

ANALYSIS OF UNEMPLOYMENT AMONG MOTHERS IN GOA

Mr. Maurice Almeida

Department of Mathematics and Statistics

Rosary College of Commerce and Arts, Navelim-Salcete Goa

Email: mauricealmeida99@gmail.com

Abstract:

In a majority of the households in Goa, it is observed that the husband is the lone earning member of the house. The wife is the one who remains in the house taking care of the children and family proceedings. This paper tries to find out the various factors which force Goan mothers not to take up a job. A sample of 160 mothers was chosen using simple random sampling technique. Various personal details about them were recorded. Those unemployed were further asked to rate nine possible reasons for their unemployment on a scale of 1 to 5, with 1 indicating that it's a weak reason and 5 indicating that it's a strong reason. Exploratory Factor Analysis (EFA) using Principal Component Analysis (PCA) was used to reduce the nine variables into fewer components. The chi-square test of independence at 0.05 level of significance was used to test the association of unemployment of mothers with their place of living, religious identity, and the number of children they have. SPSS software was used to perform all the analyses. The results of EFA revealed that the nine variables were reduced into three components which were later named social restrictions, lack of resources, and self-satisfaction. The chi-square test revealed that the pairs of variables employment status and place of living, along with employment status and religious affiliation are not associated at 0.05 level of significance, whereas it led to the conclusion that mothers having more than two children usually don't take up a job.

Keywords: Goan mothers, unemployment, Exploratory Factor Analysis, Principal Component Analysis, Chi-square test of Independence.

Introduction:

In today's world, a wife is on par with her husband, even in her professional life. In fact, if we couple a working woman's household responsibilities with her career responsibilities, it is always more than, what responsibilities a man has. But many women refrain from taking up a professional career, especially after getting married, due to various reasons. This has been observed even in Goa too. Although Goa is a progressive state, the ratio of working women vis-a-vis men in 2022 was only 24.9 percent, which was much lesser than the national average of 28.7 percent.

There are many reasons which affect a woman's employment decision, especially if she's married and having kids. In a typical Indian household, a woman has comparatively less freedom than a man. For any decision, sometimes even for personal decisions, she has to take into account her husband's and other in-laws' viewpoints. Traditionally women are considered fit only for household work. Surprisingly even in the twenty-first century, there are many households, even in Goa, where such ideologies are supported. Women belonging to such

households are forced not to take up a job, although they are willing to do and as such her family sometimes serves as a constraint in her decision to take up a job. In some traditional households, religion also serves as a hurdle in a woman's decision to do a job, as in some religions it is believed that the woman of the house should go out of the house in search of a job. Shockingly, despite being so developed, even Goa has households with such a mentality.

It has always been believed that any mother's primary concern is her children's future. She will always give her hundred percent to make her children's future secure. Some mothers believe that if a child is not given the required attention during the initial years of his/her development then it could lead to harmful consequences in the future, and there are studies already done to justify these facts. So sometimes a woman gives up her decision to do a job only out of concern for her child.

The responsibility of a mother also increases as the family size increases. The more the children, the more attention she has to give to them, and as such it becomes very difficult for her to balance her family and professional life, thus she has to choose only one of these two and without any doubt, she gives preference to her family life.

Sometimes even a lack of suitable jobs make it difficult for women to have professional career. Suitable jobs could also mean, jobs matching her family standards in society, her educational qualification, her husband's status, etc. Not having proper education, and proper skills also catalyze her decision not to take up a job, as in today's competitive professional world, having proper education and skills are a must. Some women have ended up getting dead-end degrees, thus totally hampering their employment chances.

It has been observed that in some families, the financial resources are sufficient enough that the women of the house do not require to work. This has particularly been observed in many catholic families in Goa where the husband is either a seafarer or working abroad. Also, some married women of Goa are satisfied with the current income of their house, although it may not be sufficiently high and therefore they don't feel the need to do a job. So overall it's observed some married women of Goa are unwilling to go beyond their comfort zone and build a career.

Many of the reasons stated above are typically old-schooled and are bound to be followed only in villages. The behavior of residents living in a city is slightly modern and therefore it is correct on anyone's part to expect more employment among mothers living in cities than in villages. Also, the lifestyle and the high living standards of cities do force both the husband and the wife to look for employment to meet their daily needs. Our aim in this paper is to verify the above belief i.e if the employment status of a mother is dependent on her place of living. We also study if the employment status of a mother is dependent on her religion and the number of children she's having. Furthermore, we will try to study some common reasons for unemployment among Goan mothers.

Literature Review:

- Diana Joan Viljoen, Steven Henry Dunga (2013) studied the factors that determine female unemployment in a South African Township. Factors such as level of education,

Household size, age, social grants received were used to determine their influence on the employment status of the households of Bophelong town. A logistic regression model was employed to analyze the possible determinants of female unemployment. The results of the regression indicate that, of the determinants household size, age, marital status, access to social grants, and poverty status were found to be significant determinants of whether a woman is employed or not. [1]

- Yanfei Zhou (2015) tried to study the causes of career interruption of Japanese women in the child-rearing phase. He explained that the possible factors of job interruption include gender-specific role expectations placed on women (responsibility of housework and childcare) and that job interruption is influenced by male-centered Japanese-style employment practices. [2]
- Chin-fen, Chang (2006) analyzed how job status and sociocultural factors affect women's various decisions to quit their job in Taiwan. [3]
- Dr. A Villiami, and Mrs. D Savithiri (2020), studied the problem of unemployment among educated women in Nagapattinam, Tamil Nadu. They concluded that less paid jobs, getting dead-end degrees, and getting married early affect their employment opportunities. [4]
- Wubante Ayalew Dessie (2015) examined the sociocultural and demographic determinants of the employment status of women and the consequences of unemployment on women in Bahir Dar City, Amhara region in Ethiopia. Descriptive statistics and binary linear regression were used to analyze data. He found that family size and household headship as significant determinants of women's employment status. [5]

Objectives:

- To study the various factors forcing Goan mothers not to take up a job.
- To study the relationship between place of living (village or city) on the employment status of Goan mothers
- To study the relationship between religious affiliation and employment status of Goan mothers.
- To study the relationship between the number of children and the employment status of Goan mothers.

Methodology:

For this study, 160 mothers from various parts of Goa were selected using simple random sampling. A self-structured questionnaire which was prepared keeping in mind the objectives of the study and literature review was administered to the respondents. The questionnaire had 2 parts, the first part consisted of various personal details about the respondent like the place of living (village or city), religion, age category, number of children, employment status, etc. The unemployed mothers were further given an additional set of questionnaire containing nine possible reasons for their unemployment. The reasons were chosen after a thorough literature review. The respondents answering the second part had to rate each of these reasons on a scale of 1 to 5 with 1 indicating that they strongly disagree, 2 indicating that they disagree, 3

indicating that they are neutral, 4 indicating that they agree and 5 indicating that they strongly agree.

The collected data was then entered into SPSS software and analyzed using the same. Exploratory Factor Analysis was conducted using Principal Component Analysis and the nine variables were reduced to a lesser number of components. The chi-square test of independence at 0.05 level of significance was used to study the various objectives of the study. Various descriptive statistics were also used to see the variation in the data collected.

Permission of the respondent was taken before giving them the questionnaire and the purpose of the study was explained to them in advance. The respondents were assured that their data will be kept confidential, thus giving them the freedom to answer honestly. Each respondent was given around 20 minutes to answer the questions. The entire data collection process took around a month to complete.

Results and Discussion:

Data were collected from 160 mothers across different parts of Goa using questionnaires. Data obtained was then analyzed using descriptive as well as inferential statistics. Analysis was performed using SPSS software.

Of the 160 mothers, 105 (65.6%) were unemployed i.e. housewives while 55 (34.4%) were employed.

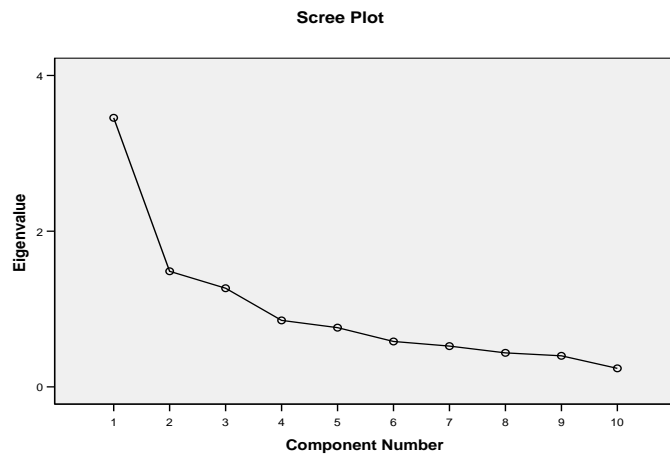
Of the 105 housewives, 69 (65.7%) were residing in villages while 36 (34.3%) were living in cities. Also of these 105, 25 (23.8%) practiced Hinduism, 18 (17.2%) practiced Islam and 52 (59%) were Catholics. Further 81 (77.1%) of these housewives were of Goan origin and the remaining 24 (22.9%) were non-Goans. The data also revealed that 11 (10.5%) of these housewives had a single child, 38 (36.2%) had two children, 36 (34.3%) had three, and 20 (19%) had more than three children. Regarding the age of the housewives who responded, the data revealed that 16 (15.2%) were between 30-40, 59 (56.2%) were between 40-50 while the rest 30 (28.6%) were in the age group 50-60.

The data of the 55 employed mothers revealed that 39 (70.9%) were from villages while the remaining 16 (29.1%) were from cities. Regarding the religious beliefs of the employed mothers, the data revealed that 11 (20 %) were Hindus, 10 (18.2%) were Muslims and 34 (61.8%) were Catholics. Also, 8 (14.5%) of the employed mothers were non-Goans while the rest 47 (85.5%) were Goans. Of the 55 employed mothers, 7 (12.7%) had a single child, 32 (58.2%) had two children, 11 (20%) had three, and 5 (9%) had more than three children. The data also revealed that among the employed respondents, 9 (16.4%) belonged to the age group of 30-40, 36 (65.4%) belonged to the age group 40-50 while the remaining 10 (18.2%) belonged to the age group 50-60.

The unemployed respondents then had to rate the various reasons for them not to take up a job on a five-point scale with 1 indicating that it's a weak reason and 5 indicating that it's a strong reason. On this data obtained an exploratory factor analysis was conducted using Principal Component Analysis. Before analyzing the data the adequacy of the correlation matrix was assessed and the findings revealed that the determinant of the correlation matrix was 0.053 suggesting that the problem of multicollinearity is not present. The Bartlett Test of Sphericity was found to be non-significant (approx. chi square=292.987, $p=0.000 < 0.001$) and the KMO

value was found to be 0.724 indicating that the correlation matrix is adequate for factor analysis. The diagonal elements of the anti-image correlation matrix were also above 0.50, thus providing additional proof regarding the suitability of the data for factor analysis.

The scree plot suggested retaining three components and thus three components were extracted and subsequently rotated using the Varimax method. The scree plot and the rotated component matrix are presented below.



Rotated Component Matrix

	Component		
	1	2	3
RELIGIOUS RESTRICTIONS	.731		
FAMILY RESTRICTIONS	.707		
INABILITY TO BALANCE FAMILY AND WORK LIFE	.693		
CONCERN OVER THE MORAL FUTURE OF CHILDREN	.625		
LACK OF SUITABLE JOBS	.592		
LACK OF QUALITY SKILLS		.901	
LACK OF QUALITY EDUCATION		.891	
SATISFIED WITH THE CURRENT STANDARD			.838

ADEQUATE FINANCIAL RESOURCES			.785
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Extraction Method: Principal Component Analysis.
 Rotation Method: Varimax with Kaiser Normalization.
 Rotation converged in 5 iterations.

The first component explained 27.376 % of the total variance, the second component explained an additional 18.223 % of the total variance, and the third component explained another 16.475 % of the total variance.

Observations of the above table reveal that there are three components. The first component has significant loading on religious restrictions, family restrictions, inability to balance family and work life, concern over the moral future of the child, and lack of suitable jobs. A careful look at the variables under this component reveals that all these are the restrictions that are imposed on mothers by society. A mother is always expected to take charge of family proceedings. It's always a working woman who has to balance her family and work life. A man is never expected to do this. Also, if a child follows a wrong path in life, society always blames the mother of the child. At the same time if a married woman takes up a job, which according to society is not suitable for her, say a night-shift job, society starts speaking ill about her. Therefore we label the first component as "societal restrictions"

The second component has significant loadings on lack of quality education and lack of quality skills, suggesting that the second component could be labeled as "lack of resources"

The third component has significant loadings on satisfaction with the current standard of living and adequate financial resources in the family, suggesting that some women are satisfied with their current way of living, and therefore they don't feel the need to take up a job, suggesting that the third component could be labeled as "self-satisfaction"

The chi-square test was used to find the association between the place of living and the employment status of a mother along with the number of children and employment status of the mother. The results of both these tests are revealed in the table below.

Sr.No	Variables under Consideration	N= no of valid cases	Chi-square value	p-value
1.	Place of living* Employment status	160	0.444	0.505
2.	Religion* Employment status	160	0.301	0.860
3.	Number of children* Employment status	160	8.950	0.030

The p-value for the chi-square test of association between the place of living and employment status was obtained as $0.505 > 0.05$ suggesting that there is not enough evidence to claim that the two variables are associated.

The p-value for the chi-square test of association between religion and employment status was found to be $0.860 > 0.05$ suggesting that there is not enough evidence to prove the association of the two variables, thus suggesting that the employment status of a mother in Goa is independent of the religion she follows.

The p-value for the chi-square test of association between the number of children and the employment status of the mother was found to be $0.030 < 0.05$, suggesting that the two variables are statistically associated. A further investigation into the output of the test (by looking at the observed and the expected values) revealed that mothers having more than 2 children are more likely to be unemployed, which is easily understandable as bringing up three children requires a lot of attention from the parents, especially from the mother.

Conclusion:

From the study, we conclude that the various restrictions that force Goan mothers not to take up a job can be classified into 3 factors namely, societal restrictions, lack of resources, and self-satisfaction. We also conclude that the employment status of a mother in Goa does not depend upon whether she lives in a village or city, suggesting that there is not much difference between village and city family life in Goa. We also arrive at the conclusion that the employment status of a mother and her religion are not related suggesting that the people of Goa are open-minded. But we realized that a woman having more than two children usually refrains from taking up a job on account of family responsibilities. NGOs and other Women's development cells can use this study as a reference, in their efforts to make women self-reliant. Such a study could also be done in various geographical locations across the country in the future.

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