents affiliation to political party and their perceived levels of leadership.

Hence the Research Hypothesis is accepted and the null hypothesis is rejected.

### **Research Hypothesis 9**

There is a significant association between the respondents affiliation to political party and their perceived levels of participation.

### **Null Hypothesis for Research Hypothesis 9**

There is no significant association between the respondents affiliation to political party and their perceived levels of participation.

### **Finding**

Chi square test was applied to test the above hypothesis and it is found there is no significant association between the respondents affiliation to political party and their perceived levels of participation.

Hence the Null Hypothesis is accepted and the research hypothesis is rejected.

### **Research Hypothesis 10**

There is a significant association between the respondents affiliation to political party and their perceived levels of Sociotropy.

### **Null Hypothesis for Research Hypothesis 10**

There is no significant association between the respondents affiliation to political party and their perceived levels of Sociotropy.

### **Finding**

Chi square test was applied to test the above hypothesis and it is found there is a significant association between the respondents affiliation to political party and their perceived levels of Sociotropy.

Hence the research hypothesis is accepted and the null hypothesis is rejected.

### **Research Hypothesis 11**

There is a significant association between the respondents affiliation to political party and their perceived levels of Independent Achievement.

### **Null Hypothesis for Research Hypothesis 11**

There is no significant association between the respondents affiliation to political party and their perceived levels of Independent Achievement.

### **Finding**

Chi square test was applied to test the above hypothesis and it is found there is a significant association between the respondents affiliation to political party and their perceived levels of Independent Achievement.

Hence the research hypothesis is accepted and the null hypothesis is rejected.

### **Research Hypothesis 12**

There is a significant association between the respondents affiliation to political party and their perceived levels of Solitude.

### **Null Hypothesis for Research Hypothesis 12**

There is no significant association between the respondents affiliation to political party and their perceived levels of Solitude.

### **Finding**

Chi square test was applied to test the above hypothesis and it is found there is a significant association between the respondents affiliation to political party and their perceived levels of Solitude.

Hence the research hypothesis is accepted and the null hypothesis is rejected.

### **Research Hypothesis 13**

There is a significant association found between the respondents' ability to manage PRI work and household work and their perceived levels of decision making.

### **Null Hypothesis for Research Hypothesis 13**

There is no significant association found between the respondents ability to manage PRI work and household work and their perceived levels of decision making.

### **Finding**

Chi square test was applied to test the above hypothesis and it is found there is a significant association found between the respondents ability to manage PRI work and household work and their perceived levels of decision making.

Hence the research hypothesis is accepted and the null hypothesis is rejected.

### **Research Hypothesis 14**

There is a significant association found between the respondents ability to manage PRI work and household work and their perceived levels of participation.

#### **Null Hypothesis for Research Hypothesis 14**

There is no significant association found between the respondents ability to manage PRI work and household work and their perceived levels of participation.

#### **Finding**

Chi square test was applied to test the above hypothesis and it is found that there is no significant association between the respondents ability to manage PRI work and household work and their perceived levels of participation.

Hence the null hypothesis is accepted and the research hypothesis is rejected.

#### **Research Hypothesis 15**

There is a significant association found between the respondents ability to manage PRI work and household work and their perceived levels of leadership.

#### **Null Hypothesis for Research Hypothesis 15**

There is no significant association found between the respondents ability to manage PRI work and household work and their perceived levels of leadership.

#### **Finding**

Chi square test was applied to test the above hypothesis and it is found that there is no significant association found between the respondents ability to manage PRI work and household work and their perceived levels of leadership.

Hence the null hypothesis is accepted and the research hypothesis is rejected.

### **Research Hypothesis 16**

There is a significant association found between the respondents ability to manage PRI work and household work and their perceived levels of Sociotropy.

### **Null Hypothesis for Research Hypothesis 16**

There is no significant association found between the respondents ability to manage PRI work and household work and their perceived levels of Sociotropy.

### **Finding**

Chi square test was applied to test the above hypothesis and it is found that there is no significant association found between the respondents ability to manage PRI work and household work and their perceived levels of Sociotropy.

Hence the null hypothesis is accepted and the research hypothesis is rejected.

### **Research Hypothesis 17**

There is a significant association found between the respondents ability to manage PRI work and household work and their perceived levels of Independent Achievement.

### **Null Hypothesis for Research Hypothesis 17**

There is no significant association found between the respondents ability to manage PRI work and household work and their perceived levels of Independent Achievement.

### **Finding**

Chi square test was applied to test the above hypothesis and it is found that there is no significant association found between the respondents ability to

manage PRI work and household work and their perceived levels of Independent Achievement.

Hence the null hypothesis is accepted and the research hypothesis is rejected.

### **Research Hypothesis 18**

There is a significant association found between the respondents ability to manage PRI work and household work and their perceived levels of Solitude.

### **Null Hypothesis for Research Hypothesis 18**

There is no significant association found between the respondents ability to manage PRI work and household work and their perceived levels of Solitude.

### **Finding**

Chi square test was applied to test the above hypothesis and it is found that there is no significant association found between the respondents ability to manage PRI work and household work and their perceived levels of Solitude.

Hence the null hypothesis is accepted and the research hypothesis is rejected.

### **Research Hypothesis 19**

There is a significant association between the respondents experiencing discrimination being women and their perceived levels of decision making

### **Null Hypothesis for Research Hypothesis 19**

There is no significant association between the respondents experiencing discrimination being women and their perceived levels of decision making

### **Finding**

Chi square test was applied to test the above hypothesis and it is found that there is a significant association between the respondents experiencing discrimination being women and their perceived levels of decision making.

Hence the research hypothesis is accepted and the null hypothesis is rejected.

### **Research Hypothesis 20**

There is a significant association between the respondents experiencing discrimination being women and their perceived levels of participation.

### **Null Hypothesis for Research Hypothesis 20**

There is no significant association between the respondents experiencing discrimination being women and their perceived levels of participation.

### **Finding**

Chi square test was applied to test the above hypothesis and it is found that there is a significant association between the respondents experiencing discrimination being women and their perceived levels of participation.

Hence the research hypothesis is accepted and the null hypothesis is rejected.

### **Research Hypothesis 21**

There is a significant association between the respondents experiencing discrimination being women and their perceived levels of leadership.

### **Null Hypothesis for Research Hypothesis 21**

There is no significant association between the respondents experiencing discrimination being women and their perceived levels of leadership.

### **Finding**

Chi square test was applied to test the above hypothesis and it is found that there is a significant association between the respondents experiencing discrimination being women and their perceived levels of leadership.

Hence the research hypothesis is accepted and the null hypothesis is rejected.

### **Research Hypothesis 22**

There is a significant association between the respondents experiencing discrimination being women and their perceived levels of Sociotropy.

### **Null Hypothesis for Research Hypothesis 22**

There is no significant association between the respondents experiencing discrimination being women and their perceived levels of Sociotropy.

### **Finding**

Chi square test was applied to test the above hypothesis and it is found that there is no significant association between the respondents experiencing discrimination being women and their perceived levels of Sociotropy.

Hence the null hypothesis is accepted and the research hypothesis is rejected.

### **Research Hypothesis 23**

There is a significant association between the respondents experiencing discrimination being women and their perceived levels of Independent Achievement.

### **Null Hypothesis for Research Hypothesis 23**

There is no significant association between the respondents experiencing discrimination being women and their perceived levels of Independent Achievement.

### **Finding**

Chi square test was applied to test the above hypothesis and it is found that there is no significant association between the respondents experiencing discrimination being women and their perceived levels of Independent Achievement.

Hence the null hypothesis is accepted and the research hypothesis is rejected.

### **Research Hypothesis 24**

There is a significant association between the respondents experiencing discrimination being women and their perceived levels of Solitude.

### **Null Hypothesis for Research Hypothesis 24**

There is no significant association between the respondents experiencing discrimination being women and their perceived levels of Solitude.

### **Finding**

Chi square test was applied to test the above hypothesis and it is found that there is no significant association between the respondents experiencing discrimination being women and their perceived levels of Solitude.

Hence the null hypothesis is accepted and the research hypothesis is rejected.

**Research Hypothesis 25**

There is a significant relationship between the number of times the respondents got elected and their perceived levels of decision making.

**Null Hypothesis for Research Hypothesis 25**

There is no significant relationship between the number of times the respondents got elected and their perceived levels of decision making.

**Finding**

Karl Pearson's coefficient of correlation was applied to test the above stated hypothesis and it was found that there is a significant relationship between the number of times the respondents got elected and their perceived levels of decision making.

Hence the research hypothesis is accepted and the null hypothesis is rejected

**Research Hypothesis 26**

There is a significant relationship between the number of times the respondents got elected and their perceived levels of participation.

**Null Hypothesis for Research Hypothesis 26**

There is no significant relationship between the number of times the respondents got elected and their perceived levels of participation.

**Finding**

Karl Pearson's coefficient of correlation was applied to test the above stated hypothesis and it was found that there is no significant relationship between the

number of times the respondents got elected and their perceived levels of participation.

Hence the null hypothesis is accepted and the research hypothesis is rejected.

### **Research Hypothesis 27**

There is a significant relationship between the number of times the respondents got elected and their perceived levels of leadership.

### **Null Hypothesis for Research Hypothesis 27**

There is no significant relationship between the number of times the respondents got elected and their perceived levels of leadership.

### **Finding**

Karl Pearson's coefficient of correlation was applied to test the above stated hypothesis and it was found that there is a significant relationship between the number of times the respondents got elected and their perceived levels of leadership.

Hence the research hypothesis is accepted and the null hypothesis is rejected.

### **Research Hypothesis 28**

There is a significant relationship between the number of times the respondents got elected and their perceived levels of Solitude.

### **Null Hypothesis for Research Hypothesis 28**

There is no significant relationship between the number of times the respondents got elected and their perceived levels of Solitude.

### **Finding**

Karl Pearson's coefficient of correlation was applied to test the above stated hypothesis and it was found that there is no significant relationship between the number of times the respondents got elected and their perceived levels of Solitude.

Hence the null hypothesis is accepted and the research hypothesis is rejected.

### **Research Hypothesis 29**

There is a significant relationship between the number of times the respondents got elected and their perceived levels of Independent Achievement.

### **Null Hypothesis for Research Hypothesis 29**

There is no significant relationship between the number of times the respondents got elected and their perceived levels of Independent Achievement.

### **Finding**

Karl Pearson's coefficient of correlation was applied to test the above stated hypothesis and it was found that there is no significant relationship between the number of times the respondents got elected and their perceived levels of Independent Achievement.

Hence the null hypothesis is accepted and the research hypothesis is rejected.

### **Research Hypothesis 30**

There is a significant relationship between the number of times the respondents got elected and their perceived levels of Solitude.

### **Null Hypothesis for Research Hypothesis 30**

There is no significant relationship between the number of times the respondents got elected and their perceived levels of Solitude.

### **Finding**

Karl Pearson's coefficient of correlation was applied to test the above stated hypothesis and it was found that there is no significant relationship between the number of times the respondents got elected and their perceived levels of Solitude.

Hence the null hypothesis is accepted and the research hypothesis is rejected.

## **FINDING OF THE CASE STUDIES**

### **Case Study – 1**

Elected Women Representative xxx is from Thiruverambur block. She is 38 years old. She did her middle school education. She is married and is blessed with a child. She hails from a middle class family. She got elected on her electoral debut. Community played a vital role in her plunge into PRI. She has sought the help of the local villagers in equipping herself with the required skill sets of a PRI representative. She has the backing of her family who go all out in their efforts to help her by all means. She feels secured in her nature of job and has undergone more than three trainings to develop her skills. She opines that reservation for women in Local body elections would enhance women's participation in politics. She also expressed the view that she gets as equal an opportunity as her male colleagues in her executing her functions. She stated that she does her household chores apart from her official workload. She believes in consultations when important decisions had to be taken and feels she is in control. She

has good communication skills and serves as a spokesperson to air the needs of her community. She also stated that she delegates work to those who are capable of taking up the tasks assigned. She believes in doing her work with perfection and gets the name and fame out of it than by befriending people. She revealed that she is an empowered woman by sharing the view that she doesn't bother others not accepting her because of her nature of standing up for a cause though all by herself.

### **Case Study – 2**

Ms. YYY is from Manachanallur block and is aged 46. She is from a nuclear family and is a private employee having done her high school education. She belongs to the scheduled caste. She is married and had two children. She has become the president of the Panchayat on her first contest and she relies on her husband and family to equip herself with the requisite skill set. She doesn't feel that her opinions are not considered on account of her gender and feels quite secured in her working environment. She has undergone two trainings so far related to the functioning of Panchayat Raj Institution. She firmly believes that participation in Panchayat Raj Institution enhances the self-esteem of women and enables them to develop their leadership potentialities. She further feels economically empowered and is able to do justice to her social life, having been able to participate in family functions and community meetings. She stated that she extends a helping hand to others in her village whenever they seek any assistance regarding availing Panchayat Raj welfare measures. She plans well in time and stated that she chooses the easiest means in solving many a problem. She considers her decision making skill to be good. She displays her leadership skills by taking the initiative to voice out the needs of her fellow villagers. She finds it important that

others respect her and accept her leadership. She further opined that she is firm in her decisions and others can't easily change it.

### **Case Study – 3**

An Elected Women Representative from Anthanallur block located on the Karur main road from Trichy, is aged 40. She hails from a joint family in Perugamani village panchayat. She is doing small scale business in the village itself. She got elected from general women category. She is married and has one child. She has been elected for the first time in rural local body elections held in 2011. Village community played a vital role in her decision to get involved in public life through Panchayat Raj Institution. Her family members render a helping hand in enabling her to carry out her official responsibilities. She feels secured in her role in PRI, her nature of job and has undergone more than three trainings to develop her skills in executing panchayat functions and understanding its structure better. She opines that reservation for women in Local body elections would ensure the attainment of the aims and objectives of local governance. She also expressed the view that she gets as equal an opportunity as her male colleagues in local body assembly. She stated that the government officials help her to participate in the decision making process of panchayat functions. She believes that women would get more opportunities in local body if the reservation policy is followed in true spirit. She stated that the barrier for women's participation in local body is gap between the women's organisation and panchayat raj institutions. She believes that the community development worker's role will enhance women's initiatives in taking active role in local body functions.

## **FINDINGS OF THE FOCUS GROUP DISCUSSION (FGD)**

The focus group discussion being a scientific tool to learn in-depth about people's feelings, interests, perspectives, opinions and knowledge about the topic of research interest, the researcher employed it by developing a set of questions to facilitate the discussion, with the Elected Women Representatives.

### **Preparation**

The researcher and a facilitator were involved in conducting this focus group discussion. The facilitator was assigned the task to ask the questions and guide the discussion. The researcher observed the proceedings and took verbatim notes on the discussion. Twelve Elected Women Representatives were identified among the respondents from Tiruverumbur block and oriented about this discussion. The community hall of Tiruverumbur was chosen for this purpose since it was a feasible and quiet location. The information about the purpose of the focus group meeting, the topics that are to be discussed, and how the participants were selected was informed to the participants to ensure transparency. It was planned for an hour during the evening time of 24<sup>th</sup> July 2013.

### **Orienting the Participants**

The Elected Women Representatives identified to participate in the focus group discussions was clearly oriented about the objective of the discussion and asked to deliberate freely on simple questions which in turn would be used to stimulate a discussion among the participants. Four primary questions and / or discussion topics to facilitate this process were developed for this focus group discussion.

### **Summary of the Focused Group Discussion (FGD)**

The facilitator greeted all the participants and ensured that the participants are comfortably seated. The facilitator reviewed the objectives of the focus group and stressed that utmost confidentiality of participants' comments would be maintained before commencing the session. The facilitator sought the cooperation of the members of the focus group for an open and dynamic discussion and debate about the focus group questions.

During the discussion, the facilitator asked follow-up questions to encourage the participants to provide specific information on the topic. The facilitator also ensured that all members of the group participated in the discussion by asking each member to respond to different aspects of the discussion. This was felt very much necessary because some participants were feeling intimidated about expressing their opinions in the presence of others.

### **Finding of the Focused Group Discussion (FGD)**

- Most of the participants acknowledged that they are participating in all the Panchayat Raj Institution meetings
- Most of them agreed that their empowerment levels has increased after having been elected as representative of their locality.
- They expressed that they have few physical and social barriers in Participating in the activities of Panchayat Raj Institutions.
- They acknowledged the role of social workers and voluntary organizations in promoting their effective participation in Panchayat Raj Institutions.

### **Concluding the Focused Group Discussion (FGD)**

The participants at times took the discussion in a direction that is different from what the focus group was organized for. The facilitator was often reminding the participants why they are there and then followed-up with a new question to return the discussion back to the focus on the topic. After the focus group discussion was over, the facilitator thanked the participants for taking their time off to participate in this discussion. The facilitator also explained the results of the focus group discussion which was documented by the researcher.

### **IMPLICATIONS FOR SOCIAL WORK INTERVENTION**

- To assist women to identify their own leadership potential and what they have and can contribute to their communities.
- To provide a forum for women to bring together their skills, knowledge and visions for the future.
- To increase women's participation in order to obtain better outcomes for development.
- To build the leadership skills and capacity of EWRs – Enable them to acquire an enhanced understanding of self-identity, self-confidence and self-potential, broaden their perspectives about who is and who can be a leader, assess personal qualities and skills, understand the concept of leadership and the various leadership skills, explore the qualities of good and bad leadership, begin to enhance personal leadership potential, deepen understanding of different styles of leadership.

- As the elected women representatives of the present study have expressed their opinion that they are being discriminated on grounds of their gender, gender sensitization programmes can be conducted for them identify their beliefs and perceptions about men and women that could enable them to differentiate and describe the differences between gender and sex, examine gender stereotypes reinforced by the social and cultural norms, describe different types of roles played by men & women in their society, reflect about the multiple roles played by women in their society.
- In the present study a significant association has been elicited between the respondents ability to balance household and PRI work and their decision making which implies the need to orient the elected women representatives about the multiple roles played by the women leaders – women in leadership positions are not exempted from playing roles that are typical of women in general. In addition to leadership roles, women are still expected to play the following roles:
  - The reproductive role of child bearing and rearing.
  - The productive role of doing activities to earn a living.
  - Community development roles by involving in community building activities.
  - The professional role with education competencies.
  - Management role: Women leaders have to plan, organize and control.
  - Leadership role both at home and at work.

## **SUGGESTIONS**

The study reveals that men's attitude towards women's entry into politics has begun to change from that of total rejection to limited encouragement and in some cases even to active encouragement. This trend needs to be strengthened through orientation courses and training programmes for officials and elected representatives, both men and women. Besides there is a need to train the women leaders at regular intervals to enable them to manage the responsibilities assigned to them in the panchayats at all the levels. Another important effort required for real empowerment of rural women is to bring about an attitudinal change in both men and women. Studies on women in politics have emphasized that contact with outside world makes women more alert and also active in the political process. There could be two ways of doing it. Firstly, interaction between enlightened rural women and illiterate elected one's should be encouraged. Secondly, these women could be taken out to the urban areas and their interaction with educated urban elected women representatives be arranged. The women should also be encouraged to organize themselves. The mahila mandals in the village can be effectively used as instruments to mobilize them for this purpose. Some successful women's organisations can also act as catalytic agents for encouraging the women's participation in social and political activities. The Government should provide finances and infrastructure to some of the deserving and successful women organizations to take up the responsibility of encouraging the women elected representatives. Incentives play a vital role in ensuring the participation of elected representatives in decision-making. It has been noticed that there are certain very active and enlightened women leaders at all the levels of panchayats, who have been successfully implementing the developmental schemes and have ensured overall development of their constituencies.

Such leaders need to be encouraged by publicizing their leadership qualities and honouring them in public meetings. It will certainly encourage other women representatives and their success stories and good practices will get replicated. The media both print as well as electronic can play an important role in creating awareness in the rural society. It can act as an agent of political socialization for inculcating the values of gender equality and gender justice.

## CONCLUSION

The concept of grass root levels democracy for women in self governance at both rural and urban levels has not lived up-to the mark in our country. The 73<sup>rd</sup> Constitutional Amendment seeks to radically alter the power relations in the villages by reserving seats for scheduled castes, tribes, backward classes and women. However, in the absence of proper education, training and economic independence, these groups are unable to assert themselves. Illiteracy, poverty and unemployment impair the very process of participatory development in our country. However there is no denying of the fact that though the provision of reservation of seats for women has been manipulated by their male counterparts – mostly their husbands – it has certainly empowered the women to some extent. They are increasingly becoming aware of their rights and responsibilities and are asserting themselves in certain cases. If the suggestions to improve the elected women representative's participation are effectively considered and implemented by the Government machinery – especially with regard to preventing proxy representatives – it would pave the way for women's role in Panchayat Raj Institutions and their political empowerment. It would also ensure the levels of participation, enhance perceived levels of decision making and leadership of women in all walks of their lives and make the attainment of the objectives of women's reservation in local self governance especially in village levels a reality.