

Role of Female Employment in Shaping Economic Progress in Erode District

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Abstract- Employment refers to the engagement of individuals in work or economic activities to earn income and sustain their livelihood. Female employment serves as a critical determinant of economic progress by enhancing overall productivity and contributing to the growth of national income. It enhances household income and improves the standard of living of families, while also contributing to better education, health, and overall welfare of society. Working women gain financial independence and actively participate in economic decision-making. Although improvements in education and growing awareness, female employment in Erode District remains limited and is largely concentrated in low-paid and informal sectors which restricts the effective utilization of women's potential in contributing to economic development. Also, socio-cultural barriers, lack of opportunities, and wage disparities further hinder their participation in the workforce. Hence, this study aimed to examine the role of female employment in shaping economic progress in Erode district. This study is descriptive in nature and adopts a quantitative research approach, with a minor qualitative component incorporated through an open-ended question in the questionnaire. The study focuses on women respondents in Erode District to examine the role of female employment in shaping economic progress. A structured questionnaire based on a five-point Likert scale was designed and administered to collect primary data regarding their experiences related to employment and economic contribution. A sample size of 121 female respondents was selected using the random sampling method. The data collected were systematically entered into MS Excel and analyzed using statistical tools such as percentage analysis, mean score, standard deviation and ANOVA with the support of SPSS version 26.0. Thus, hypotheses were formulated to test the significant differences in the mean employment in shaping economic progress with respect to selected socio-economic variables. The analysis justified that high level role of female employment in shaping economic progress is perceived by respondents aged 31-40 years, professionally qualified, industrial sector, earning ₹20,001-₹30,000 monthly and 10-15 years of work experience.

Keyword: Female Employment, Economic Progress, Women Empowerment, Labour Force, Income Generation, Socio-Economic Development, Gender Equality, etc.

I.INTRODUCTION

Female employment in India plays a vital role in economic growth and social development. Over the years, women's participation in the workforce has increased due to improvements in education, urbanization, and government initiatives. However, the overall female labour force participation rate remains relatively low compared to men, mainly due to factors such as social norms, unpaid domestic responsibilities, safety concerns, and limited access to quality jobs. A significant proportion of women are engaged in informal and unorganized sectors with low wages and job insecurity. Female employment shapes economic progress by enhancing productivity, increasing household income, and promoting overall development. When women actively participate in the workforce, it leads to better utilization of human resources and contributes to higher economic growth. Employed women not only support their families financially but also improve the standard of living, education, and health conditions of their households. Moreover, female employment encourages financial independence and empowers women to take part in economic decision-making. It also helps in reducing poverty and income inequality in society. At the macro level, increased female labor force participation strengthens national income and supports sustainable development. However, challenges such as gender discrimination, wage gaps, and limited access to opportunities still hinder women's full participation. Addressing these issues through education, skill development, and supportive policies is essential for maximizing the role of female employment in driving economic progress.

II.REVIEW OF LITERATURE

The researchers Kuldasheva and Ahmad (2025) displayed that overall female labor force participation has a positive and significant impact on economic growth in Central Asian economies. However, corruption is found to negatively influence economic growth, thereby weakening the

benefits derived from female employment. Also, the sector-wise analysis indicates that female participation in agriculture and service sectors significantly contributes to economic development. In contrast, female participation in the industrial sector shows a negative impact on economic growth. The study of Priya (2025) mentioned that an increase in female labour force participation significantly contributes to economic growth, with a 1% rise leading to a 0.3–0.5% increase in per capita income. Also, policy interventions such as childcare support and workplace safety measures positively influence women's participation in formal employment, particularly in urban areas. Additionally, while schemes like MGNREGA enhance rural women's employment and act as a safety net, they mainly provide subsistence support rather than long-term sustainable employment opportunities. In case of Noor and Ahmed (2024) noticed that female workforce participation in Madhya Pradesh is influenced by structural changes in the economy, with agriculture remaining the primary source of employment for rural women. It highlights that women's participation is relatively low due to limited job opportunities, rural-to-urban migration, and economic fluctuations affecting employment stability. The findings also indicate a shift from regular wage employment to self-employment and home-based work, reflecting the constraints faced by women in accessing secure jobs. Furthermore, socio-economic factors such as age, education, religion, and vocational training significantly shape women's employment patterns and contribute to gender disparities in the labor market. According to Sri Gagan et al. (2024) emphasized that women perform an important role in economic development by significantly contributing to both formal and informal sectors of the economy. It highlights that gender-inclusive policies and increased participation of women in the workforce are positively associated with overall economic growth and development. However, women continue to face barriers such as gender discrimination, limited access to education, and unequal employment opportunities, which restrict their full economic potential. In view of Manchanda and Malik (2023) indicated that the strong relationship between women's empowerment and economic development. It reveals that despite progress, women continue to face significant challenges such as lower labor force participation, wage disparities, and limited access to financial and social resources. The findings also noticed that unpaid care work and societal norms restrict women's full economic participation and recognition. The researchers Ali et al. (2023) revealed that female labour force participation in India has declined despite improvements in education and reductions in fertility rates. It highlights that household composition plays a

significant role, with the presence of elderly women encouraging greater participation of adult women in the labour force, while domestic responsibilities often limit their engagement. The findings also indicate that women with higher education are better able to overcome family care burdens and participate in employment. Furthermore, the study shows that the gender composition of household members influences women's balance between domestic work and labour force participation.

III.STATEMENT OF THE PROBLEM

The role of female employment in shaping economic progress has gained increasing importance in recent years, particularly in developing regions like Erode District. Despite improvements in women's education and rising awareness about gender equality, the participation of women in the workforce remains limited and uneven across sectors. Many women are engaged in informal and unorganized employment with low wages, lack of job security, and minimal social protection. Socio-cultural barriers, household responsibilities, and limited access to skill development further restrict their economic participation. In Erode District, which is known for its textile and agricultural activities, women contribute significantly to economic activities; however, their contributions are often undervalued and underrepresented. The disparity in employment opportunities, income levels, and work conditions raises concerns about the effective utilization of female human resources. Therefore, this study aimed to analyze the role of female employment in shaping economic progress in Erode District.

IV.OBJECTIVES OF THE STUDY

- To explore the socio-economic profile of the selected female respondents in Erode district.
- To examine the role of female employment in shaping economic progress in the study area.

V.HYPOTHESIS OF THE STUDY

- There is no significant difference in mean role of female employment in shaping economic progress with respect to type of employment.
- There is no significant difference in mean role of female employment in shaping economic progress with respect to monthly income level.
- There is no significant difference in mean role of female employment in shaping economic progress with respect to work experience.

VI.RESEARCH METHODS

This study adopts a descriptive research design and employs a field survey method to examine the role

of female employment in shaping economic progress in Erode District. A quantitative research approach was followed, wherein primary data were collected from women respondents through a structured questionnaire. The instrument was designed to assess the role of female employment on economic progress using a five-point Likert scale. The collected data were systematically organized, classified, and tabulated in line with the objectives of the study using MS Excel. A sample size of 121 women employees was selected through a random sampling technique. The collected data were then processed and analyzed using SPSS version 26.0 by applying statistical tools such as percentage analysis, mean score analysis, standard deviation and ANOVA.

VII.RESULT AND DISCUSSION

7.1 Socio-Economic Profile and Role of Female Employment in Shaping Economic Progress

The following table explores the socio-economic profile of the respondents and their role of female employment in shaping economic progress in Erode District. It describes the distribution of respondents based on age, educational qualification, type of employment, monthly income level and work experience along with their mean employment scores.

Table 1: Socio-Economic Profile and Role of Female Employment in Shaping Economic Progress

No.	Variables Name	Number of Respondents	%	Mean	SD
1	Age				
	• Upto 30 years	25	20.7	3.68	0.45
	• 31-40 years	43	35.5	4.11	0.27
	• 41-50 years	36	29.8	3.60	0.51
	• Above 50 years	17	14.0	3.45	0.55
	Total	121	100.0		
2	Educational Qualification				
	• School level	21	17.4	3.67	0.43
	• College level	54	44.6	3.84	0.50
	• Professional	36	29.7	3.92	0.36
	• Others	10	8.3	3.44	0.53
	Total	121	100.0		
3	Type of Employment				
	• Industrial Sector (textiles, garments, etc.)	46	38.0	3.81	0.46
	• Service Sector (teaching, healthcare, retail, etc.)	25	20.7	3.73	0.47
	• Unorganized Sector	32	26.4	3.47	0.58
	• Agricultural Sector	18	14.9	3.63	0.44
	Total	121	100.0		
4	Monthly Income Level				
	• Upto ₹10,000	17	14.0	3.32	0.51
	• ₹10,001 – ₹20,000	66	54.5	3.75	0.28
	• ₹20,001 – ₹30,000	27	22.4	4.19	0.22
	• Above ₹30,000	11	9.1	3.50	0.55
	Total	121	100.0		
5	Work Experience				
	• Upto 5 years	15	12.4	3.59	0.69
	• 5-10 years	48	39.7	3.71	0.45
	• 10-15 years	34	28.1	3.86	0.31
	• Above 15 years	24	19.8	3.42	0.45
	Total	121	100.0		

- From the above table, it is observed that 20.7% of the respondents are aged upto 30 years, 35.5% of the respondents are belong to 31–40 years, 29.8% of the respondents are 41–50 years old and 14.0% are belong to above 50 years.
- It is illustrated from the analysis that 17.4% of the respondents have school-level education, 44.6% of the respondents have college-level education, 29.7% of the respondents have professional qualifications and 8.3% of the

- respondents belong to other educational qualifications.
- From the analysis, it is inferred that 38.0% of the respondents are working in the industrial sector, 20.7% of the respondents in the service sector, 26.4% of the respondents in the unorganized sector and 14.9% of the respondents are working in the agricultural sector.

- It is determined from the analysis that 14.0% of the respondents earn upto ₹10,000 monthly, 54.5% of the respondents earn ₹10,001–₹20,000, 22.4% of the respondents earn ₹20,001–₹30,000 and 9.1% of the respondents earn above ₹30,000 per month.
- From the analysis, it is confirmed that 12.4% of the respondents have upto 5 years of work experience, 39.7% of the respondents have 5–10 years of experience, 28.1% of the respondents have 10–15 years and 19.8% of the

respondents have above 15 years of work experience.

7.2 Role of Female Employment in Shaping Economic Progress

This section has investigated the role of female employment in shaping economic progress in Erode district. Female employment performs a main role in enhancing household income, improving living standards and contributing significantly to overall economic progress. For the study purpose, the researchers have framed eight statements related to the role of female employment in shaping economic progress of the public.

Table 2: Role of Female Employment in Shaping Economic Progress

S. No	Factors	Mean Score	SD
1	Female employment contributes significantly to household income growth	3.92	1.07
2	Working women improve the overall standard of living of their families	4.09	0.89
3	Female employment helps in reducing poverty levels in society	3.25	1.24
4	Employed women contribute to better financial decision-making in households	3.69	1.28
5	Women’s participation in the workforce increases economic independence	4.04	0.99
6	Working women play a vital role in regional economic development	3.23	1.35
7	Employment opportunities for women enhance their social status	3.55	1.26
8	Female employment encourages savings and investment behavior in families.	3.31	1.28

The above analysis revealed that the Cronbach Alpha value for the statements of role of female employment in shaping economic progress of the public is 0.954. This study indicates that the reliability of the role of female employment in shaping economic progress of the public is good and fit for further analysis. It is noticed that most of the respondents reported ‘working women improve the overall standard of living of their families’ with the mean score and standard deviation of 4.09 and 0.89 respectively followed by ‘women’s participation in the workforce increases economic independence’ with the mean score and standard deviation of 4.04 and 0.99 respectively.

Testing of Hypothesis (ANOVA)

Table 3: Type of Employment and Role of Female Employment in Shaping Economic Progress

	Sum of Squares	df	Mean Square	F	‘p’ value
Between Groups	2.466	3	0.822	3.135	0.028**
Within Groups	30.680	117	0.262		
Total	33.146	120			

Note: ** – Significant at 5% level

From the analysis, it is justified that the ‘p’ value is lesser than 0.05 therefore the null hypothesis is rejected. Hence, there is a significant difference in mean employment in shaping economic progress with respect to type of employment.

7.3 Relationship between Socio-Economic Profile and Role of Female Employment in Shaping Economic Progress

This section has examined that the relationship between the socio-economic profile and role of female employment in shaping economic progress in Erode district. In order to analyse the relationship between selected independent variables of the respondents and role of female employment in shaping economic progress, a hypothesis has been framed and tested through ANOVA.

Type of Employment and Role of Female Employment in Shaping Economic Progress

H₀: There is no significant difference in mean role of female employment in shaping economic progress with respect to type of employment.

Monthly Income Level and Role of Female Employment in Shaping Economic Progress

H₀: There is no significant difference in mean role of female employment in shaping economic progress with respect to monthly income level.

Table 4: Monthly Income Level and Role of Female Employment in Shaping Economic Progress

	Sum of Squares	df	Mean Square	F	‘p’ value
Between Groups	7.995	3	2.665	12.397	0.000*
Within Groups	25.152	117	0.215		
Total	33.146	120			

Note: * – Significant at 1% level

It is pointed out from the analysis that the ‘p’ value is lesser than 0.05 thus the null hypothesis is rejected. So, there is a significant difference in mean role of female employment in shaping economic progress with respect to monthly income level.

Work Experience and Role of Female Employment in Shaping Economic Progress

H₀: There is no significant difference in mean role of female employment in shaping economic progress with respect to work experience.

Table 5: Work Experience and Role of Female Employment in Shaping Economic Progress

	Sum of Squares	df	Mean Square	F	‘p’ value
Between Groups	2.169	3	0.723	2.730	0.047**
Within Groups	30.978	117	0.265		
Total	33.146	120			

Note: ** – Significant at 5% level

From the above table, it is confirmed that the ‘p’ value is lesser than 0.05 thus the null hypothesis is rejected. Therefore, there is a significant difference in mean role of female employment in shaping economic progress with respect to work experience.

VIII.FINDINGS

- It is displayed that most (35.5%) of the respondents belong to the age group of 31–40 years. From the analysis, it is found that respondents aged 31-40 years have maximum level role of female employment in shaping economic progress.
- It is indicated that most (44.6%) of the respondents have college level qualifications. From the analysis, it is measured that professionally qualified respondents have high level role of female employment in shaping economic progress.
- It is identified that most (38.0%) of the respondents are employed in the industrial sector. From the analysis, it is illustrated that respondents in the industrial sector have the maximum high-level role of female employment in shaping economic progress.
- It is revealed that most (54.5%) of the respondents fall under the monthly income group of ₹10,001–₹20,000. From the analysis, it is displayed that respondents earning ₹20,001–₹30,000 have the high-level role of female employment in shaping economic progress.
- It is obtained that most (39.7%) of the respondents have 5–10 years of work experience. From the analysis, it is indicated that respondents with 10–15 years of experience have high level role of female employment in shaping economic progress.
- It is depicted from the mean score analysis that most of the respondents reported ‘working women improve the overall standard of living of their families’ followed by ‘women’s participation in the workforce increases

economic independence’ with the mean score of 4.09 and 4.04 respectively.

- The ‘F’ test mentioned that there is a significant difference in mean role of female employment in shaping economic progress with respect to type of employment.
- From the ANOVA, it is justified that there is a significant difference in mean role of female employment in shaping economic progress with respect to monthly income level.
- It is proved from the ‘F’ test that there is a significant difference in mean role of female employment in shaping economic progress with respect to work experience.

IX.SUGGESTIONS

- It is revealed from the study that respondents above 50 years have high level role of female employment in shaping economic progress. Hence, awareness programs should be conducted for younger women to enhance their participation and contribution to economic development.
- The findings justified that professionally qualified respondents have high level role of female employment in shaping economic progress. Therefore, professional education and skill development initiatives should be promoted to improve the economic contribution of less-qualified women.
- From the study, it is displayed that respondents in the industrial sector have maximum high-level role of female employment in shaping economic progress. So, employment opportunities and working conditions in other sectors should be improved to enhance women’s participation.
- The findings depicted that respondents earning ₹20,001–₹30,000 have the high-level role of female employment in shaping economic progress. Hence, income enhancement measures and fair wage policies should be implemented for lower-income groups.

- It could be observed that respondents with 10–15 years of experience have high level role of female employment in shaping economic progress. Hence, training and career development programs should be provided for less-experienced women to improve their economic contribution.
- The study stated that policymakers should design targeted employment policies, wage improvements, and sector-specific opportunities to ensure balanced economic contribution among all categories of women.

X.CONCLUSION

This study aimed to examine the role of female employment in shaping economic progress in Erode district. Empowering women through education, employment opportunities, and skill development leads to sustainable economic growth and social development in the region. This study depicted that there is a significant difference in mean role of female employment in shaping economic progress with respect to selected variables namely type of employment, monthly income level and work experience. Therefore, comprehensive training, skill development, and career advancement programs should be implemented to reduce disparities and enhance the overall contribution of female employment to economic progress.

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