Chapter - 2

Review of literature
CHAPTER II

REVIEW OF LITERATURE

A review of available literature as related to the subject is an important and integral part of any research project. A critical survey of the literature on the subject will help in knowing the aims and objectives, methodology and findings of theses and projects in the past. A review of literature thus helps in identifying the research gaps of a subject and need for the present study.

2.1 Empowerment

International Labour Organization defines the term ‘informal sector’ as very small- scale units producing and distributing goods and services and consisting largely of independent, self-employed producers in urban areas of developing countries, some of whom also employ family labour or a few hired workers, which operate with little capital or none at all; which utilize a low level of productivity which provide very low and irregular incomes and highly unstable employment to those who work in it. They are informal in the sense that they are unregistered, unrecorded in official statistics; they tend to have little or meager access to organized markets, to formal education and training institutions. They are not recognized and supported by the Government. ILO (1972)\textsuperscript{1}

Empowering women is the goal to eliminate discrimination against women and girl children, strengthening women in leadership and decision
making, increasing women’s access to education, increasing access to education and control over economic resources. Besides this, the other two main factors towards empowering women must include increasing women’s access to health information and women’s control over their own bodies and improvement of the women’s self esteem and sense of personal power. (Dr. Sathyanarayana Pattnaik, 2005 p.23)\textsuperscript{2}

2.2 Night Shifts

Unless the night work regulation addresses the lack of infrastructure for family care available in the nights, special health provisions and arrangement on safe commuting / to and from the workplace, one cannot be sure that allowing night shifts for women does justice for gender equality.\textsuperscript{3} (Dr. Amutha, 2006)

2.3 Families Objections

Women are expected to be at home at night performing the domestic chores; Lack of Infrastructure for family care: while during the day woman can bring her small children to the nursery and rely on house helper, in the night she does not have the opportunity to seek this assistance.

“Due to frequent night-shift duties, which are strange in the villages hitherto dominated by agricultural sector, the traditional definition of men’s and women’s jobs is gradually vanishing. Men particularly form Naidu and Gounder families voluntarily clean their houses and /or help the women in
cleaning. They also substantially contribute to child-care activities at home; and they do take it as their routine work and not something as unusual. Also women frequently ride motorized two wheelers to post office, bank and to their work place. They have accounts on their own names in banks and post offices; the payments to the electrically boards and telephone exchanges are also made by them.” (Iyyampillai S. Anita Jebastina, 2005).

Sheikh and Bhushan found that in a patriarchal society where male dominates, a growing sense of anxiety is imperative. The social situations that make women uncertain and hesitant also make them socially anxious. The ways the women are perceived and evaluated by others also generate social anxiety in them. (Sheikh & Bhushan 2002)

2.4 Safe commuting to the workplace

Lack of transportation and necessity to commute in naturally more insecure time of the day further question night work safety. In the light of these arguments the ban on night work for women was enforced to protect women from hazards of night shifts that, in the opinion of the lawmakers, were best ensured by making women safely stay at home at night. Therefore, by simply allowing night shifts for women one does not solve the problem of gender-equal labour participation. (Ashine Roy, 2003)

2.5 Working women and attitude towards employment of women

The emerging status of working women depends upon the role she plays in modern society, and the role in turn, hinges upon her attitude
towards employment is chosen as a temporary measure or for sheer economic need, in that case such employed women cannot play any positive, constructive and meaningful role in modern society. The working women are the comparatively a new phenomenon in modern India. Employment outside the home represents a major role in innovation for married women. The growth, expansion and diversification of modern education and occupation with the provision of equality of opportunity in educational, occupational and political spheres, there have been a spurt in the employment of educated women, especially in the organized sector. Besides, changing concepts of standard of living in urban areas work-values have promoted educated women to seek employment opportunity. Employment of women has come to stay as an integral part of the economic organization in modern India.7 (Shanta B. Astige 2006)

2.6 Workers Rights

Many people feel that concern for the environment is intimately linked to concern for humankind, as well. Working conditions in the clothing industry are an international and national scandal. There are numerous reports of workers being forced to work long hours for desperately low pay, dangerous and unhealthy working conditions, female workers being sexually exploited and attempts to form trade unions being brutally put down. Vulnerable people are routinely exploited in sweatshops and as home workers. In addition, the people who make clothes often have to work in terrible conditions. Many clothes bought in northern countries are imported
cheaply from the South, where they are made by sweat shop workers (often children) who work long and hard for very little money. Thus the researcher interested to study the Status of Women in Industrial Sector.¹⁸ (Dr. Sathyanarayana Pattnaik and Trupti, 2006)

2.7 Women and Industry

The concept of working women in India is a recent phenomenon. This, however, does not mean that women did not engage themselves in work outside the home; women worked for wages in farms and fields in rural areas; in towns and cities women worked in the economic activities was limited to agriculture, construction etc. generally, women from the poorer sections, backward and lower classes are engaged in a kind of work participation.

The important role played by women in electronics, information technology and food processing and agro industry and textiles has been crucial to the development of these sectors. They would be given comprehensive support in terms of labour legislation, social security and other support services to participate in various industrial sectors. Women at present cannot work in night shift in factories even if they wish to. Suitable measures will be taken to enable women to work on the night shift in factories. This will be accompanied with support services for security, transportation etc.⁹ (National policy for the empowerment of women, 2001)
The first monitoring and evaluation report on the implementation of the Protection of Women from Domestic Violence Act (PWDVA) 2005 has shown that 7,913 cases have been registered under the Act, with the highest number reported from Rajasthan (3,440) where neither Protection Officers have been appointed so far nor any infrastructure in place. This is followed by Kerala, where 1,028 cases have been registered under the Act, according to lawyer’s collective women Rights Initiative. No official Information was received from Uttar Pradesh, though Lawyers data shows that over 150 cases have been filed there. Less than 50 cases have been filed in 10 states - Assam, Chattisgarh, Himachal Pradesh, Jharkhand, Manipur, Orissa, Sikkim, Tamil Nadu, Tripura and West Bengal. No case has been filed in Arunachal Pradesh, Meghalaya, Mizoram and Nagaland. One of the reasons for this wide variation could be attributed to the level of awareness on this law in each state, according to Rajana Kumari, President, Women Power Connect and Centre for Social Research.

The women’s employment in industrial sector has forced them to be away from home even during the nights due to night shift duties. These women maintain cordial relationship with the men of higher cadre in the working place as well as with their own men at home. In both the places they have adjusted themselves to suit the situation. Since more time is allotted at the working place and an average of four hours is spent every day on household work., their leisure time is very little and they hardly view television. They normally do not go for labour intensive food items (such as
idly or dosa) rather they stock less-perishable fried gram. It is this, which is taken by their family members in general and the children in particular in the evening hours (instead of evening Tiffin) after coming from the work places and schools. This is unique in the villages of this region.10 (The Hindu Survey: Awareness lacking on Domestic Violence Act, 17/07/08 New Delhi)

2.8 Violence against women

“Any act of gender based violence that results in or likely to result in physical, sexual or mental harm or suffering to women including threats of such acts, coercion or arbitrary deprivation of liberty whether occurring in public and in private life.

According to the Protection of Human Right Act, 1993 "human rights" means the rights relating to life, liberty, equality and dignity of the individual guaranteed by the Constitution or embodied in the International Covenants and enforceable by courts in India. It is necessary and expedient for employers in work places as well as other responsible persons or institutions to observe certain guidelines to ensure the prevention of sexual harassment of women as to live with dignity is a human right guaranteed by our constitution.11 (Sailja Nandini, 2008, Pg 26)
2.9 Status of Women Employment in India and Abroad

Women make up nearly 50 per cent of the world’s population, comprise 33 per cent of the official labour force, perform about 70 per cent of all working hours, receive 10 per cent of world’s income and own less than 1 per cent of world’s property.

The statistics show the real position of women in the world. It has also been observed that women have been subjected to under-education, exploitation and social castigation. Discrimination too prevails in offering employment opportunities to women in India. With all the difficulties in estimation the number of women in the unorganized sector is many times most than that in the organized sector. The employment in unorganized sector is not felt worthy in most cases as it is not governed by Minimum Wage Act 1948, Factories Act 1948, Contract Labour (Regulation and Abolition ) Act 1979 and the like.\(^\text{12}\) (Verma N.M.P. and Reshma Bano, 1998)

Several socio-economic barriers to women further marginalize them in exercising their powers. The harsh economic realities of women’s lives, male resistance to women exercising political power, upper caste resistance to dalits occupying public position, women’s lack of knowledge on the functioning of Governmental and Non-Governmental organizations for the development of social sector, lack of access to literacy, numeric and other functional skills were responsible for their low status in the country.\(^\text{13}\) (Dr. D. B. Krishna Kumari, 2005)
The low status of women has many consequences for child health. The low status of women lowers their influence on resource allocation and decision making within the household. They are less able to influence decisions on desired family size, health care-seeking behavior for children, the amounts and types of food fed to children, and the amount of time to spend on child-rearing. Moreover, the discrimination the women faced as girls affects the nutrition status of their children through their own smaller size as adults.  

(Lawrence Haddad, 2010)

2.10 Plights of Women Employees

A few studies about women employees reveal that their distribution across different categories is quite uneven. A very few women employees happen to be in the officer cadre whereas almost 28 per cent of male employees are in the officer cadre; 50 per cent of male employees are clerks while 83 per cent of female employees occupy this cadre.  

(Suriakala, 2001)

No wonder, modernization and westernization have not really spelt liberation for the average Indian woman. Why is it that women’s work got increasingly limited to the unorganized sector though several government programs exist to boost the producer organization. Moreover, at present, unlike men, women are not aware of their rights; many of them do not assert themselves owing to social inhibition and disabilities. Though women have contributed significantly in every sphere of life, yet for various historical, social, religious and cultural reasons and in spite of many constitutional guarantees and legislative measures, they still remain
backward and short of their rightful place in society. The findings of the national Status for Women Committee have revealed that the status of women has been declining steadily. This observation indicates that the initial recognition of women’s rights which emerged during the freedom struggle and was expressed in the constitution has lost its force.

To break the circle, a war against female ignorance is a must. Every state needs to set up a women’s development corporation to promote enlightenment and employment schemes for women belonging to the weaker sections of the society. They should identify women entrepreneurs as also their cooperatives and associations, and prepare viable projects for which technical consultancy services may be made available. A multi-prolonged effort needs to be made as a relatively long-term strategy so that even the poorest of the poorer women become active participants in the decision making bodies throughout the country-both in government and private sectors. This would evolve the formidable task of educating all women in all the intricacies of our polity. Moreover, some kind of support structures needs to be provided. For instance, the drudgery of house-work has to be removed by making adequate arrangements for childcare and domestic work. A culture of sharing household responsibilities among men and women would need to be created so that the cultural edifice of non-productive work as an exclusive domain of women gets dismantled. 16 (Uma Joshi, 2005)
i. Many married women employees have to seek transfer to their husband’s place of posting, if their husbands work elsewhere. If this is not possible they are forced to quit their jobs in order to join with their husband.

ii. A working mother is often forced to take leave so as to rear her children. If her child is three to four years old it can be left in a creche or under the care of relatives. But similar problem would arise on the arrival of next child. A larger number of high potential women are forced to forgo promotion and continue as clerks in order to bring up their children.

iii. Gaps in service also disturb the carrier growth of women. Since the patriarchal family structure is largely intact today, inspite of women’s higher status, they have to fulfill all the duties concerning the household. Hence they often have to forego their seniority due to long breaks. The other factor which hinder the carrier growth are limitations arising out of spatial immobility, transferable nature of husband’s job and educational deprivation which also forces women to confine themselves to stereotypes, low paid, less prestigious and insecure jobs. 17 (Jyotna Rajvanshi, 1994)

2.11 Gender Discrimination

More than two-thirds of the population of India is dependent on agriculture. Though Green Revolution technologies enhanced agricultural productivity, they also widened economic disparities and deepened gender discrimination in community life. The introduction of capital intensive
technologies in the agricultural sector has had differential impact on men and women and women have been adversely affected due to lack of access to technology, 18 (Jainsankar Singh, 2001)

Gender discrimination in the employment sector is enduring, an overwhelming majority of women working within the boundaries of informal sectors. Despite all the developmental efforts, 96 per cent of the women workers in the country are reportedly employed in the unorganized sector characterized by low wages, high levels of insecurity of employment and appallingly poor conditions of work. Developmental efforts of the post-World War II period have had differential impacts on women and men of the developing economies. Implementation of structural adjustment programmes and restructuring of economies which commenced during the mid-1980s lay emphasis on encouragement of private capital. Retreat of the State especially from the welfare sectors and cutbacks in public sector expenditure accentuated the vulnerability of the poor particularly women, in many of the developing countries. 19 (Debal, 1993)

As more women joined the work force and more avenues of work opened up for them, the Act began to lose its 'protective' sheen to reveal a 'restrictive' tint. Women job seekers wanted to be allowed to work at nights. The Act stood in the way of their promotions and better remuneration. This duel between the demand for night shifts and the ban on it, between the right to work and the restriction on it found echoes in various states in
different industries. An engineer from L&T, a chemist in EB and workers in FACT and Cochin Shipping claimed freedom to choose the shift. For EP Zones and their fully export oriented clothing units, night shifts by women became a necessity. Garment factories in MEPZ had the tacit support of labour unions, which asked why rules against all-woman night shifts should not be relaxed. Individuals and factory owners filed a case in 1994. The argument was simple: "Don't deny us employment; we have a right to occupation. Just give us safeguards." The case went on from 1994 to 2000.²⁰ (Protap Mukherjee and Lapamudra, 2003)

According to the National Commission on Labour "an agricultural labourer is one who is basically unskilled and unorganized and has little for its livelihood, other than personal labour." Thus, persons whose main source of income is wage, employment fall in this category. Mishra and Chandra Pal Singh have stated that "All those persons who derive a major part of their income as payment for work performed on the farms of others can be designated as agricultural workers. For a major part of the year they should work on the land of the others on wages." ²¹ (Mishra and Chandra Pal Singh, 1992)

The latest report of National Crime Records Bureau (NCRB), said that every hour in India two women are raped, two are kidnapped, four are molested and seven others face violence at the hands of their husbands and the number is swiftly increasing. If we talk about Indian states, Andhra
Pradesh topped the list of crimes against women with 21,484 cases. Uttar Pradesh was a close second, with 9.9 per cent of such crimes. Among 35 cities with a population of more than one million, the Indian capital topped with 4,134 cases, accounting for 18.9 per cent of the total crimes against women followed by Hyderabad at 1,755 cases reported about 6,000 dowry deaths every year. According to National Crime Bureau (NCRB), every hour at least 18 women in the country were victimized in 2006 on an average basis. The capital city reported 18.7 per cent of the dowry deaths. NCRB reported that in 2006, a total of 7,618 incidents of dowry deaths were reported. Uttar Pradesh has captured the highest rank with 1,798 cases of dowry deaths, followed by Bihar with 1,188 cases. Official data says that on an average one Indian woman commits suicide every four hours over a dowry related matter. It is very shocking that in this era of growth and development, 544 of dowry death cases have been registered with National Commission for Women .

2.12 Domestic Violence

Domestic Violence is emotional, psychological, physical or sexual abuse that one person in an intimate relationship uses in order to control the other. It can take many forms such as threats, name calling, isolation, withholding of money, power or privileges, actual or threatened ‘physical harm or sexual assault between intimate partners. It does not just hitting
and fighting or an occasional argument, it is chronic abuse of power.  

(Population reports 1999)

Ahuja in his book Stated that Violence against women occurs in every society. Certain kinds of violence occur within the home setting while others are more prone to occur in the wider society. What is most serious about domestic violence is that it is done at a place which is considered to be safer i.e. home 24 (Ahuja, 2001)

Violence against women is acknowledged as a pervasive and serious problem in today’s society. It can take many forms:

i. Neglect - denial of food, lack of inappropriate personal or medical care

ii. Physical abuse - assaults, rough or inappropriate handling, inappropriate behaviour modification, over medication, and confinement;

iii. Psychological abuse - verbal abuse, intimidation, social isolation, emotional deprivation, denial of the right to make personal decisions, threat of having her children taken away;

iv. Sexual abuse - denial or a woman’s sexuality, denial of a sexual information education (for example child birth control and child birth), verbal harassment, unwanted sexual touching, assault, forced abortion or sterilization.
v. Financial exploitation - denial of access to and control over her own/funds misuse of financial resources. 25 (Hindustan Times, 2004)

Muhammad Z. Mamun observed that people are likely to be killed, physically assaulted, hit, beaten up, slapped or spanked in their own homes by other family members more than anywhere else or by anyone in society. Women often terrorized so that they do not assert their rights. Violence against women is rooted in greed for money, lack of trust, a false sense of superiority of man over women. Feelings of insecurity, bad habits like drinking, gambling and criminal or unstable minds also contribute toward it. 26 (Muhammad Z. Mamun, 2007)

One in every three women globally is subjected to violence during her life time. One in four women is exposed to domestic violence and this represents one of the main causes of injury and deaths among women worldwide 27(Dr. Tejpreet Kang and Asha Chawla, 2008)

2.13 Women at Work Force

Women take up jobs due to various reasons. A few women work as sole supporters of the family while the others work as additional bread-winnners of the family. Women face problems in seeking employment.28 (Yasodha Shanmugasundharam, 1993)

Muhammad Z. Mamun, in his research writes that the family condition of the Garment workers is miserable. Garments workers mostly (84 per cent) of the garments workers engage themselves in this job. In
addition he stated that the profile of the respondents shows that most (42 per cent) of the workers are young (age between 18 - 20) and inexperienced. The living condition of the female workers is very poor and unhygienic also working in garment companies is not much appreciated by their family members, as they have to migrate from rural to the urban areas. Female garment workers are intentionally ignored and socially undermined in garment companies. The supervisors, managers and/or owners, who are mostly males, also harass female workers at the workplace. This leads to another serious issue of not promoting and empowering female workers to supervisory and management positions. The nature of avoidance and harassment are teasing, scolding with rough behaviour, pronouncing sex-related words while working, proposing sexual relationship, personal abuses, allowing minimum personal space, coercion, etc. ²⁹(Muhammad Z. Mamun, 2007)

Chaitali Pal in his study opined that ‘remuneration in unorganized sector is unreasonably low, especially women are underpaid than men. Women in this sector continue to lead a life of toil and arduous labour and are often engaged in unhealthy work for up to 15-16 hours in a day, in addition to safety, health and education polluting and dangerous factories affect the unorganized sector slum dwellers. On one hand, at each level of society, women are brutally subjected to various forms of violence that are defined in terms of rape etc. On the other hand, sexually is defined and
practiced in terms of dominance and submission expressed in the form of physical violence.

Women are discriminated regarding property. Women are everywhere related to the means of production riot directly but through the family kinship structure, their access to property is defined in terms of their relationship. Most of the women who land up in the city, join as casual workers or contract workers in construction work, and children are left uncared with lack of shelter, food and nutrition. Working hours in unorganized sectors are longer than the statutory hours fixed by law and moreover women have to attend to household work also.  

Rajneesh Sharma and Renu Sharma stated that ‘discrimination against women entrenched in deep-rooted cultural beliefs and traditional practices persist throughout much of the world. It is a recognized fact that there is still no society in the world in which women workers enjoy the same opportunities as men. The women in unorganized sector face many problems such as unemployment, low wages, irregular hours of work, irregular payment of wages, non availability of social security and welfare facilities, exploitative working conditions and sexual harassment at work place etc. Despite the existence of constitutional guarantees and legislative protection, the women in unorganized sector suffer many forms of problems. Now, the time has come to take steps at the level of individuals, states and
international level to protect the human rights of women workers of unorganized sector in India. 31 (Rajneesh Sharma and Renu Sharma, 2005)

Dr. Krishna Chandra Pradhan in his research article in Social Welfare stated that the phenomenon of violence against women arises from patriarchal notions of ownership over women’s bodies, sexuality, labour, reproductive rights etc, thus violence is a tool that men use constantly to control women. Liberalization has inculcated unreal aspirations in the mind of the consumer through advertising, which has been influencing thinking and behaviour creating a gap between aspirations and fulfillment. This is reflected in the system of dowry32. (Dr. Krishna Chandra Pradhan, 2008)

Rajneesh Sharma and Renu Sharma stated that Working women in India face the problem of Sexual harassment to a greater extent because of the socio cultural factors that do not allow women to speak against men, lack of awareness, non existence of clear cut law and fear of criticism and ostracism and also because the blame ultimately comes on the women. Moreover working women in India constitute only 17.8 per cent of the organized sector employment work force (both public and private) as per 2001 census, which puts them in a weaker position as compared to men.

Sexual harassment is defined as unwanted conduct of a sexual nature or other behaviour based on sex that affects the dignity of men and women, this includes uninvited and unwelcome physical, verbal or non-verbal conduct. 33 (Rajneesh Sharma and Renu Sharma, 2005)
2.14 Position of working woman in the family

The economic status of a woman has a deep bearing on her social status in the family and society. The working women in the sample were asked to indicate their perception regarding their position in the family in relation to husband, parent, in-law and other members. It was found that 40 per cent of the respondents in his study felt their status to be equal with that of their husbands, while 60 per cent said it was lower.

Shanta B. Astige observed that the working women in his study showed a favourable and positive attitude towards higher education and employment for women. According to them, education will help women become a better wife and mother. It could be said that there is a change in the perception of working women regarding their status. Modernization in terms of education and employment is well within the tradition. However, working women are found to be relatively traditional with regard to marriage and family. Although there is a change in the attitudes towards seeking divorce from the husband under unbearable conditions of torture and ill-treatment, generally they upheld the ideology of marriage as a sacrament. Similarly, a majority of them wanted the youth to have freedom in choosing their life-partner to some extent, yet they held those parents and other kin-members approval and sanction are essential. This indicated a desire for arranged marriage. They were also found to believe in the dowry system. There was a positive attitude towards remarriage of young widows, preferably having no children. But middle aged widows, with children
remarrying was viewed with disapproval. Widow re-marriage-is still regarded as a sin. A majority of them have accepted the small family norm through family planning. But the desire for a male child is very strong. Couples with only daughters were reluctant to undergo tubectomy or seemed depressed if they had gone the operation.  

34 (Shanta B. Astige, 2006)

The educated employed woman in modern society is emerging with better abilities and capacities to face the challenges of traditional roles. Under the impact of modernization the traditional roles of woman are becoming specified. She is applying scientific knowledge to her roles. The higher education of women and their entry into employment has brought a radical change in the concept of child rearing and these factors are remarkably influencing the ‘socializing role of woman as a mother’.

35 (Chakrapani & V. Kumar, 1994)

As far as the attitude of the working women about their ability to take responsible decisions are concerned, 80 per cent gave a positive reply. It means a majority of them believed that working women are capable of taking responsible decisions.

It may not be possible to come to any definite conclusions, on the basis of working women’s perceptions alone. More important is how the working women’s status -set members, such as husbands, parents-in-law, react to the issue. Thus a question was asked if there was considerable change in the attitudes of family members viz, husbands, parents-in-law,
regarding the ability of the working women to take responsible decisions. According to the respondents, 80 per cent of the husbands had a favourable opinion about their ability to take responsible decisions. But the respondents were not sure about their parents-in-law as only 55 per cent of them were favourable, while 45 per cent were not. It means, the respondents felt that a greater proportion of husbands than parents in law had a more favourable opinion about the ability of working women in take responsible decisions. 36 (Shanta B. Astige, 2006)

In March 2005 an amendment in the Factories Act came into force to allow women employees in textiles and IT to work late-night shifts with employers providing adequate safeguards at workplace and while commuting. Yet, in September, 2005 Haryana government sent notices to Gurgaon-based call centers asking them not to allow women employees at night shifts on the plea that call centers are not IT, but ITES (IT enabled service) companies and therefore the exemptions of 2000 cannot be apply to them.

As far as industries are concerned, in 2005, the manufacturing industry faced a dip of 1.1 per cent in women employment. On the other hand, other industries reflected an increase in women employment. An increase of 7.8 per cent was registered in Wholesale and Retail Trade followed by 5.6 per cent in Mining and Quarrying, 5.5 per cent in Agriculture, Hunting, Forestry & Fishing, 5.2 per cent in Financing, Insurance Real Estate & Business
Despite creating a dignified position in male dominated society; the struggle for women is far from over. Although it’s evident that women have left nothing unaccomplished, the percentage of women achievers to men achievers is comparatively low.

### 2.15 Women employment in different shifts

Day shift employment was a common phenomenon in women employment. Nearly seven out of every ten women were working exclusively in day shift and others (27.7 per cent) were mostly employed in two shifts (day and half - night shifts) in rotation. Only a small proportion of women workers (2.5 per cent) were reported to be employed in all the three shifts including full - night shift. This was noticed in a few mills (1.7 per cent) which were invariably women intensive mills. The mills employing women in half and full-night shifts provide certain exclusive benefits like transport or dormitory facility to women workers. In many rural mills, transport facility had also been extended to women workers working in day-shift. *(Dr. K. Amutha 2006)*

A comparison of women employment among spinning, composite, weaving and processing mills revealed that women were predominantly employed by ring and rotor spinning mills (10.2 per cent and 13.6 per cent).
The proportion of women workers in composite mills was low as 1.6 per cent. A very negligible proportion of women workers (0.3 per cent) were found in weaving and processing mills. Besides the problem of employing in different shifts, heavy work, noise and use of chemicals and dyes were acting as barriers in employing them in these mills.

Two thirds of the women workers continued to work in their traditional occupations in cone winding and reeling departments. Besides tradition, the other major reasons for employing women workers in cone winding and reeling departments were that the jobs were less strenuous and involved less walking and load carrying, fly frame and combing. These departments are comparatively less labour intensive and then there are problems associated with shift rotation which acted against women employment in these departments. Considerable number of women workers had been employed as cotton pickers in mixing department. 39 (U.N. Convension, 1996)

2.16 Reasons for employing women workers

Management’s perception towards the capabilities of women workers and the various reasons advanced by them seemed to be in favour of women workers. Their opinion, by and large, struck a note of optimism in their attitude towards employing women in textile mills. The major reported reasons for employing women workers were the increasing management awareness of the capability of women workers, shortage of male workers,
distinctive favourable traits of women workers, better discipline, passive union activity, easy supervision and better industrial relations. 40 (Pauline V Young, 2008)

Usha Sharma said that the new industrial organization, made women an integral part of the new economic order and an important part of its man-power resources. She observed, ‘one of the major consequences of the varied process of changes operating in the country has been the emancipation of women form the tradition bound ethos.’ 41 (Usha Sharma, 2001)

2.17 Reasons for opting textile mill jobs

Women, except in a few cases, reported to have sought employment out of economic necessity and hardship rather than by choice. The question, ‘why did you opt for mill job?’, elicited the following answers from most of the women workers: “economic necessity”, “to support family income”, “to have independent income” and “for good wages and regular income”. They were in dire need of wages either to support themselves or to argument family income. Since they were generally less educated, occupational choices available to them were limited to manual work. Mill jobs neither demanded higher education nor strenuous manual work. As a result, they preferred mill jobs to other jobs. They further added that their jobs commanded a certain respect and status in the society. 42 (Dr. K. Amudha, 2006)
2.18 Women **empowerment and favours for girls’ education.**

The findings reveal that the attitude towards girls education are more prone among women with exposure to mass media, little age differences from husbands and those who have control over economic resources. But the surprising fact is that the proportions of women in Calcutta who have incomplete freedom for movement, majority of them have a favourable attitude toward girls’ education. This is opposite in case of women living in other three cities. Another surprising fact regarding attitude towards girls’ education reveal that the women in Calcutta who are not involved in decision making are more favourable towards girls' education. This scenario is vice versa in other three cities.43 (Iyyampillai and Anita Sebastina, 2005)

2.18.1 **Women empowerment and fertility preferences**

The results of his research revealed that the women with higher education and households of high standard of living did not want more children though this proportion is higher among the women in Chennai. The women who have little age differences from their husbands also less prone to have another child. Except Calcutta, the desire for additional child has been found negative among the women having similar or more education than their husbands in other three cities.44 (Protap Mukherjee and Lopamudra Ray Saraswati, 2000)

The educated women in modern society are emerging with better abilities and capacities to face the challenges of traditional roles. Under the
impact of modernization the traditional roles of woman are becoming specialized. She is applying scientific knowledge to her roles. The higher education of women and their entry into employment has brought a radical change in the concept of child rearing and these factors are remarkably influencing the “socializing role of woman as a mother”.45 (Chakrapani and V. Kumar, 1994)

2.19 Women Labour, Legislation and Welfare

Choudhary Rukshana examines the provisions in labour legislation regarding maternal and child care functions of women workers in the factory sector. She argues that the responsibility for providing maternity benefits must shift from individual employers to the entire corpus of employers whether they employ women or not. She calls for the setting up of a central maternity assistance fund by imposing a tax on all employers. 46 (Choudhary Rukshana, 1998)

Daslal D.K. conducted a study in Andhra Pradesh (costal Andhra, Telungana, Rayalaseema). It reveals that despite the Equal Remuneration Act, Wage different exists on grounds of Sex. These were found to be related to the level of awareness, work experience and education of women employees. 47 (D.K. Daslal, 1990)

Kamalakar M. J attempts to study the relevance of the Maternity Benefit Act, amended in 1988, which now covers women in all shops and
establishments. It provides enhanced benefits to women and has penalties for erring employers. 48 (Kamalakar M. J., 1990)

The National Institute of Public Corporation and Child Development discussed the problem of accommodation for working women moving away from their homes. An attempt is made to find out the functioning of working women’s hostels, problems of voluntary organizations in providing hostel accommodation for women and management of working women’s hostels. Also it examines the role of the government and the Central Social Welfare Board in tackling the problem.49 (The National Institute of Public Corporation and Child Development 1986)

The panel on working women’s hostels discussed various schemes to start working women’s hostels. An advisory committee has been set up for the purpose. It is noticed that assistance is available for purchasing buildings for hostels and for short-stay homes to protect and rehabilitate women and girls facing social and moral danger. 50 (The panel on working women’s hostels 1988)

2.20 Job satisfaction and dual role among women workers

Study conducted by Mukhopadhyay found that working women play a dual role in family and work place. They experience a sustained stress to cope with both conditions and hence their mental well being gets affected. The jobs taken by women create more conflicting situation due to dual role
played by her. This gives birth to anxiety, worry and inability to tolerate the whole burden. 51 (Mukhopadhyay, 1997)

Women workers were emphatic that more advantages accrued to them, as a result of their jobs. Unlike in the past, mill jobs received greater family approval and enjoyed increased social status. 80 per cent of the women workers were satisfied with their jobs for different reasons. They also strongly advocated mill jobs to the female members of the families. However, they suggested certain changes in management policy besides some improvements in working conditions. They were very busy particular about the statutory benefits, security, transport facility and provision of aprons and caps. To some, managing both the mill job and family in indeed a stupendous task and a women worker, on an average, spent nearly three hours on domestic duties. Reporting for work at 6 or 7a.m. and working for 8 hours a day were reported to be inconvenient due to their domestic responsibilities. On future work plan, except a quarter of workers who viewed their jobs a purely a stop-gap arrangement, others desired to continue in the present occupation till retirement. 52 (Balakrishnan, 1995)

The emerging status of working woman depends upon the role she plays in modern society, and the role, in turn, hinges upon her attitude towards employment as a carrier. If employment is chosen as a temporary measure or for sheer economic need, in that case such employed women
cannot play any positive, constructive and meaningful role in modern society.

The working women are comparatively a new phenomenon in modern India. Employment outside the home represents a major role innovation for married women. The growth, expansion and diversification of modern education and occupations with the provision for equality of opportunity in educational, occupational and political spheres, there have been a spurt in the employment of educated women, especially in organized sector. Besides, changing concepts of standard of living in urban areas and work-values have promoted educated women to seek employment opportunity. Employment of women has come to stay as an integral part of the economic organization in modern India.  

(Shanta B. Astige, Role and Status of Working Women, 2006)

Alarmed over the rising cases of sexual harassment of women at workplace the Delhi Commission on Women (DCW) formalized a compendium which focuses on making women more secure in Delhi. Aiming at confidence building of the victim and tackling sexual harassment, a long set of guidelines would be available to the various departments of the government. "We want to create on awareness in the government departments against sexual harassment and want them to comply with the rules mentioned in the book while handling such cases. Moreover, the departments should keep a tab on the impartial functioning of the Complaints Committee set up
within it to tackle such complaints,” said Dr Kiran Waila, DCW Chairperson.

54 (Sonia Sarkar, 2004)

In 1947, the United Nation established a Commission to deal with the status of women. Its main subject was rights in the political, social and educational fields. Hundreds of recommendations were produced by this social council of the United Nations. The member states, in 1967, finally adopted declaration on the Elimination of All Forms of Discrimination Against Women”. It was only in the 1979 convention that this declaration was translated into legal form. India, however, ratified the convention only in December 1992. 55 (Arehana Chaturvedi, 2004)

Education has been considered the crucial factor in movements for women’s right to equality, dignity or justice. Access to education for women determines their role in the economy and their freedom in most matters. Women’s illiteracy is one of the most characteristic features of developing countries. The educational system itself has become a very powerful instrument for maintaining class and sexual inequality in society. Women’s education has a critical role in national reconstruction. All over the world including India, working class women are engaged for the survival and maintenance of their families.56 (Meenakshi Subramaniam, 1968).

Uma Rani and Jeemol Unni, try to show that women are often claimed to be less productive because they are less educated and less dynamic and because they take more time off to deal with family
responsibilities. She says that the education of the male child is considered more important than that of the female child. The expectations of being cared for in old age by the male child, while the girl child would be in her marital home, mainly explains this phenomenon. They conclude that education becomes a major disadvantage when the women enter the labour market. This is also an indicator of gender discrimination in the allocation of resources within the household. These low levels of education lead to limited work opportunities and low earnings. Due to this women are engages in jobs involving repetitive type of work and very low levels of skills. This is mainly a structural factor leading to the vulnerability of the women.  

(Uma Rani and Jeemol Unni, 2004)

L. Krishnaveni has opined that in India, now, many young girls are entering into salaried jobs, because women employment is now in many cases considered a passport to marriage. In some cases, women use to work till their marriage. They want to enjoy the sense of economic freedom and to buy certain things on their own without depending any person. These are all some reasons for getting into a job on the part of women. Employment is a substitute for dowry. In the case of women, social security is that they should be, married and suitable bridegroom can be obtained by having a job especially in the case of middle class families. (L. Krishnaveni, 1997)

Anita Sharma et al have concluded that employment of women has brought about positive changes. For example, employment provided them
personal Status, Independent social standing, social confidence, and changed outlook. ⁵⁹ (Reshma Arora, 2000)

2.21 Psycho Social Problems

Ravinder Kaur et al have concluded that Psycho-social problems have adverse physical and mental health consequences on women. These reduce her energy, lead to difficulty in dealing with others and in completing the required tasks and duties of job. She has a feeling of low control, helplessness and powerlessness. Administrators, policymakers should help to create a work environment that conveys caring and promotes fairness. If employees feel that the work place climate supports balancing work and family responsibilities, they may experience higher levels of work/family enrichment as well as work and family satisfaction. Family support organizational policies may be designed to provide assistance to employees coping with psycho-social problems. ⁶⁰ (Ravinder Kaur et al, 2005 from. Website)

Study conducted by Mukhopadhyay found that working women play a dual role in family and work place. They experience a sustained stress to cope with both conditions and hence their mental well being gets affected. ⁶¹ (Mukhopadhyay 1997)

Bamji found that gender disparity at all levels and its adverse impact on women has become a face of life. This is partly due to biological role and responsibilities of women as mothers but mostly due to traditional mindset,
which visualize women as a child bearer and home maker and men as bread
winners. In the 21st century, depression has become so widespread that it
has been called "common-cold" of mental illness. It involves the feeling of
extreme sadness and dejection. Person who suffers from depression has
depressed mood or loss of interest in pleasurable activities, feeling of
fatigue, loss of energy, insomnia, decreased appetite, psychomotor
retardation, and feeling of guilt and thoughts of death.\textsuperscript{62} (Bamji 2005)

Harsh also examined depression in women in relation to lifestyle and
sex role orientations.\textsuperscript{63} (Harsh 1989) Leger (2004) found that most working
women who experience depression and generalized anxiety disorder are
between age group 35-55 years. Such symptoms of depression and anxiety
retard their success in workplace and household lives. Now, one can easily
visualize how such dreadful mental ailments lead to prolonged anxiety,
frustration, stress, anger and social and emotional distresses and make the
women feel rejected, isolated, tense and make the situation unmanageable
that affect various aspects of teachers performance, classroom management
and almost all educational activities. If the professional obligation cannot be
met, their self image and consequently their ability to cope may be
endangered. A peep into the mind and psyche of women concludes that
psycho-social problems influence the quality of women's life adversely.\textsuperscript{64}
(Leger 2004)

Therefore, it is visualized that for drawing the best of creative talent
and intellectual potentialities of women in the workforce and as well as in
domestic life, there is need to recognize such psycho-social problems and study them in depth in today's changed scenario of education for seeking promising solutions and to give women labourers the worthy attention, dignity and cooperation that they richly deserve and help them maintain a healthy mind in a healthy body. By reviewing various literatures the researcher come to conclusion that no such study has been conducted on the assessment of psycho-social status of women labourers in industrial sectors. Hence she decided to make a study on 'Psycho-social status of women labourers in industrial sectors - A comparative study of Coimbatore and Dindigul districts.'
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