



# The Impact And Role Of Financial Independence And Security – A Study On Women Working Away From House

NAME: Meghana P U

REGISTER NUMBER: 23MCFA19

2<sup>ND</sup> Year M.Com Financial Analysis, Department of Commerce PG Kristu Jayanti College, Bengaluru

560077, India

GUIDE: Dr. Vidhya S (Assistant Professor, Department of Commerce PG, Kristu Jayanti College,  
Autonomous, Bangalore)

## ABSTRACT

Financial independence and security are of utmost importance in the overall empowerment of women, particularly those who work outside the home. The research examines the relationship between financial empowerment and its impact on the socio-economic status, self-esteem, and decision-making ability of women. The research, through literature review and empirical examination of data, investigates the extent to which working increases women's financial independence and its overall impact on gender equality. Also, the study enunciates the primary concerns facing working women as they seek economic security: wage gaps, workplace discrimination, restricted access to financial resources, and societal pressure. The study recognizes the need for special policies and programs to address the issues and boost women's economic well-being. Through focused interventions, like financial literacy training, equal pay campaigns, and the establishment of supportive workplace environments, this study underscores the value of creating a more inclusive and equitable economic sphere for women.

Keywords: Financial Independence, Financial Security, Working Women, Economic Empowerment, Gender Equality.

## INTRODUCTION

Financial independence and security are critical components of personal empowerment, particularly for women. Financial independence in modern societies provides people with the ability to make autonomous decisions, cope with economic risk, and acquire a feeling of self-esteem. For career women who move from home to their workplace, financial independence is a critical component of their ability to thrive in new environments. It provides them with access to their essential needs and increases their confidence level, decision-making, and social status. The international labor market has seen a remarkable increase in the number of women moving to urban and international locations for employment. Urbanization, globalization, and changes in the attitudes of individuals towards gender roles are some of the factors contributing to this phenomenon. However, employment outside the home involves some unique challenges like detachment from family support networks, cultural adaptation, and financial independence. In this context, economic independence and security become all-encompassing for their overall well-being, coping capacity, and achievement. Over the past decades, the number of women in the international labor force has grown significantly. As per the statistics of International Labour Organization (ILO), women now account for almost 40% of the international labor force. The majority of these women belong to groups that move within their nations or across countries in search of jobs. The reasons for this trend are complex. Economic need, desire for career change, greater access to education, and a desire for personal freedom are the major drivers. Employment outside the home, for many women, is an opportunity to escape limiting cultural traditions and begin anew. But this change is often fraught with aspects of discrimination, economic uncertainty, and balancing family and work expectations. Bangalore, India's hub for technology and innovation, is finding itself more and more appealing to rural women emigrants from bordering states of Bihar, Odisha, and West Bengal, as well as from within the state. The women emigrate out of their home and familiar environment, often for reasons of economic necessity, constraints of career progress at the local level, or cultural compulsions for earning livelihood for the family. Such emigration reaffirms one of the primary motives of seeking economic independence and self-agency for the women as they also encounter a distinct set of tribulations typical of the city environment.

## LITERATURE REVIEW

**Chowdhury, S., & Sarker, A. (2020)-** "Impact of Financial Independence on Urban Women in Bangladesh." This research investigates economic independence as a dynamic variable among city women, particularly migrants in search of employment. By looking at women in cities such as Dhaka and Chittagong, the authors detail the multifaceted effects of economic independence. The research analyzes the effect of economic control on women's lives, such as enhanced self-confidence, decision-making, and empowerment. From an economic perspective, autonomy enables them to control work-related issues, achieve career objectives, and become agents. It also analyzes role changes in the family, conventional social participation, and social networks.

**Mehrotra, S. (2020)** – "Women in India's Gig Economy"- This study investigates women's participation in India's gig economy, with specific reference to Bangalore. It observes a rising trend of women's participation in platform work, such as ride-sharing and e-commerce. This kind of work offers women access to flexible, technology-based work and boosts their earning capacity. However, the study finds that there are serious structural issues in the gig economy. Problems like job insecurity, the absence of social benefits, and insecure earnings undermine financial security and autonomy, particularly for women who are bound by social constraints. Mehrotra argues that though the gig economy offers work opportunities, the underlying economic insecurity can undermine women's long-term economic empowerment.

**Bhattacharya, P., & Mundle, S. (2018)** – "Women's Employment and Financial Security in Urban India." This article analyzes the economic security of urban women, and it finds that those who enjoy secure employment and access to formal financial institutions become more autonomous. It draws attention to the contrasts between workers in the formal and informal economies in Bangalore. Urban women in the formal sector enjoy secure earnings, legal protection, and access to financial institutions, whereas informal sector women enjoy irregular earnings, absence of job protection, and limited access to financial services, making them financially insecure.

**Pandey, S., & Tripathy, A. (2017)** – "Migrant Women in Bangalore's Garment Industry"

The study examines the exploitations of women migrant workers in the garment industry of Bangalore, wherein they are placed at disadvantage in sub-minimum wages, work conditions threatening health and safety, and jobs which deprive them of security and social entitlements, all contributing to compromising their livelihood and well-being. The study uncovers structural limitations that act to impede the economic independence of women. Inadequate access to institutional financial services adversely affects their economic well-being, limiting potential for savings and investment and compelling dependence on exploitative transactions. The authors argue that such systemic limitations economically marginalize migrant women and perpetuate prevailing social inequalities in the labor market.

**Saraswathy, B. (2016)** – "Informal Employment's Impact on Women's Finances" The Informal Labour and Women's Economic Security. The research shows the plight of women in the informal sector, for example, domestic workers in Bangalore, India. Saraswathy discovers that the women receive irregular wages and, therefore, economic security is challenging. Moreover, the fact that they do not enjoy social security benefits like health insurance and pensions leaves them vulnerable. The research examines the socio-economic effects of precarious work, which prohibits women from saving or investing in mobility. Lack of legal protection in informal economies increases their economic vulnerability, limiting them to poverty. Saraswathy identifies the need for policy reforms to rectify informal work disparities and improve assistance to women, making them more financially secure.

## STATEMENT OF PROBLEM

Women have large salary differentials with men who perform the same work, resulting in economic dependence. Sex discrimination in employment and promotion restricts the potential earnings of women and career progress. Although most women have incomes, they are still economically dependent on male relatives and are not independent. Those with non-home employment are more susceptible to economic fluctuations, like inflation, as a result of inadequate savings and job insecurity. Home-based work, particularly in the evening or in rural settings, subjects women to health and safety hazards, endangering their health, productivity, and employment security.

## OBJECTIVES OF THE STUDY

- To determine the impact and role of financial independence and security on women employed outside the home.

## RESEARCH METHODOLOGY

Data collection comprises primary and secondary data. Primary data is the process of gathering new, original data for research, referred to as primary data collection. Researchers gather the data in person; it's not published. Questionnaires will be drawn up and distributed through email and WhatsApp to gather quantitative data. Secondary data collection is the process of analyzing existing information published by other people. This data is gathered from existing sources and not collected firsthand through surveys, interviews, or experiments.

## SCOPE OF THE STUDY

This research analyzes the impact of financial security and independence on women who have migrated to Bangalore to work. It tries to provide information on the issues that women face in different sectors and the economic, social, and cultural reasons that influence their economic status.

## LIMITATIONS

- Most of the respondents might not have known their financial situation, particularly if they have low financial literacy or are familiar with basic ideas such as retirement and budgeting.
- There are several limitations of generalizability to other environments, particularly multicultural urban or rural environments, even while the research sheds some light on women's lives in Bangalore
- Social desirability bias is where the respondents provide answers they believe are desirable to the researcher or society rather than honest ones. This is prevalent with sensitive issues such as debt, personal finance, or insecure work.
- Most women hold low-paying, precarious jobs with few benefits, reducing their economic autonomy.

## ANALYSIS AND INTERPRETATION

**Objective: To determine the impact of financial independence and security on women employed outside the home.**

### HYPOTHESIS

**Null Hypothesis (H<sub>0</sub>):** Financial independence and security have no significant impact on women employed outside the home.

**Alternative Hypothesis (H<sub>1</sub>):** Financial independence and security have a significant impact on women employed outside the home.

### CORRELATIONS

		Do you feel financially independent?	Do you have control over your finances?	What challenges do you face in achieving financial independence ?	Do you have savings or investments for your future?	What measures have you taken to enhance your financial security?	Do you face financial challenges despite earning?
Do you feel financially independent?	Pearson Correlation	1	.448**	-.078	.328**	-.019	-.131
	Sig. (2tailed)		.000	.437	.001	.852	.191
	N	101	101	101	101	101	101
Do you have control over your finances?	Pearson Correlation	.448**	1	-.152	.490**	-.077	.043
	Sig. (2tailed)	.000		.129	.000	.445	.672
	N	101	101	101	101	101	101
What challenges do you face in achieving financial independence ?	Pearson Correlation	-.078	-.152	1	-.076	.053	.205*
	Sig. (2tailed)	.437	.129		.451	.601	.040
	N	101	101	101	101	101	101
Do you have savings or investments for your future?	Pearson Correlation	.328**	.490**	-.076	1	-.113	.082
	Sig. (2tailed)	.001	.000	.451		.260	.417
	N	101	101	101	101	101	101
What measures have you taken to	Pearson Correlation	-.019	-.077	.053	-.113	1	-.186
	Sig. (2tailed)	.852	.445	.601	.260		.062

enhance your financial security?	N	101	101	101	101	101	101
Do you face financial challenges despite earning?	Pearson Correlation	-.131	.043	.205*	.082	-.186	1
	Sig. (2tailed)	.191	.672	.040	.417	.062	
	N	101	101	101	101	101	101

Correlation is significant at the 0.01 level (2-tailed). Correlation is significant at the 0.05 level (2-tailed).

### INTERPRETATION:-

The data presents correlation values between different financial aspects, such as financial independence, control over personal finances, savings, financial challenges, and measures taken for financial security. A strong positive correlation ( $r = 0.448$ ,  $p < 0.01$ ) exists between financial independence and control over personal finances, suggesting that individuals who feel financially independent tend to have more control over their finances. Similarly, having savings or investments is significantly correlated with both financial independence ( $r = 0.328$ ,  $p < 0.01$ ) and financial control ( $r = 0.490$ ,  $p < 0.01$ ), indicating that financial planning contributes to a sense of financial security. Challenges in achieving financial independence show a weak negative correlation with financial independence and control, while financial challenges despite earning are positively correlated ( $r = 0.205$ ,  $p < 0.05$ ) with difficulties in achieving financial independence. However, measures taken to enhance financial security do not show strong correlations with other variables, implying that individual strategies for financial security may vary widely and are influenced by multiple factors.

### FINDINGS

- **Youth Dominance in the Workforce** The fact that most working women (59%) are between the ages of 18 and 25 suggests that young women are heavily involved in the workforce.
- **Financial Independence & Control** Financial independence and control over finances are strongly correlated ( $r = 0.448$ ,  $p < 0.01$ ).
- **Savings and Security** Since savings are linked to financial independence and control, financial planning has a good impact on security.
- **Financial Stability Issues** Despite their income, some women continue to experience financial difficulties, which may be related to pay disparities or poor money management.
- **Impact on Well-Being** Financial security and stress management have a substantial correlation ( $r = 0.315$ ,  $p = 0.001$ ), indicating that having stable finances enhances mental health.

## SUGGESTIONS

- Promoting Higher Education, To improve job prospects, more people should be made aware of the value of postgraduate education.
- Employment Support for Married Women, To lessen employment disparities, policies should be implemented to increase married women's access to jobs.
- Programs for the Development of Skills, Women without jobs and newcomers to the workforce can benefit from training in career skills and financial literacy.
- Equal Pay Initiatives, Financial stability can be ensured by addressing salary inequities through the implementation of transparent pay rules.
- Awareness of Investments, To ensure long-term stability, financial institutions should encourage women to save money and invest.
- Programs for Workplace Well-Being, To guarantee the financial and psychological well-being of their employees, businesses should implement stress management and mental health initiatives. Flexible workplace Policies, promoting remote and part-time employment, can assist women in juggling their personal and professional obligations.
- Participation of the Community, To promote economic stability and empowerment, women should be encouraged to take on leadership roles in the community.

## CONCLUSION

Working women's lives are significantly shaped by their financial security and independence, which have a direct impact on their self-esteem, independence, and professional advancement. Women who are in charge of their income and financial choices feel more confident and independent, which enables them to make wise decisions regarding their jobs, personal life, and goals for the future. Financially stable women are better able to handle obstacles in their careers, bargain for improved working conditions, and pursue career promotions without facing financial obstacles. Their self-esteem is boosted by this empowerment, which also provides them the flexibility to look for better employment prospects, make investments in additional education, or even launch their own companies. The majority of the workforce is made up of younger, unmarried women, the majority of whom have college degrees, according to the report. This pattern implies that early-career professionals are actively looking for work because they need to be financially independent. However, due to salary discrepancies, limited career advancement, and unpredictable employment markets, many women still confront financial issues even with educational qualifications. Significant wage disparities suggest that women may not be receiving pay commensurate with their qualifications, skills, and living expenses, particularly those in entry-level or mid-level roles. This emphasizes how urgently we need improved pay structures and more robust financial support systems, including transparent wages, equitable compensation practices, and perks like paid time off and childcare assistance.

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