

**ABSTRACT OF THE Ph.D. SYNOPSIS ENTITLED**  
**WOMEN, PAID WORK AND EMPOWERMENT - A STUDY IN MANGALORE CITY**

In the changing scenario of globalization and privatization, it becomes imperative that a study to understand the problems working women face with reference to their working conditions, social security measures, harassment, wages, need to be undertaken. We also need to understand, the role performance, adjustment, and conflicts these women face at home. Most women work not out of choice but because of compulsions of survival. Forced commercialization and compulsive market involvement through inflation, technological change and other factors lead to an intensification of work, and casualisation of labour. How the women members of a household are effected by such work intensification and casualisation of labour is a matter of empirical enquiry. It is also important to know whether women have access and control over their earnings. The present study hopes to understand the extent of empowerment of working women in the context of globalization.

The objectives of the study are: to understand the working conditions of the women, in terms of their wages and social security measures and to see if they face any type of exploitation in their jobs, to analyse the effect of paid work of the women in their family in terms of performance of domestic responsibilities and conflicts and stresses they experienced, to analyse whether paid work has given women access and control over their cash earnings, to analyse whether the positive benefits gained through employment of women are neutralized by adverse impacts she faces at home and in the workplace, and to analyse whether paid work employment has really empowered women .

Mangalore is the centre for academic, administrative, commercial and cultural activities and therefore a study on paid work and women's empowerment would be significant. The present study is divided into six chapters. The study covers the women working in private firms as clerks, office assistants, stenos and sales girls and were in the age group of 20-50 years.

Amongst them 45% of them were married while 55% were unmarried. Among the married respondents many of them have taken up the job prior to marriage itself.

The data indicate that women's employment has had certain major socio-economic consequences like economic independence, better status both in family and society, self gratification, better living standards and along with it also role conflict. Although the salary earned is not much, the fact that they are in employment has given them better bargaining power within the household. In relation to decision making power the study shows that majority of respondents took joint decision along with their husband. Regard to domestic work it was found that there were no role reversals and a majority of married respondents spent more time on domestic work and some were assisted by their in-laws and husbands. In the paid working domain women are subject to various types of harassment by their male bosses, but are afraid to reveal this information as they fear retrenchment.

**KEY WORDS: PAID WORK, EMPOWERMENT, STATUS, ROLE-CONFLICT, DECISION MAKING, HARASSMENT.**

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