

CHAPTER

7

SUMMARY, CONCLUSION AND POLICY SUGGESTIONS

The work done by women within the four walls of the household not only contributes to the household economy at the micro level but also plays an important role from the social macroeconomic point of view. But the irony is, still it is not recognized as economic activity. Paid employment of women brings along a lot of uncomfortable issues, like long working hours, feeling of guilt for not being there at home, travelling long distances, impact on health etc. despite of which women are accessing the labour market to a large extent and has great potential as contributor of economic development.

In this context the present study analyses work participation of rural and urban women of Tripura. Attempt is also made to construct a gender gap index to examine the performance of the states of India regarding status of gender inequality in work participation and its reduction. To study the changes in the pattern of women employment the basis of NSSC data for the period of 2004-05 (61st Round), 2009-10 (66th Round) and 2011-12 (68th Round) and the National Industrial Classification data by Census 2001 and Census 2011 are analysed. Factor Analysis and Logit Regression is used to identify the significant determinants of women work participation, on the basis of primary data. Women's perception, about factors influencing their work participation decision, is also studied on the basis of significant data collected during the field survey. Impact of women's work on their health and living conditions are also examined.

This Chapter is divided in four sections. Section 7.1, Section 7.2 and Section 7.3 summarise the findings and Section 7.4 includes concluding remarks and policy recommendations.

7.1 WOMEN AND WORK

the women work that at the national level. It is observed from the NSSO data 2011-12 for both rural and urban participation shows a decreasing trend from 2004-05 to

areas. In contrast to the national scenario, in Tripura work participation has increased for both rural and urban women starting from 61st Round (2004-05) to 68th Round (2011-12). However, the increase is noted to be more prominent for the rural women (Table 3.1).

To examine the gender dynamics in work participation across the States of India these are categorized as Low performer, Medium performer and High performer based on the gender inequality index score. An index score of more than 0.5 indicates high performer, 0.25-0.5 as medium performer and less than 0.25 as low performer.

Accordingly, there is reduction in gender inequality in work participation as indicated by the increase in gender gap index score for rural women of Tripura from 0.20 at 61st Round (2004-05) to 0.35 in 66th Round (2009-10) and to 0.50 in 68th Round (2011-12).

The Urban gender gap index score of Tripura shows an improvement from 61st Round to 66th Round from 0.26 to 0.33, but in 68th Round the index score fell to 0.25 indicating that gender inequality in work participation has increased in the period of 2011-12 despite increase in women work participation.

In the urban areas 05 states were included in high performer category in the 61st Round. The number increased to 18 in 66th Round and then again fell to 08 in the 68th Round. Except Tripura and Assam all other six North Eastern States were in the high performer category in 68th Round along with Chhattisgarh and Rajasthan (Table 3.2).

In 61st Round for the rural areas only 03 states were in the low performer category, Tripura being one of them. In the 66th Round to only 05 states remained in this category. However, in the 68th Round only 02 states were identified as low performer, with Tripura moving in to high performer category (Table 3.3).

When women workers are classified into broad employment status following NSSO as (i) Self-employed (ii) Regular wage and salaried employees (iii) Casual labour, among the North Eastern States, Tripura records highest employment (60.71 percent) of participation, and salaried employees' category for urban women. Only percent urban women are self employed, which is lowest among the North Eastern States. While, 13.3 percent of urban women are reported as casual labour, 64.5 percent of rural women belong to this category in Tripura.

labourer is highest in rural Tripura. While, only, 8.2 percent in regular wage and salaried employee category (Table 3.4).

Broad employment status of women in Tripura indicates that women in urban areas of Tripura are mostly working as regular wage and salaried employee whereas rural women in Tripura are mostly found to working as casual labourer.

The present study further investigates the industrial classification data from Census 2001 and Census 2011 to identify the women workers specific industries. However, Census 2001 is based on NIC 1998 and Census 2011 is based on NIC 2008. In order to compare the 13 industrial categories of NIC 1998 and 21 industrial categories of NIC 2008 these industries are regrouped under five broad heads of economic activities; Agricultural related activities, Service related activities, Manufacturing activities, Construction activities and Other.

The study reveals that in the years 2001 and 2011, in rural areas of India, women workers were mostly engaged in agriculture related activities, both as main and marginal workers though the percentage of women workers in this category have fallen from 2001 to 2011. In Tripura also the decline of agriculture related activities is visible among women workers in rural areas.

In case of urban India, as expected, both in 2001 and in 2011 concentration of women workers in the service related activities is highest and it has increased in 2011. In Tripura also urban women are mostly engaged in the service related activities. However, the proportion of women in this service related activities in urban areas declined in Tripura from 2001 to 2011 (Table 3.5 & Table 3.6).

The displacement of women in urban Tripura, from the service related activities as main worker is absorbed by increased proportion of women workers in agriculture related activities, manufacturing and in the construction activities. In contrast with the national trend proportion of women workers in agriculture related activities has gone up in 2011 compared to 2001 in case of urban Tripura. This phenomenon is visible in urban areas of all the Districts of Tripura, where main and marginal workers in agriculture related activities have increased from 2001 to 2011.

In rural Tripura women employment is highest in agriculture related though it has declined from 2001 to 2011 in percentage terms for both main and marginal

workers. The decline in the proportion of women workers in agriculture is accompanied by increased employment of women worker in service related activities and particularly in the construction related activities. However, proportion of women employed in manufacturing related activities has declined.

7.2 DETERMINANTS OF WOMEN WORK PARTICIPATION

In literature education and income are two important influences on women work participation an analysis of the sample characteristics reveal a U shaped relationship between women's level of education and work participation (Fig 4.1). It is also seen that at the both end of income spectrum women work participation is higher (Table 4.3).

Variables which are expected to influence women work participation are classified into two groups Household Particulars and Work related Particulars. Principle Component Analysis of these variables loaded four factors for urban women and five factors for rural women under Household Particulars. The factors named as Status, Household Responsibilities, Structure of family, Child Care and Social Norms (in case of rural women) however, combined different variables for rural and urban women. Similarly, Component of the factors loaded for work related particulars are also different for rural and urban sample (Table 4.5 & Table 4.9).

For example in case of urban women the variables 'education of the respondent', 'economic status' and trend from 2004-05 to taken together constitutes the Status and it is not significant in their work participation decision. For rural women age and education of the concluding combine with number of members women husband's respondent' and negatively impacts on factor For rural So which is not education combines with marital status to form the work participation. and

'number of children above 15 years of age', For urban women the factor Household Responsibilities 'marital status of the respondent', 'number of members financially dependent on the respondent'. For rural women 'number of children above 15 years' and 'size of the household' define Household Responsibilities. rural and urban women Household Responsibilities is significant and have positive impact on work participation decision.

The factor Structure of the Family comprised of a single variable 'Nuclear/ Joint' is not significant in determining the work participation decision of rural and urban women. Similarly the factor Child Care is defined by a single variable i.e., 'number of children below 15 years' and has a negative impact on work participation of urban women. In case of rural women 'number of children below 15 years' combines with number of working members in the household to form the factor Child Care and has positive impact on work participation of rural women (Table 4.6, Table 4.7 & Table 4.8).

In the Work related particulars Time Use, Paid Support and Care Responsibilities are identified as factors influencing work participation decision of urban and rural women. For rural women one extra factor is extracted as Work Profile.

'Time spent at the work place', 'monthly income of the respondent', 'time spent on household activities', 'job description', 'type of job', 'distance from the work place' and 'modes of travel' all are grouped as factor named Time Use for urban women. In case of rural women however, the variables 'job description' and 'type of job' are not included in this factor but loaded in different factor indicating its correlation with some other variables.

The factor Time Use is identified as significant determinant for both rural and urban women work participation decision. The magnitude of significance is different for urban and rural women. For urban women the factor Time Use has negative impact on work participation decision while, for rural women it is positive.

Paid Support, comprises of 'monthly household income' and availability of 'part time' and 'full time helper', and Care Responsibilities comprised of 'time spent by women on care giving activities' and 'husband's monthly income' are not significant in the work participation decision of women in urban Tripura. men. Care

Paid Support^{rt} is significant and has negative impact for rural women and Care Responsibilities i.e. the combination of 'time spent in the care giving activities' (Table 4.12). 'husband's monthly income' is also negatively and have negative impact on work participation decision of women in rural Tripura (Table 4.10, Table 4.11 & Table 4.12). marital status of the

the no participation in the impact on work perception of women workers regarding the variables are collected from the same participation and perception of non-workers regarding n workforce is identified. Primary data on related

respondent on a five point Likert Scale. Principle Component Method of factor analysis is used on data which reveals the following facts.

For urban and rural women the motivating factor encouraging work participation is identified as Family Pressure, Self Esteem, Personal Needs and External Work. For rural women one extra factor is identified and it is named as Household Needs (Table 5.2).

For urban women Family Pressure which is combination of variables such as 'pressure from the family', 'household necessities', 'keeping other worker is expensive in own firm or business', 'to help in children's education', 'distance from the work place' 'financially dependent members' are loaded in the first factor. Variance explained by this factor is highest and thus urban women perceive this factor as the most important factor.

For rural working women the most important factor is Household Needs which is a combination of variables 'financially dependent members', 'work increases autonomy', 'to help in children's education' and 'income'.

Both for rural and urban women Self Esteem is the second factor. For urban women Self Esteem is 'to use the education received', 'self satisfaction', 'work increases autonomy', and 'not to be dependent on others. However, in case and has positive work the Self Esteem is 'self satisfaction', 'easy availability of work', and 'distance from work place'.

The factor Personal Needs defined by the variables 'household income is not sufficient for fulfilling own requirements', 'easy availability of work' and 'income', comes after Self Esteem for urban working women as a third factor.

The factor External Work is loaded as the fourth factor for both urban and rural women. For urban women 'working outside other than household is refreshing', and 'work outside keeps you mentally and physically fit' combine together to define the factor while for rural women External Work also includes the 'be dependent on others' combines with less indicating the advantage of work outside home.

For rural women Personal Needs is extracted as the last factor indicating importance assigned to their personal requirements (Table 5.3, Table 5.4 & Table 5.5).

The perceptions of non workers are grouped under four factors Household Needs, Personal Choice, External Factor and Household Income (Table 5.6).

For women who are non workers, Household Needs emerged as the most important factor for not participating in the work force, both in rural and urban areas. Personal Choice i.e. 'self-satisfaction' and 'preferred more leisure than working outside' formed the second factor for urban non-working women, while, for rural non-working women it is in the third place indicating less importance of the factor in their decision not to participate.

External Factor includes variables like 'non availability of work according to qualification' 'distance is not convenient' and 'keeping other worker is not expensive in own farm and business' perceptions the second determinant holding back women from work participation in rural areas whereas for urban women it is the second factor.

Household Income for both rural and urban women emerged as the least important factor for not participating in work force while, Household Needs emerges as the most important factor (Table 5.7, Table 5.8 & Table 5.9).

7.3 WORK, WELLBEING AND HEALTH

Chi-Square Test of independence is carried out to examine the association between the earnings of the working women in urban and rural areas and their wellbeing defined by living conditions, financial holding and decision making capabilities etc. Test of relevant hypotheses indicate that there exist a significant association between women's income and variables like 'type of houses' women live in, 'residential type'(meaning ownership of residence) 'fuel used for cooking', 'sources of water', 'sources of lighting' and types of sanitation'. Significant association is also indicated between 'women's income' and 'bank account women held' and 'women's income' and property ownership by the woman.

In case of participation in decision making for urban women in Tripura, the null hypothesis that there is no relation between income of the women and decision making of capacity of the women in household and financial matter is not rejected. This indicates that for urban women in Tripura her involvement in decision making is not dependent on the level of her earning. However, in case of rural women participation in decision making is associated with her income work place and

Time use data was collected to estimate the time women spend on productive reproductive activities during the survey. The data shows that working women spend 5 to

6 extra hours daily compared to non working women, performing various kind of work (Table 6.6).

Women are found to spend time on three basic types of activities like, time spent at the work place, time spent in the household activities and time spent on care giving activities. Health impacts of these activities are studied by applying Logistic Regression on the data on common health ailment of working women like stress, sleeping disorder, back pain and leg pain, allergic reactions, depression, anemia and migraine. Time spent in various activities is taken as independent variable and health Significant as dependent variable which is dichotomous in nature like, suffering frequently as a significant.

Stress level is found to increase significantly when women spend more time in household activities both in rural and urban areas. For rural women stress level is also impacted by time spent on care giving activities. As paid help is available for urban women time spent in care giving activities is not a source of stress for them.

Care giving also causes sleeping disorder for urban women. In case of rural women 'fuel used for cooking disorder increases as time spent on household activities increases.

Rural women are prone to suffer from allergy related diseases as their work in the household and at the work place is carried out mostly in the open spaces.

For urban women time spent at the work place reduce depression while, time spent at the household activities causes depression. In addition, time spent on care giving also, increases the probability of depression among rural women.

Probability of being anemic increases for urban women as time spent at the work place increases but for rural women time spent in household activities is likely to cause anemia. Time spent at the care giving activities increases the probability of both urban and rural women being anemic.

Again for both rural and urban women time spent on household activities and care giving activities increases the probability of women suffering from headache frequently. As both these work are unavoidable and monotonous in nature together with being demanding (Table 6.7 & Table 6.8).

Thus, time spent in household activities is found to be the Use has negative for highest number of health ailments of the urban and rural women workers. Time spent on care giving activities significantly increase the probability of various types of health ailments considering rural and urban working women together. Time spent on work is significant predictor of back pain etc., anemia (in urban women) and lack of sleep, back pain, and allergy (in rural women). It is interesting to note that neither rural nor urban women workers have identified time spent at workplace as a predictor of stress. Rather it is claimed that time spent at workplace actually reduces the probability of depression for urban working women.

7.4 CONCLUSION AND POLICY RECOMMENDATION

In conclusion it may be noted that women in Tripura are increasingly participating in the work force, and participation is higher among the rural women, though most of them are marginal and casual workers. Most of the urban women are engaged in service sector, from 2001 to 2011 (Table 6). In rural areas of Tripura there is consistent reduction in gender inequality in work participation while, in urban Tripura shows no improvement in this regard.

The cause of concern is, in urban Tripura, the percentage of female main workers in the service sector though highest is reducing, while, in agriculture related activities it is increasing. In rural Tripura, however, women are increasingly participating in construction and service related activities mainly as marginal workers. The proportion of women in agriculture is still highest but is declining.

It is to be noted that composition of the factors which influences the work participation based capacity of the (qualitative) variables are similar for urban and rural samples unlike the factors extracted from the quantitative variables. That we can draw from this is, motivating both rural and urban women have similar perceptions regarding the work variables, reflected in the almost identical factor composition. But the importance of those factors in the decision quantitative variables varies. On the other hand factor compositions are substantially different across the urban and rural sample, when quantitative variables are considered. This is indicative of the factor Child Care situational contexts of rural and urban women and the distinct process operating for urban and rural women in this work participation outcome.

This study affirms that the burden of unpaid work i.e. the time spent in household activities by a working woman increasingly affects her health but the paid work is likely to reduce depression and not a cause of stress. This indicates women generally do not complain about work outside home but the burden of household chores causes health related issues.

However, unpaid work is a universal issue and it mainly affects women across the globe irrespective of her level of education, income and level of development of the country she belongs to. Some countries made effort to recognize, reduce and redistribute the unpaid work while, in a country like India a lot remain to be achieved.

Thus, empowering and expansion of employment opportunities for women are the marginal and casual workers. Most of them overcome as women in Tripura are increasingly participating in the work force. At the same time it is important that the issue of burden of household work and care giving is addressed.

A well designed and well planned institutional support mechanism to take care of children and elderly while, the women are at work, in to high performer category (Table labour saving technology at home are to be evolved.

Changes in gender stereotyping and gender division of work through dialogue, media and various other interventions, need to be initiated.

To continue with the improvement in female work participation, Tripura would require 'fuel used for cooking in access of education, skill development and creation of employment opportunities for women. Appropriate policies may be designed keeping in view the fact that among the North eastern states self employment of women is lowest in Tripura. In this context the importance of e-commerce, internet enabled business and urban working women together. trades, needs to be explored.