

**An Analysis of Economic Development in Punjab with  
Respect to Educated Working Women**

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## **CHAPTER 8**

### **CONCLUSIONS AND SUGGESTIONS**

The present study highlighted the relationship between educational attainment level of working women in rural areas and women empowerment in the three districts of Punjab. The purpose of this study was to see if there was any significant difference in the women educational attainment in the three chosen districts i.e. Hoshiarpur, Patiala and Mansa and to what extent the level of education leads to economic development. The main focus was to have an insight into the factors that affected the level of education among females and how education further affected their living standards as well as their decisions making power.

Among the 600 educated women, 200 each were selected from one district. It has been observed that in case of Patiala and Mansa district, maximum of females fell in the age group of 31-40 years and in case of Hoshiarpur district, maximum of them fell in the age group of 41-50 years as far as sample is concerned. In the present study, maximum of women i.e. more than 95 percent of them were married and have an income above 5 lakhs. A look at the income level in three districts showed that Patiala district was at the top followed by Hoshiarpur and Mansa districts. A glance at the structure of families depicted that, mostly in all the three districts there were both 2 or 3 male members and 2 female members. But in case of Hoshiarpur district females were less and in Mansa, females were more. In nutshell the average size of family was either 4 or 5 members.

As mentioned earlier, the sample of educated women who were either graduates or less and post graduates or more and were working either in public or private sector has been chosen. They have completed their education at their parent's place before marriage and many factors have acted as their motivators

in attaining education. In case of Patiala district, women were motivated by their teachers and in case of Mansa district, teachers as well as family members motivated them a lot. Females from Hoshiarpur district were motivated by teachers, family, neighbours as well as friends. Hence these females have better exposure as compared to other two districts.

In case of their living standards, most of the ladies in these districts enjoyed the luxuries of life and in this Hoshiarpur, the highly educated district was at the top followed by Patiala and Mansa districts. Most of the women in Patiala and Hoshiarpur districts made use of two wheelers while ladies from Mansa district made equal use of two as well as four wheelers. In Hoshiarpur and Patiala districts, women have either one or two mobile phones at home. Mansa district depicted that women have up to four mobile phones at their homes. Thus, low education level didn't reduce the usage of mobile phones. Females in all the three districts made use of Wi Fi facilities at home but maximum was found in Patiala district followed by Mansa and Hoshiarpur districts.

In case of the concern shown by females towards their children, it was quite apparent that they sent their children to Private schools for education, reason being that good environment was provided to them and their children could settle down well in their life. In addition to this they attended Parent Teacher Meet in the schools regularly. The above given trend was seen maximum in Patiala district followed by Hoshiarpur and Mansa districts. Even more than 99 percent of women admitted that they were asked before taking any decision about what to do in future. They felt that they were better recognised in their houses once they were educated and worked without any shortcomings.

Females were more concerned about their health and nutrition. They spent up to 5 percent of their income on self. But the care that they showed towards their children was even more than that. They spent up to 10 percent of their income on children. They enjoyed their jobs at workplace and didn't consider

it to be an extra burden on them. They felt that their status has improved after they started working and they were consulted while making important purchases at home especially property. Women did care about the necessary donations that they have to make towards the society as their duty. Maximum donations were made by females from Patiala district. They did feel that they were contended and happy in their life as their living standards have improved a lot. They felt that both the parents in family should work and earn money so that living standards be improved further. They were ready to go out and work with any boss whether its male or female. There was an overall improvement in the condition of women in Hoshiarpur district while not much change was seen in Patiala district. Men and women now a days were moving at same platform and no difference was found in their intelligence levels.

There was a general view among the educated women that man was always treated superior to females or few think that they were treated equally. But very few of them said that women have an upper hand in society. They felt that they should get equal opportunities in life as given to men. There would be better governance if women entered in political field. But there were certain controversial views also as females from Mansa district felt that male child was essential in family. They felt that a lady was better recognised if she gave birth to son. It showed a lack of confidence among female population as they felt that they were in some way or the other inferior to them. But few ladies were so bold that when they were asked about their rebirth, they didn't regret being women this time. They were happy to be either male or female as they could manage their life either ways. When the three districts were analyzed thoroughly, a significant difference was found among them. Various questions were asked as to what extent their living standards improved after education, to what extent they felt empowered after getting educated and which factors influenced them to attain education level. All the results received through

statistical tools showed a significant difference among these three districts.

These results were in conformity with the premises of the prevalent theories according to which women that were well educated and those who were employed enjoyed better social status. They also enjoyed good living standard and were provided with all the luxuries of life. Hard work made once was paid for the lifetime. Thus, war to get women empowerment could be won only through education, work participation and on economic fronts. Empowerment has been both as a means to an end and an end itself. It revealed getting of human rights, basic needs, economic and social security, capacity building, skill formation and conditions of dignified social existence irrespective of social and economic status. Thus, empowerment was seen as an answer to exploitation, oppression, injustice through their capacity building or skill development by driving towards literacy and education.

## **8.2 Suggestions Regarding Improvement in Women Educational Level to Attain Higher Economic Development**

It's a known fact that the sex ratio of India was deteriorating since long ago. The reason being that girl child was never welcomed at home. According to Census (2011), the sex ratio of India was 918 that meant there were 918 girls as against 1000 boys. The government of India in 2014 started "Beti Bachao, Beti Padhao" programme keeping in view the current scenario of woman in India. It has come to know from various studies and empirically that there is lot to do for the empowerment of women. There was a dire need to provide right of survival, safety and education to girl child. The need of an hour was to educate the girls, provide them adequate skills so that they could work and to create job prospects for them. No biasness should be there in family against the girl child. They should get what they rightfully deserve i.e. survive, thrive and learn more. A thought about economic development of India depicted that

all the females of the country should be given education. Dream of economic growth and development couldn't be fulfilled without educating and caring about females. The Centre and state governments should join hands together. They must get help from associations related to women. Some voluntary organizations and NGO's should also come forward and provide support to this initiative.

Education to the girl child should be done on priority basis. Different ministries like Women and child development, Health and Family Welfare and Human resource development should come forward to establish new schools and to upgrade the old ones. Civil authorities should ensure the enrolment of girls in schools. The civil administration should also consider it to be their duty to take care of certain things which prohibit the girls from going to school like harassment, sanitation, access to clean and healthy midday meals. Communities and general citizens should also come and welcome NGO's who were taking such initiatives.

Benefits of female education are highlighted through seminars, conferences, cultural events, discussions, contact opportunities etc. These NGO's should get support from local police, Members of Legislative Assembly and other influential persons. Females should be encouraged to get themselves educated both at home as well as school. They were in no way less than boys rather they were at par. She has equal rights and access to educational opportunities. They should never be demoralised. Girls who score high should be honoured. It would foster in them the feeling of pride. Scholarships must be given to needy and meritorious students. New schools should be set up and they be constructed within the reach of girls. Separate schools for girls should be created. Girl wing should be there in same school. There should be condensed courses for adult women. Schools that already exist should be improved by

employing highly educated and skilled teachers. Better infrastructure should be created and wide choice of subjects should be provided to them.

There should be effective enforcement of compulsory education to the girl child. Good social climate be built in villages to enroll girls to schools. General public opinion should be created and parent teacher cooperation be encouraged. School timings and vacations should be adjusted according to the local needs and conditions. Along with free midday meals, free medical and health care be given to girls. Creches should be set up in schools so that woman could work comfortably as teachers without any stress. Primary education should be brought under the charge of women. Females should act as teachers as well as inspect and administer it. Part time jobs should be offered to them. Flexi times must be allowed to them. If the need arises, there should be separate shifts for boys and girls in the same school building. Adequate guidance services be given so as to make education more purposive and practically effective.

Thus, empowerment of women is seen as a constituent as well as an instrument of development. It is one of the prerequisites for the welfare approach. No path towards development be adopted without dealing with this aspect. So, each individual in the society be socially, economically and politically empowered. It enables them to make full use of welfare services that have been provided. Therefore, empowerment seems to be the requirement for welfare approach.