



**WOMEN EMPOWERMENT THROUGH EMPLOYMENT
(A STUDY OF THE STATUS OF WOMEN EMPLOYEES IN PORT
MORESBY, PNG)**

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INTRODUCTION

Empowering the marginalized sections of the society is one of the basic objectives of social and economic development.

Empowerment should strive in providing basic rights to individuals, help in capacity building, and reduce inequalities to make people lead a healthy and dignified life.

Amartya Sen proposes testable hypothesis regarding women's role as an agent of social change and advocates "working outside the house and earning an independent income tend to have a clear impact on enhancing the social standing of women in the household and society".



❖ The role of women in development is most intricately related to the goal of comprehensive social-economic development and is a strategic question for the development of all societies. Any development strategy which neglects the need for enhancing the role of women cannot lead to comprehensive socio economic development. Unfortunately, the growth in developing countries has not proportionately benefited women. Employment closely related to the reproductive behaviour of women which in turn is related to the decisions to invest in children's education. Women are the backbone of the developing communities. Statistics show that the average man reinvests about 30% to 40% of his income in his family whereas the average woman reinvests 90%.



THE NEED FOR EMPOWERMENT OF WOMEN

Even after 47 years of independence, great inequalities exist between men and women in employment opportunities, remuneration, recognition of women's economic participation and rights in PNG. Some of the manifestations of inequalities are listed below.

Women have fewer job opportunities than men.

Women scarcely hold management positions and high government jobs.

Women who work outside their homes are still bound to carry out domestic work of household, and thus bear a double work burden which is an obstacle both to better employment opportunities and participation in social and political ventures.



OBJECTIVES AND DATA BASE

Objectives

To assess the socio-economic status of employed women in Port Moresby

To identify the major problems experienced by employed women.

To measure the empowerment of women at work place.

Methodology

Primary Data is collected through well structured questionnaire from women employees working in different sectors.

The study was confined to Port Moresby.

Stratified random sampling method was used for the study.

Three categories of employed women are included in the sample.



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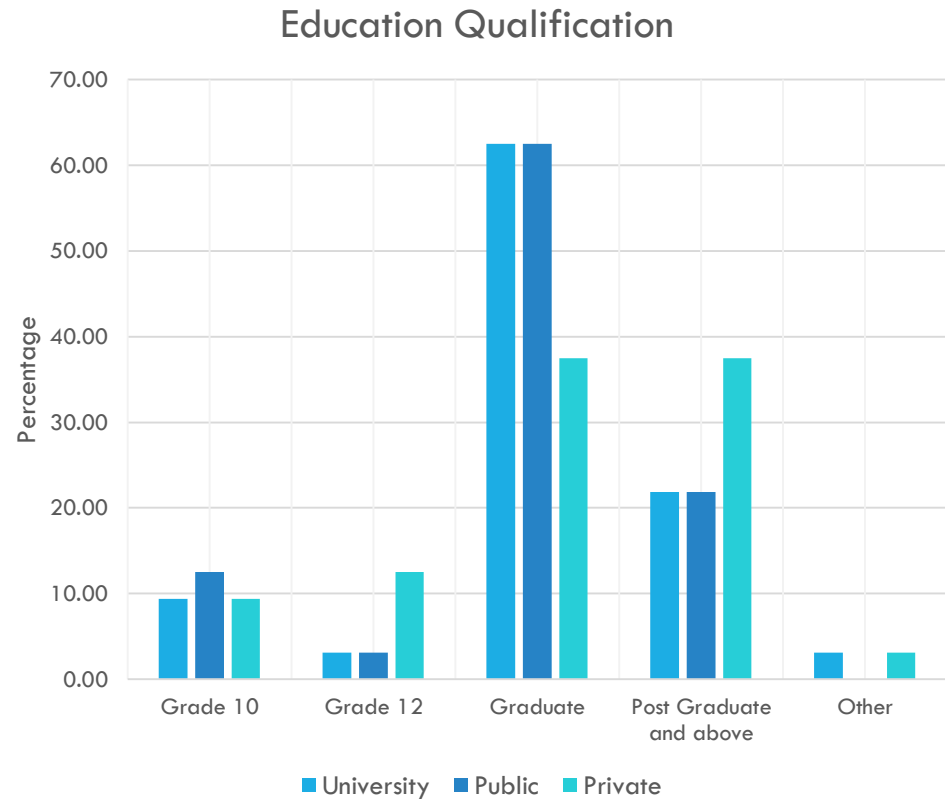
They are:

1. University Employees
2. Government Sector Employees
3. Private Sector Employees

A sample of 32 was selected from each category on a random basis. The total sample size is 96.

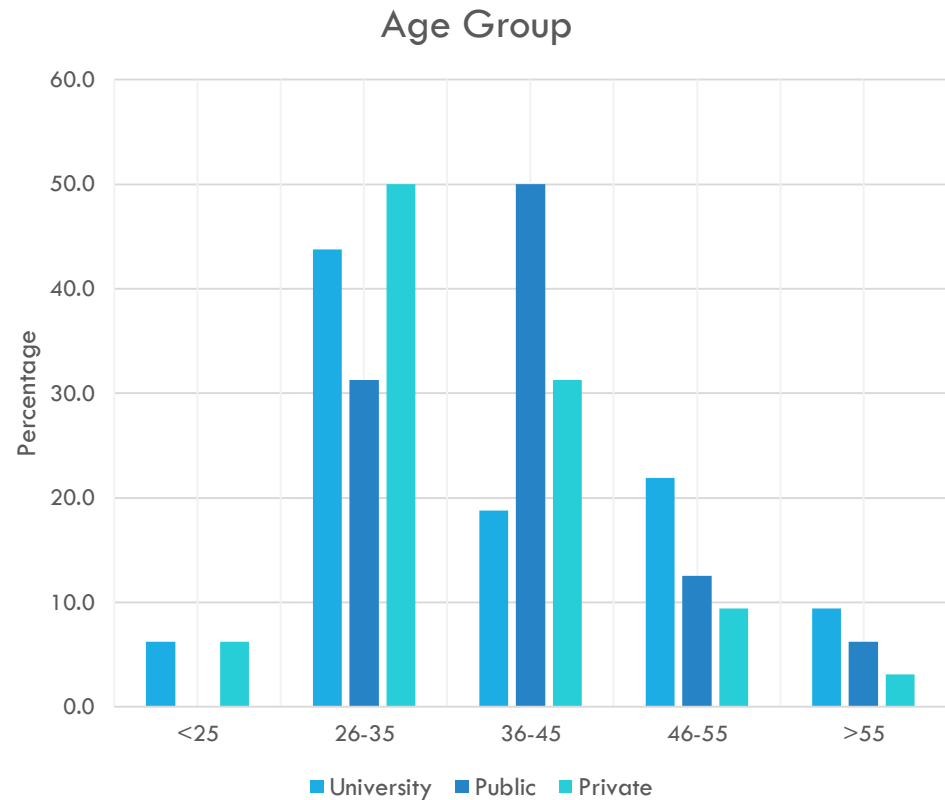
EDUCATION QUALIFICATION

	Grade 10	Grade 12	Graduate	Post Graduate and above	Other	Total
University	9.38	3.13	62.50	21.88	3.13	100.00
Government	12.50	3.13	62.50	21.88	0.00	100.00
Private	9.38	12.50	37.50	37.50	3.13	100.00
TOTAL	10.42	6.25	54.17	27.08	2.08	100.00



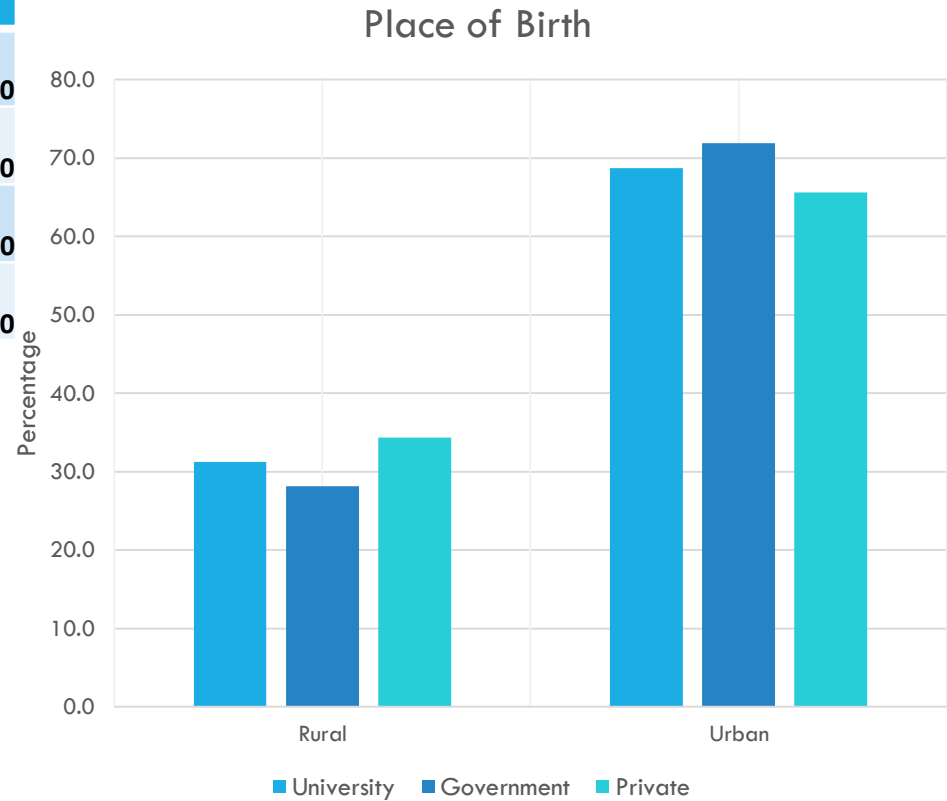
AGE GROUP

Category	<25	26-35	36-45	46-55	>55	Total
University	6.3	43.8	18.8	21.9	9.4	100.00
Government	0.0	31.3	50.0	12.5	6.3	100.00
Private	6.3	50.0	31.3	9.4	3.1	100.00
Total	4.2	41.7	33.3	14.6	6.3	100.00



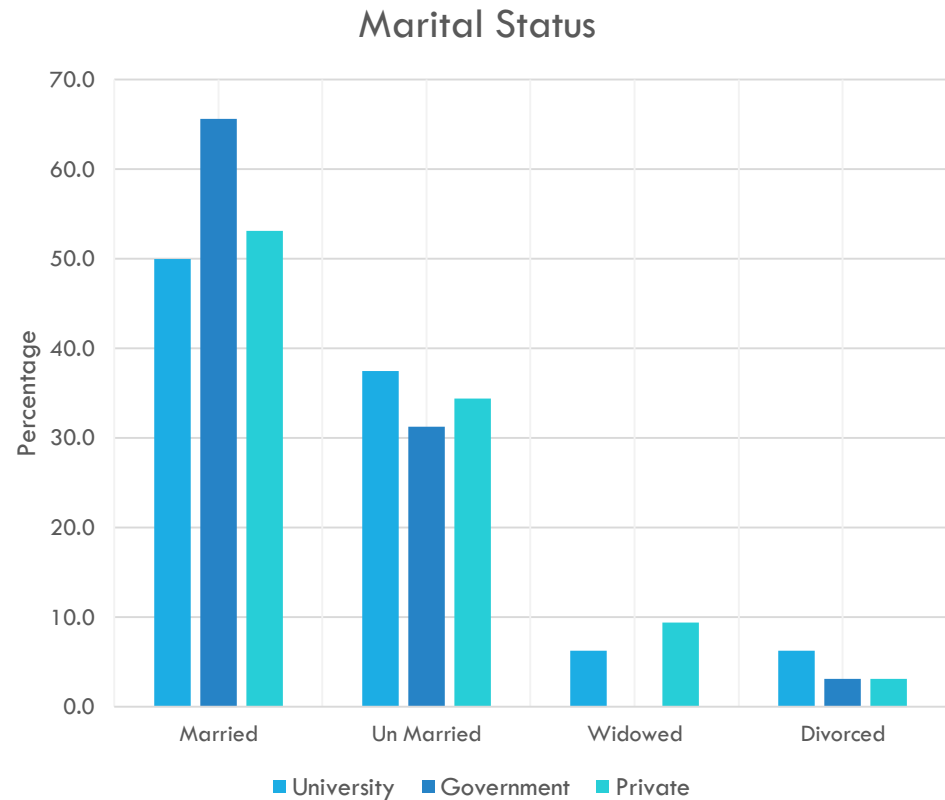
PLACE OF BIRTH

Category	Rural	Urban	Total
University	31.3	68.8	100.00
Government	28.1	71.9	100.00
Private	34.4	65.6	100.00
Total	31.3	68.8	100.00



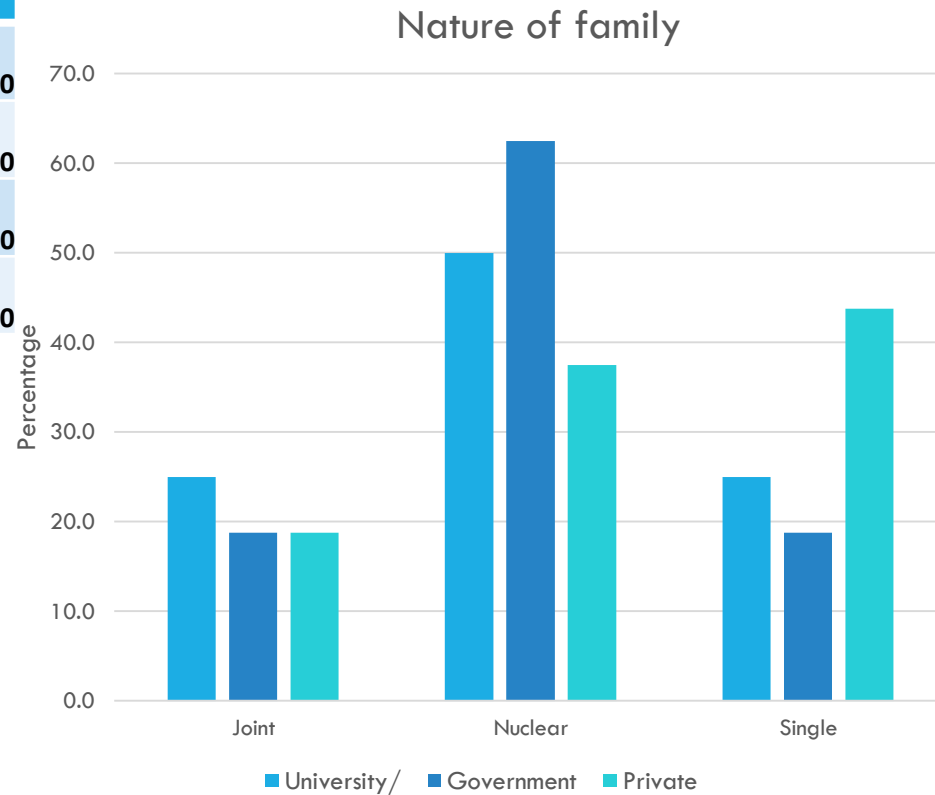
MARITAL STATUS

Category	Married	Un Married	Widowed	Divorced	Total
University	50.0	37.5	6.3	6.3	100.00
Government	65.6	31.3	0.0	3.1	100.00
Private	53.1	34.4	9.4	3.1	100.00
Total	56.3	34.4	5.2	4.2	100.00



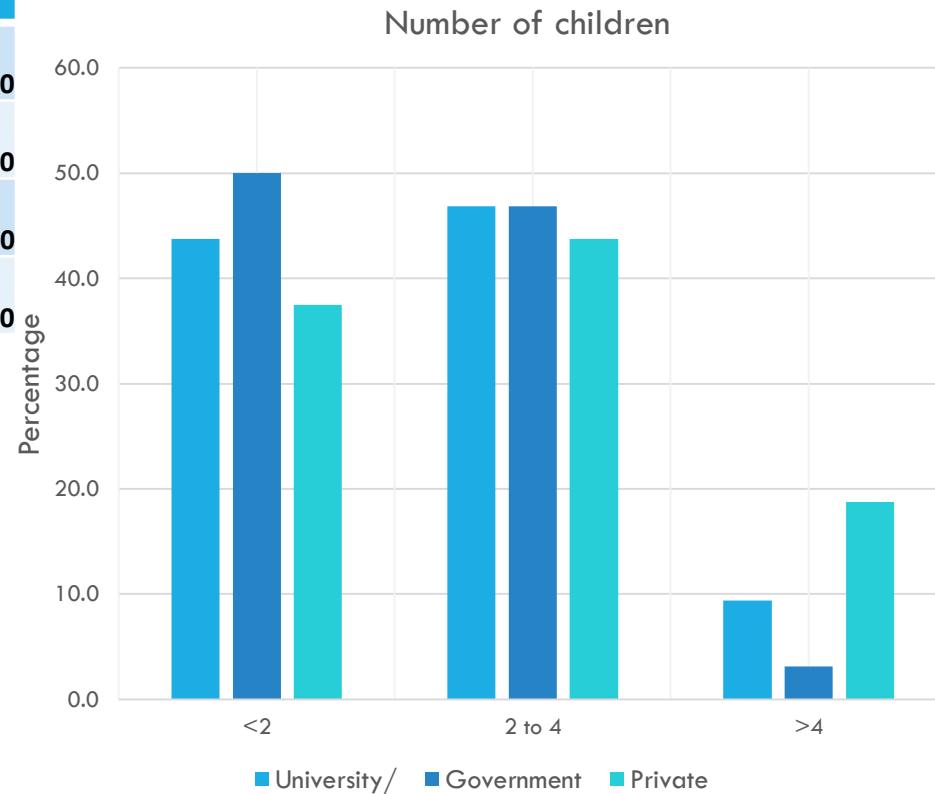
NATURE OF FAMILY

Category	Joint	Nuclear	Single	Total
University/	25.0	50.0	25.0	100.00
Government	18.8	62.5	18.8	100.00
Private	18.8	37.5	43.8	100.00
Total	20.8	50.0	29.2	100.00



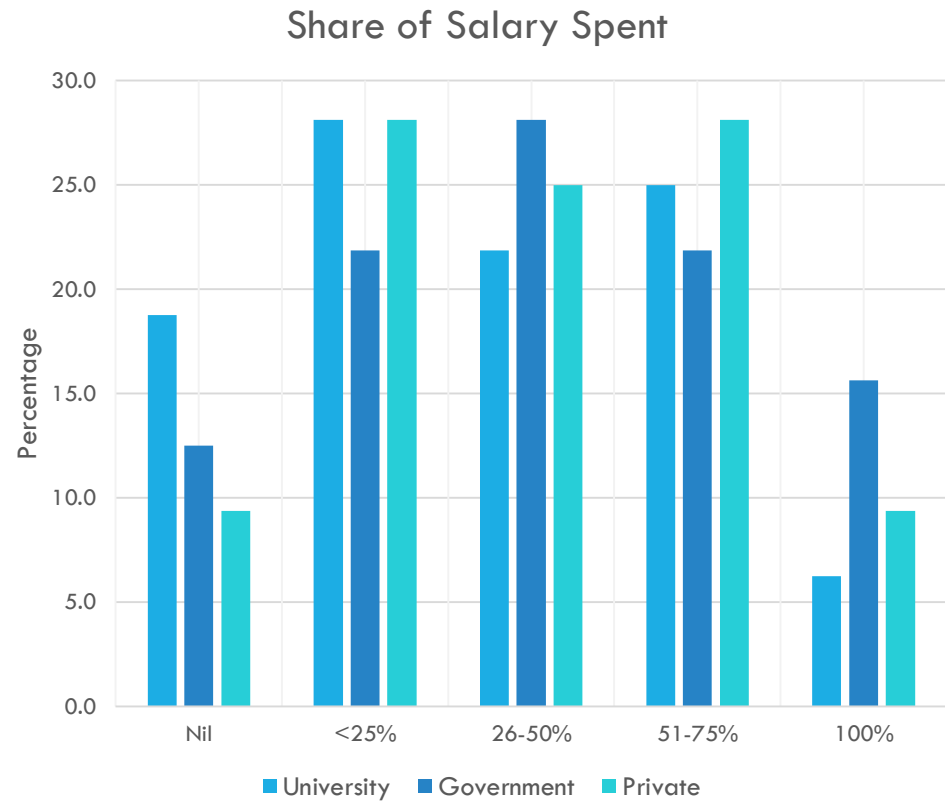
NUMBER OF CHILDREN

Category	<2	2 to 4	>4	Total
University/	43.8	46.9	9.4	100.00
Government	50.0	46.9	3.1	100.00
Private	37.5	43.8	18.8	100.00
Total	43.8	45.8	10.4	100.00



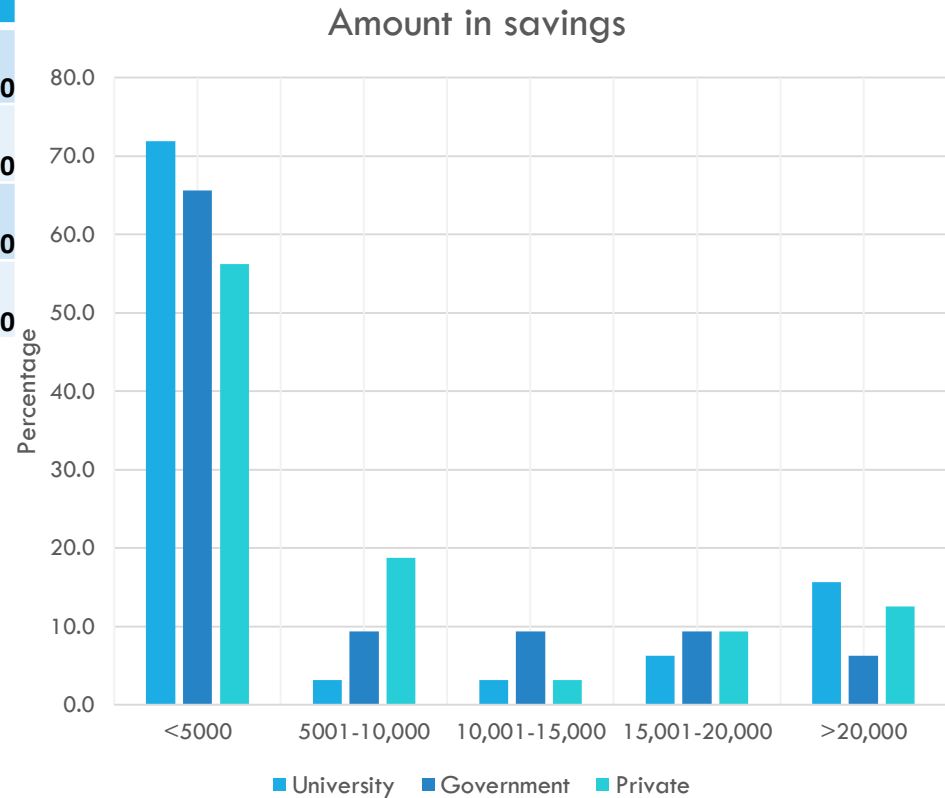
SHARE OF SALARY SPENT

Category	Nil	<25%	26-50%	51-75%	100%	Total
University	18.8	28.1	21.9	25.0	6.3	100.00
Government	12.5	21.9	28.1	21.9	15.6	100.00
Private	9.4	28.1	25.0	28.1	9.4	100.00
Total	13.5	26.0	25.0	25.0	10.4	100.00



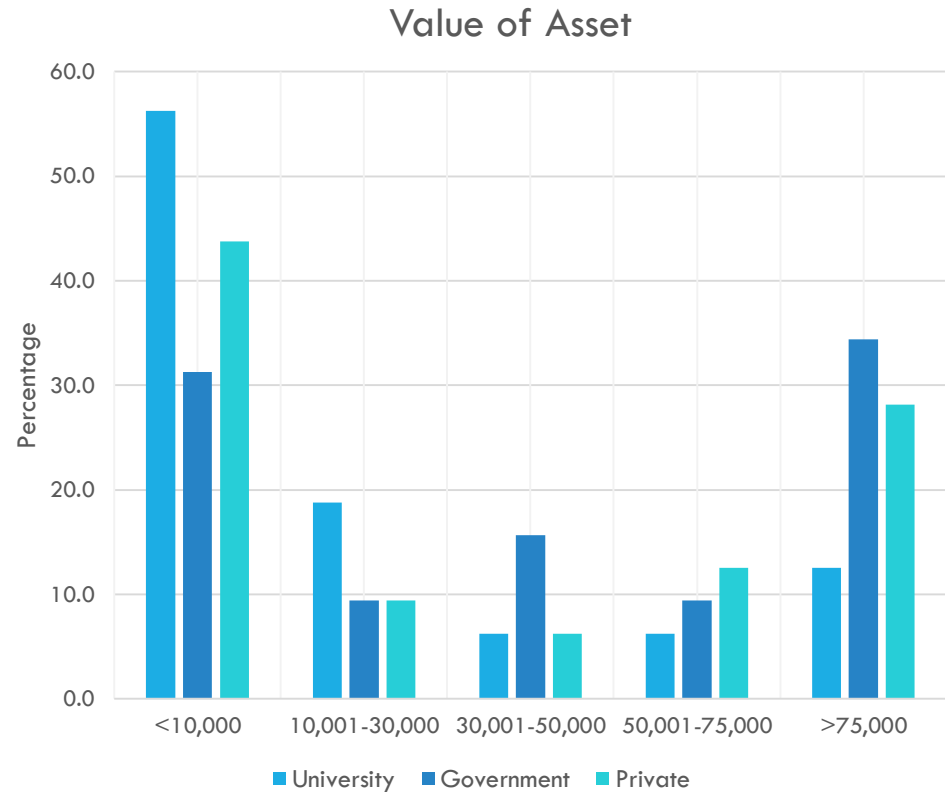
AMOUNT OF SAVINGS

Category	<5000	5001-10,000	10,001-15,000	15,001-20,000	>20,000	Total
University	71.9	3.1	3.1	6.3	15.6	100.00
Government	65.6	9.4	9.4	9.4	6.3	100.00
Private	56.3	18.8	3.1	9.4	12.5	100.00
Total	64.6	10.4	5.2	8.3	11.5	100.00



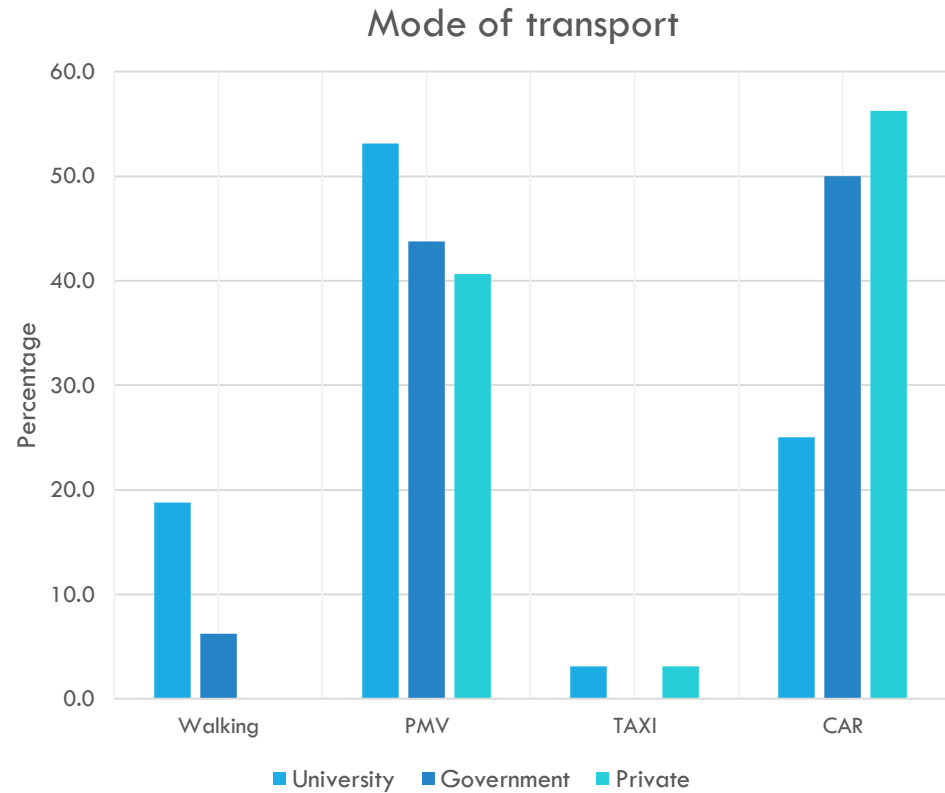
VALUE OF ASSET

Category	<10,000	10,001-30,000	30,001-50,000	50,001-75,000	>75,000	Total
University	56.3	18.8	6.3	6.3	12.5	100.00
Government	31.3	9.4	15.6	9.4	34.4	100.00
Private	43.8	9.4	6.3	12.5	28.1	100.00
Total	43.8	12.5	9.4	9.4	25.0	100.00



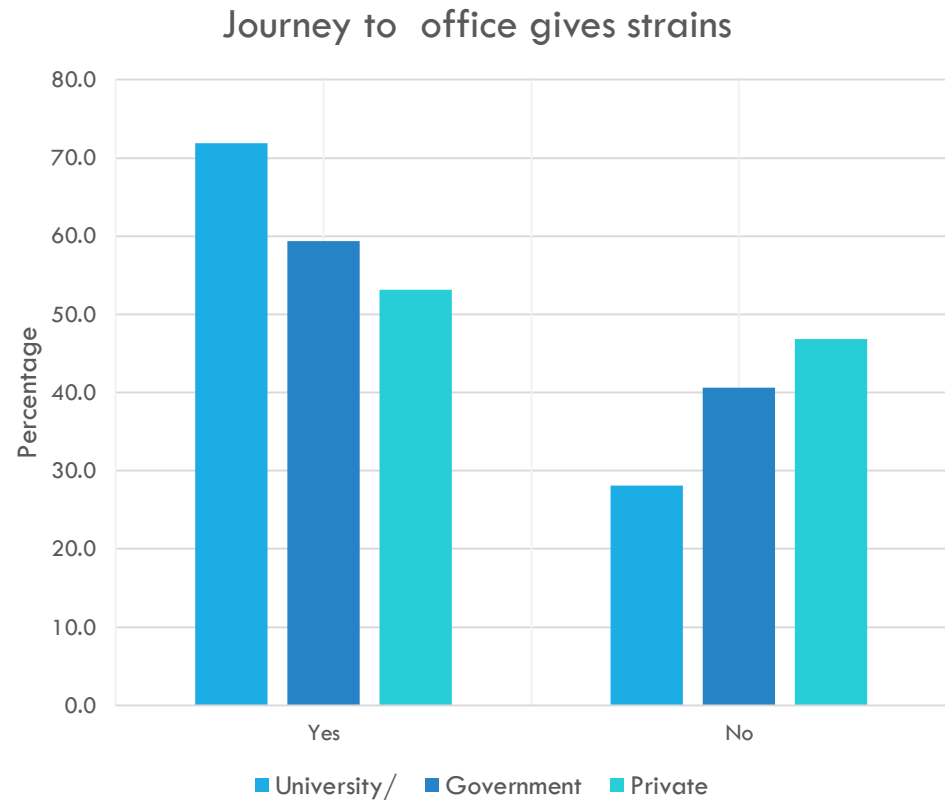
MODE OF TRANSPORT

Category	Walking	PMV	TAXI	CAR	Total
University	18.8	53.1	3.1	25.0	100.00
Government	6.3	43.8	0.0	50.0	100.00
Private	0.0	40.6	3.1	56.3	100.00
Total	8.3	45.8	2.1	43.8	100.00



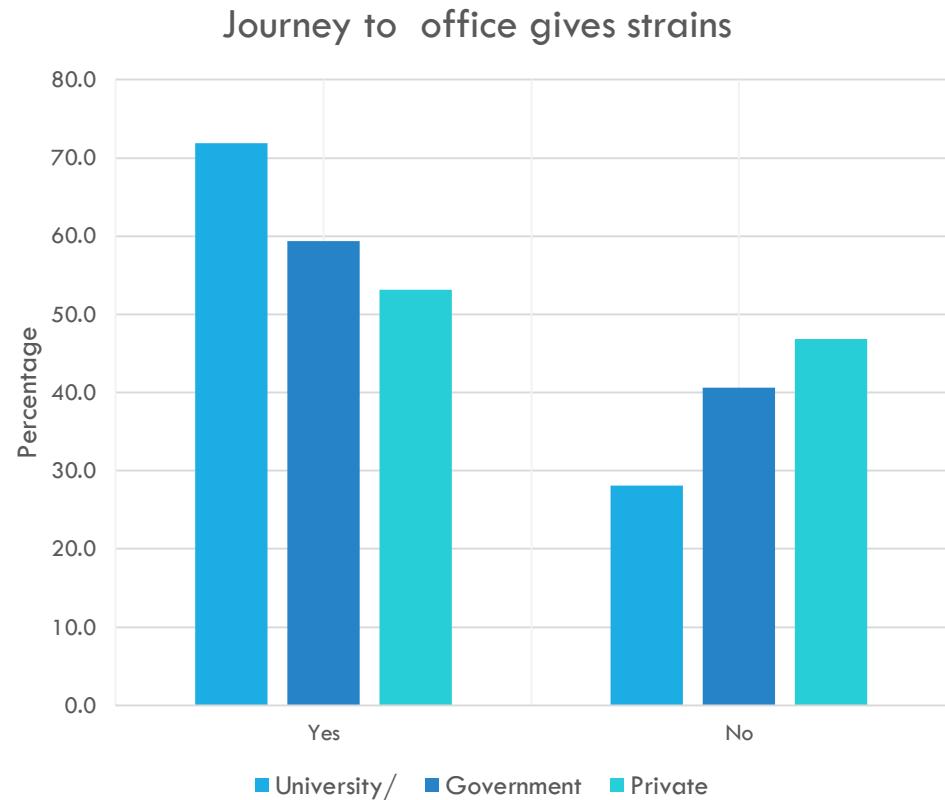
JOURNEY TO OFFICE GIVES STRAINS

Category	Yes	No	Total
University/	71.9	28.1	100.00
Government	59.4	40.6	100.00
Private	53.1	46.9	100.00
Total	61.5	38.5	100.00



JOURNEY TO OFFICE GIVES STRAINS

Category	Yes	No	Total
University/	71.9	28.1	32.0
Government	59.4	40.6	32.0
Private	53.1	46.9	32.0
Total	61.5	38.5	96.0



FACTORS EFFECTING WOMEN EMPLOYMENT

	Yes	No
Family Tradition	76.0%	24.0%
Caring for small children	76.0%	24.0%
Difficulty getting job related to qualification	63.5%	36.5%
Employer's Preference for male employees	44.8%	55.2%
Distance to workplace	54.2%	45.8%
Lack of rules and regulations enforcing employment of women	59.4%	40.6%
Certain Jobs are not open to women	57.3%	42.7%
Special Facilities for women employees	31.3%	68.8%
Discrimination and harassment in workplace	70.8%	29.2%
Inconvenient working hours	47.9%	52.1%



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All the problems listed above hinder the growth and utilization of the potentials of educated women.



MEASURING EMPOWERMENT

Empowerment at Work Place

Team Work

Communication

Leadership

Performance

TEAM WORK

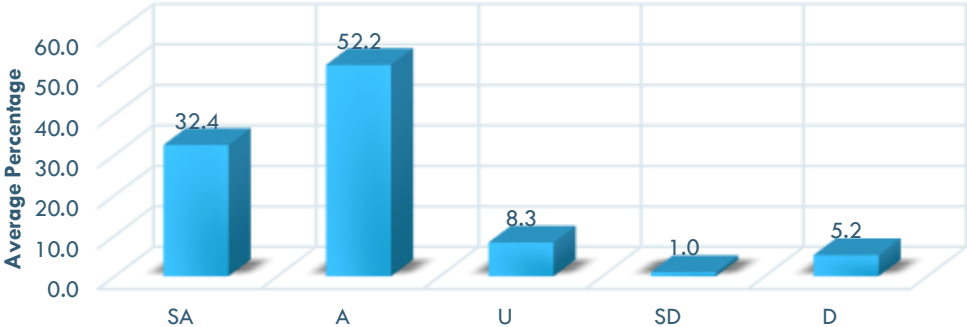
TEAM WORK	SA	A	U	SD	D
I usually get involved in teamwork	56.3	39.6	4.2	0.0	0.0
I express my ideas, opinions and feelings in the team	40.6	51.0	4.2	1.0	2.1
Teamwork has increased my effectiveness	49.0	40.6	8.3	0.0	2.1
There is mutual trust and respect among the team members	22.9	52.1	12.5	2.1	9.4
The members work with harmony and enthusiasm	17.7	60.4	12.5	1.0	8.3
There is care, concern and a helping attitude among the members	22.9	58.3	5.2	3.1	9.4
Team work increases my creativity	36.5	56.3	1.0	1.0	3.1
My opinion is seriously taken by team members	13.5	59.4	18.8	0.0	7.3
Average Percentage	32.4	52.2	8.3	1.0	5.2

Source: Compiled from primary data

Note: SA = Strongly Agree A = Agree U = Undecided SD = Strongly Disagree
 D = Disagree

All the elements shows that majority of the women employees around 85 percent benefited and are empowered through team work.

TEAMWORK



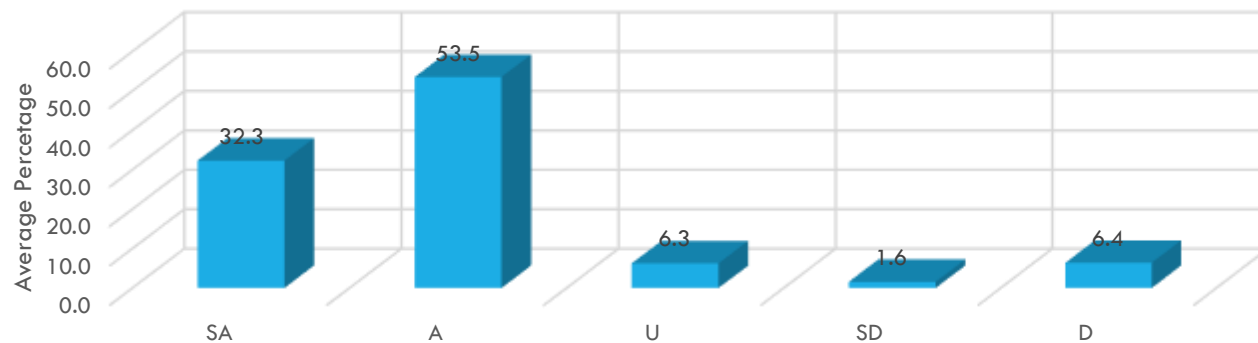
LEADERSHIP

LEADERSHIP	SA	A	U	SD	D
The opportunities for leadership has made me a powerful person	18.8	49.0	13.5	4.2	14.6
I listen patiently of different opinions	38.5	59.4	1.0	0.0	1.0
I encourage the team members	33.3	58.3	6.3	0.0	2.1
Contribution of group members have helped me to achieve my goal	27.1	59.4	9.4	1.0	3.1
I believe that I can accomplish the impossible with my leadership skills	33.3	59.4	7.3	0.0	0.0
My work at the office has increased my potentiality for growth and development	45.8	44.8	4.2	1.0	4.2
I take the time to understand the problem before responding to them	39.6	59.4	1.0	0.0	0.0
Give work to the subordinates to get the work done, instead of doing it myself	21.9	38.5	7.3	6.3	26.0
Average Percentage	32.3	53.5	6.3	1.6	6.4

Source: Compiled from primary data

Note: SA = Strongly Agree A = Agree U = Undecided SD = Strongly Disagree
 D = Disagree

LEADERSHIP



All the elements shows that majority of women employees around 86 percent have opportunities to show their leadership skills through their employment.

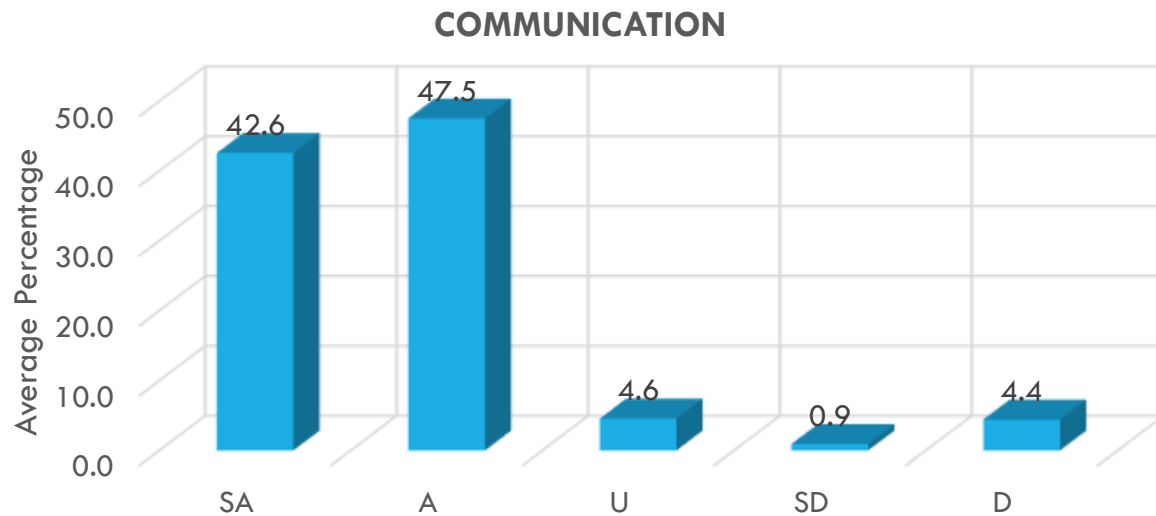
COMMUNICATION	SA	A	U	SD	D
I am well informed of the goals my organization	36.5	53.1	4.2	1.0	5.2
I can communicate the goal to the other members of the team	30.2	62.5	5.2	0.0	2.1
Knowledge is Power. This is true for me	69.8	28.1	1.0	0.0	1.0
There is an effective communication channel in the organization	25.0	35.4	16.7	6.3	16.7
Communication brings more co-operative with my colleagues	50.0	47.9	1.0	0.0	1.0
Communication mechanism helps to solve problems	57.3	40.6	1.0	0.0	1.0
I try to get feedback from others	38.5	54.2	4.2	0.0	3.1
I get involved in discussion before taking important decisions	33.3	58.3	3.1	0.0	5.2
Average Percentage	42.6	47.5	4.6	0.9	4.4

Source: Compiled from primary data

Note: SA = Strongly Agree A = Agree U = Undecided SD = Strongly Disagree
D = Disagree

COMMUNICATION

All the elements shows that the goal of the organization is promptly communicated to the team members.



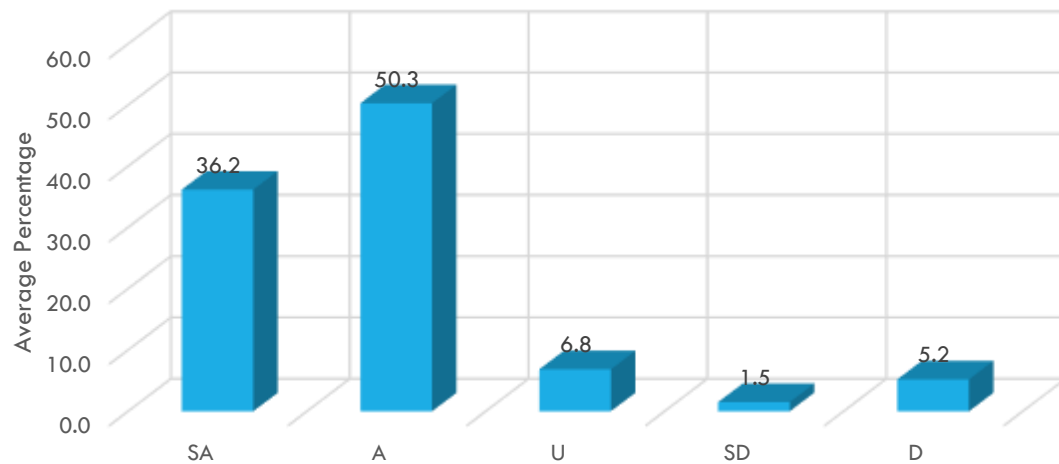
PERFORMANCE

PERFORMANCE	SA	A	U	SD	D
I have a sense of belonging to the institution	40.6	50.0	6.3	0.0	3.1
I have a linking towards the work I do	28.1	61.5	7.3	1.0	2.1
I prefer to stick on to the work I do	15.6	49.0	13.5	4.2	17.7
I always see that i accomplish the ask entrusted to me	44.8	52.1	3.1	0.0	0.0
I make use of my skills and experiences at the work place	59.4	38.5	1.0	0.0	1.0
I have received recognition for my work	19.8	49.0	14.6	5.2	11.5
I have the capability of maintaining perseverance in times of difficulty	44.8	52.1	2.1	0.0	1.0
Average Percentage	36.2	50.3	6.8	1.5	5.2

Source: Compiled from primary data

Note: SA = Strongly Agree A = Agree U = Undecided SD = Strongly Disagree
D = Disagree

PERFORMANCE



All the elements shows that the women employees' performance is excellent.



CONCLUSION

A person who is empowered at work through the four factors, teamwork, leadership, communication, and performance has its effects on her own personality in terms of Self-confidence, Creativity and Job satisfaction in an organization.

CONCLUSION

- The study shows that employed women in Port Moresby are highly educated and equally capable of men, to hold responsible jobs.
- It is very clear from the analysis in this study that employment is an important source of empowering women.
- An employment policy must be formulated to correct the imbalance in employment by offering further employment to women candidates.
- Professional education of women must be encouraged to facilitate their employment and to correct the imbalance in this area.