

income in shopping / fashion. 302 women participants reported that they spend their income in parlor / beauty treatments and 148 women refused from it. It can be observed that majority of women spends their income in parlor / beauty treatment. 252 women participants reported that they spend their income in miscellaneous expenses of family and 198 women refused from it. This means a good number of women spend their income in family.

7.3 The Concluding Remarks

The study focuses on examination of women participation and contribution in economic world with special reference to their families and Kota and other related factors. It has been recognized from several statistical analyses that the research is based on the opinion and feedback given by 450 working women so it could interpret that women now days prefer to do job that is why such big sample have been targeted from different backgrounds working women.

In this study, we have theoretically and empirically reviewed and scrutinized the subject of women role in economy with special reference to their contribution and participation in the economic development. Worldwide several women empowerment program are running with the basic intention to raise the women participation in the societal and economical development of their families, district, state and country. From the traditional role of women in society several revolutions has been realized by Indian societal structure to raise the social and economical position of women which result into the modern form of women with increased contribution and participation in the economy. So this issue is chosen for examination where role of women in economic world will be studied with special reference to the working women role in the economy of Kota and their families as well.

Following conclusions have been derived from the statistical analysis over the data collected through 450 working women of Kota city.

1. It is observed from the responses of women participants that their most preferring sector for job is retail sector and then they will refer call centre jobs. A good number of responses has been also observed for the teaching jobs, banking jobs, telecom sector jobs and running own business.

2. It is concluded that qualified women are career oriented and look for public sector as their most preferring sector for the job. It has also been observed that qualification affects the willingness of a woman to do job means qualified woman do the job from their willingness. While studying the impact of marital status impact on woman preference about the sector for the job and willingness for job it has been observed that marital status does not affect woman does not affect any of the variable. Means marital status does not result into willingness of a woman to do job and at the very same time does not alter the preference of sector for job.
3. While studying the motivating factors for women, which motivate them the most for job / business it is found that self-motivation is referred as the most significant motivating factor for woman, but they also referred family, friend / relatives, media and culture as significant motivating factors. So it has been concluded that impact of family persons, friends and relatives in women life is more in comparison to others, and media and culture impact can't be underestimate.
4. After reviewing the reasons which results into doing job / business by woman it is observed that insufficient family income have been the most identified reason for doing job / business. Insufficient family income, getting the opportunity and hobby are identified as the most significant issues among all the other issues for a woman of being in job / business and the least significant factor observed of being in job / business has been unemployment. It is observed that the motivating factors and reasons for women to be in jobs / businesses are not related with each other as negative and weak relationship are observed by Pearson correlation analysis.
5. It is depicted that women agree that their job / business gave them social prestige and respect, help to earn economic benefits but no giving them self satisfaction, growth and designation and participation right in decision making in family. Means whether women are working now days but still looking for their satisfaction and right of decision making in their families.

6. Working women face several problems at their workplace and they commonly agree for problems like superiors are not supportive, Safety and security, Health issues and Non awareness about government schemes. Thus for better working environment it is required to give supportive, safe, and caring environment to the working women.
7. From regression analysis it is concluded that overall satisfactions of women for job / business is significantly affected by satisfaction with jobs / profession related factors, problems faced at workplaces. Working hour is a significant variable which affects the satisfaction of women for job / business.
8. Work or professional life affects individuals' social engagement, style and pattern of living life, living standard, knowledge and attitude, individual image and identity, participation in social activities and thinking and behaviour the same has been observed from the opinion of women participants. Women agreed that job / profession affects their social engagement, living standard, knowledge and attitude, personal image and identity in society, personal motivation / satisfaction, social activities celebration, attending of social activities and events and thinking behavior.
9. It is observed from examining women participant ability to adjust their personal life with according to persons' nearby them it has been concluded that according to husband, children, boss, parents, colleagues, friends, relatives and other society persons are agreed that their ability to manage their work and life is not good or below average.
10. From analysis of the relationship between women participants' opinion about their work life balance ability and level of agreement for the impact of professional life on personal and social life, it is concluded that 167 (37.1%) women respondents are averagely agreed that professional life negatively affects personal and social life of individual. It has also been observed that women participants opinion is directly associated with their ability to manage their personal and professional life according to nearby persons' opinion so a significant relationship between women participants' opinion about their work

life balance ability and level of agreement for the impact of professional life on personal and social life has been identified.

11. It is assumed that women participants' opinion for factors responsible to determine the position of women in society and workplace (educational qualification, financial position, Caste / religion, living standard and style, job / Profession etc, Social involvement and participation, Family background and personality and hard work) might influenced by the age group, educational qualification and Current sector of their job. From the analysis it has been concluded that women participants are agreed that educational qualification, financial position, Caste / religion, living standard and style, job / Profession etc, Social involvement and participation and Family background contribute in building the identity of individual at workplace. And it has also been observed that all the variables are positively and significantly correlated with each other and affects each other also. It has been also concluded that age, education and current working sector all influences women opinion for several variables responsible to determine the position of women in society and workplace.
12. From analysis of women opinion about the layman thoughts for the working women it is found that working women agree that layman generally think that Working women follows western culture, Working women do not care about family, Working women mixes too much with males, Working women do not give sufficient time to family, Working women do job on the cost of family comfort, Working women do jobs for themselves only, Working women spoils work culture and working women become Egoistic in family and society. This shows that still male dominated society did not improve their thinking about the working women which affects the women satisfaction and personal identity of women in the society and at country level.
13. Safety and security is one of the common problem faced by women in society / family and Profession. Apart from this there are several other problems which might be common for the working women in both society / family and at work place. It has been observed from the analysis that women participants opinion

for the safety and security, mental harassment, biased behaviour of Boss / family, high work load, Isolation from policy formulation and work life imbalance showed highest correlation, for gender inequality, physical harassment and no concentration on self satisfaction second highest correlation has been observed which means for these variables women opinion shows common opinion and correlated opinions.

14. After analyzing the women participants opinion for the qualities which a woman should posses to become successful it is concluded that Impressive Personality, Good Looks, Knowledge and Qualification, Hard work and Sincerity, Commitment and Dedication, Competitive capabilities and skills, Enthusiastic and Challenging Behaviour all the essential qualities according to women participants opinion which should a woman posses to be successful.
15. A good percentage of women participants' earning is included in family budget which shows that they are playing significant role in the economic structure of the families. But it is also realized that there is no relationship between the women opinion for their contribution in family budget and % of their income contributed by them as generally women applied their salaries in several expenses and somehow it is not directly view as contribution in family budget. It is also observed while examining women participants' opinion for their Income expended by their own desire only 233 women agreed for it. It is because contribution of salary by woman in family significantly affects their willingness to use their salary on them as both have weak but significant relationship it has been proved by the Chi Square test also.
16. It is crucial to examine the heads where salaries of majority of women are employed with in the family. From the statistical analysis it is concluded that women participant's salaries are majorly applied in education and fees, routine expenses, medical and health issues and in paying taxes as well. Thus it presents the significant role of women in their family economy.
17. From the analysis of women participants' opinion for the factors of family which are nourished by their income it is observed that women participants are

agreeing that their income is directly affecting the Financial Position and Status, Societal Status and Position, Living Standard and Statue, Education of Children, Family and Personal Health Security, Quality of life and Risk taking capabilities. Thus it could be concluded that income or salary of woman affecting all the possible factors of their family positively which shows their significant contribution in family economy. A significant relationship between the interaction of impact of working women income on overall development and nourishment of family of working women has been identified. Application of working women income in different heads of family nourishes their family statue as well.

18. Out of 450 women participants 306 women (68.0%) agreed that they are having personal bank accounts, 164 (36.4%) women agreed that they are tax payer, 278 (61.8%) women agreed that women are contributing in economic development, 234 (52.0%) women agreed that government should nourish the women entrepreneurship and 305 (67.8%) women agreed that they are definitely contributing in the economic development of Kota.
19. While reviewing heads where women participants spend it is observed that a good number of women participants spend their income on watching movie, Travel and Touring in Holidays, Parties and Get together with friends and relatives, Shopping / Fashion, Parlour / Beauty treatments and Miscellaneous expense of family.
20. Women responses for the factors of economy affected by working women contribution it has been concluded that working women are significantly affecting economy by investing in human capital, social status of woman, reduction in violence against woman and girls and Reduced gender dimensions of crisis.

Recent years have witnessed considerable advances in women's attainment of economic and social rights. However, the implementation of full gender equality requires a profound shift in individual attitudes and behaviors, which will ultimately

transform the underlying structure of social and economic institutions, making them more welcoming to women.

7.4 Suggestion for Empowering Women for enhancing their Contribution in the Economy

Woman plays significant role in family and economy by contributing in overall development in several manners like managing households and as working women both. Social, economical role and contribution of woman in still not identified due to discrimination and lack of participation of women in several heads of economic development. So there is much in the field to improve the situation by which women can realize their identities in the economical world. These suggestions are for the society leaders and government as well and some suggestions are focusing on individual lay persons also that how they can participate in developing the women participation in present economy and can better nourish the statue.

1. Women welfare and development Institutions should be developed at every district level to deliver resources for the development of women. These institutions should be responsible for taking care of health, education, domestic violence, implementation of women rights and many more.
2. Media should play their role by creating awareness about the women rights. Media should raise campaigns and talk shows which can create the awareness about the women rights.
3. NGOs working in the field of women empowerment should also participate in this field. Government should fund more to those NGO who are working in this field according to their progression and contribution.
4. It's time to change the mentality of society where women or girl is considered as responsibility or liability, this mentality should transform into girls being an asset of the family. This can only can be realized with proper care and education.
5. Policy action should be taken to reduce the gender inequality.

6. Education, training, job, health etc. security should be provided by the government to women. Proper policies and their strict implementation are required.
7. Banks should be restricted to offer loans to nourish women entrepreneurship on subsidized rate to nourish the women contribution in economy. A minimum target should be there for every bank.
8. Women should have access to economic resources which leads to the economic growth. It should compulsory that every working or nonworking woman both should have bank accounts.
9. Fast and strict actions should be taken by police and court against the crime on woman. Rapid action court should be there in sever crime cases against woman.
10. Every sector should be open for women for job means opportunities should be as wide as for men. Women should be encouraged to join the fields of work which have been considered as fields for men.
11. A feel for safe and secure society for women should be developed. Rate of literacy should be developed.
12. Schemes like Pannadhy Yojna in Rajasthan should be promoted all over the India which realize the role of women in society.
13. Remove inequities and imbalances in all sectors of socioeconomic development and focus on women's equal access to all development, benefits and social services.
14. Safeguard and ensure the protection of women's human rights including economic, political and social rights of women in rural and urban areas, among those with and without formal employment, for young and elderly women of all abilities and income groups.
15. Awareness campaigns can be initiated in the media and in schools to promote the positive benefits of a more equal sharing of responsibilities, decision making, and power between women and men, thereby beginning a transformation to more gender-sensitive men and caring fathers and husbands, and women more capable and confident in assuming new responsibilities.

16. Additional research should be conducted in this regard to raise the awareness of people that women contribute to national wealth by taking care of their homes, saving their family money, giving free care service and supporting their husbands and others in a multitude of ways.
17. Greater involvement of men in domestic tasks would decrease women's heavy load, raise men's understanding and compassion for domestic matters, and increase their involvement with their children.
18. Special courses can be conducted for women in entrepreneurial skills to assist them to establish their own small-scale enterprise at home or outside the home.
19. Discussions with the women participants suggest that working women have greater psychological health, well-being and self-esteem than housewives who have never worked outside the home and women who have worked in paid jobs for less than one year.
20. In order to benefit from the more family-oriented perspective of women in policymaking and other leadership positions, immediate steps must be taken to place more women in decision-making and leadership positions and, at the same time, provide them with the necessary catch-up training and experience in order to be effective.
21. Recognizing the importance of family responsibilities including but by no means limited to childcare and care of the elderly would help in raising the status of women and in addressing the poverty and dependency faced by many fulltime housewives.
22. Provide women and girls access to quality health care services, to enjoy full health, including reproductive and mental health.

7.5 Recommendations for Future Research

Every research has some limitations and needs gaps to be filled. This can be done by new research design or changing paradigm.

1. A deep insight view is required to develop the paradigm or framework for increasing the economic contribution of woman in the society. This is still not realized; an overall concrete women empowerment framework should be

developed and promoted to ensure the growth of every woman of the society in every dimension (health, education etc.).

2. An in depth study will help to know about the specific variables of every dimension which should be individually studied so that the access to women participating activities and their impact on overall growth and development of economical and social statue of society could better be assessed as the more effective contribution of the women and more innovative women empowerment practices can be channelized.
3. This research can make a positive contribution to providing a theoretical underpinning to women empowerment in relation to women economic contribution, societal structure development, women entrepreneurship etc.
4. Our understanding is that this study can contribute as a significant point for the departure of further development with regard to creating a new concept entailing women empowerment and development in relation to enriched economic practices. This can be a potential topic for future investigation.
5. This study is limited to studying the women's contribution in economic world with special reference to the working women of Kota district of Rajasthan so a broader coverage could result into more specific and concrete results.
6. Specific model should be developed to recognize the significant variables of women empowerment and economic contribution, societal value creation approach, Socio-Economic development, Economic Performance, so that more specific attention and results related to the variables could be derived and potential benefits of them could be earned.
7. In future research over the same title researcher can focus on examination of specific class of gender (like male or female), age group (Teenager or young age women), educational qualification class (Professionally qualified, or graduate or master degree holder) and locality back ground class (Semi Urban, Urban and Rural) respondents for their responses about their contribution in economic world.

8. Future research may also focus on studying the gender discrimination in modern society and more focused examination can be performed over realities of women in modern society.
9. As in any study, further research is needed to replicate and extend the findings. In general, they should be replicated with different economic categories having direct or indirect interaction with women.
10. Policy on paper for women empowerment and facts of implementation could be studied. A comparative analysis of women empowerment programs implemented state wise across India may also studied.

Finally, the findings can be further validated with broad population groups instead of specific area's women samples engaged in an economic contribution context. Future research should be conducted with different working women groups.