



A STUDY OF PROBLEMS OF INDUSTRIAL WOMEN WORKERS IN SATARA DISTRICT

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ABSTRACT:

In India among the total labour force, industry sector constitutes 26.18% labour and its genuine that manufacturing industry contributes much for economic development of the country. Being a human, labour constitutes a major component of factor of production so it is considered as country's vital asset. Labour needs for revolving the economical wheels of the nation. Manufacturing sector is strengthening their roots at rural parts of the country and becoming gainful for rural population. This industrial sector creates ample job opportunities for rural society. Generally along with men, women can also easily get industrial employment without any technical knowledge considering so far industrial sector comes under unorganized sector, where employment terms are flexible and irregular, have no job security, wages are irregular, wages are lower than the wage rate laid by the government.

Major part of rural labour force is shifting from agricultural sector to the employment in industrial Sector. To fulfill economical needs of family, to maintain living standards, women have to enter into industrial employment. But these women workers have to face many problems and difficulties. So the objective of this study is to describe the problems faced by industrial women workers in Satara District. This manufacturing industry accretion in Satara District has augmented employment opportunities for weaker section of the society. While working as a worker or helper they have to confront various problems such as gender discrimination, harassment, job insecurity no social security, health problems, work and life balance and many other. A minor attempt has been made to illustrate problems and difficulties they have at the workplace. Stratified random sampling technique is used for the study. 45 industrial units in Satara district are selected, with 421 women workers as a sample size. A well prepared questionnaire is used to collect primary information.

Key words: Problems, Industrial women, workers.

INTRODUCTION:

From ancient period of time women's work is confined to reproduction of heritor and all household works. All type of decisiveness relies with 'Karta' of the family and about society it was known as 'Patriarchic Society'. Male gender has the dominance over economical, legal, political and social realm. This patriarchic society has many backward and traditional thoughts about women. So as the outcome of all these creates adverse effects on women's life. As well societal and cultural traditions and customs restrict women development. So, always she derives secondary position and has to listen as well as oblige Karta's behest for all decisions.

This situation has been amended from time to time by some social activists and reformers, by organizing social agitation to eliminate traditional thoughts about women, to make them aware of their rights to inspire them to get education and also trying to understanding them 'gender equality'.

At currently in 21st century from the total population 48 percent are females but only 19.9 percent women are in the labour force, this situation denotes various constraints revolved around the women. These are cultural restrictions, traditional thoughts, lack of safety available to them and flexibility in work are some reasons behind this situation.

Although those women are in the workforce have to face embarrassment and adversities yet.

STATEMENT OF THE PROBLEM:

In male dominance society women has always given secondary position. Many orthodox thoughts pursuing women and treated them for all household responsibilities though they are doing job. While working in any sector of the economy they have to confront many problems, related with workplace, co-workers, work environment, employer and household. So, the statement of the problem is, "A study of Problem of Industrial Women Workers in Satara District."

SIGNIFICANCE OF THE STUDY:

Nowadays women in workforce has great importance, because this employment helps them to survive. Financial inadequacy forces them to enter in labour force. Besides this, women are loyal and hard worker; with the help of this study we get information regarding their wages, work hours, leaves, harassment, promotion, welfare facilities, job safety and many other things. Day by day the women industrial employment is increasing but these women are from economically weaker sections of the society, have minimum education, unconscious about labour laws which are favour to them, and also tolerating exploitations of the employer. This study helps to draw a true position of industrial women workers working in Satara Industrial area.

OBJECTIVES:

- 1) To know the demographic information of industrial women workers in Satara District.
- 2) To study the problems of industrial women workers in Satara District.
- 3) To suggest remedial measures to overcome from the problems.

REVIEW OF LITERATURE:

Many research scholars have made research on problems of women workers working in various sectors but very few studies are found on problems of industrial women workers.

Deivasigamani J. and Shankar (2017) An outcome of pilot study stated that, workplace is male dominated and female employees are not recognized much as compare to male in IT sector. Attitude of bosses and supervisors creates hurdle whereas colleagues are friendly and co-operative, besides extended work hours and pressures are creating challenges. These women also facing psychological problems like mental torture, depression and low confidence etc.

M. Keerthana and J. Godwin Prem Singh (2014) highlighted the major difficulties of women construction workers. No social security, lower wages, sexual abuse, gender bias and unhealthy habits. Relationship found between variable factors of problem (Physical, Psychological, economical and

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social) and the age of respondents. Difference found between type of family and components of problem which have to confront women construction workers.

A. Ramasethu (2015) concluded that urban women workers have to face mental pressure and depression, health problems, sexual harassment by male workers, mental harassment by female worker, and have lack of family support besides these working women who are single parent have to face rearing child problem. These respondents are not aware about various Acts which are made for their wellbeing at workplace. Study also pointed out that due to economical independence of women they get more respect in the society.

Kurian Dolly and Kumar Saleel (2014) paper concluded that women have to face gender discrimination in relation with payment, up gradation and work hours. Monotonous type of work has created many health problems, while balancing between life and worklife many psycho-social problems took place. Long work hour, repetition of work, weak sanitation results into health problems.

R.Vettriselvan, J. Rengamani, Fabian Andrew James, R. Srinivasan, S.Poongavanam (2019) shows issues and challenges of women employees in IT sector of India. These employees have less job opportunities though permanent job opportunities are rare. It's very unlawful for stating that they could not enjoy maternity because of workplace pressure. They don't get 'leave salary' for the period of childbirth and feel it better to quit the job. No time for rest, innutritious food and improper medical care after delivery affects health of women in IT sector.

S. RasheedhaBanu (2017) she concluded in her study that construction sector comes under unorganized sector where women can get easy employment as 'women construction workers'. Most of the women construction workers are confronting problems as no social security, less payment, sexual abuse and gender bias. It's a very bad plight that these are working under unsecure work environment and have no knowledge about labour laws which are favoured for them.

Suresha K.P. (2018) concluded that, textile sector considered as a big employment generator for women. Although these women suffers from less

wages comparing with male, gender bias, long work period, improper sanitation, inflexible working terms, absence of social security are some important issues they are facing. Besides these, high work targets, health problems and improper work conditions are also pointed out. They have to confront with sexual abuse, have no rest period in work time.

S. Rajesh and Manoj P.K. (2015) study found significant association between job dissatisfaction and less pay/job insecurity, harassment, shift work, job stress, work life balance, lack of legal protection, and poor work condition. At the conclusion job satisfaction and low wages/job insecurity have association and which results into conflicts and affects cordial industrial relation.

A.Kumudha and J Jancy Rani (2012) Study found that women employees in information technology have to confront physical and psychological problem due to long work period, huge work targets, discomfort, shift work and compulsion of night shifts. High work stress resulted into abandonment of the job. Relationship found between physical wellbeing and reason to quit the employment.

Ekta Roholla and Manju Mehta (2019) stated that women's dual role affects their physical health and augment stress level. They are facing unequal parents support comparing to male in the family. Besides these, no respect, sexual harassment, improper comments by colleagues and some socio-cultural problems are advocated by them. Psychological and behavioral problems are also depicted.

METHODOLOGY:

To conduct the study the researcher has selected Satara District. For selection of the sample stratified random sampling technique is used. 45 small scale industrial units are selected and the sample size is 421 industrial women workers. For collecting primary data a pretested questionnaire was prepared, for worker's convenience it was transferred into Marathi language. Employer's permission was taken before data collection. They permitted to take worker's information during leave period. Secondary data is collected through related journals, websites, and from MAAS association, Satara.

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ANALYSIS OF DATA:

To fulfill the objectives of the study primary data is collected regarding, demographic information, such as age, marital status, educational qualification and type of family. Along with this, data is collected in relation to average monthly income of respondents; promotional avenues gender discrimination, family problem and sexual harassment. Data was analyzed through percentage analysis method.

Age of Industrial Women Worker:

Sr. No.	Age of Respondents	No. of Industrial Women Workers	Percentage
1	Below 18 years	0	0%
2	10 to 25 years	144	34.20%
3	26 to 40 years	222	52.73%
4	41 to 60 years	55	13.07%

Table shows classification of industrial women workers according to age groups. First age group is below 18 yrs and last age group is 41 to 60 years. No one industrial women worker is working in the age group of below 18 yrs. 34.20% (144) women workers are from 18 to 25 years. This age group may have the passion of economic independence. Maximum 52.73% (222) women workers are from 26 to 40 years age group. This age group has to shoulder various family responsibilities. Minimum that is 13.07% (55) are from 41 to 60 years age group, are working to fulfill economical needs of the family.

Educational Qualification:

Sr. No.	Educational Qualification	No. of Industrial Women Workers	Percentage
1	Non matriculate	357	84.80%
2	Matriculate	35	8.31%
3	Graduate	24	5.70%
4	Any other	05	1.19%

Table shows four groups of educational qualification. Maximum 84.80% (357) women workers are non matriculate, only 8.31% (35) workers are matriculate. Only 5.70% (24) are graduate and in the last category 1.19% (05) is taken education apart from these categories.

Marital Status:

Sr. No.	Marital Status	No. of Industrial Women Workers	Percentage
1	Married	315	74.82%
2	Unmarried	62	14.72%
3	Divorced	24	5.70%
4	Widow	20	4.76%

Table indicates 74.82% (315) women workers are married, 14.72% (62) are unmarried women workers. Along with these categories, 5.70% (24) are divorced women and 4.76 (20) are widow who are earning their living own.

Type of Family:

Sr. No.	Type of Family	No. of Industrial Women Workers	Percentage
1	Nuclear	340	80.77%
2	Joint	81	19.23%

From total population, maximum 80.77% (340) respondents having nuclear families. Most of these are migrated near industrial area for employment purpose. Hardly 19.23% (81) respondents are living in joint families.

Average Monthly Income of Respondents:

Sr. No.	Average Monthly Income of Respondents	No. of Industrial Women Workers	Percentage
1	Less than 5000	260	61.76%
2	5001 to 10000	158	37.62%
3	10001 to 25000	03	0.71%
4	25001 and above	0	0

Table shows average monthly income of Industrial women workers. This sector comes under unorganized sector, though the wage rate prescribed by the government these rates are not equally followed by the employer. So the maximum respondents 61.76% (260) are getting less than 5000 monthly income. Only 37.62% (158) are getting income above 5000 hardly 0.71% (3) are having monthly income above 10001. No one is getting more income from last monthly income group.

Gender Discrimination:

Sr. No.	Gender Discrimination at workplace	No. of Industrial Women Workers	Percentage
1	Yes	138	32.78%
2	No	283	67.22%

Above table shows gender discrimination of industrial women workers. From the total population 32.78% (138) are suffering from gender discrimination at workplace, whereas 67.22% (283) are not suffering from such gender bias.

Sexual Harassment:

Sr.No.	Sexual harassment	No. of Industrial Women Workers	Percentage
1	Yes	0	0.00%
2	No	421	100.00%

Table indicates, from the total population nobody is suffering and confronting sexual harassment at workplace.

Individual Problem:

Sr. No.	Individual Problem	No. of Industrial women workers	Percentage
1	Family Problems		
	Yes	314	74.59%
	No	107	25.41%
2	Health Problems		
	Yes	63	14.97%
	No	358	85.03%
3	Financial Problems		
	Yes	402	95.49%
	No	19	4.51%

The table shows individual problem of industrial women workers. Majority of women workers have family problems. (Child rearing). Just 14.97% (63) are suffering from health problems (headache, body pain, strain, fatigability) due to daily routine and exertion. On the other hand, maximum 95.49% (402) women workers have financial problems, so for the sake of acquiring money they are in industrial employment (money required for livelihood, domestic expenses, and for education purpose)

FINDINGS:

Nowadays industry constitutes a major employment generator in rural parts of the country. Livelihood of weaker section families depends on employment of manufacturing sector. To fulfill economical needs of the family, these entered into industrial employment. Following are some findings.

1. Most of the middle age group women are in employment only for the family wellbeing intention and are married.
2. Thinking so far, divorced and widow women workers have employment intensity for family survival.
3. Maximum numbers of women workers 84.80% (357) are non matriculate, only 5.70% (24) respondent are graduate. This situation depicts various reasons behind it. Early marriages, financial problem, orthodox thoughts about women's education etc.
4. Most of the women workers are from nuclear family. These families are migrated towards city area for seeking employment opportunities.
5. Study has found that nearly 61.76% (260) women get wages up to 5000 per month, 37.62% (158) get wages up to 10,000 per month. Considering the high living cost these wages are inadequate to survive and low comparing with male workers wages.
6. Nearly 32.78% (138) respondents are facing gender discrimination at workplace, by the employer. Discrimination discovered in wage payments, work allotment etc.
7. Nobody is suffering from sexual abuse at workplace.
8. Nearly 74.59% (314) women workers are facing family problems, they are facing child rearing problem. 85.03% (358) are facing health problems, and almost all the respondents are facing financial problem.

SUGGESTIONS:

1. Considering the living cost industrial women get a meager payment. It is very inadequate money to fulfill all needs. Wages should be given according to minimum wages act. Along with these employers should maintain equal wage policy to men and women workers.

2. Employer should always give attention towards maintaining gender equality between male and female worker.
3. Employer should motivate workers for getting advanced education.
4. Should organize health awareness programmes in the organization.
5. Employer should organize stress relief programme for workers. It may helps to lessen work stress.

CONCLUSION:

The vicious circle of poverty forces women to enter into labour force. For earning their livings and to obtain better economic position, everybody is striving hard, though it may be city area or rural area. For the Survival and wellbeing of family members women forced to do a job in any sector where they obtain easy employment. Population of such labour force is low educated; don't have technical knowledge, unaware about various labour laws. So, they are exploited by the employer by giving less remuneration of their work, although have to face gender discrimination, no job security and many other problems in between this situation they have to maintain balance between life and work life.

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