

# **WOMEN EMPLOYMENT IN SPECIAL ECONOMIC ZONES**

**A Study on Select Units in Visakhapatnam Special Economic Zone**

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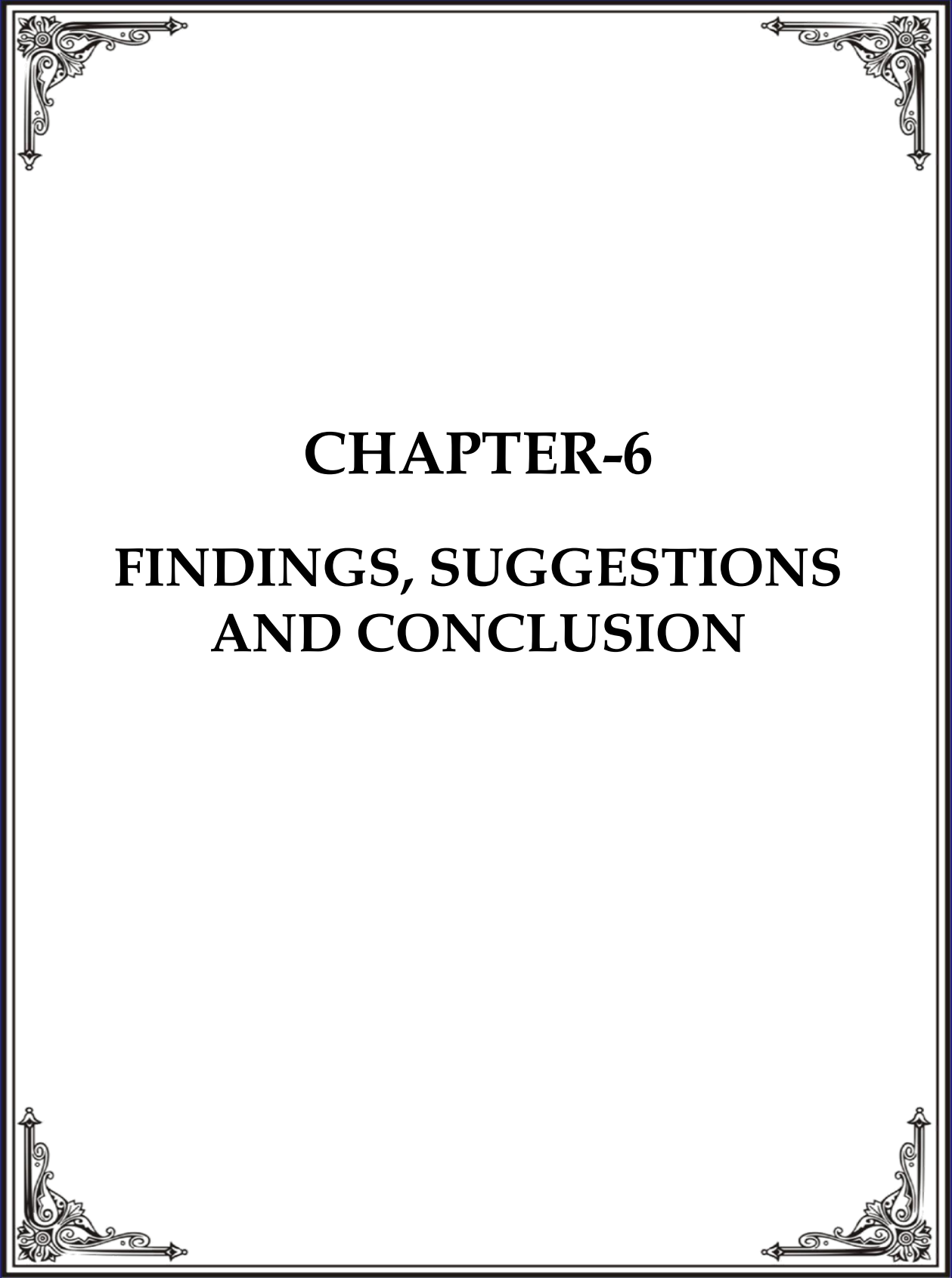
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# **CHAPTER-6**

## **FINDINGS, SUGGESTIONS AND CONCLUSION**

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*This chapter presents the overall summary of the study by highlighting the key findings following the objectives of the study. Subsequently, the second and third sections of this chapter provide suggestions and conclusions of the study. Finally, the scope for further research is presented at the end of this chapter.*

Women Employment has become increasingly important over the past decades. There is a growing belief that women would need to become more self-reliant in the future. Women have been empowered for many years, but there is no proper equality shown with men in many areas. This hasn't developed in many professions as well. The overall development of any country depends upon the maximum utilization of people, both men, and women. In India, the last two hundred years have witnessed a substantial, historically unprecedented expansion of women's rights both economically and politically.

The decision for a woman to work is a complex issue that involves social norms, educational attainment, fertility rate, household care, access to other services, and availability of opportunity. There is a growing literature, which seeks to explain the drivers of women's labour force participation by analyzing various dimensions.

The study "Women Employment in Special Economic Zones – A Study in Select Units of Visakhapatnam Special Economic Zone." has been undertaken to identify and measure women's employment in Special Economic Zones. The following objectives are identified for the study.

1. To analyze the trends in women employment in India.
2. To portray the socio-economic profile of women employees in select units of the Visakhapatnam Special Economic Zone (VSEZ).

3. To study the opinion of women employees on Job Factors, Gender Equality, Career Growth, Welfare Amenities, Work-Life Balance and Job Satisfaction.
4. To examine the association between factors influencing employment and overall Job Satisfaction.
5. To offer suggestions to organizations, and women for improving their employment status in Special Economic Zones.

Therefore, to study and analyze the above objectives, two hypotheses were framed and tested using multiple linear regression for finding the association among the variables of socio-economic factors, variables of women employment. The following are to be considered as hypotheses.

$^1H_0$  There is no significant association between the socio-economic profile of women employees and factors influencing employment

$^2H_0$  There is no significant relationship between various aspects of employment and job satisfaction

## 6.1 Major Findings

### (A) Trends in Women Employment

- It is observed that the female employment rate has been declining from the past few years in India. It has fallen from 36 percent in 2005-06 to 24 percent in 2015-16, as per the economic survey of India 2017–18.
- It is found that from 1990 to 2013, while Female LFPR has grown in countries like Bangladesh and Pakistan and stabilized in Sri Lanka, Female LFPR has declined in India by 6.9 percentage from 34.1 percent in 1990 to 27.2 percent in 2013.
- An increase in the percent of higher education in rural areas has become a major reason for the decline in employment. Due to which women employment in agriculture labour, construction labour is decreasing. Lack of family support and childbearing issues are the other main reason for the retention of women from employment. Gender wage gaps and equality are also an important factor influencing women employment in India.
- Special Economic zones have a great chance of employment-generating opportunity but, very few industries are interested in hiring women. Most of the industries hire only men for technical jobs.
- It is observed that women are employed only for the sanitary works, stereotype jobs, and non-technical jobs in most of the industries in Special Economic Zones Visakhapatnam.
- Most of the women employees are employed in industries like apparel, diamond polishing, and packaging. Here their work would be like stitching, cleaning, rubbing, packing cardboards, etc.

**(B) Socio-Economic Factors**

- It is found that most of the women employees (referred here as respondents) fall under the age group of below 30 years. This is followed by the age group of 31-40 years. Whereas, very few respondents fall under the age group of 41-50 years. This says that most women who are below 30 years are more when compared to other groups.
- It is observed that respondents with educational qualification of intermediate are more than other qualifications. 38.5% of women come under this. When combined respondents with Educational Qualification 10<sup>th</sup> standard and below are 57% of the sample taken. Very few of the respondents are postgraduates. It can be observed that the proportion of respondents having an Educational Qualification of 10<sup>th</sup> class and below is high.
- It is found that most of the respondents belong to BC category as they make 46% of the sample. Very few employees belong to the ST category which comprises 4% of the sample taken. It is seen that most of the employees are from Backward Castes.
- It is observed that majority of the respondents are Hindus, they constitute 82% of the total sample. The rest of them are Christians and Muslims who constitute 12% and 6% respectively. It can be seen that most of the respondents belongs to hindu religion.
- When the respondents were asked about their monthly income, their responses revealed that the majority i.e. 69% of the total respondents earn less than Rs 10,000. Around 26.5% of the sample has a Monthly Income ranging from 10000-20000 rupees. Very few employees who constitute 2% of the sample earn more than Rs30000. It is seen that majority of the respondents earn a very low amount.
- It is seen that 60% of the respondents are married and 30.5% are unmarried. Few of them are divorced and they make 4% of the sample and the respondents who

are widows are 5.5% in the sample. Most of the respondents are married and this shows the influence on various other factors.

- It is observed that the husband's occupation of most of the respondents is business as they form 44.5% of the sample. 36.5% of them do the job and 19% of them are in agriculture. It is seen that most of them are into various businesses. Business has many risk factors and uncertainty for the family income. This also might be a reason for women to join a job, to support their family financially.
- It is found that 42% of the respondents have two children and 22.5% of them have a single child. Whereas, 30.5% of the respondents have no children. Mostly they are unmarried respondents.
- While 77.5% of the respondents are from the nuclear family only 22.5% are from joint families. It is observed that most of the respondents are from the nuclear family. This leads to no family support and there will be more issues with stress and work-life balance.
- It is observed that the majority of the respondents have two dependents and they constitute 66% of the total sample. 16% of the respondents have three dependents. The number of dependents also influences the work of the respondents.
- In a sample of 400 respondents, 50% are from the rural area, 48% from urban, and only 2% are from the tribal family background. Respondents coming from the tribal area are very low.
- It is observed that most of the respondents are motivated by their parents who are 45.5% of the sample considered. Many of the respondents are motivated by themselves to join the job and they constitute 35.5% of the sample. 15% of the sample is motivated by their husband to join the job. Only a few are motivated by others to join the job.
- It is seen that half of the respondents have taken jobs because of their economic necessity; they constitute 50.5% of the total sample. Many of them around 34.5%

of the sample have joined jobs to improve their standard of living. Only a few of them who are 2.5% of the sample have taken up jobs for self-actualization.

- It is observed that most of the employees are not satisfied with their financial position; they constitute about 45% of the total sample taken. Many of the employees expressed their opinion satisfactory about their financial position; they constitute about 40% of the sample. Few employees who constitute 15% of the total sample have agreed that their financial position is strong. It is found that the majority of them are not satisfied with their financial position.

**(C) Job Factors**

- When the respondents were asked about their experience, it is found that most of the employees have below 5 years of experience in their organization, which is 52.5% of the total sample taken. The next highest percentage of employee's i.e, 47% have 5-10 years of experience in their organization.
- The majority of the respondents responded that they do not have any experience working in other organizations. They form 77% of the sample. Others who are 23% have experience working in other organizations. It can be said that most of the employees working are new recruits and do not have any working experience.
- It is observed that majority of the respondents work for 6-8 hours per day at the organization. Very few of them work for more than 12 hours. They have shift timings, which are majorly scheduled from morning 9 am to evening 6 pm.
- While 53.5% of the respondents work overtime, the other 46.5% of the respondents don't. It is found that there is no compulsion in working overtime. Only interested can do it. The same respondents have said that they provide overtime allowance for those who work overtime.
- When asked about the intensity of stress they have at the workplace, many responded that they have high stress; they make 45% of the sample. 12% of respondents say that there is no stress in their job. It can be concluded that many of the respondents feel that the intensity of stress is high in their jobs.



- It is observed that the organization provides training to the employees after joining the job. The majority of them responded that they received training after joining the job. They make 77% of the total sample. Few of them who constitute 8.5% of the sample received training before joining the job.
- It is found that the organizations bare the cost of training for the employees after and before joining the job.
- It is observed that the majority of the respondents got promoted once in the organization. They are 88% of the sample and the rest of the respondents did not get any promotion.
- It is found that 68.5% of the respondents believe that they are not sure of getting any promotion. Whereas 20.5% of the respondents are confident about getting promotion in the organization.
- The majority of the respondents feel that the promotional policies in the organization are fair. They are 65.5% of the sample. But quite more number of respondents 34.5% say that there is Equality in following the promotional policy.
- It is observed that most of the respondents who make 44% of the sample do not apply to leave on health grounds, it shows that they do not have any particular health issues. Very few respondents which constitute 2.5% of the sample always apply to leave on health grounds.
- It is observed that most of the respondents who make 39% of the sample always apply to leave due to family responsibilities; it shows that they have some issues in balancing work life and personal life. Few respondents which constitute 9% of the sample never apply to leave due to family responsibilities.
- It is found that 83% of the sample never applies for a leave due to ill-treatment by supervisors or management. Very few say that they apply leave due to ill-treatment by supervisors they constitute 2% of the total sample.

- It is observed that 59% of the sample never applies for a leave due to ill-treatment by co-workers and very few respondents who are 1.5% always apply to leave due to ill-treatment of co-workers.
- Most of the respondents rarely and never apply any leave to enjoy leisure they constitute 34.5% and 39.5% respectively.
- It is observed all the employees are provided with all leaves like casual leave, earned leave, loss of pay, sick leave, and maternity leave. As per Government Acts, all the leaves are available to the employees.
- All the employees agree that there is a grievance redressal system in the organization. Every employee has a membership in the grievance redressal system.
- There are women cells in the organization they resolve all issues and take immediate action on the issue.
- When asked about the condition of the working place majority of the respondents who constitute 72.5% say that the working place is highly congenial for better performance. Only a few respondents say that the place is not congenial.
- It is observed that majority of the respondents say that all the facilities are available at the workplace. Few respondents say that facilities are poor.
- There are no unions for any organization in VSEZ.
- When asked about improvement in the financial position of the respondents, they respond that more than half of them who constitute 56.5% of the sample say that their financial position has improved to a large extent. Few of them like 10.5% say that there is no improvement at all.
- It is observed that the expenditure of the respondents has increased. 74.5% of the sample says that their expenditure is increased and remaining say that there is no increase in their expenditure.

- It is found that 40% of the women employees felt that frequently their job is challenging. 42% of them conveyed that only sometimes, they are receiving support from their managers and 54% reported that they are receiving support from their male colleagues frequently. 44% reported that sometimes, they feel stress during work time. 35% of them conveyed that only sometimes, they receive training before the initiation of any work. Most of the time the employees get support from their colleagues and superiors during work time. Half of the employees feel that the job is stressful and the intensity of stress is high. This can be reduced by practicing many recreational activities, by practicing yoga and meditation. Helping each other, sharing the workload, taking a few minutes break during work time can help reducing stress.
- Age, educational qualification, monthly income, husband's occupation, family type, number of dependants, and family background are positively correlated with the job factors. Marital status and number of children are negatively correlated with Job Factors.
- It is found that that the job factors depend on age, educational qualification, monthly income, marital status, husband's occupation, family type, and number of dependants.

**(D) Gender Equality**

- It is found that 62% of the respondents agreed that all the positions in the company are open to women. Only 36% of the respondents said that the company is showing equal treatment for both men and women in recruitment and selection. 44% conveyed that they are having equal opportunities during training. It is also found that 28% of the respondents disagreed to the statement that there is no Equality in promotion of women employees in the company.
- 34% respondents strongly agreed that they receive equal payment along with men. 65% of the respondents said that there is no sexual harassment at the work place.

- More than half that is 65% of the respondents disagreed to the statement that women are employed in all levels of the organization. Most of the women agree that there is no discrimination in recruitment, selection, and training.
- Employees are given equal chances, respect, and treatment along with men in the organizations. Very few employees felt that there is harassment at the workplace. Half of the employees feel that they are paid and are promoted equally with men.
- Age, monthly income, and marital status is negatively correlated with gender equality. Educational qualification is positively correlated with gender equality.
- The gender equality factors depends Monthly Income, and Marital Status.\

#### **(E) Career Growth**

- It is found that 81.5% of the women employees conveyed that they can handle the new technology 52.5% of the respondents said that they are given challenging tasks. Majority i.e. 77.5% of the respondents conveyed that they are proactive to the new technologies.
- Respondents agree that they are proactive and are interested to learn many new concepts by taking the challenging task. They do not feel that technology is hazardous to their employment.
- Age is positively correlated with career growth whereas, educational qualification, monthly income, and family background is negatively correlated with career growth.
- It is found that the career growth factors depend on age and monthly income.

#### **(F) Welfare Amenities**

- It is found that 59.5% of the respondents conveyed that the working conditions such as safety, cleanliness, sanitation are good on the organization. 70% of the respondents said that working conditions like canteen, urinals, lavatories, drinking water are good, health facilities like dispensary, ambulance and emergency aid are

maintained well in the organization, maternity benefits provided by the organization are good.

- 71% of the respondents said that the economic services provided by the organization are very good. 97% of the respondents are said that the housing facilities are very poor.
- 86% of the respondents conveyed that the transportation facilities in the organization are very good. Nearly 100% of the respondents said that medical facilities in the organization are very good. 98% of the respondents say that there are no schools for their children.
- Employees have agreed that the working conditions, canteens, sanitary, health services, financial services, maternity benefits, Medical benefits, Transport are good in the organizations. Housing and Schools for children are not provided by the organizations.
- Monthly income, marital status, husband's occupation, number of children, and family background is positively correlated with welfare amenities. Age, educational qualification, family type, and number of dependants is negatively correlated with welfare amenities
- It is found that welfare amenities factors depends on age, educational qualification, monthly income, husband's occupation and number of children.

**(G) Work-Life Balance**

- It is found that 54% of the respondents agreed that there is no family support to accomplish their goals. 75.5% of the respondents conveyed that balancing the work and family is becoming tough.
- It is found that 45.5% of the respondents are neutral on the statement that work pressure influences their family life and vice versa. 49% of the respondents disagreed to the statement that the child bearing capacity is declined due to employment.

- Many women feel that they do not have any support from family and friends. It is becoming tough to balance both work and family. Work pressure and family commitments are interfering with each other. Half of the employees do not agree that childbearing capacity has declined due to job
- Age, marital status, number of dependants, and family background are positively correlated with work-life balance. Educational qualification, monthly income, husband's occupation, number of children, and family type are negatively correlated with work-life balance.
- It is found that work-life balance factors depend on age, husband's occupation , number of children, marital status, family type, number of dependants and family background.

#### **(H) Job Satisfaction**

- It is found that 53% of the respondents strongly agreed that their work is according to their skills and qualifications. 44% of the respondents agreed that they were fairly paid.
- More than half of the sample that is 54.5% of the respondents agreed that their superiors and managers offer advices and even approach and consult them in important matters. 54% of them agreed that there is a scope for independent thinking and action.
- Majority of the respondents i.e., 74% of the sample conveyed that their working hours are satisfactory. 85% of the respondents agreed that they avail necessary authority to perform their duties effectively.
- Around 69.5% of them reveal that they will be rewarded when their work is finished or say any given targets are accomplished. 59% of the women employees said that they are satisfied with the prevailing physical working conditions.
- More than half of the sample which make 69% of the respondents conveyed that their job is challenging in nature and it gives sense of accomplishment to them.

61.5% of the respondents agreed that the welfare amenities provided by organization are satisfactory. Only 31.5% of the respondents are satisfactory with regard to the overtime benefits being provided by the organization. 49% of the respondents conveyed that the present transfer policy is not friendly.

- Most of the respondents who are 59.5% of the respondents agreed that they are happy to be employed in the present organizations they work. 57% of the women employees said that there is job security in their organization. It is found that 40% of the respondents are neutral about their agreement towards the workplace safety and 41% agreed that workplace safety exists in the organization.
- Majority of the sample who form 70% of the respondents said that they have overall satisfaction with the job and the company.
- Women employees agreed that they are paid fairly, they get rewards and recognition if their targets are accomplished. They are given scope for thinking and decision-making. The working hours are satisfactory, they have authority in work and the physical working environment is very healthy and satisfactory. Most of them are satisfied with the welfare measures, overtime allowances, retirement benefits, Job security, and safety at the workplace. Half of the respondents feel that the transfer policy is not satisfactory in the organizations.
- Except husband's occupation and family background all other socio-economic factors i.e. age, monthly income, educational qualification, monthly income, marital status, number of children, family type, and number of dependants is positively correlated with job satisfaction.
- It is found that the job satisfaction factors depend on age, monthly income, marital status, family type and number of dependants.
- The current scenario of the world has been changing to a patriarchal society to a matriarchal society. It is found that there is a significant relationship between women employees' reasons for taking up their job and their status of financial

position. This could convey that women are taking a much more active role in their financial lives.

- The Job Satisfaction of women employees is less related to their compensation or salary. There are some peculiar factors and personal circumstances associated with their employment such as inappropriate or misbehavior of managers and peers and colleagues, ill-treatment of women in the company, etc. In the study, it is found that there is a significant relationship between women employees' reasons for taking up their job and their Job Satisfaction. The government is encouraging the participation of women in economic activities.
- It is found that Job Satisfaction of women employees is affected by their job factors, gender equality, welfare amenities, and work-life balance.

#### **(I) Women Employment**

- It is found that the work life balance factors depends on age, marital status, husband's occupation , number of children , family type, number of dependants and family background.
- Age, marital status, husband's occupation, number of dependants, and family background are positively correlated with women employment. Educational qualification, monthly income, number of children, and family type are negatively correlated with women employment
- It is found that women employment factors depends on age, educational qualification, monthly income, marital status, husband's occupation , number of children and number of dependants.



## 6.2 Suggestions

- Special Economic Zones have an opportunity of employment generation, but most of the industries registered under this are not employing women. This has to be changed and they have to start employing women.
- Women are not recruited for technical jobs. They are hired only for sanitary works, stereotype jobs and non technical works like packaging, stitching, cleaning jobs. Women employees also should be given proper training and should be recruited in technical jobs.
- Government and media should bring awareness among people that women employment will bring economic growth and stability to the family and in turn helps in the growth of the economic status of the country.
- Women are interested to work when they are provided with good safety measures. So proper safety measures should be taken and should give security to them and their job. Security to the employees should be provided by the employer.
- It is suggested to hire employees of age below 30 as they will be active and healthy when compared to other age groups.
- Minimum educational qualification among the employees encourages them to easily cope up with the new technology. Therefore, it is suggested to hire employees with at least 10<sup>th</sup> standard as their basic educational qualification.
- Salary of most of the employees is less than rupees 10000 rupees. In one of the largest cities like Visakhapatnam, the cost of living is high. It is suggested to rise the wages of the employees.
- Most of the employees felt that their job is challenging and requires a lot of focus. It is suggested to the employers to provide some breaks in the shifts and also provide the employees with recreational activities.
- Many employees agree and realize that they suffer from work stress. This can be easily identified by observation that they face a lot of stress due to work loads and targets to be finished within the deadlines. In order to overcome this problem, it is

suggested to the employers to offer some recreation as well as yoga or meditation classes to its employees, at least during the weekends.

- It has been observed that some of the employees did not receive any formal training before joining the organization, which actually makes them take more time to learn their work. Therefore, it is suggested to the organization to offer job training to all its employees, so that they can perform well right from their initial day of employment.
- As per the government norms, the employees work for a shift not exceeding nine hours but it has been observed that they do not get any breaks during their duty time, which results in restlessness. A ten minutes break is suggested during the shifts so that they can rest for a while.
- Around 41% of the employees agreed that the cause of their absence is health problems. It is suggested that the proper restrooms should be necessarily provided to the women employees so that they can have a break in between the shifts to avoid physical strain.
- Majority of the employees agreed that they are absent due to family responsibilities. Work-life balance is an important factor that has to be considered for women employees to reduce stress from family and work. Organizations have to implement good work-life balance strategies to overcome this like by encouraging social activities, team-building exercises, and workplace volunteering etc.
- It is suggested to offer some leaves to the employees exclusively for the recreational purpose to reduce the stress from their workload as well as to spend time with their family and friends. This helps to maintain their work-life balance.
- There is an increase in the expenditure of most of the employees who were taken as sample. The main reason for this is the increase in the cost of living of the place they live in. Hike in the salary will help the employees to fulfill their basic needs.

- Showing gender equality in the recruitment of the employees is really appreciable in the way the women employees are treated, given opportunities and paid. At the same time, it has also been observed that very few industries in SEZs hire women only for non-technical jobs. It is suggested that women should also be allowed to acquire training in the required fields. In this study, women agree that they can easily adapt to the new technology implemented in the industry, if they are provided with proper training.
- It is suggested to the companies and policymakers to encourage female-friendly company policies and initiatives. Companies must promote gender equality at a high pace because it matters to women in terms of their daily work experiences. Organizations must encourage keeping women in managerial, leadership, and strategic levels at the organization that in turn bring gender balance in the organization, confidence among the women employees, take an active part in their jobs, and get satisfied.
- The reward system followed in the organizations is appreciable, but it is suggested that a few changes to this can bring a more positive response in the satisfaction of the employees.
- It is suggested that organizations should create a healthy and friendly work environment so that employees feel stress-free, which helps in higher productivity.
- It is strongly suggested that the maternity leave of the employees should be increased from 120 days which helps in maintaining the good health of both the mother and child.
- Women just need to be more confident about finances for various reasons. Women must learn to budget, prioritize, save for retirement, protect themselves and their families, and get a financial education.

### 6.3 Conclusion

Globalization has made every country stepping ahead for augmenting economic growth. The human capital plays a crucial role in enhancing the economic development of a nation with the help of equality, education, employment and empowerment. The policy under the SEZ Act 2005 provides for setting up of SEZs in the public, private and joint sectors. Today, most SEZs produce ready-made garments, gloves, spices, processed food, electronic parts, jewellery, diamonds, etc. SEZs are viewed as highly effective tools for job generation. Status of Indian women has been changed during past few decades. SEZs are providing employment to the people in a direct as well as indirect way. The employment opportunities given to the women in these SEZs have made them self-reliant.

There is still more scope for employment opportunities in these SEZs but the employment share of SEZs in the manufacturing sector is marginal. Their share in female employment is also less. It is suggested that in order to increase the employment share of SEZs, in the manufacturing sector maximum number of approvals should be for the SEZs, which prefer labour-intensive technology and provide employment to women workers resulting in their empowerment. It is found that employers prefer female workers to male workers in the belief that manual dexterity, greater discipline, and patience make women more suitable for the unskilled and semi-skilled activities carried out in the zones. Besides, they are less likely to exert pressure on high wages and better working conditions. The majority of women are young, single and come from rural and poor backgrounds. SEZs employment can be said to afford them an independent source of Monthly Income that would otherwise have been denied. SEZs are thus expected to contribute substantially to the empowerment of women. An increase in employment opportunities has empowered women and made them more independent, improved their relative shares, and bargaining power within the household.

Most of the women employees are in the age group of less than 30 years in the organization. Most of their Educational Qualifications are Intermediate and below. The majority of women employees earn less than Rs. 10000. Only two percent of the women employees earn more than Rs. 30000. This conveys that their Monthly Income generation is too low. The majority of the respondents are married and most of their spouses are into businesses and jobs. Most of the women employees are from nuclear families. The respondents are self-motivated to do work. Economic necessity and improved standard of living are the major factors influencing them to do work. Another reason for the women taking up job is that they are not satisfied with the existing financial position. Around 47% of women employees have work experience of more than 5 to 10 years. Major portion i.e. 77% of the women employees conveyed that they do not have any prior work experience with other organizations.

This is a good sign that the organization is encouraging the flow of fresh talents. They work in the organization for 6 to 8 hours a day. Even though there is no compulsion for working over-time, women employees are showing interest to work for overtime as the company is offering allowances for the same. The intensity of stress is high among the respondents. The organization gives pre and post-training for every employee joining the organization with its expenses. The organization provides promotion of employees to the next levels and thus it is noted that the promotion policy is fair in the organization. As per the information given by the respondents, it is observed that no women employees have availed leave on health grounds rather they applied leave for taking their family responsibilities. The organization also has its Grievance and Redressal mechanism and employees have their membership in it. Most of the employees said that the workplace is highly congenial for better performance. 56.5% of the respondents agreed that their financial position has improved to a large extent. This could convey that women are taking a much more active role in their financial lives. Women just need to be more confident about finances for various reasons. Women must learn to budget, prioritize, save for retirement, protect themselves and their families and get a financial education.

The job satisfaction of women employees depends on their various job factors. gender equality, welfare amenities and work-life balance. The majority of the women employees felt that their job is a challenging one. They are receiving support from their managers and male colleagues at the workplace. Their job factors depend on marital status, occupation of their husband, type of family and number of dependants. In the organization, it is observed that all the positions are open to women and they offer equal treatment in all aspects for both men and women. Women employees have not faced any sexual harassments in the organization. Majority of the women employees conveyed that they could handle the new technology when the organizations imparts on them. This is a major positive sign for the growth of the organization.

Women employees are employed according to their skills and qualifications and satisfied with the organization for paying fairly. Organization seeks advices and consults them in important matters. Organization provides their women employees for independent thinking and actions. Women employees are having satisfactory working hours. They are provided with appropriate and necessary authorities to perform their duties. Organization acts timely in giving rewards and recognitions for the tasks/work they finished. The working conditions are good in the organization and they are facilitating satisfactory Welfare Amenities to their women employees. It is observed from the responses of the women employees working in the organization that they are happy with the present organization. It is hard to hear from the respondents that most of them said that they do not receive any family support to accomplish their goals and thus it is becoming difficult to balance their work-life and family. The occupation of husband, number of children, type of family and Family background are the crucial factors influencing the Women employment.

## **6.4 Scope for Further Research**

- Research is an iterative process, one research unfolds realms for other research and hence based on the present research following suggestions have been made to provide future research directions in this field:
- Since the research has been limited to analyzing the status of Women Employment in particular with VSEZ, an overall study could be conducted taking all SEZs in the State/Nation to obtain a macro picture for the same.
- The present study has focused on various factors influencing Women Employment. Further, elaborative research on the individual factors influencing the Women Employment viz., Gender disparity, Job Satisfaction, welfare measures, and Work-Life Balance could be taken into consideration.
- The research studies could be extended on psychological aspects among the women employees working in special economic zones.
- Also, comparative research studies could be done between men and women employees working in special economic zones in terms of the socio-economic status and level of productivity.