

Women Empowerment: A Comparative Study of Working Mothers and Homemakers of Dakshina Kannada District, Karnataka

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ABSTRACT

Women empowerment is one of the burning issues in India. Empowerment of women can be defined as a creation of a platform where women can make independent decisions for their personal development and also for the well-being of the society. From the past many years and even today, the nation is focusing on empowering women by providing ample career opportunities for women in almost every sector of the economy. Many literature studies reveal that women belonging to urban areas are more empowered than women in rural areas. Dakshina Kannada is one such district in Karnataka, where the rural population is more (52.33%) compared to the urban population. The literacy rate of rural women in Dakshina Kannada is 79.83%, whereas of rural men is 90.97%, which clearly indicates the need to focus towards the empowerment of rural women of Dakshina Kannada. Therefore, the proposed research will focus on comparing the roles of working and non-working mothers in different aspects of life. Also, it will focus on determining the factors influencing the empowerment level of working mothers and homemakers of Dakshina Kannada.

Keywords: Women Empowerment, Working Mothers, Non-Working Mothers, Decision-Making, Life Satisfaction.

Introduction

Women empowerment is one of the burning issues in India. Empowerment of women can be defined as a creation of a platform where women can make independent decisions for their personal development and also for the well-being of the society. It is a process of creating an awareness among women regarding their abilities, and also enhancing their knowledge and skills towards participating in the economic, social and political affairs. From the past many years and even today, the nation is focusing on empowering women by providing ample career opportunities for women in almost every sector of the economy. If we compare the present generation with the past generation, we can observe that more number of women are getting educated compared to men. In India, females are 48.04% of the total population, whereas males are 51.96%. Therefore, women must get equal rights like men in each and every aspect of society. In order to make the woman enjoy her rights in the society, she should get empowered.

Parents are always concerned about the well-being of their child(ren), especially moms, whether she may be working or homemaker. Financial challenges can be seen in majority of the

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households, which compels women to take up jobs in order to support their husbands towards household financial management. Apart from this, there are other factors such as decision-making, personal fulfilment, satisfaction towards life, etc. in which the roles of working mothers and homemakers are different. Several research studies on women empowerment, focusing on the comparative roles of working and non-working women mothers have taken in different parts of India with respect to different aspects of life such as physical and mental well-being, decision-making in the family, managing household, satisfaction level, etc. Many literature studies reveal that women belonging to urban areas are more empowered than women in rural areas.

Dakshina Kannada is one such district in Karnataka, where the rural population is more (52.33%) compared to the urban population. The sex ratio with respect to the rural population of Dakshina Kannada is 1020 females per 1000 males. The literacy rate of rural women in Dakshina Kannada is 79.83%, whereas of rural men is 90.97%, which clearly indicates the need to focus towards the empowerment of rural women of Dakshina Kannada. The study is focused on comparing the roles of working mothers and homemakers in different aspects of life. This comparative study will also focus on determining the factors influencing the empowerment level of working mothers and homemakers of Dakshina Kannada.

Literature Review

A literature review was conducted to identify the research carried out in the area of women empowerment with respect to working and non-working women. This review used databases such as Google Scholar to search for relevant research works focused on the comparative roles of working and non-working mothers. The keywords used for the search are as follows: ("Women empowerment + Working mothers"), ("Women empowerment + Non-working mothers") and ("Women empowerment + Working mothers + Non-working mothers").

Kaur (2023) in his study entitled "A Study on Women Empowerment in Urban and Rural Area" found that women empowerment is better in urban area than rural area due to better education, more awareness, better employment facilities are available in urban area. Dhamija et al. (2023) in their study entitled "Urbanization and Women Empowerment: Evidence from India" state that women in urban areas, unlike their rural counterparts, are taught to enjoy greater social, economic, and political opportunities and freedom. Sivadharshini et al. (2022) in their study entitled "A Study on Women Empowerment in Rural and Urban Areas" reveal that rural women are less benefited than the urban women. There is a strong need to create awareness and training in rural setting for better productive life.

Harasankar (2022) in his study entitled "Anxiety and Depression: Comparative Study between Working and Non-working Mothers" found that there were significant differences in degree of depression and anxiety of working mothers' group, whereas no significant difference was noticed in case of anxiety and depression pattern of non-working mothers' group. Manohar (2019) in his study entitled "Satisfaction of Women in Fulfilling the Role as Mothers – A Comparative Study between Working and Nonworking Mothers" explored that full-time women homemakers are more satisfied about their overall life and particularly, fulfil their duties as a mother. Nature of job affects women's ability to discharge their duties as mothers and also affects their personal wellbeing and overall satisfaction. Sharma et al. (2018) in their research entitled "Comparative Study of Well-being of Working and Non-working Women" concluded that there is significant difference in the well-being of working and non-working women. Working women handle situation at home as well as in their offices.

Priyadarshini et al. (2018) in their study entitled "A Comparative Study on Home Management Practices among Working and Non-working Women in Rourkela City, Sundergarh, Odisha" revealed that flexible working time and work simplification in the home and awareness-raising about work-family life balance and rising education about the work simplification is very much crucial for working women. Patil (2016) in his research entitled "Stress among the Working and Homemakers Women with respect to their Family Type" revealed that working women from nuclear family undergo significantly high stress than working women from the joint family. Ara (2015) in his research entitled "Life Satisfaction and Level of Stress among Working and Non-Working Indian Women: A Comparative Study" inferred that women holding a job or pursuing a career were more vulnerable to stress, and were more satisfied with their life.

Bhatnagar et al. (2013) in their study entitled "Marital Power Structure: A Comparative Study of Decision Making in Working and Non-Working Women" found that working women have higher decision-making status as compared to non-working women in their families. Authority in decision making was found more in nuclear families than in joint families of both working and non-working women. Mankani et

al. (2012) in their research entitled "Comparative Study of Mental Health of Working and Non-working Women" concluded that working women had better mental health when compared to non-working women. Factors such as age, education, income and number of children had positive relationship, and family size had a negative relationship with mental health of working women. Hashmi et al. (2007) in their research entitled "Marital Adjustment, Stress and Depression among Working and Non-Working Married Women" inferred that working married women have to face more problems in their married life as compared to non-working married women. Highly educated working and non-working married women can perform well in their married life and they are free from depression.

Motivation

Several research studies on women empowerment, focusing on the comparative roles of working and non-working women mothers have taken in different parts of India with respect to different aspects of life such as physical and mental well-being, decision-making in the family, managing household, satisfaction level, etc. Many literature studies reveal that women belonging to urban areas are more empowered than women in rural areas. Dakshina Kannada is one such district in Karnataka, where the rural population is more (52.33%) compared to the urban population. The sex ratio with respect to the rural population of Dakshina Kannada is 1020 females per 1000 males. The literacy rate of rural women is 79.83%, whereas of rural men is 90.97%, which clearly indicates the need to focus towards the empowerment of rural women of Dakshina Kannada. Therefore, the proposed research will focus on comparing the roles of working mothers and homemakers belonging to Dakshina Kannada district, Karnataka, with respect to different aspects of life, and will also focus on determining the factors influencing the empowerment level of working mothers and homemakers of Dakshina Kannada district.

Objectives

The objectives of the study are as follows:

- To know the socio-economic profile of the respondents and compare the role of working mothers and homemakers towards decision-making in the family.
- To know the perception of working mothers and homemakers towards achievement of their personal fulfilment and compare the level of their life satisfaction.
- To determine the factors influencing the empowerment level of working mothers and homemakers.

Methodology

This section discusses the details of sample survey conducted for assessing information on demographic characteristics, and respondent's perception towards decision-making, achievement of personal fulfilment, life satisfaction, and level of empowerment. Details of the various statistical techniques used for the data analysis are also provided.

Research Design

The study employs cross-sectional research design to learn and compare the roles of working mothers and homemakers in three main aspects of life such as decision-making in the family, achievement of their personal fulfilment, and their satisfaction towards life, and also determines the factors influencing the empowerment level of working mothers and homemakers.

Study Area

The area of investigation is Dakshina Kannada district of Karnataka state, India. This district has been selected because the rural population is higher (52.33%) compared to the urban population. The sex ratio with respect to the rural population of Dakshina Kannada is 1020 females per 1000 males. The literacy rate of rural women is 79.83%, whereas of rural men is 90.97%, which clearly indicates the need to focus towards the empowerment of rural women in the district.

Study Population and Sample

The population of the study are married women, both working and non-working mothers belonging to the age group of about 20-50 years, residing in Dakshina Kannada district, Karnataka. From this population, a sample size of about 130 married women respondents was considered for the study, consisting of 65 working mothers and 65 non-working mothers. Convenient sampling technique was adopted to select the respondents for the survey.

- **Inclusion Criteria:** Married women in the age group of about 20-50 years, with at least one child, residing in Dakshina Kannada district of Karnataka state, India.
- **Exclusion criteria:** Unmarried women and married women without children were excluded from the study.

Data Collection

The study utilized primary data collected through the interview method using a structured questionnaire from the 130 respondents. A pilot study of the survey questionnaire was conducted with a sample 5 respondents to evaluate the questionnaire's effectiveness and identify potential issues, if any, before executing the full-scale survey. Based on the information acquired from the pilot survey, the questionnaire was once again modified.

The survey questionnaire, comprising a total of 32 questions, was divided into six sections - A, B, C, D, E and F. Section A captured the demographic profile of the respondents. Section B recorded respondents' perceptions towards their participation in the family decision-making process. Section C observed respondents' perception towards achievement of their personal fulfilment. Section D focused on their perceptions of life satisfaction. Section E gathered information indicating empowerment index, and Section F represented the overall perceptions of the respondents.

Data Analysis Techniques

- **Software**

The open-source software R and Microsoft Excel were used to carry out data analysis and interpretation.

Statistical Methodologies

The exploratory analysis of the data was executed using frequency distributions and clustered bar graphs. Inferential techniques such as Fisher's exact test, Shapiro-Wilk test, and Mann-Whitney U test were used for data analysis. Model development was undertaken using logistic regression.

Results and Conclusions

- **Exploratory Analysis**

Socio-economic Profile of the Respondents

- **Educational Qualification**

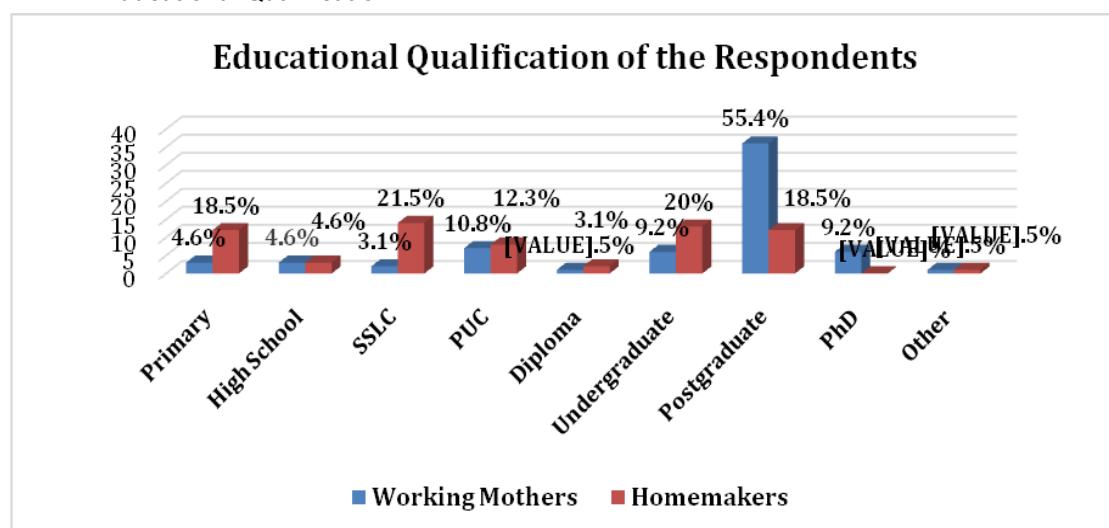


Figure 1: Educational Qualification of the Respondents

Result: It can be observed that majority (55%) of the working mothers are postgraduates, whereas 22% of the non-working mothers have SSLC as their qualification, and 20% are undergraduates. Hence **working mothers are more qualified than non-working mothers.**

- **Number of Children**

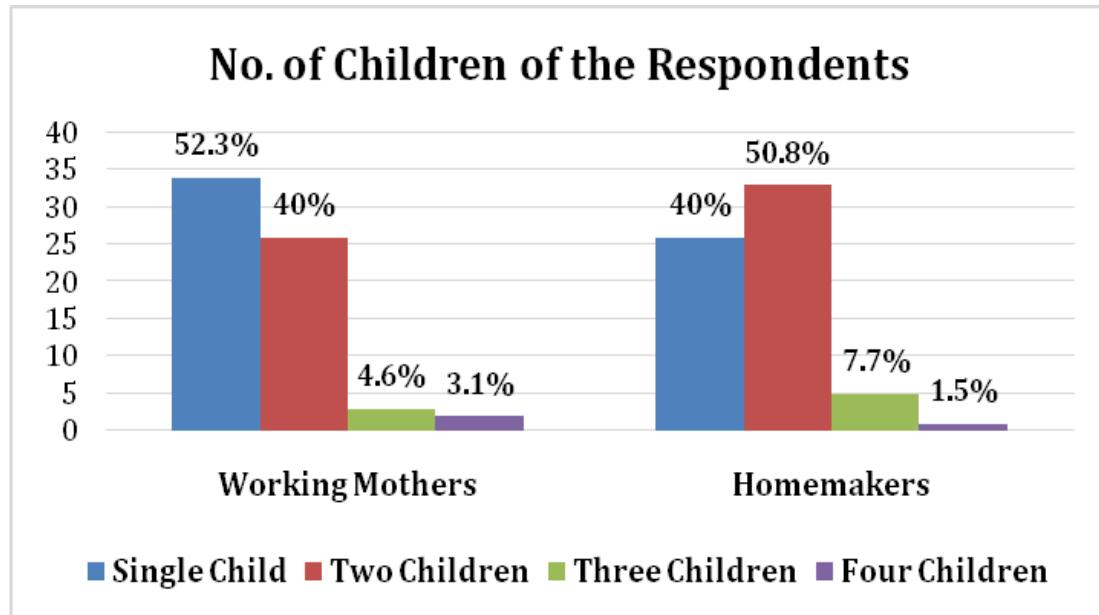


Figure 2: No. of Children of the Respondents

Result: It can be observed that majority (52%) of the working mothers have single child, whereas majority (51%) of the non-working mothers have two children.

- **Educational Qualification of Spouse**

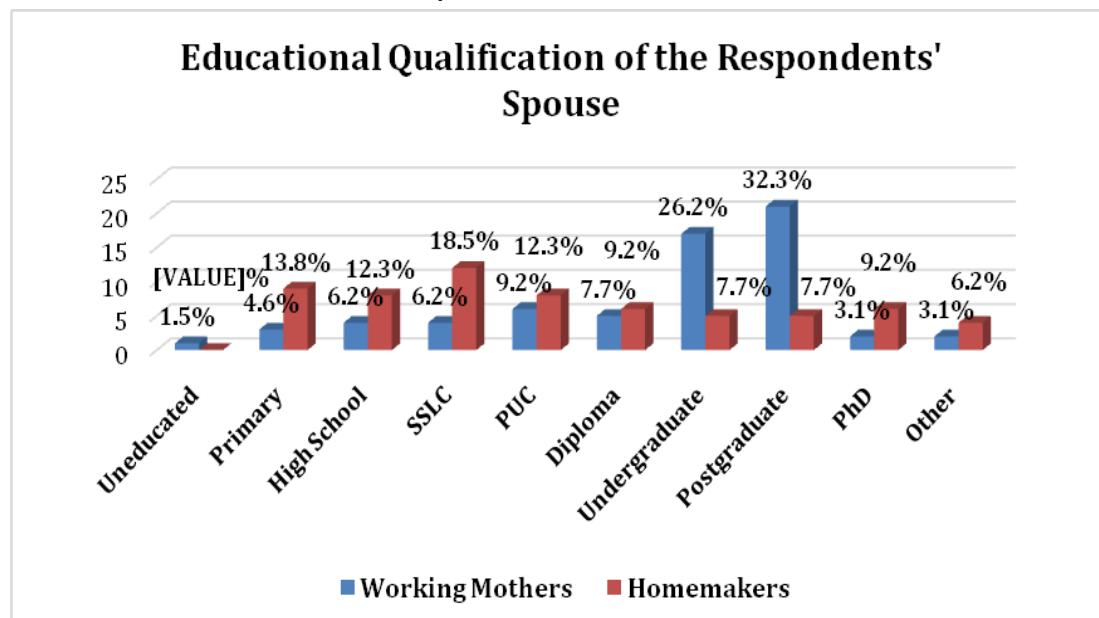


Figure 3: Educational Qualification of Respondents' Spouse

Result: It can be observed that majority (32%) of the spouses of working mothers are postgraduates, whereas 19% of the spouses of non-working mothers have SSLC as their qualification. Hence the **spouses of working mothers are more qualified than the spouses of non-working mothers.**

- **Family Annual Income**

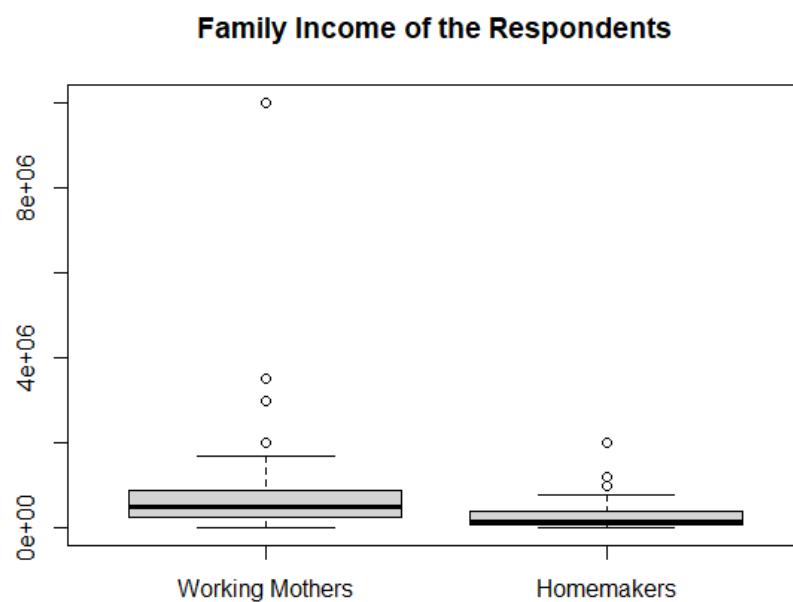


Figure 4: Family Annual Income of the Respondents

Result: It can be observed that the family annual income of the working mothers is more compared to non-working mothers.

Respondents' Role in the Family Decision-making Process

- **Family Financial Matters**

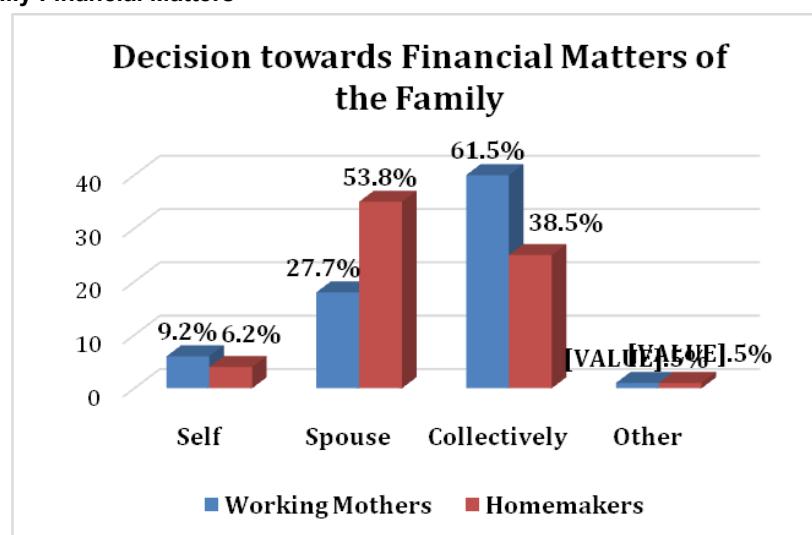


Figure 5: Respondents' Role towards Decision-making in the Family Financial Matters

Result: It can be observed that in the case of working mothers, majority (62%) of the decisions towards financial matters of the family are taken collectively, whereas in the case of non-working mothers, majority (54%) of the decisions towards financial matters are taken by their spouse. Hence **working mothers have a greater participatory role in the decision-making process regarding family financial matters compared to non-working mothers.**

- **Household Expenditure**

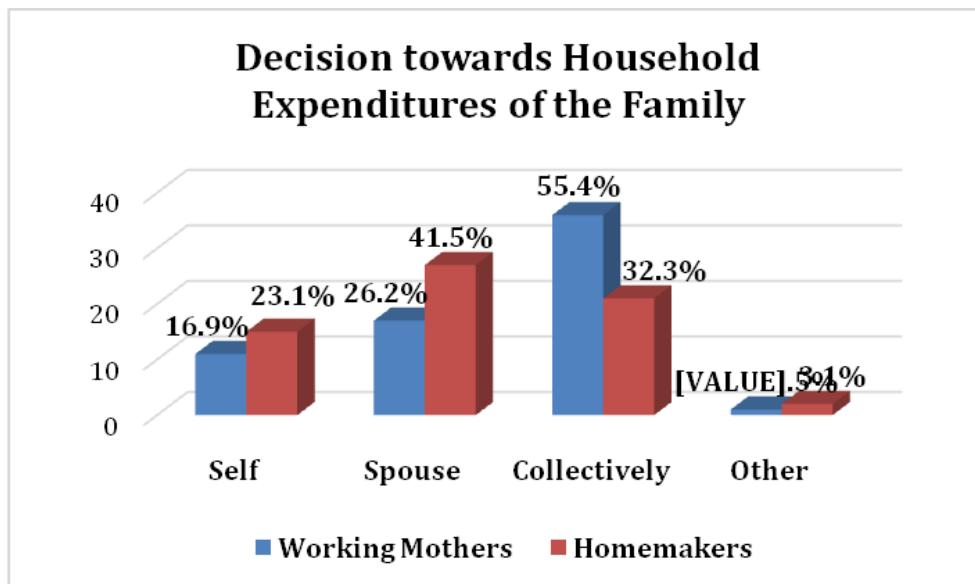


Figure 6: Respondents' Role towards Decision-making of Household Expenditure

Result: It can be observed that in the case of working mothers, majority (55%) of the decisions towards household expenditure are taken collectively, whereas in the case of non-working mothers, majority (42%) of the decisions towards household expenditure are taken by their spouse. Hence **working mothers have a greater participatory role in the decision-making process regarding household expenditure compared to non-working mothers.**

- **Children's Education**

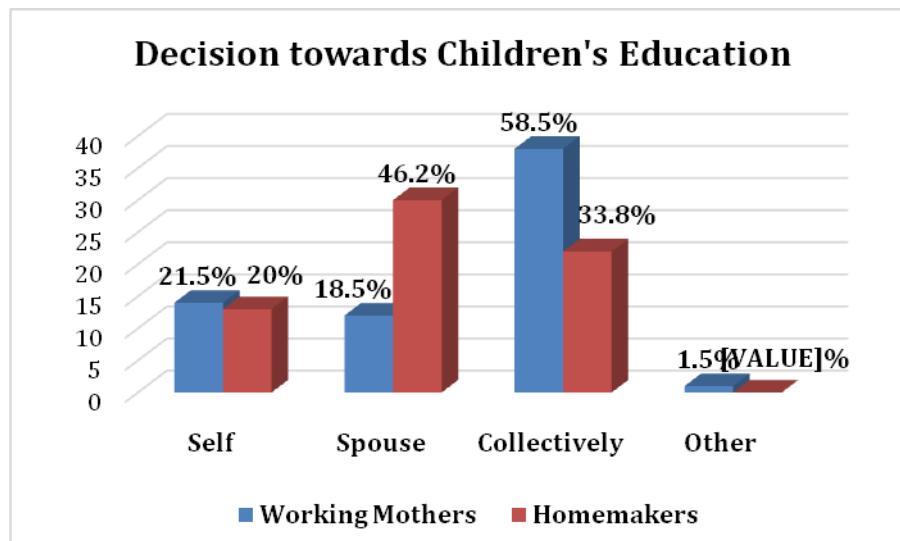


Figure 7: Respondents' Role towards Decision-making of Children's Education

Result: It can be observed that in the case of working mothers, majority (59%) of the decisions towards children's education are taken collectively, whereas in the case of non-working mothers, majority (46%) of the decisions towards children's education are taken by their spouse. Hence **working mothers have a greater participatory role in the decision-making process regarding children's education compared to non-working mothers.**

- **Health-related Matters**

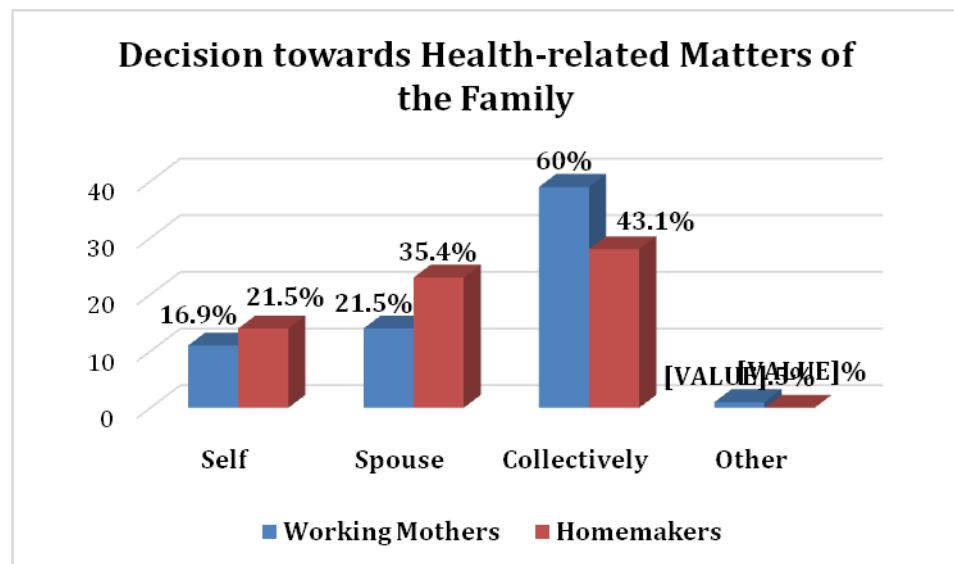


Figure 8: Respondents' Role towards Decision-making in the Family Health-related Matters

Result: It can be observed that in the case of working mothers, majority (60%) of the decisions towards health-related matters of the family are taken collectively, whereas in the case of non-working mothers, majority (35%) of the decisions towards health-related matters are taken by their spouse. Hence **working mothers have a greater participatory role in the decision-making process regarding family health-related matters compared to non-working mothers.**

Respondents' Perception towards Achievement of their Personal Fulfilment

- **Level of Fulfilment towards Personal Growth**

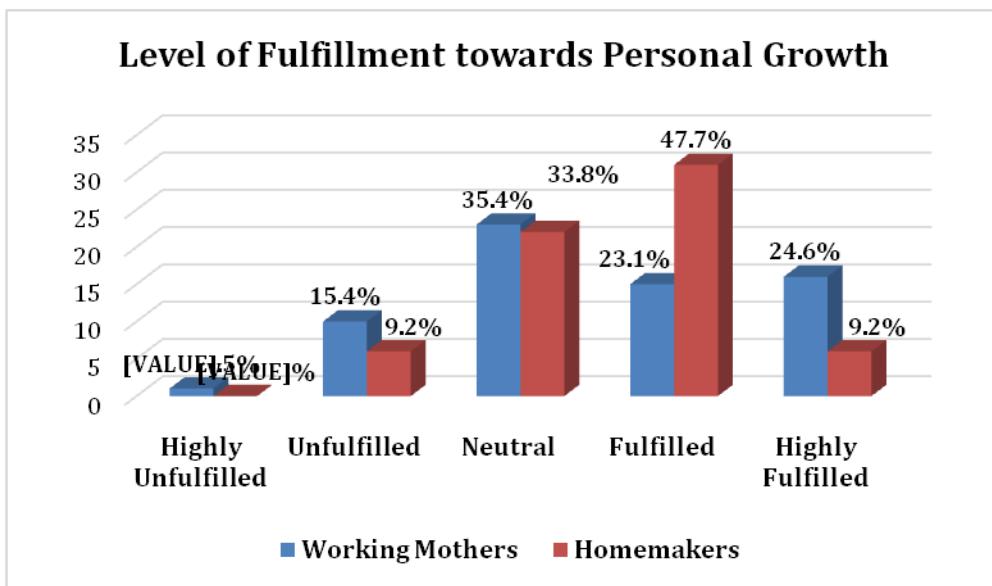


Figure 9: Respondents' Fulfilment Level towards their Personal Growth

Result: It can be observed that majority (48%) of the non-working mothers experience a higher level of fulfilment towards their personal growth, whereas 35% of the working mothers neither feel fulfilled nor unfulfilled.

- **Level of Fulfilment towards Professional Growth**

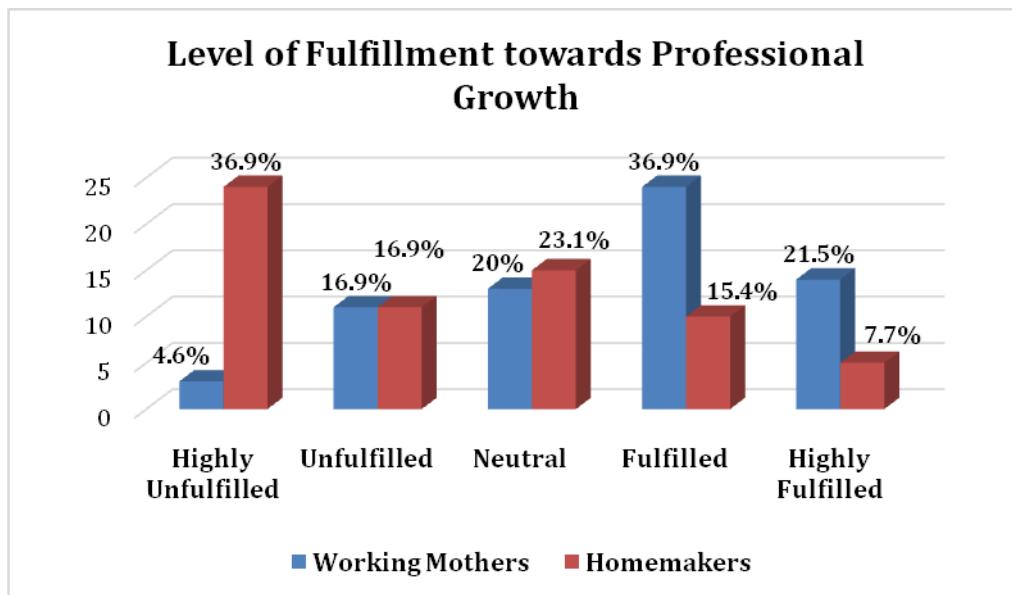


Figure 10: Respondents' Fulfilment Level towards their Professional Growth

Result: It can be observed that majority (37%) of the working mothers experience a higher level of fulfilment towards their professional growth, whereas majority (37%) of the non-working mothers experience a lower level of fulfilment.

Respondents' Satisfaction towards Life

- **Satisfaction Level towards Financial Situation**

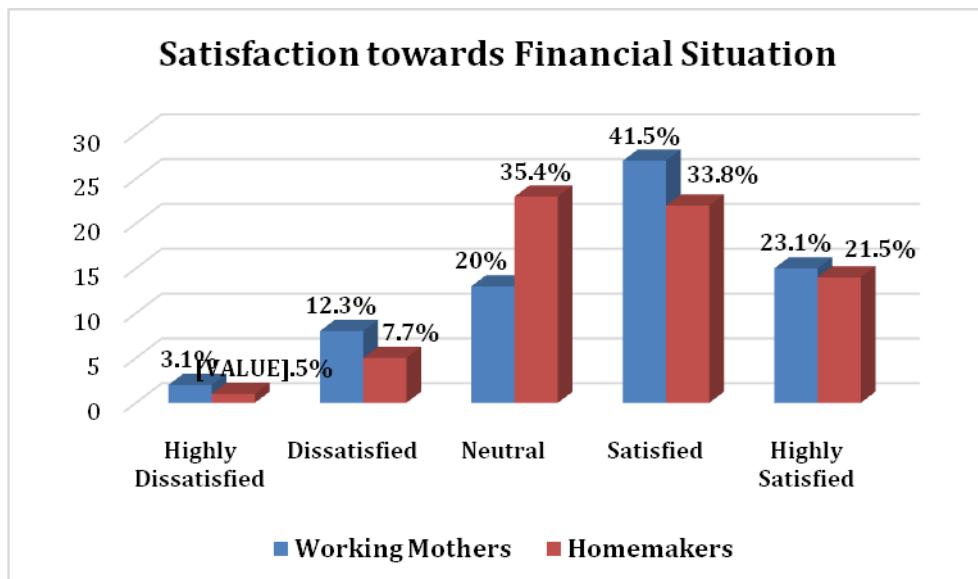


Figure 11: Respondents' Satisfaction Level towards their Financial Situation

Result: It can be observed that majority (42%) of the working mothers are satisfied with their present financial situation, whereas 35% of the non-working mothers neither feel satisfied nor dissatisfied.

Inferential Techniques and Model Development

- To study the association between level of influence on major family decisions and socio-demographic and empowerment-related factors of working and non-working mothers.
- **Fisher's Exact Test (Working Mothers)**

Table 1: Results of Fisher's Exact Test

Sl. No.	Variables	Null Hypothesis	Alternative Hypothesis	p-value	Conclusion
1.	Decision-making influence & Qualification	No association	Association	0.8973	There is no association.
2.	Decision-making influence & Family type	No association	Association	0.0215	There is an association.
3.	Decision-making influence & Area type	No association	Association	0.5144	There is no association.
4.	Decision-making influence & Family decision-making	No association	Association	9.835e-05	There is an association.
5.	Decision-making influence & Relation with children	No association	Association	0.0033	There is an association.
6.	Decision-making influence & Financial resource access	No association	Association	0.5615	There is no association.
7.	Decision-making influence & Financial investment decision	No association	Association	0.3695	There is no association.
8.	Decision-making influence & Social activities	No association	Association	0.0069	There is an association.
9.	Decision-making influence & Freedom to move	No association	Association	0.0487	There is an association.
10.	Decision-making influence & Family planning decision	No association	Association	0.0678	There is no association.

Result: It can be observed that factors such as **family type, participation in family decision-making process, satisfaction towards relationship with children, participation in community/social activities, and freedom to go out** are associated with the influence level of working mothers on major family decisions.

- **Fisher's Exact Test (Non-working Mothers)**

Table 2: Results of Fisher's Exact Test

Sl. No.	Variables	Null Hypothesis	Alternative Hypothesis	p-value	Conclusion
1.	Decision-making influence & Qualification	No association	Association	0.2739	There is no association.
2.	Decision-making influence & Family type	No association	Association	0.9243	There is no association.
3.	Decision-making influence & Area type	No association	Association	0.2962	There is no association.
4.	Decision-making influence & Family decision-making	No association	Association	1.545e-07	There is an association.

5.	Decision-making influence & Relation with children	No association	Association	0.6222	There is no association.
6.	Decision-making influence & Financial resource access	No association	Association	0.6933	There is no association.
7.	Decision-making influence & Financial investment decision	No association	Association	0.0002	There is an association.
8.	Decision-making influence & Social activities	No association	Association	0.198	There is no association.
9.	Decision-making influence & Freedom to move	No association	Association	0.1425	There is no association.

Result: It can be observed that factors such as **participation in family decision-making process and decision rights over financial investments are associated with the influence level of non-working mothers on major family decisions.**

- To study the association between level of life satisfaction and socio-demographic and empowerment-related factors of working and non-working mothers
- **Fisher's Exact Test (Working Mothers)**

Table 3: Results of Fisher's Exact Test

Sl. No.	Variables	Null Hypothesis	Alternative Hypothesis	p-value	Conclusion
1.	Life satisfaction level & Qualification	No association	Association	0.5655	There is no association.
2.	Life satisfaction level & Family type	No association	Association	0.1383	There is no association.
3.	Life satisfaction level & Area type	No association	Association	0.7603	There is no association.
4.	Life satisfaction level & Family decision-making	No association	Association	0.0435	There is an association.
5.	Life satisfaction level & Decision-making influence	No association	Association	0.0016	There is an association.
6.	Life satisfaction level & Most fulfilment	No association	Association	0.1504	There is no association.
7.	Life satisfaction level & Present role	No association	Association	0.0141	There is an association.
8.	Life satisfaction level & Family life	No association	Association	4.207e-05	There is an association.
9.	Life satisfaction level & Personal growth	No association	Association	0.0003	There is an association.
10.	Life satisfaction level & Professional growth	No association	Association	0.0114	There is an association.
11.	Life satisfaction level & Social life	No association	Association	0.0098	There is an association.
12.	Life satisfaction level & Financial situation	No association	Association	0.0001	There is an association.
13.	Life satisfaction level & Relation with children	No association	Association	4.068e-06	There is an association.
14.	Life satisfaction level & Relation with relatives	No association	Association	0.0013	There is an association.

15.	Life satisfaction level & Relation with friends/ neighbours	No association	Association	3.09e-05	There is an association.
16.	Life satisfaction level & Physical health	No association	Association	0.0018	There is an association.
17.	Life satisfaction level & Mental health	No association	Association	0.0001	There is an association.
18.	Life satisfaction level & Happiness	No association	Association	2.516e-07	There is an association.
19.	Life satisfaction level & Financial resource access	No association	Association	0.4577	There is no association.
20.	Life satisfaction level & Financial investment decision	No association	Association	0.2783	There is no association.
21.	Life satisfaction level & Social activities	No association	Association	0.2225	There is no association.
22.	Life satisfaction level & Freedom to move	No association	Association	1	There is no association.
23.	Life satisfaction level & Health facility access	No association	Association	0.5995	There is no association.

Result: It can be observed that factors such as **participation in family decision-making process, influence on major family decisions, fulfilment towards present role, family life, personal growth, professional growth, and social life, satisfaction towards present financial situation, relationship with children, relationship with relatives, relationship with friends/neighbours, physical health, and mental health, and happiness** are associated with the level of life satisfaction of working mothers.

- **Fisher's Exact Test (Non-working Mothers)**

Table 4: Results of Fisher's Exact Test

Sl. No.	Variables	Null Hypothesis	Alternative Hypothesis	p-value	Conclusion
1.	Life satisfaction level & Qualification	No association	Association	0.9294	There is no association.
2.	Life satisfaction level & Family type	No association	Association	0.0492	There is an association.
3.	Life satisfaction level & Area type	No association	Association	0.6378	There is no association.
4.	Life satisfaction level & Family decision-making	No association	Association	0.3231	There is no association.
5.	Life satisfaction level & Decision-making influence	No association	Association	0.231	There is no association.
6.	Life satisfaction level & Most fulfilment	No association	Association	0.0161	There is an association.
7.	Life satisfaction level & Present role	No association	Association	0.0010	There is an association.
8.	Life satisfaction level & Family life	No association	Association	0.0010	There is an association.
9.	Life satisfaction level & Personal growth	No association	Association	0.3651	There is no association.
10.	Life satisfaction level & Professional growth	No association	Association	0.0290	There is an association.
11.	Life satisfaction level & Social life	No association	Association	0.111	There is no association.
12.	Life satisfaction level & Financial situation	No association	Association	0.0011	There is an association.

13.	Life satisfaction level & Relation with children	No association	Association	0.0019	There is an association.
14.	Life satisfaction level & Relation with relatives	No association	Association	0.0175	There is an association.
15.	Life satisfaction level & Relation with friends/ neighbours	No association	Association	0.0047	There is an association.
16.	Life satisfaction level & Physical health	No association	Association	0.0731	There is no association.
17.	Life satisfaction level & Mental health	No association	Association	0.0003	There is an association.
18.	Life satisfaction level & Happiness	No association	Association	0.0571	There is no association.
19.	Life satisfaction level & Financial resource access	No association	Association	0.387	There is no association.
20.	Life satisfaction level & Financial investment decision	No association	Association	0.4384	There is no association.
21.	Life satisfaction level & Social activities	No association	Association	0.3255	There is no association.
22.	Life satisfaction level & Freedom to move	No association	Association	1	There is no association.
23.	Life satisfaction level & Health facility access	No association	Association	1	There is no association.

Result: It can be observed that factors such as **family type, most fulfilment, fulfilment towards present role, family life, and professional growth, satisfaction towards present financial situation, relationship with children, relationship with relatives, relationship with friends/neighbours, and mental healthcare associated with the level of life satisfaction of non-working mothers.**

- To study the association between happiness level and socio-demographic and empowerment-related factors of working and non-working mothers
- **Fisher's Exact Test (Working Mothers)**

Table 5: Results of Fisher's Exact Test

Sl. No.	Variables	Null Hypothesis	Alternative Hypothesis	p-value	Conclusion
1.	Happiness level & Qualification	No association	Association	0.3078	There is no association.
2.	Happiness level & Family type	No association	Association	0.7612	There is no association.
3.	Happiness level & Area type	No association	Association	1	There is no association.
4.	Happiness level & Family decision-making	No association	Association	0.1871	There is no association.
5.	Happiness level & Decision-making influence	No association	Association	0.0003	There is an association.
6.	Happiness level & Most fulfilment	No association	Association	0.1333	There is no association.
7.	Happiness level & Present role	No association	Association	0.002	There is an association.
8.	Happiness level & Family life	No association	Association	0.0006	There is an association.
9.	Happiness level & Personal growth	No association	Association	0.0004	There is an association.

10.	Happiness level & Professional growth	No association	Association	0.0118	There is an association.
11.	Happiness level & Social life	No association	Association	0.0027	There is an association.
12.	Happiness level & Financial situation	No association	Association	0.0389	There is an association.
13.	Happiness level & Relation with children	No association	Association	0.0007	There is an association.
14.	Happiness level & Relation with relatives	No association	Association	0.0734	There is no association.
15.	Happiness level & Relation with friends/ neighbours	No association	Association	0.0106	There is an association.
16.	Happiness level & Physical health	No association	Association	0.0041	There is an association.
17.	Happiness level & Mental health	No association	Association	3.45e-05	There is an association.
18.	Happiness level & Overall life	No association	Association	1.439e-06	There is an association.
19.	Happiness level & Financial resource access	No association	Association	0.4111	There is no association.
20.	Happiness level & Financial investment decision	No association	Association	0.0356	There is an association.
21.	Happiness level & Social activities	No association	Association	0.8031	There is no association.
22.	Happiness level & Freedom to move	No association	Association	0.6851	There is no association.
23.	Happiness level & Health facility access	No association	Association	0.0761	There is no association.

Result: It can be observed that factors such as influence on major family decisions, fulfilment towards present role, family life, personal growth, professional growth, and social life, satisfaction towards present financial situation, relationship with children, relationship with friends/neighbours, physical health, mental health, and overall life, and decision rights over financial investments are associated with the happiness level of working mothers.

- **Fisher's Exact Test (Non-working Mothers)**

Table 6: Results of Fisher's Exact Test

Sl. No.	Variables	Null Hypothesis	Alternative Hypothesis	p-value	Conclusion
1.	Happiness level & Qualification	No association	Association	0.708	There is no association.
2.	Happiness level & Family type	No association	Association	1	There is no association.
3.	Happiness level & Area type	No association	Association	1	There is no association.
4.	Happiness level & Family decision-making	No association	Association	0.0119	There is an association.
5.	Happiness level & Decision-making influence	No association	Association	0.358	There is no association.
6.	Happiness level & Most fulfilment	No association	Association	0.8509	There is no association.
7.	Happiness level & Present role	No association	Association	0.0142	There is an association.
8.	Happiness level & Family life	No association	Association	0.0002	There is an association.

9.	Happiness level & Personal growth	No association	Association	0.0423	There is an association.
10.	Happiness level & Professional growth	No association	Association	0.0584	There is no association.
11.	Happiness level & Social life	No association	Association	0.6666	There is no association.
12.	Happiness level & Financial situation	No association	Association	0.0010	There is an association.
13.	Happiness level & Relation with children	No association	Association	0.0294	There is an association.
14.	Happiness level & Relation with relatives	No association	Association	0.0177	There is an association.
15.	Happiness level & Relation with friends/ neighbours	No association	Association	0.1409	There is no association.
16.	Happiness level & Physical health	No association	Association	0.2233	There is no association.
17.	Happiness level & Mental health	No association	Association	0.0019	There is an association.
18.	Happiness level & Overall life	No association	Association	0.0054	There is an association.
19.	Happiness level & Financial resource access	No association	Association	1	There is no association.
20.	Happiness level & Financial investment decision	No association	Association	0.1028	There is no association.
21.	Happiness level & Social activities	No association	Association	0.9749	There is no association.
22.	Happiness level & Freedom to move	No association	Association	0.4389	There is no association.
23.	Happiness level & Health facility access	No association	Association	0.494	There is no association.

Result: It can be observed that factors such as **participation in family decision-making process, fulfilment towards present role, family life, and personal growth, satisfaction towards present financial situation, relationship with children, relationship with relatives, mental health, and overall life are associated with the happiness level of non-working mothers.**

- To determine the factors influencing the empowerment level of working and non-working mothers
- To study the association between empowerment level and socio-demographic and empowerment-related factors of working and non-working mothers
- **Fisher's Exact Test**

Table 7: Results of Fisher's Exact Test

Sl. No.	Variables	Null Hypothesis	Alternative Hypothesis	p-value	Conclusion
1.	Empowerment level & Qualification	No association	Association	0.9396	There is no association.
2.	Empowerment level & Family type	No association	Association	1	There is no association.
3.	Empowerment level & Area type	No association	Association	0.643	There is no association.
4.	Empowerment level & Family decision-making	No association	Association	0.4113	There is no association.
5.	Empowerment level & Decision-making influence	No association	Association	0.0003	There is an association.

6.	Empowerment level & Most fulfilment	No association	Association	0.4232	There is no association.
7.	Empowerment level & Present role	No association	Association	0.0019	There is an association.
8.	Empowerment level & Family life	No association	Association	0.0011	There is an association.
9.	Empowerment level & Personal growth	No association	Association	4.906e-05	There is an association.
10.	Empowerment level & Professional growth	No association	Association	0.0004	There is an association.
11.	Empowerment level & Social life	No association	Association	0.0017	There is an association.
12.	Empowerment level & Financial situation	No association	Association	0.0005	There is an association.
13.	Empowerment level & Relation with children	No association	Association	0.0160	There is an association.
14.	Empowerment level & Relation with relatives	No association	Association	0.0895	There is no association.
15.	Empowerment level & Relation with friends/ neighbours	No association	Association	0.0446	There is an association.
16.	Empowerment level & Physical health	No association	Association	0.0148	There is an association.
17.	Empowerment level & Mental health	No association	Association	4.375e-05	There is an association.
18.	Empowerment level & Overall life	No association	Association	5.426e-05	There is an association.
19.	Empowerment level & Happiness	No association	Association	9.061e-08	There is an association.
20.	Empowerment level & Financial resource access	No association	Association	0.0988	There is no association.
21.	Empowerment level & Financial investment decision	No association	Association	0.0002	There is an association.
22.	Empowerment level & Social activities	No association	Association	0.0951	There is no association.
23.	Empowerment level & Freedom to move	No association	Association	0.1273	There is no association.
24.	Empowerment level & Health facility access	No association	Association	0.1109	There is no association.
25.	Empowerment level & Family planning decision	No association	Association	0.1027	There is no association.

Result: It can be observed that factors such as **influence on major family decisions, fulfilment towards present role, family life, personal growth, professional growth, and social life, satisfaction towards present financial situation, relationship with children, relationship with friends/neighbours, physical health, mental health, and overall life, happiness level, and decision rights over financial investments** are associated with the empowerment level of working and non-working mothers.

- To predict the empowerment level of working and non-working mothers

Logistic Regression Model

- **Target variable:** Empowerment level of working and non-working mothers.
- **Predictors:** Age, family annual income, influence on major family decisions, fulfilment towards present role, family life, personal growth, professional growth, and social life, satisfaction towards present financial situation, relationship with children, relationship with friends/neighbours, physical health, mental health, and overall life, happiness level, and decision rights over financial investments.

Table 8: Results of Logistic Regression Model

Predictors	p-value
Age	1
Annual family income	0.9977
Decision-making influence	2.613e-08 ***
Present role	1.908e-09 ***
Family life	1
Personal growth	5.125e-12 ***
Professional growth	1
Social life	1
Financial situation	1
Relation with children	3.283e-09 ***
Relation with friends/neighbours	1
Physical health	< 2.2e-16 ***
Mental health	8.504e-09 ***
Overall life	1.496e-08 ***
Happiness	1
Financial investment decision	7.199e-11 ***

Result: It can be inferred that factors such as **influence on major family decisions, fulfilment towards present role and personal growth, satisfaction towards relationship with children, physical health, mental health and overall life, and decision rights over financial investments have statistically significant impact on the empowerment level of working and non-working mothers.**

Findings

The findings of the study are as follows:

- From the exploratory analysis, it is observed that working mothers (55%) are more qualified than non-working mothers. Majority (52%) of the working mothers have single child, whereas non-working (51%) have two children. Spouses of working mothers are more qualified than the spouses of non-working mothers. The family annual income of the working mothers is more compared to non-working mothers.
- Working mothers have a greater participatory role in the decision-making process regarding family financial matters, household expenditure, children's education and health-related matters compared to non-working mothers.
- Non-working mothers experience a higher level of fulfilment towards their personal growth, whereas working mothers experience a higher level of fulfilment towards their professional growth.
- Working mothers are more satisfied with their present financial situation compared to non-working mothers.
- From the inferential analysis, it is inferred that family type, participation in family decision-making process, satisfaction towards relationship with children, participation in community/social activities, and freedom to go out are associated with the influence level of working mothers on major family decisions, whereas participation in family decision-making process and decision rights over financial investments are associated with the influence level of non-working mothers on major family decisions.
- Influence on major family decisions, achievement of personal fulfilment, satisfaction towards present financial situation, relationship with children, relationship with friends/neighbours, physical health, mental health, and overall life, and decision rights over financial investments are associated with the happiness level of working mothers, whereas participation in family decision-making process, fulfilment towards present role, family life, and personal growth, satisfaction towards present financial situation, relationship with children, relationship with relatives, mental health, and overall life are associated with the happiness level of non-working mothers.

- Participation in family decision-making process, influence on major family decisions, achievement of personal fulfilment, satisfaction towards present financial situation, relationship with children, relationship with relatives, relationship with friends/neighbours, physical health, and mental health, and happiness are associated with the level of life satisfaction of working mothers, whereas family type, most fulfilment, fulfilment towards present role, family life, and professional growth, satisfaction towards present financial situation, relationship with children, relationship with relatives, relationship with friends/neighbours, and mental health are associated with the level of life satisfaction of non-working mothers.
- From the regression analysis, it is found that influence on major family decisions, fulfilment towards present role and personal growth, satisfaction towards relationship with children, physical health, mental health and overall life, and decision rights over financial investments have statistically significant impact on the empowerment level of working and non-working mothers.

Conclusion

Women's empowerment is essential for the well-being, advancement and economic growth of the nation. Women must get equal rights like men in each and every aspect of society. In order to make the woman enjoy her rights in the society, she should get empowered. The findings of the present research investigation reveal that working mothers had a greater participatory role in the family decision-making process. Non-working mothers experienced a higher level of fulfilment towards their personal growth, but working mothers experienced a higher level of fulfilment towards their professional growth. Also, working mothers were more satisfied with their present financial situation. Influence on major family decisions, fulfilment towards present role and personal growth, satisfaction towards relationship with children, physical health, mental health and overall life, and decision rights over financial investments were the key factors influencing the empowerment level of working and non-working mothers. Hence appropriate interventions must be implemented in rural areas to promote equitable development opportunities for women. More number of entrepreneurial development programs can be initiated for the homemakers to become financially independent.

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