

# A STUDY ON ATTITUDE TOWARDS EMPLOYMENT STATUS OF WOMEN ENGAGED IN SELF HELP GROUPS IN HOOGHLY DISTRICT IN WEST BENGAL

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## ABSTRACT

The present study was conducted in purposively selected Hooghly district in West Bengal with the objective of finding Attitude Towards Employment Status of women engaged in self help groups (SHG). Data collection was done by personal interview with structured schedule applied on randomly selected 164 women who engaged in self help groups.

In district of Hooghly attitude towards total employment status was significantly related with marital status, monthly income, occupation, education status, house type, getting support and information about SGSY, how to involve in SGSY, money received from Government and caste.

**Key words:** Attitude, Employment, women employment, Self Help Group (SHG), Swarnajayanti Gram Swarozgar Yojna (SGSY)

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## INTRODUCTION

Empowerment is the expansion of assets and capabilities of poor people to participate in negotiate with, influence, control, and hold accountable institutions that affect their lives. Malhotra and Schuler (2005) clarified that women's empowerment is different from the empowerment of other disadvantaged or socially excluded groups. The actual meaning of women's empowerment lies in the ability of a woman to control her own destiny. Kabeer (2001) defined empowerment as "the expansion of people's ability to make strategic life choices in a context where this ability was previously denied to them. It is important to understand that this does not imply that all improvements in women's position must be brought about through the actions of women themselves or that empowering themselves is the responsibility of individual women. Governments and international donor agencies must bear the responsibility of promoting policies and programs to strong the gender equality and give women high access to resources. Empowerment is a multidimensional concept is an important thing to be understood. A number of studies have shown that women may not be empowered if they are already empowered in a certain field (Malhotra and Mather 1997; Kishor 1995 and 2000; Hashemi et al. 1996).

### 1.1 SWARANA JAYANNTI GRAM SWARNA SWAROJGAR YOJANA (SGSY)

During the Ninth Plan period in the Promotional institutions and community organizations the self-employment programmes had undergone a process of consolidation. The **Swarnajayanti Gram Swarozgar Yojna (SGSY)** launched on 1<sup>st</sup> April 1999 is combined with Integrated Rural Development Programme (IRDP) and its allied schemes such as Development of Women and Children in Rural Areas (DWCRA), Training of Rural Youth for Self Employment (TRYSEM), Supply of Improved Toolkits to Rural Artisans (SITRA). The programme covers various features of micro enterprises with a strong attention on **self-help groups (SHGs)**. The SGSY needs to be continued in the Tenth Plan with a shift in strategy from a subsidy oriented programme.

SGSY is one of the largest programme in the world. The Union Government give 75% funds and the remaining 25% would be coordinated by state government. Both parts of the funds are provided to the District Rural Development Cells (DRDCs); in each

district, the DRDC is executing the scheme. For this, it is to represent on the help of local governments, line agencies of superior governments and local branches of commercial banks.

### 1.2 Self-help Groups (SHGs)

SHG are playing a major responsibility in rural India today. Self-help as a strategy for social development places prominence on self-reliance, human agency and action. It aims to mobilize people, to give them voice and build people's organizations that will overcome barriers to participation and empowerment. Development involves changes in the awareness, motivation and behavior of individuals, in the relations between individuals as well as between groups within a society (Burkey, 1993:48). These changes can come from within individuals and groups through self-help, and not necessarily from outside. The experiences of self-reliance have led to attempt to build local level organizations like, cooperatives, credit societies, neighborhood or community development associations, water sharing associations or women's groups.

The programme covers all aspects of self employment such as organization of the rural poor into self help groups (SHGs) and their capacity building, infrastructural support, technology, planning of activity clusters, credit and marketing.

"Attitude is a mental state of readiness" (Allport, 1935).it learned predispositions towards aspects of our environment. They may be positively or negatively directed towards certain aspects of employment status.

In the present study the schedule was developed to measure attitude towards employment status of the respondents under study.

## RESEARCH METHODOLOGY

### 2.1 Selection of Area

Conventionally West Bengal is divided in to two parts i.e. North Bengal and South Bengal .Paschim Medinipur and Hooghly represent two districts in South Bengal. Paschim Medinipur represents the highest number of Women SHGs (WSHG) & Hooghly represents the lowest number of Women SHGs (WSHG).Therefore, Paschim Medinipur and Hooghly districts were purposively selected on the basis of the number of WSHG.

Khanakul-II Block of Arambagh Sub-division in Hooghly District was selected on the basis of highest population of B.P.L household as well as rural exposure. Sreerampur –Utterpara Block under Sreerampur –Utterpara Sub-division was selected on the basis of lowest population of B.P.L household as well as urban exposure.

Rishra Gram Panchayet in Sreerampur –Utterpara Block under Sreerampur –Utterpara Sub-division in Hooghly District was selected on the basis of highest number of WSHG and Nabagram Gram Panchayet in Sreerampur –Utterpara Block under Sreerampur –Utterpara Sub-division in Hooghly District was selected on the basis of lowest number of WSHG. Rajhat Gram Panchayet in Khanakul-II Block of Arambagh Sub-division in Hooghly District was selected on the basis of lowest number of WSHG. Dhanyaghor Gram

Panchayet in Khanakul-II Block of Arambagh Sub-division in Hooghly District was having selected on the basis of highest no. of WSHG.

### 2.2 Population and Sample

The present researcher has selected the required number of WSHGs by applying Simple Random Sampling technique (SRS). Only 25% of WSHGs have been considered from total number of available WSHGs from the blocks under study.

The required number of WSHGs from Rishra was selected by applying Simple Random Sampling technique. Rishra is having 96 WSHGs, only 25% of them have been considered in this study. The total numbers of members in 24 WSHGs is 240, out of which 40% of members were selected on the basis of Systematic Sampling Technique. In this way 96 respondents were selected from this GP. On the other hand Nabagram GP has 03 WSHGs. Though the number of WSHG is 01 to 04, therefore similar cases have been considered the only 01 WSHG. In other cases 25% of WSHGs uniformly taken for the study. The total number of members in 01 WSHG is 10. Among them 40% of members were chosen on the basis of Systematic Sampling Technique and only 04 respondents have been selected for the purpose.

The Rajhat G P consisted of 03 WSHGs. Only 01 WSHG was selected for this study. The total number of members in 01 WSHG was 10. Out of them 40% of members i.e., 04 were selected on the basis of Systematic Sampling Technique. On the other hand Dhanyaghor GP was having 60 WSHGs. By applying similar technique 15WSHGs (25%) was identified. And 60 respondents were selected (15X10=150 of 40% members) from the Dhanyaghor GP following the same technique. The total numbers of respondents in **Hooghly District** consisted of 164. However, 100 respondents and 64 respondents derived from Sreerampur–Utterpara and Arambagh Sub-division respectively.

Name Of The Gram Panchayat	Total No. Of Wshg	25% Of Total Wshg	Total No. Members	40% Of Members	Total No. Of Respondents
Rishra	96	24	24x10=240	96	96
Nabagram	3	1	1x10=10	4	4
Rajhati	3	1	1x10= 10	4	4
Dhanyaghor	60	15	16x10=160	60	60
<b>Total No. Of Respondents = 164</b>					

### 2.3 Data Collection:

The background information about the area of the study was obtained through secondary sources. A local village level worker of SHG group accompanied the researcher in gaining easy entrance to the study werea. Before the actual data collection several visits were made to build rapport. The data collection was taken up during September, 2007 – November 2008. All respondents were personally interviewed.

### 2.4 SAMPLING TECHNIQUES:

The researcher tried to follow the prescribed sampling technique as mention in different social science literature. To get the study sample, the researcher has to apply simple random sampling technique to have the desired number. Similarly, other non Probability Sampling Technique will also be used

### 2.5 Conceptual Orientation:

The principle objective of theoretical orientation is to describe broadly the concepts used in the study for empirical investigation. In the present study it is intended to study the general, socio-economic, & socio-psychological profiles of the respondents, Attitude towards Employment status. The independent variables have been selected on their theoretical relationship with the dependent variables Attitude towards Employment Status for the present study. A few selected parameters/variables have been operationalized with the tools of measurement and categorization of further few variables is described as follows:

**TABLE:-1** Variables And Their Empirical Measurement

Code No.	Variables	Measurement
<b>INDEPENDENT VARIABLES</b>		
<b>Socio- Economic :</b>		
X <sub>1</sub>	Age	Schedule Developed
X <sub>2</sub>	Occupation	Schedule Developed
X <sub>3</sub>	Caste	Schedule Developed
X <sub>4</sub>	Education of respondents	Pwerek & Trivedi (1964)
X <sub>5</sub>	Family type	Pwerek & Trivedi (1964)
X <sub>6</sub>	Land Holding	Schedule Developed
X <sub>7</sub>	House type	Pwerek & Trivedi (1964)
X <sub>8</sub>	Material Possession	Schedule Developed
X <sub>9</sub>	Family size	Schedule Developed
X <sub>10</sub>	Source of family income,	Schedule Developed
X <sub>11</sub>	Monthly Income	Schedule Developed

X <sub>12</sub>	Domestic Animal	Schedule Developed
X <sub>13</sub>	Religion	Schedule Developed
X <sub>14</sub>	Marital status	Schedule Developed
	<b>Socio- Psychological :</b>	
X <sub>15</sub>	Opinion about SGSY	Schedule Developed
X <sub>16</sub>	Money received from government.	Schedule Developed
	<b>DEPENDENT VARIABLES :</b>	
Y <sub>1</sub>	Attitude towards employment status	Schedule Developed

### STATISTICAL METHODS USED :

The data were collected, compiled, tabulated and also categorized for further clarity, realization and interpretation. In the present study, the following methods were used in analysis of data using the standard formula and by the help of SPSS 10.0 for windows softwwere.

1. Correlation
2. Regression analysis

### RESULTS & DISCUSSION

#### Table-2: STEPWISE MULTIPLE REGRESSION ANALYSIS BETWEEN SOME SELECTED INDEPENDENT & DEPENDENT VARIABLES (ATTITUDE TOWARDS TOTAL EMPLOYMENT STATUS) IN HOOGHLY DISTRICT

Similarly, the **Table-2** revealed that about 48.7% of variation in the attitude toward total employment status was due to the combined influence of the selected independent variables contributed in the study. The Regression model further showed that education status of respondent, money received from Government, occupation, religion had positively and highly significantly (<0.01) contributed towards the variability in attitude toward total employment status while other studied variables were redundant.

#### STEPWISE MULTIPLE REGRESSION ANALYSIS BETWEEN SELETED DEPENDENT VARIABLE (ATTITUDE TOWARD TOTAL EMPLOYMENT STATUS) AND INDEPENDENT VARIABLES OF SAMPLE SHG IN HOOGHLY DISTRICT IS PRESENTED IN TABLE-2

Coefficients	Unstandardized Coefficients		Standardized Coefficients	T	SIG.
	B	STD. ERRO R	BETA		
(Constant)	6.799	0.685		9.923	0**
Educational Status	0.652	0.095	0.433	6.885	0**
Money received from Government	4.92E-04	0	0.289	4.86	0**
Occupation	7.89E-02	0.018	0.257	4.443	0**
Religion	1.048	0.35	0.176	2.992	0.003*

Dependent Variable: Attitude Toward Total Employment Status

$R^2=0.487$

Std. Error of the Estimate = 1.71

Note: \*\* Significant at 0.01 level,\* Significant at 0.05 level



**CORRELATION COEFFICIENT BETWEEN DEPENDENT VARIABLES ((ATTITUDE TOWARD TOTAL EMPLOYMENT STATUS)) AND SELECTED INDEPENDENT VARIABLES WERE CALCULATED FOR THE SAMPLE OF SGSY OF PASCHIM MEDINIPUR DISTRICT AND HOOGHLY DISTRICT THROUGH PEARSON'S CORRELATION STUDY IN TABLE -3**

It was again noted from the **table-3** that in case of **Hooghly District** there were significant relationships between attitude towards total employment status and material possession , monthly income, occupation , caste, educational status of respondents, house type , getting support and information about SGSY, how to involve in SGSY , money received from Government, at 5%level where as negative significant relationship were between attitude towards total employment status and age , family size ,family type at 5%level through Pearson's Correlation study.

**Table-3: CORRELATION COEFFICIENT BETWEEN DEPENDENT VARIABLES (ATTITUDE TOWARD TOTAL EMPLOYMENT STATUS) AND SELECTED INDEPENDENT VARIABLES WERE CALCULATED FOR THE SAMPLE OF TWO BLOCKS IN HOOGHLY DISTRICT THROUGH PEARSON'S CORRELATION STUDY.**

Correlation Coefficient (r)		
Variables	Hooghly District	
	Sreerampur-Uttarpara	Khanakul - II
	Attitude towards total employment status	Attitude towards total employment status
Age	-0.226	-0.108
Domestic Animal	-0.024	0.051
Educational Status	<b>0.381</b>	0.087
Male	<b>-0.301</b>	-0.027
Female	-0.204	-0.036
Family Size	-0.219	-0.031
Family Type	-0.067	-0.199
House Type	0.079	-0.17
Land Hold	-0.066	0.081
Matirial Possession	-0.083	0.069
Opinion About Sgsy	-0.105	-0.031
Bold statwastics are 0.261	Significant of r at 5% =	Significant of r at 5% = 0.201

## CONCLUSION

In Hooghly district, educational status, money received from Government, occupation and religion had positive and highly significant contribution towards the variability in attitude towards total employment status. Educational status was related with attitude towards total employment status in Serampore, uttarpara block of Hooghly district. In the same block, opinion about SGSY was related with attitude towards total employment status. Educational status, house type and money received from government were positively related with attitude towards total employment status in KhanakullI block of Hooghly district.

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