

Women workers in India: A case study of Bellary city

Sanjay Gandhi

MA Sociology S/O Kallukamba Pampapathy Plot No 24, Gandhi Nivasa MK Nagar Bellary.

Abstract

Women in India are making enormous strides, both in urban and rural areas many Indian women are highly educated, more so than women in other developing areas. The vast middle class in India has been in the forefront in encouraging women to make substantial changes in their lives.

Since the times immemorial worth of the work done or services rendered by women has not been recognised as India is a multifaceted society where no generations could apply to entire nations various regional, religious, and social groups and moreover Indian society is of extreme hierarchy where everyone ranked relatively to others according to their caste, class and power. This type of ranking is seen in every sphere of activity and women are expected to be chaste and modest in all actions that constrain their ability to perform in workplace on an equal basis with men.

After globalization women are able to get more jobs this, raised hopes of women for a better and elevated status of women in society and also created a contradictory situation as well, now women are entering in various field but they face many problems as well.

Keywords: Women workers, India, case study, Bellary city

Introduction

Women in India are enjoying equal status and rights to men, as they play a vital role in every walk of life. The women who adopt a career in life are called working women they work in all areas like industry, education and Even in army as well.

Since a long time, women have been trying to prove their worth and strength. And they sought support from government on the key issues like sexual harassments at working place, in India 31percent of women are working in IT sector and 45percent of women in industrial sector and 24percent of women work in non allied sectors.

Over the years participation of women in the management world has also increased in India but women has been settled in low position in the field as because of their promptness' and of domination of men over the women only a few climb the ladder and enjoy the positions like CEO and Managing Director.

Though women has achieved a status in society they have to juggle between work and their personal life, as they have to take care of their parents and children which make them to think twice they do as they society will be looking.

A recent survey found that women want a corporate environment that recognise their strength and skills are of from male colleagues but equally intrinsic to the organization's success, and more than two thirds of female respondents believe that they were not recognised to that of men i.e. eight of ten agreed that companies did not place a high enough value on skills and women want to shift their attention to family and childcare issues.

Enron corporations (Power Division) CEO Rebecca Mark, a women, has inadvertently highlighted that women are taken at a par with men in govt and business she managed to rescue a contract her company had won but had run into trouble with a state government in India.

UNEPA (2011) reveals that 78% of graduate of Indian women are employment in agriculture sector and 20% of women are

working population with a regular income which is less than of men and 2% of women are holding high position in society.

However India has more working women than any other country in the world this includes female workers at all levels of skill, on an average women in India are socially, politically and economically weaker than men.

Objectives of the study

1. To understand the Socio-economic background of women worker
2. To study the job profile of working women
3. To analyse the work satisfaction among women workers
4. To study the provision of social security measures of women workers

Review of literature

1. The National commission on Labour (1964:23)

The spread of education particularly in urban areas has opened up more employment opportunities for women in non manual clerical administrative and professional work. The largest expansion of opportunities has been involvement service.

2. Pramila Kapur (1970:25) Observes

The phenomenon of the increasing number of educated working wives is a feature of modern Indian society and it has for its main spring the growing economic necessity for the wives to contribute their earnings to the family income. Since marriage is not a spiritual communion in a vacuum but also a two human beings who need clothes food and a place to live material foundations are indispensable and wife's participation in procuring the required family finance becomes essential in times of economic hardship the attitude of society towards married women taking up jobs has also changed

3. Dhingal (1972:198) and others have thrown light on the social and behaviour pattern and the attitudes of working women. The wife's participation in obtaining the required family finances many times become essential to, indeed the overcome economic hardship and wife's income is often essential to families standard of living.

4. Srivastva (1978)

Finds that in certain situations the rate of female participation in the labour forces increases with the general prosperity, Perhaps this is due to employment generation when a large number of jobs become available to the educated that seek employment. These educated women find career options available to them.

5. Sanjay Ketan (1993)

In his study "Working women and modernization" observes that the modern concepts like entry of women in different jobs and equality of status between sexes have been acceptable to a large number of women in the sample. They wanted jobs mainly to have economic independence and to improve the family income. A high percentage of unmarried women preferred to continue in their jobs even after marriage.

Importance of study

Women plays a vital role in every aspect of men's life as she take part in every sector and every stage of men's life though she is able to compete with a men in every sphere of activity she has been looked down apart because of the concept of inferior and ego of men or of traditional custom reason well but how ever she face many problems at every walk of her life, Since 1960 number of study has conducted on educated women as they dealt with the family role child care and about their settling but very few has conducted problem faced by women at work place as now the harassment has been taking at outdoors, thought their salary and other benefits have been faced problem of working condition hence 'the present study is important

Hypothesis

1. Women workers in urban area get ample opportunity than rural women
2. Women workers in rural area face less problems than urban women workers
3. women in urban area will have higher benefits than rural women workers

Methodology

Researcher has adopted empirical study and collected primary and secondary data as well.

Area and sample

Researcher has opted Bellary city for a research and it (Bellary city) consists of 1050 working women and adopted for 10% of universe i.e 100 working women have taken as sampling of the study who are selected on the basis of stratified random sampling

Problems faced by Working Women

1. Sexual Harassment

This is the major problem among the working women as they are treated as a toy of sexual satisfaction rather than a human

being, as while working she has to mingle with men when she will move close with work motive she will be taken in other sense and the harassment begins at work place

2. Roomers

This problem found mainly among the employees, this problem begins when women resists to do the things as per the wish of men and they (women) are been subjected for a mental harassment and create a lot of problem at work place

3. Travelling problem

This is common among the industrial workers as they use to travel to the outskirts of the city where the industry setup and while travelling she face problem of men who are travelling in same bus, as she will be in unavoidable circumstance she has to bare them

4. Night shift

We found this problem among IT sector as they(women) has to work for the minimum wage and has to work for maximum period of time and this create family tension, misunderstanding as well, this leads to create other problems like separation, Divorce, and wife battering

5. Lack of authority

Though women are coping up themselves with men but they are suppressed by the right that are given to women to take own decision as she has been dominated by men in taking family and economic decision so we can say that though she earn more than men in economic grounds she don't have right or freedom to spend on her wish

Table 1: Age composition

Sl. No	Age	Respondents	Percentage
1	12-17 Years	10	10%
2	18-23 Years	30	30%
3	24-29 Years	55	55%
4	30-35 Years	05	05%
	Total	100	100%

The above table explain that 55 percent of working women belonging to the age group of 24-29 because they want to become economically independent and they are in capacity to have their own decision and 30 percent of women belongs to the age group of 18-23 as they want to support their family economically rather than to earn for their benefit

Table 2: Religion of Respondents

Sl. No	Religion	Respondents	Percentage
1	Hindu	60	60%
2	Chirstian	25	25%
3	Muslim	10	10%
4	Others	05	05%
	Total	100	100%

This table reveals that 60 percent of working women belongs to Hindu religion as this religion has given wide opportunity for women to have development as people are of liberal mind so we see more women are coming out from their home while 25 percent of women are of Christians and only 10 percent of women belongs to Muslims as they have religious restrictions

Table 3: Residence of Respondents

Sl. No	Place of Residence	Respondents	Percentage
1	Urban	85	85%
2	Rural	15	15%
	Total	100	100%

This table reveals that 85 percent of working women belongs to urban area while only 15 percent of women belongs to rural area as urban area have wider scope and ample opportunity than a rural women.

Table 4: Family Background of respondents

Sl. No	Family background	Respondents	Percentage
1	Nuclear	88	88%
2	Joint	12	12%
	Total	100	100%

The above table explains that 88 percent of women belongs to nuclear family as they have freedom to have a own decision while only 12 percent of women belongs to the joint family as they will have a liberal thinking as well

Table 5: Income of the family

Sl. No	Age	Respondents	Percentage
1	12-17 Years	10	10%
2	18-23 Years	30	30%
3	24-29 Years	55	55%
4	30-35 Years	05	05%
	Total	100	100%

The table represents that 55 percent of women belongs to the family income of 11,000-20,000 rs as the majority of women work in IT and call centres as women wants to support their family economically which is a unavoidable situation and 25 percent of women belongs to the family income of less than 10,000 as they work in agriculture sector as these women wants to support the family rather than a economic support

Table 6: Nature of work

Sl. No	Nature of Work	Respondents	Percentage
1	IT sector	60	60%
2	Industry	25	25%
3	Agriculture	10	10%
4	Others	05	05%
	Total	100	100%

The above table describe that 60 percent of women working in IT sector as women work at a minimum rate and they are of prompt worker and more over they have patience to do work and they want to have a economic independent and 25 percent of women work in industry i.e in garments they come because to support their family and 10 percent in agriculture in order to reduce the work burden for family members

Table 7: Nature of harassments

Sl. No	Nature of Harassments	Respondents	Percentage
1	Sexual Harassments	60	60%
2	Roomers	20	20%
3	Travel	05	05%
4	Nightshift	10	10%
5	Lack of Authority	05	05%
	Total	100	100%

The above table explains that 60 percent of women workers are facing sexual harassment at work place as the men wants to take advantage of the women situation at work and 20 percent of women are facing the problem of roomers as when women didn't come in terms of men they (men) create this problem and 10 percent workers face other problems like travel, family problems etc.

Impact of the problems

1. Women are looked down in the society in terms of character and the background of the family.
2. Many families are broken due to the issue of working and results in divorce.
3. Many of women workers facing mental and biological related problem.
4. Women workers are dying because of blackmailing of men at work and at home.
5. In order to come out of this problem women are married at an early age this result in child marriages.

Findings

1. Majority of women workers belongs to the age group of 24-29 because they want to become economically independent and they are in capacity to have their own decision
2. Women workers belongs to Hindu religion are more when compared to other religion as this religion has given wide opportunity for women to have development as people are of liberal mind so we see more women are coming out from their home
3. Majority of women work in IT sector as the work is mainly a table oriented job which required more patience and promptness
4. women belongs to the family income of 11,000-20,000 rs work in IT and call centres as women wants to support their family economically
5. Only few women enjoy the key position(CEO and Managing Director) in the society

Conclusions

The employments of women is certain to bring changes in various aspects and in attitudes of workers where women are performing dual role in and out of family where she is sharing the role of men and performing better than men in all the sectors but due to the ego and for the selfishness of men he trouble women in every field because of superior complex in men and he (men) talk about the empowerment of women which is great strategy of the present situation.

Suggestions

1. Women workers must have a proper forum through which they can rise voice their problems and grievances.
2. See that working place must have a pale transparent glass so that everyone can observe them clearly.
3. Industry, company must have a CCTV at every place so that everyone must be clearly visible.
4. See that majority of women manager are appointed for the company where women workers are more in number.
5. A separate cell and court should be opened for dealing the sexual harassments problem see that the victim must be severely punished so that same act should not be repeated.

References

1. Pramilla Kapur. The changing status of the working women in India Vikas publishing House, Pvt. Ltd, 1974.
2. Pramilla Kapur. The sociopsychological study of the changes in the attitudes of young Hindu educated earing women Agra University, 1974.
3. Zarina Bhatt. Economic role and status of women A case study of women in the Beedi industry in Allahabad world employment programme working paper, 1980.
4. RanadeJN, Ramachandran Women and employment, 1976.
5. Herzbera F. Work and the nature of man world policys Cleveland, 1966.
6. Indira Devi. Women Education Employment, Jain publishing house, Delhi, 1987.
7. Padmini Sen Gupta. Women works in India Asia publishing house, Bombay, 1970.
8. Jayashree Sen Gupta. Working women and the family, Religion and society.
9. Gadgil. Women in the working force in India Asia publishing House, New Delhi, 1965.
10. Marts. Women and Employment RBSA publisher SMS Highway, Jaipur, 2003, 30.