

# Impact of Employment and Income Control on Women's Empowerment and Financial Well-Being

**Ms. B. Parkavi and J. Sivabharathi**

Assistant Professor, Department of B. Com CMA

Student, III BCom CMA

Sri Ramakrishna College of Arts & Science (Autonomous), Coimbatore.

**Abstract:** *Women's empowerment has become a critical component of sustainable socio-economic development. Among the various determinants of empowerment, employment and control over income play a pivotal role in enhancing women's autonomy, decision-making ability, and financial security. This study examines the relationship between women's employment, income control, empowerment, and financial well-being. The findings reveal that while employment improves confidence and participation in financial activities, true empowerment is significantly influenced by the degree of income control. The study concludes that employment alone is insufficient; financial autonomy must accompany employment to achieve meaningful empowerment. Policy recommendations include promoting financial literacy, encouraging personal bank ownership, and strengthening gender-sensitive employment policies.*

**Keywords:** Women's empowerment, income control, financial well-being, employment, financial autonomy

## I. INTRODUCTION

Women's empowerment is widely recognized as a fundamental driver of inclusive economic growth and social development. Over the past few decades, increasing attention has been given to improving women's access to education, employment, and financial resources. Employment provides women with income, exposure, skills, and social recognition. However, employment alone does not automatically translate into empowerment unless women possess control over their earnings and financial decisions.

## OBJECTIVES OF THE STUDY

- To analyse the effect of women's employment status on their level of empowerment
- To assess the role of women's control over personal and household income in enhancing financial well-being
- To identify challenges faced by employed women in exercising control over income and achieving financial well-being

## STATEMENT OF THE PROBLEM

Women's empowerment and financial well-being are key to inclusive development. However, employment alone does not guarantee empowerment, as many women lack control over their own income and financial decisions. This study examines whether income control, along with employment, plays a crucial role in improving women's empowerment and financial well-being.

## SCOPE OF THE STUDY

The study focuses on how women's employment and control over earned income affect their empowerment and financial well-being. It is limited to employed women in the selected area and examines economic autonomy, financial decision-making, and financial security. The study mainly emphasizes the economic aspects of empowerment and provides localized insights.



## II. RESEARCH METHODOLOGY

The study adopts a descriptive-cum-explanatory research design to examine the relationship between employment, income control, and women’s empowerment. Primary data were collected through a structured questionnaire distributed to working women. A total of 52 respondents were selected for the study using the stratified random sampling technique to ensure proper representation of different groups. For data analysis, statistical tools such as percentage analysis, chi-square test, and ANOVA were employed to interpret the data and draw meaningful conclusions.

## III. REVIEW OF LITERATURE

**Maigah and Abdul Latip (2023)<sup>1</sup>** “Sustainable socio-economic development of women” examined sustainable socio-economic empowerment of women as a pathway from vulnerability to empowerment. Through a systematic review of recent literature, the study investigated key factors such as women’s education, decision-making power, access to financial resources, and control over household assets. The findings demonstrated that socio-economic empowerment is closely correlated with improved household welfare and community development.

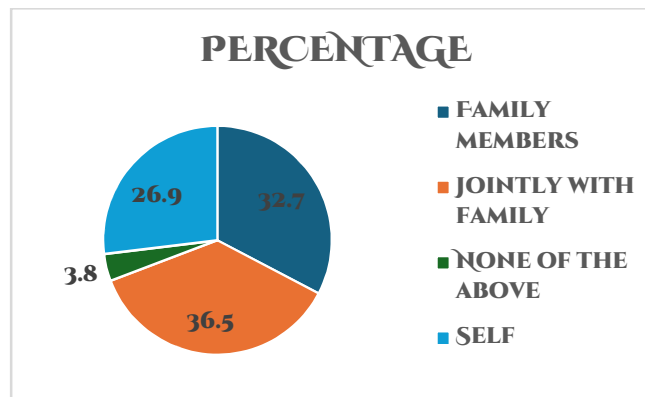
**Mou (2023)<sup>2</sup>** “Women’s empowerment through higher education and employment in Bangladesh” investigated the role of higher education and employment in advancing women’s empowerment in Bangladesh. Using survey data collected from working women, the study examined current conditions, challenges, and opportunities related to women’s educational and employment participation. The findings demonstrated that although women’s access to higher education has improved, gaps remain in employment opportunities and workforce participation.

## IV. DATA ANALYSIS AND INTERPRETATION

### PERCENTAGE ANALYSIS

The table shows who mainly controls the earned income of the respondents.

CONTROL OF INCOME	NO OF RESPONDENTS	PERCENTAGE
Family members	17	32.7
Jointly with family	19	36.5
None of the above	2	3.8
Self	14	26.9
Total	52	100



### INTERPRETATION

The income control distribution shows that the majority of respondents manage their income jointly with family (36.5%), followed by family-controlled income (32.7%) and self-controlled income (26.9%). Only 3.8% fall under none of the above. This indicates that most respondents share financial decision-making with their family.



### CHI-SQUARE ANALYSIS

Table shows Nature of Employment and Decision-Making Power of the Respondents

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	23.483 <sup>a</sup>	12	0.024
Likelihood Ratio	24.851	12	0.016
N of Valid Cases	52		

### INTERPRETATION

The Chi-Square test shows a Pearson value of 23.483 (df = 12) with a p-value of 0.024. Since  $p < 0.05$ , the result is statistically significant and the null hypothesis is rejected, indicating a significant association between the variables. However, as 90% of the cells have expected counts below 5, the Chi-Square assumptions are violated, so the result should be interpreted with caution.

### ANOVA ANALYSIS

Table shows ANOVA for Independence Level among the Selected Groups

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.864	3	0.621	0.410	0.747
Within Groups	72.828	48	1.517		
Total	74.692	51			

### INTERPRETATION

A one-way ANOVA was conducted to examine differences in independence level among the selected groups. The results show an F-value of 0.410 with a p-value of 0.747. Since  $p > 0.05$ , the result is not statistically significant. Therefore, the null hypothesis is accepted, indicating that there is no significant difference in the mean independence level across the groups.

## V. FINDINGS

Most respondents manage their income jointly with their family (36.5%). This indicates that financial decision-making is mainly shared within families, while only 3.8% fall under other categories.

The Chi-Square test shows a Pearson value of 23.483 (df = 12) with  $p = 0.024$ . Since  $p < 0.05$ , the null hypothesis is rejected, indicating a significant association between the variables. However, because 90% of cells have expected counts below 5, the result should be interpreted with caution.

ANOVA results show  $F = 0.410$  and  $p = 0.747$ . Since  $p > 0.05$ , the null hypothesis is accepted, indicating no significant difference in independence level among the groups.

## VI. CONCLUSION

The study concludes that employment and income control significantly enhance women's empowerment and financial well-being. While independence levels do not differ significantly, decision-making power does. Overall, employment combined with financial control is essential for women's empowerment and sustainable development.

## REFERENCES

- [1]. Maigah, A., & Abdul Latip, H. (2023). Sustainable socio-economic development of women. International Journal of Academic Research in Economics and Management Sciences, 12(2).
- [2]. Mou, S. N. (2023). Women's empowerment through higher education and employment in Bangladesh. Journal of Gender, Culture and Society.
- [3]. <https://www.google.com>
- [4]. <https://www.reserachgate.net>

