

# Women Empowerment in Relation to Nature of Work and Religiosity



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## Abstract

The purpose of the present study was to see the effect of nature of work and religiosity of the women on their empowerment. The study was conducted on 40 working and 40 non-working women using a 2x2 factorial design. The working and non working women were divided into high religious and low religious groups on the basis of Religiosity scale developed by Joshi and Joshi (1997). The empowerment of the women was measured by Women Empowerment scale developed by Ghufuran and Bisth (2006). Results show that the main effect of nature of work and religiosity of the woman are significant to determine their empowerment but their interaction is insignificant.

**Keywords:** Empowerment, Women Empowerment, Religiosity, Working Women and Nature of Work.

## Introduction

Empowerment literally means "to insert with power." In the context of women empowerment the term has come to denote women's increased control over their bodies and environment. Empowering women implies enabling and strengthening women as a valuable member of the civil society.

The word 'Empowerment' has been using loosely and in development discourse and has become most of the burning issues in recent decades. The concept of women empowerment appears publicly through critical discussion, dialogues and debates by third world feminists. Generally, women empowerment means to take part in decision making process that enhances her worth living. It is an active multidimensional process that enables women to realize their full identity and power in all spheres of life. Broadly, it is defined as control over marital assets, economic resources and ideology. The process of challenging the exiting power relations and of power may be termed as empowerment, Batliwala, (1995); women empowerment is both a process and a result of the process (Keller and Mbewewe, 1991; as cited in Rowlands, 1995.).

The areas of empowerment investigated were: self – perception of women's role, socio-cultural status, education, knowledge, skills and training, economic indicators and decision making in the family and the community. Findings indicate that rural women in general had a positive opinion about empowerment with the average scores of beneficiaries and non-beneficiaries (Reddy, 1996; Becker, 1997; Kabeer, 1999; Goetz, 2003; etc.).

It is the era of women empowerment. Women are completing in all the professional and non-professional jobs. The various socioeconomic and political legal factors have brought about a newly emerging middle class of working women of India. With passage of time attitude of society towards them has also changed. Maternal employment has become an integral but this trend has made the lives of working women more difficult because they have to perform duties of wife and mother in addition to their primary responsibilities. Their dual role has made their lives more difficult in home and outside home.

Hence, to probe the nature of work and religiosity has been the main aim of this study. Keeping the above mentioned importance and objective in mind the present study is designed to explore the answer of the following research questions-

1. Is nature of work a significant determinant of empowerment of the women?
2. Is religiosity a significant determinant of the women?
3. Is interaction of nature of work and religiosity a significant determinant of empowerment of the women?

In order to seek the answer of the above mentioned questions the

following hypotheses were framed/ formulated-

1. There would be no significant effect of nature of work on empowerment of women.
2. There would be no significant effect of religiosity on empowerment of women.
3. There would be no significant effect of interaction of nature of work and religiosity on empowerment of women.

**Aim of the Study**

Aim of this study was seek the answer of the following research questions is nature of work –

1. Is nature of work a significant determinant of empowerment of the women?
2. Is religiosity a significant determinant of the women?
3. Is interaction of nature of work and religiosity a significant determinant of empowerment of the women?

**Design**

The study was conducted using a 2x2 factorial design. The two independent variables were nature of work and religiosity. There were two levels of nature of work of the women-the working women and the housewives and also two levels of religiosity – the high level and the low level of religiosity.

Thus, in this study there were four experimental groups:-

1. High religious working women
2. Low religious working women
3. High religious housewives
4. Low religious housewives

**Sample**

The study was conducted on 80 women of age group 30-40 years in which 40 were working women and 40 housewives. They all were from Rampur district of Uttar Pradesh. On the basis of scores obtained on Religiosity scale the high religious and the low religious groups were formed taking highest 25% scorers and lowest 25% scorers from both-working and housewives sample. Thus, the number of effective sample becomes 40 and the distribution sample was as follows-

**Table-1**

S.No.	Group	N
1	High Religious working women	10
2	Low Religious working women	10
3	High Religious housewives	10
4	Low Religious housewives	10

**Tools**

The following measuring instruments were used to collect responses from the subjects-

1. Women Empowerment Scale developed by Ghufuran and Bisth (2006) to measure the empowerment of women.
2. Religiosity Scale developed by Joshi and Joshi (1997) to measure the religiosity of women.

**Results**

Inorder to test the above mentioned hypothesis. ANOVA Technic was applied. The obtained results are presented in table-2 below-

**Table-2**  
**ANOVA Under 2x2 Factorial Desingn**

S. No.	Source of Variance	Sum of Squares	d.f.	Mean Squares	F. Ratio	Level of Significant
1.	Nature of work (A)	4536.9	1	4536.9	67.11	P<0.01 Significant
2.	Religiosity (B)	324.9	1	324.9	4.80	P<0.05 Significant
3.	(A x B)	115.9	1	115.9	1.71	Insignificant
4.	Within group	2436.2	36	67.6	-	-
5.	Total	7413.9	39	-	-	-

It is evident from table-2 that nature of work of working women is a significant factor in determining the empowerment of the women(F=67.11,P< 0.01 Level). Its also clear from table -2 that is a insignificant factor in determining the empowerment of

the women (4.80, P < 0.05 Level). But the intraction of nature of work and religiosity is not a significant factor in determining the empowerment of the women (F=1.71, P > 0.05).

**Table-3**  
**The Mean Standard Deventions and t. ratio**

Comparison Groups	Means	S.D.	N	M.D.	t.Ratio	Results
Working women vs House wives	77.55	7.56	10	21.3	5.36	P<0.01
	56.25	9.25	10			
High religious vs Low religious	64.05	14.10	10	5.36	0.91	P>0.01
	69.75	12.47	10			

**Discussion and Conclusion**

As is evident from the table of result only the main effect of nature of work on empowerment of women is significant. In order to see which group of women is higher on empowerment the means of the two groups (the working women group and the housewives) were computed it is found that working women exhibited higher level of empowerment

(M=77.55) Than their housewives counterparts (M=56.25) .

It is also evident from table of result that religiosity plays a vital role in determining the empowerment the women. To determine which group of religiosity (the high or the low) shows higher level of empowerment, the means of both religious groups were ditermin. It is found that high religious group is

lower on empowerment (M=64.05) Than there low religious counterparts (M=69.75).

Thus, it may be said that working women and low religious women exhibit more empowerments in comparision to housewives and low religious women but nature of work of women and there religiosity do not intreact significantly to determin their empowerment.

#### **Conclusion**

1. Nature of work of women is a significant factor in determing their empowerment.
2. Working women is higher on empowerment in comparision to housewives.
3. Religiosity is also a significant factor in determing the empowerment of the women.
4. Low religious women are higher on empowerment in comparision to high religious women.

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