

# Women Empowerment: A study to Analyse women perspective about empowerment in Delhi/NCR Region

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## Abstract

Women Empowerment has been spoken widely yet it is ironic and sad that word empowerment is being associated with women who actually constitute half of the population. The study tries to measure the extent to which working women professionals in the Delhi/NCR, feel that they are empowered and it also to understand whether there is significant difference on various factors of empowerment according to various category. A structured questionnaire divided into two parts, is used as the primary survey. The study with the help of Factor analysis identified three types of empowerment namely, Empowerment of Decision Making, Societal Empowerment and Workplace Empowerment. And with the help of t-test the study found out that based on various parameter like age, field of work, employment status or Marital status no such significant differences can be seen because irrespective of these parameters the empowerment is majorly affected by the family, they are part of and the society they live in. The study suggest that education and job opportunity definitely empower women in decision making at individual level yet in society they still lack empowerment thus a societal revamp and everyone working together is needed.

**Keywords:** Women Empowerment, working women, Society Restrictions, Educated Women

## I. Introduction

Women from time immemorial has been deprived of rights and treated differently. The culture, the religion, the family, the society and even the social status has influenced most of the variables in a women's life. Life has not been easy for women and they have been told often to be different just because of their gender. The empowerment as an important issue has been raised and discussed around the world yet the root of raising such a term particularly for women who account for half of the population is ironic and sad. The status of women and their rights and opportunities available to them has changed significantly with time. The educational and occupational forms have changed and expanded with women entering the diverse fields, which a decade back were perceived to be dominated by men. (Anu Singh Lather, 2009) All over the world the proportion at which the women have availed these empowerments varies one of the vast differences can be seen with the changing economic status. Most developed nation's women are better off than their counterpart in developing nations. However how women perceive empowerment to be, differs from country to country as the perception largely get influenced by the culture, religion and community they belong to. In a country like India where women and womanhood are celebrated to a great extent and most religion portray women to be powerful yet women tend to be tied down to traditions and customs. Women in India are not only associated to childbearing and household activities rather as someone who holds a family together, epitome of all religious rituals, and moreover as someone to support her husband and his family.

The western worlds have seen tremendous changes and have improved the status of women yet both gender inequality and discrimination are rampant in India (Shettar, 2015). The discrimination against women starts right from the moment she is born or rather unborn since female foeticide is still prevalent in India even after laws has been laid down. There is discrimination when the decision regarding a child need to be sent to school or not, most of the time the boy child is given preference and in most rural and slum part of urban areas girl child are not given, the right to education and told to be an aid too her mother for household work or looking after her siblings. In cases where she is sent to school again discrimination is made on the basis of quality of education that is provided, most he time boy child is given an opportunity to go to English

medium or private school and the girl child are sent to government schools. Once the girl reach puberty again, she is suppressed with stigma surrounding it and is let down, various rituals and customs end up adding to the stigma and discrimination against women. The historical event have a major impact on the way the policies are formed in current times especially historically the position of women in India has always been marginal thus it reflects in modern policies and attitude. (Mukherjee, 2015) The evil of these bias is still deep rooted as the gender roles get defined way earlier in women and men's life, from the mere game the boys and girls play. The marriage choices, the choice of occupation, the way the women need to be dressed, the people she associates with everything is ruled by the others in her life. The decision to work outside usually is more or less a household decision and most women tend to stop working once they are married or goes through child birth. (Ratna M. Sudarshan, 2008) Within marriage the women face various challenges and one of the majors being violence and harassment by her husband and his families. Women are challenged and their rights questioned on every aspect of their life. A general notion that looms in our society is that a woman is someone who requires to be under her fathers' supervisions until she gets married and once married, she needs to live her life according to her husbands will. It has been seen that those women who are financially independent and are not dependent on her father or husband for finance tend to feel more empowered as they are able to work as their male-counterpart. (Debdatta Pal, 2015) Even though the degree of this notion greatly varies from one household to another and from one community to another community. From time immemorial women are seen as either an asset or liability, given and taken in marriage, but time has definitely changed, progress is seen taking place, however these changes has been slower than needed.

The workplaces also need to be a place of empowerment but most of the time they turn out the other way. Most women face some kind or the other multifaceted issues at workplace which usually leads to stress and absenteeism and eventually all this leads to their resignation from job (Jassani, 2015). Globally, it is seen that the gender gap when it comes to income, women tends to earn only one tenth of the total world's income despite working for about two thirds of the total working hours. (Aziz, 2018). Most of the time in the financial decision-making process at home even though women tend to be responsible for everyday spending yet they usually do not possess sole authority over the decision making or major changes. (SUPRIYA GARIKIPATI, 2017)

According to literature it is seen widely that the key dimensions of empowering women involves empowering them economically, involving them in decision making process, making them socially empowered and politically strong. (Prashant Dev Yadav, 2015) Most of the time empowerment of women is associated just to the fact whether the woman is working and whether she is educated. This paper tries to look into how women perceive empowerment. The paper is interesting since it explores the perspective of women who are working in one of the most connected part of the country India, its own capital and its nearby cities. The study tries to analyse women perspective about empowerment among working professionals in Delhi and NCR region.

To understand the perspective of women is important as women most of the time though educated and working tend to be lacking in the understanding of the meaning of empowerment. The women tend to face discrimination in their day to day life.

This study tries to analyses the perspective of women on empowerment on the basis of these factors:

- **Making Decisions:** Are they able to make decision related to their marriage choices, regarding their family members, there occupation, career, etc
- **Financial Independence:** Are they able to make choices regarding their savings, expenditure, are they able to manage their own bank account, are they able to inherit their parents' assets, are they able to invest various financial instruments and are they aware about it.
- **Workplace:** Are they treated with respect in their workplace, do they feel safe at their workplace, do they receive equal salary, equal promotion, and equal opportunity, are they able to avail maternity benefits or are these facilities provided by their employers, do they receive equal participation.
- **Freedom of Choices:** Do they have voting rights, do they find judicial system providing justice, do they freedom to choose their religion, do they have freedom of dress code, and their movement
- **Family Support:** Are their family worried about societal stigma, do they support them working late hours, do their family supports their career choices.

- Childcare: do they perceive that childcare responsibility must be equally shared by both genders, should both genders receive maternity benefits equally, whether both genders should receive leave benefits during child birth.
- Society: do they face societal stereotypes, do they face gender bias, do they find themselves safe once they are out of their houses.

According to Agnihotri Empowerment of the women will eventually bring in empowerment of everyone's status in the society and Women empowerment is the better handling of any problem whether big or small that are related to human being, economy or even the environment. (Dr. Rashmi Rani Agnihotri H.R, 2017)

The study requires to answer these questions and if the answers to these are negative then that indicate that women are less empowered. The study broadly divides the empowerment into Empowerment of Decision making, Societal empowerment and Workplace empowerment.

## II. Review of Literature

The paper tries to examine how the orthodox ideas of women empowerment has changed for women context of insecurity. The women of Fiji, Sri Lanka and Timor-Leste has been interviewed. The paper addresses that the gendered power relations legitimized by various local traditions is required to break down the stereotypical view that gender is equal to women and women requires certain set of tools as prescribed by western development to achieve empowerment. Most of the time the gender equality is assumed to be promoting empowerment of women however the two needs to be seen differently. Empowerment is required to work on the basic idea of empowerment with decision making ability of women. The paper states that communities that are empowered themselves tend to be the primary force behind transformation. The culturally sensitive empowerment act as a powerful ethical goal. Thus, rethinking and re-shaping what is empowerment us required. (Porter, 2013)

This paper tries to study and identify the solid and resistant barriers that the women in India face during their career path. The objective of the paper is to conduct a situational analysis of the managerial positions are hold by women in sectors like hospitality and tourism, Finance and banking, Media and Healthcare sectors. The paper gives due importance to both qualitative and quantitative research and try to find out what are the hardest barrier faced by women and how they think things can improve. The paper talks about glass ceiling which is a term used to address the barrier that are very subtle and are usually very transparent yet are strong enough to prevent women from moving up in their career path especially un the managerial hierarchy. The paper mentions that the major barriers which acts as a restriction to women in entering managerial positions are of three types individual barriers, societal barriers, and organisational barriers and the factors that plays a major role in not letting women Managers to reach top positions in an organization are opportunity that are blocked, lack of support from employers, lack of information available and lack of accessibility, lack of training, marriage and childbearing, conflicting choices between career and family, stereotypical behaviour and conception against women managers, and immobility of women. Various kind of discrimination exists in Job against women which relates to remuneration, allocation of job, appraisal related to performance, training opportunities and rewards. (Research, 2009)

The paper tries to analyse whether education of women and employment of women are directly related or not. Generally, the literature suggests that women's labour force participation increases with education however the same is not being observed especially in countries of south Asia. The paper from the theories suggests that there are two line of thoughts one which suggests that usually the men and women who receive higher education tend to expect better job like white collared one however inn most countries of south Asia there is a lack of availability of white collared job. A second line of thought suggests that there is a restriction on women based on cultural norms. There are both macro and micro level restriction on women. Macro level aspect determining the lower opportunities that are in the labour market and micro level aspect where home and family decides on where the women should be working and how long she should be working. The paper tests the structural argument by the means of examining the effect of opportunity structure of women labour force participation. It also uses culture as a proxy for cultural values. The study involves the use of regression models to find the relations between various variables. The research suggests that education lead to less employability of women in India, whether it's for the upper caste or the scheduled tribe or scheduled caste families. Even though restriction on women in lower caste tend to be lower yet when the economic status of these lower caste families increases the restriction on their women members starts

increasing. The higher socio-economic status of families tends to encourage both educational level and also the withdrawal of women from labour force. Thus, the paper suggests that education needs to be accompanied with some substantial economic growth which in turn will only happen if there are availability of secure jobs both in private and government sectors. (Maitreyi Bordia Das, 2003)

The paper tries to highlight the various trajectories of women's empowerment in post- independent India. The paper looks at various aspect of women empowerment first being how women empowerment become agenda in the new nation and how women empowerment was measured with various parameter through education. Women empowerment in colonial India came with the pretext that empowerment should be within the boundary of tradition rather than with modern aspect that involved western ideology. The paper address and shows it concern on how the NCERT text books available to primary kids are gender biased and often involves various stereotypes. It usually represents only boys and its achievement through stories rather girls, even though this seems small remark yet it effects a large number of people and generation of thought process that effects young minds. Lack of infrastructure facility also deprives girls to attain education in a dignified way. When it comes to the women empowerment involved in the economic activity it can be said that the changes or reforms have definitely taken place in the informal sectors. However, when it comes to the formal sector even though the number of jobs involving new technology has increased yet the number of job opportunities for the women in these sectors are not increasing. Thus, the author says that corrective measures with the help of conscious socialization can only help in curbing the patriarchal norms of the society and it would be a stepping stone towards gender equality and women empowerment. (Das, 2018)

This paper tries to look forward to the challenges the women faces both socio and economic resources and the rising domestic violence among young married women in the urban part of south India, even though much literature is available on spousal violence in the household but the studies lack to find the specific and protective reasons behind such violence's. This study uses the primary data collected from young married women living in slums of Bangalore India. The study found out that women needed to be catered with vocational training, employment opportunities, and active participation in social groups. The study finds that not only the anti- dowry laws need to be strengthened but also additional and effective mobilization of women, families and communities in general is required to irradiate the norm of dowry and domestic violence. The study also found out the women involved in the study who are part of social group or those who attend vocational training elevated the odds of reporting the domestic violence which suggests that even though there is no such restriction on the mobility if the women in these societies but some underlying or unspoken norms of patriarchy pertaining to the women's mobility and empowerment still operates, thus those women who defies such unspoken norms tend to be victims of domestic violence. (Corinne H Rocca, 2009)

### **III. Research Methodology**

The study has been conducted in Delhi and NCR region which is declared to be one of the most unsafe places for women and women's safety. The crime against women both domestic violence and sexual harassment has been ever increasing in a rampant. This makes this study all the more important as it tries to shed lights on the perspective of the women who otherwise would be termed to be empowered on a general basis by the society as they belong to a class who are both educated and working. The research uses primary data which have been collected from working women professionals in the regions of Delhi and NCR, India. The data has been collected during the early two months of 2020. A structured questionnaire divided into two parts, first being about demographic and personal details (such as age, marital status, job profile, education level, annual income, employment status, etc.) and second which involves forty different statement which covers various sub part of women empowerment such as personal, workplace, economical, and societal aspect. The statement uses Linkert scales and covers various aspect of women empowerment. The questionnaire was administered on a sample of about 200 working women and these women are from primarily from corporate, academics and hospitality sectors. However, the response rate has been less as most of the time they responses were not averted back in a state which could not be utilized for the study.



#### IV. Data Analysis and Discussion

The data set has been collected from a diverse set of women who are from various age group, involved in various different job sectors, with different educational background, with various experience from both private and government sectors. The women involved are from various religious believes and the marital status also differs.

The Table 1 below gives the characteristics of the participants in the survey. The below analysis the characteristics based on Age of respondents, their field of work whether they are involved in academics, industry or hospitality and services. The below table also differentiate among them based on their employment status and also marital status. As can be seen in the below table the participant in the survey, about 50.98% of the total respondent belong to the age of 20-30 and about 28% belong to the age group of 30-40. The rest about 16% belong to the age group of above 40 years of age.

Most of the people participating in the survey were working in the industry at about 46% and about 28% in academics and rest in Hospitality and services. Among the respondents about 86% is working in private sector and the rest works with the government sectors. Out of all the participants around 61% are married and about 37% are unmarried and about 2% are either separated or divorced.

Characteristic of Respondent			
	Category	Frequency	Percentage
Age	Between 20-30	52	50.98
	Between 30-40	28	27.45
	Between 40-50	16	15.69
	Above 50	6	5.88
Field of work	Academics	28	27.45
	Industry	47	46.08
	Hospitality	27	26.47
Employment Status	Private Sector	88	86.27
	Government	14	13.73
Marital Status	Married	62	60.78
	Unmarried	38	37.25
	Separated/divorced	2	1.96

#### Factor Analysis

The KMO and Bartlett's Test was conducted on the collected data to check whether the data gave correct result or are they significant enough. The Kaiser- Meyer- Olkin Measure of sampling Adequacy indicates the proportion of variance in variables that are caused by underlying factors. Higher values than 0.50 indicates that factor analysis might be useful for our data. As can be seen in table 2 the KMO is at 0.711 which is high. On the other hand, Bartlett's test of Sphericity indicate that the variables are unrelated, thus a significance less than 0.05 indicate the factor analysis may be useful in the data. Thus, we would be using Factor analysis to further explore the data and its interpretation.

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.711
Bartlett's Test of Sphericity	Approx. Chi-Square	2946.365
	df	780
	Sig.	.000

The questionnaire prepared and sent to respondent contained 40 statements and the below Table 3 show Factor analysis conducted on the software's to analyse what are the major factors that contribute to the empowerment of women. The factor analysis was done with the help of Principal component analysis with varimax rotation as a key to form rotations matrix. The below table shows the influence of various component based on various questionnaire asked.

<b>Rotated Component Matrix</b>											
	Component										
	1	2	3	4	5	6	7	8	9	10	11
I can make decisions involving my marriage.	.528	.113	.288	.509	-.109	.047	-.142	-.059	-	.124	-.145
I can make decisions regarding my family members (like children/parent their health or education)	.345	.137	.373	.640	.106	.051	-.003	-.187	.112	-	-.008
My family is worried about societal stigma	.009	.214	.191	-.203	-.212	-	-.281	.027	.275	.128	-.486
I am involved in the decision-making process at home	.742	.088	-.022	.025	.212	.000	.167	.169	-	.174	-.083
My opinions are heard and given credit in decision making process at home.	.728	.218	.146	.121	-.043	-	.044	-.028	-	-	.091
I can go to places I like	.533	.307	-.154	.387	-.087	.049	.359	-.146	.155	-	.106
In deciding my occupation, I feel I have complete choice.	.187	.060	.107	.791	-.109	.004	-.065	.237	.166	.183	.122
My family support me working late at night	.012	-.069	.024	-.122	.096	.068	.897	-.009	-	.010	.015
My family is not conservative about my dress code	.318	.101	-.404	.087	.089	-	.450	.402	-	-	-.004
My career choice was not based on my family preferences	.223	-.036	.103	.089	.049	.132	-.017	.841	.017	-	.055
I am respected by my colleagues.	.227	.070	.098	.093	.007	.178	.013	-.026	-	.826	-.106
I feel safe even if it gets late in the evening at work.	.153	.469	.263	.040	-.110	-	.456	-.132	-	-	-.052
My compensation is equal with my male counterparts.	.123	.253	.629	-.072	-.063	.225	-.161	.154	.040	.147	-.192
I am given equal promotion opportunities as male workers at work.	.199	.247	.731	.175	-.064	-	.044	.138	.003	-	-.001
Male co-workers maintain distance from me	-	.029	.112	.156	-.044	-	-.044	-.033	.825	-	-.006
I have never been sexually harassed/assaulted/lewd commented by my male co-workers/senior	.097	.111	.647	.123	.135	-	.363	-.134	.152	.263	.050
Policies related to women empowerment at work is helpful	-	.760	.316	.277	.091	-	.042	.032	.063	.024	-.039
Men should receive paid paternity leave (for child care)	.158	.174	.341	.385	-.276	-	-.121	-.075	-	.497	-.031
My working place provide maternity benefits	.108	.676	.268	.318	-.043	-	.023	.095	-	.058	.049

I am treated fairly compared to my male co-workers.	.208	.359	.595	.360	.107	.015	-.125	-.053	.028	.047	-.053
I myself take decisions regarding my savings.	.719	.140	.045	.068	.014	.029	-.034	.210	-.173	-.010	-.210
I can spend my earnings according to my will.	.475	.298	.013	.202	-.287	.291	-.134	.150	.121	.128	.149
I am the one who manages my bank account activities.	.602	-.059	.367	.123	-.458	.247	.123	-.026	.173	.018	.003
I have equal share in my parents' assets.	.332	.203	-.011	-.090	-.132	.380	-.045	.464	-.181	.120	.268
I consider myself financially independent	.675	-.151	.307	.113	.131	-.193	-.160	-.041	-.058	.179	.203
I do not think it is appropriate for men in household to take financial decision	-.014	-.073	-.013	.014	-.006	.792	.001	.145	-.130	.108	-.111
I can support my parent/siblings without being questioned	.819	-.092	.109	.013	.007	.115	.007	.152	.001	.113	.034
I am involved in the decision-making process at home	.761	.245	-.110	-.032	-.054	-.156	.025	.048	.146	.011	.347
I am involved in financial decisions taken at home	.891	.055	.165	.113	-.024	-.098	-.001	.068	.030	.019	.016
I invest in various financial instruments without the help of my family members	.434	.185	-.038	.059	-.029	-.201	.009	.117	.012	-.142	.697
I can cast my vote as I wish	.632	-.032	.349	.262	-.425	.016	.123	-.068	.107	.021	-.219
I am able to access the judicial services to redress my grievance.	.404	.515	-.052	.312	-.195	.200	.148	.131	.369	-.098	-.020
I can make my own decisions regarding my religion.	.612	-.005	.174	.242	-.040	.352	.046	-.050	.376	-.012	.066
I can meet and speak to people outside my home.	.638	.271	-.035	.440	-.031	.016	.094	.084	.042	.157	.168
I do not get repressed in society due to my gender	-.091	.032	.114	-.010	.750	-.088	.109	-.057	.047	.157	.110
My decisions about my behaviour, dress code and body are not influenced by societal norms.	.238	.082	-.027	-.044	.745	.136	.034	.093	-.109	-.249	-.118
I feel safe once I step out of my house	.178	.721	.139	-.268	.114	-.027	-.180	-.148	.090	.197	.129
I think the infrastructure provided at public places are women friendly.	.151	.455	.325	-.300	.251	-.155	.078	.306	.292	-.224	-.065
The community I belong to does not influence my decision making	-.305	-.064	-.136	-.009	.425	.097	-.135	.356	.128	.030	.458
I think men have equal responsibility in child care.	.463	.106	.068	.394	-.348	-.005	-.189	.064	.276	.264	-.287

The Rotation matrix was able to identify 11 components. However only 3 of the components were able to be found with meaningful factor loading. The three out of eleven factors identified are Empowerment of making Decision, Societal Empowerment and Workplace Empowerment. The First factor has fifteen factors loaded. The second factor has six factors loaded. The third has 4 factors loaded. The Empowerment of Decision Making involves all the variable that involves

decision making such as her marriage, finances, religion, movement, etc. The Societal empowerment address variable such as fair support the safety and security, policies, justice, infrastructure, etc. The Workplace empowerment has various variables such equal and fair treatment, equal opportunity, safety at workplace, etc.

The component identified and the variables have high factor loading as can be seen from the highlighted numbers in the below table.

<b>Factors identified through Factor Analysis</b>											
	<b>Component</b>										
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>
<b>Empowerment of Making Decision</b>											
I can make decisions involving my marriage.	<b>.53</b>	.11	.29	.51	-.11	.05	-.14	-.06	-.04	.12	-.15
I am involved in the decision-making process at home	<b>.74</b>	.09	-.02	.02	.21	.00	.17	.17	-.10	.17	-.08
My opinions are heard and given credit in decision making process at home.	<b>.73</b>	.22	.15	.12	-.04	-.02	.04	-.03	-.17	-.09	.09
I can go to places I like	<b>.53</b>	.31	-.15	.39	-.09	.05	.36	-.15	.16	-.08	.11
I myself take decisions regarding my savings.	<b>.72</b>	.14	.05	.07	.01	.03	-.03	.21	-.17	-.01	-.21
I can spend my earnings according to my will.	<b>.48</b>	.30	.01	.20	-.29	.29	-.13	.15	.12	.13	.15
I am the one who manages my bank account activities.	<b>.60</b>	-.06	<b>.37</b>	.12	-.46	.25	.12	-.03	.17	.02	.00
I consider myself financially independent	<b>.67</b>	-.15	.31	.11	.13	-.19	-.16	-.04	-.06	.18	.20
I can support my parent/siblings without being questioned	<b>.82</b>	-.09	.11	.01	.01	.12	.01	.15	.00	.11	.03
I can make my decisions regarding household expenditure.	<b>.76</b>	.25	-.11	-.03	-.05	-.16	.03	.05	.15	.01	.35
I am involved in financial decisions taken at home	<b>.89</b>	.05	.16	.11	-.02	-.10	.00	.07	.03	.02	.02
I can cast my vote as I wish	<b>.63</b>	-.03	.35	.26	-.43	.02	.12	-.07	.11	.02	-.22
I can make my own decisions regarding my religion.	<b>.61</b>	.00	.17	.24	-.04	.35	.05	-.05	.38	-.01	.07
I can meet and speak to people outside my home.	<b>.64</b>	.27	-.03	.44	-.03	.02	.09	.08	.04	.16	.17
I think men have equal responsibility in child care.	<b>.46</b>	.11	.07	.39	-.35	-.01	-.19	.06	.28	.26	-.29
<b>Societal Empowerment</b>											
I feel safe even if it gets late in the evening at work.	.15	<b>.47</b>	.26	.04	-.11	-.11	.46	-.13	-.32	-.36	-.05
Policies related to women empowerment at work is helpful	-.02	<b>.76</b>	.32	.28	.09	-.01	.04	.03	.06	.02	-.04
My working place provide maternity benefits	.11	<b>.68</b>	.27	.32	-.04	-.17	.02	.10	-.21	.06	.05
I am able to access the judicial services to redress my grievance.	.40	<b>.52</b>	-.05	.31	-.19	.20	.15	.13	.37	-.10	-.02
I feel safe once I step out of my house	.18	<b>.72</b>	.14	-.27	.11	-.03	-.18	-.15	.09	.20	.13
I think the infrastructure provided at public places are women friendly.	.15	<b>.45</b>	.32	-.30	.25	-.16	.08	.31	.29	-.22	-.06
<b>Workplace Empowerment</b>											



My compensation is equal with my male counterparts.	.12	.25	<b>.62</b>	-.07	-.06	.22	-.16	.15	.04	.14	-.19
I am given equal promotion opportunities as male workers at work.	.1	.24	<b>.73</b>	.17	-.06	-.12	.04	.13	.00	-.08	-.00
I have never been sexually harassed/assaulted/lewd commented by my male co-workers/senior	.09	.11	<b>.64</b>	.12	.13	-.14	.36	-.13	.15	.26	.05
I am treated fairly compared to my male co-workers.	.20	.35	<b>.59</b>	.36	.10	.01	-.12	-.05	.02	.04	-.05

The below Table-4 shows the mean value of the each of the factors identified in the above analysis and as it can be seen most of the working women in Delhi NCR region, for Empowerment at decision making the mean is at 3.78 which is near to a four indicating most agreeing that they are able to make decision at home and in their life yet it get influenced by family members and society. The societal empowerment is lower than the other two types of empowerment in the study which shows that comparatively in the society they are not repressed yet there are a lot of things that needs to be improved. The Polices related to the women's safety, or infrastructural facilities tend to be lacking which is needed to be improved. The total empowerment score is at 3.50 which indicating overall a neutral perspective about empowerment among working women in the capital of the country.

Various Factors of Empowerment and its Mean Value				
	Frequency	Minimum	Maximum	Mean
<b>Empowerment of Decision Making</b>	102	1.67	4.93	3.78
<b>Societal Empowerment</b>	102	1.00	4.83	3.12
<b>Workplace empowerment</b>	102	1.25	5.00	3.59

### T-test Analysis

With the help of t-test we can determine whether there is a significant difference between the means of the two groups. In our study we would be grouping the data into two based on various different characteristics, mainly Age, Field of work, Employment Status and Marital Status.

#### Age

The data is divided into two group one being Age below 30 and Age 30 and above. The F-test was conducted to check whether the variance is different and which variable to be considered first. The t-test was conducted as variance were unequal. As from the test below for each of the three empowerment identified it can be seen Mean of each empowerment differs greatly between the two age group yet the difference in Empowerment of making decision and Societal empowerment is not statistically significant which points out that the decision making process and societal empowerment remains quite same irrespective of age factor since women usually below the age of 30 are influenced by their parents and once married their decision are influenced by their in-laws and husband. However, the age factor does show statistical significance in case of workplace empowerment wherein the younger women feel more empowered than the older one. This might be because usually many of the problems associated with childbirth and family start influencing after the age of 30.

t-Test: Two-Sample Assuming Unequal Variances		
	Age 30 and above	Age below 30
	<i>Empowerment in Making Decision Avg</i>	<i>Empowerment in Making Decision Avg</i>
Mean	<b>3.644</b>	<b>3.912820513</b>
Variance	0.795938322	0.612555723
Observations	50	52
Hypothesized Mean Difference	0	

df	97	
t Stat	<b>-1.615224286</b>	
P(T<=t) one-tail	0.05475516	
t Critical one-tail	1.66071461	
P(T<=t) two-tail	0.10951032	
t Critical two-tail	<b>1.984723186</b>	
	<i>Societal Empowerment</i>	<i>Societal Empowerment</i>
Mean	<b>2.986666667</b>	<b>3.256410256</b>
Variance	0.748117914	0.577844813
Observations	50	52
Hypothesized Mean Difference	0	
df	97	
t Stat	-1.670478865	
P(T<=t) one-tail	<b>0.049024223</b>	
t Critical one-tail	1.66071461	
P(T<=t) two-tail	0.098048445	
t Critical two-tail	<b>1.984723186</b>	
	<i>Workplace Empowerment</i>	<i>Workplace Empowerment</i>
Mean	<b>3.38</b>	<b>3.783653846</b>
Variance	0.962346939	0.585855015
Observations	50	52
Hypothesized Mean Difference	0	
df	93	
t Stat	<b>-2.31080834</b>	
P(T<=t) one-tail	0.011526866	
t Critical one-tail	1.661403674	
P(T<=t) two-tail	0.023053731	
t Critical two-tail	<b>1.985801814</b>	

### Field of Work

For Field of work the Academics and Hospitality sectors has been clubbed since in India these usually are women oriented compared to industry. When it comes to Field of work even though women working in Academics and Hospitality tends to feel more empowered in all three compared to women working in Industry. However, none of them is statistically significant.

<b>t-Test: Two-Sample Assuming Unequal Variances</b>		
	<b>Industry</b>	<b>Academics &amp; Hospitality</b>
	<i>Empowerment in Making Decision Avg</i>	<i>Empowerment in Making Decision Avg</i>
Mean	<b>3.608510638</b>	<b>3.928484848</b>
Variance	0.960505705	0.468618032
Observations	47	55
Hypothesized Mean Difference	0	
df	80	
t Stat	<b>-1.880360184</b>	
P(T<=t) one-tail	0.031849253	
t Critical one-tail	1.664124579	

P(T<=t) two-tail	0.063698506	
t Critical two-tail	<b>1.990063421</b>	
	<i>Societal Empowerment</i>	<i>Societal Empowerment</i>
Mean	<b>3.085106383</b>	<b>3.157575758</b>
Variance	0.725691232	0.638290311
Observations	47	55
Hypothesized Mean Difference	0	
df	95	
t Stat	<b>-0.440663284</b>	
P(T<=t) one-tail	0.330228954	
t Critical one-tail	1.661051817	
P(T<=t) two-tail	0.660457908	
t Critical two-tail	<b>1.985251004</b>	
	<i>Workplace Empowerment</i>	<i>Workplace Empowerment</i>
Mean	<b>3.484042553</b>	<b>3.672727273</b>
Variance	1.185881129	0.476557239
Observations	47	55
Hypothesized Mean Difference	0	
df	75	
t Stat	<b>-1.024852312</b>	
P(T<=t) one-tail	0.154363545	
t Critical one-tail	1.665425373	
P(T<=t) two-tail	0.308727091	
t Critical two-tail	<b>1.992102154</b>	

### Employment Status

When it comes to employment status effect on different empowerment of women. It can be seen that the Empowerment in making decision and Workplace Empowerments mean is greater for government employees however none of them are statistically significant, implying that the Employment Status does not really affect empowerment as empowerment are essentially influenced by family and society and the restriction it put.

<b>t-Test: Two-Sample Assuming Unequal Variances</b>		
	<b>Government</b>	<b>Private Sector</b>
	<i>Empowerment in Making Decision Avg</i>	<i>Empowerment in Making Decision Avg</i>
Mean	<b>3.895238095</b>	<b>3.762878788</b>
Variance	1.186813187	0.648772205
Observations	14	88
Hypothesized Mean Difference	0	
df	15	
t Stat	<b>0.436032753</b>	
P(T<=t) one-tail	0.334511546	
t Critical one-tail	1.753050356	
P(T<=t) two-tail	0.669023092	
t Critical two-tail	<b>2.131449546</b>	
	<i>Societal Empowerment</i>	<i>Societal Empowerment</i>
Mean	<b>2.869047619</b>	<b>3.164772727</b>
Variance	0.560592186	0.685500842

Observations	14	88
Hypothesized Mean Difference	0	
df	18	
t Stat	<b>-1.352161482</b>	
P(T<=t) one-tail	0.096534777	
t Critical one-tail	1.734063607	
P(T<=t) two-tail	0.193069553	
t Critical two-tail	<b>2.10092204</b>	
	<i>Workplace Empowerment</i>	<i>Workplace Empowerment</i>
Mean	<b>3.607142857</b>	<b>3.582386364</b>
Variance	1.141483516	0.762531021
Observations	14	88
Hypothesized Mean Difference	0	
df	16	
t Stat	<b>0.082430261</b>	
P(T<=t) one-tail	0.467663497	
t Critical one-tail	1.745883676	
P(T<=t) two-tail	0.935326995	
t Critical two-tail	<b>2.119905299</b>	

### Marital Status

When it comes to the Marital status and its influence on different empowerment the mean score of empowerments of Unmarried women is greater than Married or separated women. However, only for Societal empowerment shows that it to be statistically significant, showing that married/separated women tend to face more scrutiny when they are out In society and also family becomes more stringent with women's movement.

<b>t-Test: Two-Sample Assuming Unequal Variances</b>		
	<b>Married/Separated</b>	<b>Unmarried</b>
	<i>Empowerment in Making Decision Avg</i>	<i>Empowerment in Making Decision Avg</i>
Mean	<b>3.667708333</b>	<b>3.971929825</b>
Variance	0.819117063	0.493845424
Observations	64	38
Hypothesized Mean Difference	0	
df	93	
t Stat	-1.894197182	
P(T<=t) one-tail	<b>0.030653238</b>	
t Critical one-tail	1.661403674	
P(T<=t) two-tail	0.061306476	
t Critical two-tail	<b>1.985801814</b>	
	<i>Societal Empowerment</i>	<i>Societal Empowerment</i>
Mean	2.984375	3.359649123
Variance	0.654072972	0.632922396
Observations	64	38
Hypothesized Mean Difference	0	
df	79	
t Stat	<b>-2.289119058</b>	
P(T<=t) one-tail	0.012371642	
t Critical one-tail	1.664371409	



P(T<=t) two-tail	0.024743284	
t Critical two-tail	<b>1.99045021</b>	
	<i>Workplace Empowerment</i>	<i>Workplace Empowerment</i>
Mean	3.4609375	3.796052632
Variance	0.80797371	0.746132646
Observations	64	38
Hypothesized Mean Difference	0	
df	80	
t Stat	<b>-1.86579598</b>	
P(T<=t) one-tail	0.03286765	
t Critical one-tail	1.664124579	
P(T<=t) two-tail	0.065735301	
t Critical two-tail	<b>1.990063421</b>	

### Suggestion / Conclusion

Women has been repressed and looked down upon. The condition of women of has greatly changed with time and more and more women are getting educated and empowered however still there is a lot to be done. The study above conducted tried to analyse and identify the various factors that constitute the empowerment of working women in Delhi and NCR region. The factor analysis from the above study identified three factors that contribute to the empowerment of women in the society, that is Empowerment of Making Decision, Societal Empowerment, and Workplace empowerment. The study also tells that women feel more empowered with decision making, as decision making mostly takes place at individual level and on the other hand societal empowerment score the lowest indicating that society still lacks behind to make women feel empowered. The second part of the analysis shows that even though the effect of various characters (Age, Field of work, Employment status and Marital Status) on different factors of empowerment varies greatly yet most of them are not statistically significant pointing out that rather than character itself empowerment is greatly influenced by society norms and family's ideology of women empowerment. The study finds out that even though education and Job opportunities definitely helps in empowering women in their decision making yet a more holistic approach is needed to capture societal empowerment. Most of the time the power to make decision is lost by women as they are financially dependent on others thus, financially empowering women is important to improve on their condition. One of the most important suggestion is a revamp in the societal thinking itself how society themselves needs to change its thought process because human are social being and we need to cultivate a society where we can live in and where everyone can have equal opportunity and equal rights and for this process everyone in the society; family, religious groups, social workers, political willpower, etc; needs to work together.

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