



ORIGINAL RESEARCH PAPER

Education

Women Workers in Private Sector – A Study

KEY WORDS:

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Introduction:

Adequate means for livelihood or employment is the chief objective of development through there is some progress in the achievement of this right for both men and women, estimates of employment and under employment clearly indicate that position is worse for women. In employing women in various concerns indicate the continuation of old prejudices, regarding women's efficiency, productivity, capacity for skills and suitability that debar them from employment in many areas. Wage discrimination is the result of this restrictive confinement of women to limited types of work. Women's work is not labeled as economic because it does not always produce goods for sale in the market place and because women do not always earn wages for their work. Further the distinction between paid and unpaid work has created a critical gap between men's and women's work as well.

Women's employment has been recognized as a 'critical entry point' for women's integration in mainstream development. It is now accepted that the participation of women themselves in development activities is the most effective tool for the promotion of the access of women to the benefits of development. New women are actively involved in all spheres and streams in our socially. They are no more passive part of social fabric. Over the past decades it has been practically proved that they have got a well defined and definite role to play within the community and contribute their share to the development of nation.

As noted by the critics men gained control of the public sphere while women's roles were related to the home or private sphere. This relegation of men to the sphere of paid work and women to the realm of unpaid work has profound effects on the organization of gender, work and family.

The impact of transitive to a modern economics has meant exclusion of an increasing number and proportion of women from active participation in the productive process. The majority of those who do participate fully are on sufferance, without equal treatment, security of employment and humane conditions of work. While we realize that many of these difficulties may be inevitable in a transitional situation, it is our belief that a commitment to the national objective of integrating women into the process of development at all levels can help to solve this problem in due course.

Objectives:

To observe the working conditions of women.
To study the socio, economic and health status of sample women.

Study area:

The study was conducted in Tirupati city during the month – January 2018. The sample women have been working in the private sector such as Super Markets, Malls and Textile Shops. For the present study 30 women have been selected randomly.

Methodology:

The present study was based on the data collected from the sample respondents through a semi structured scheduled. The schedule consists of both open and closed ended questions to elicit information on the working conditions and socio and economic profile of women respondents. The respondents were informed the purpose of the study before data collection. The data thus collected was analysed and presented in the following pages.

Data Collection:

This study is mainly based on primary data. Required secondary data was collected from the books, and concerned websites which are duly acknowledged.

Discussion:

The responses of the women selected as sample were analysed in relation to their Socio – economic, health status and working conditions. A detailed discussion of the same is presented in the form of tables and their interpretation in the following pages.

Table – 1

Age In years	Count	Percentage
18-28	10	33.3
29-38	4	13.4
39-48	6	20.0
49-58	10	33.3
Total	30	100.00

It is clear from the table – 1 that out of 30 sample respondents, majority are in the age groups of 18 – 28 years and 49 – 58 years. This shows the need to earn supporting income to their families in those ages.

Table – 2

Religion	Count	%
Hindu	20	66.7
Christian	5	16.6
Muslim	5	16.7
	30	100.0

It is evident from the table – 2 that 66.7% of the respondents belong to Hindu Religion and the percentage of Christian and Muslim Religion respondents is the same.

Table – 3

Education	Count	%
High School	12	40
Inter	8	26.7
Degree	5	16.6
P.G	2	6.7
Professional Courses	3	10.0
	30	100.0

Table – 3 shows that 40 percent of the respondents had high school studies followed by 26.7 percent with Intermediate (+2) education. 10 percent of respondents have degrees in professional courses such as computer fashion designing etc.

Table – 4

Marital Status	Count	%
Married	20	66.6
Unmarried	8	26.7
Separated	1	3.3
Widowed	1	3.3
	30	100.0

Out of 30 respondents selected for the study 66.6 percent are married and 26.7 percent are unmarried.

Table – 8

Place of work	Count	%
Textile shops	14	46.6
Super Markets	10	33.4
Shopping Malls	6	20.0
	30	100.0

The selected 30 sample respondents have been working in Textile shops, Super markets and Shopping malls, Majority of them are in Textile shops i.e 46.4 percent followed by Super markets i.e 33.4 percent.

Working hours and Public holidays:

As the working hours are usually from 9 am to 9 pm in Textile shops, Super markets and shopping malls with variations and longer working hours during peak seasons. Public holidays are not there but they will be given weekly off for one day. One hour time will be given for lunch during afternoon but it not a fixed time every day.

When the respondents were asked the reason for joining into the job almost all said the same reason i.e., financial problems. No crèche facilities are available and there is no facility of maternity leave also.

Table – 9

Number of years of service	Count	%
Less than one year	6	20.0
1-3 years	11	36.6
3-5 years	7	23.3
5-7	4	13.3
More than 7 years	2	6.7
	30	100.00

With regard to the number of years service 36.6 percent i.e 11 respondents have been working in the same position for 1-3 years and 7 respondents (23.3%) are having 3-5 years of service. They usually don't have any promotions. But every year there will be some hike in their salaries.

Table – 10

Distance from work place (in Kms)	Count	%
Less than	4	13.3
2-5	7	23.4
5-10	8	26.7
10-15	6	20.0
More than 15	5	16.6
	30	100.00

With regard to the distance from work place 16.6 percent of respondents are staying at a distance of more than 15 Kms. 23.4 percent at 2.5 Kms, distance and 26.7 percent and 5-10 Kms distance. They use share autos, route buses and their own transport for attending the job.

Table –11

Monthly in come in Rs	Count	%
5000-10000	12	40
10000-15000	6	20
15001-20000	2	6.7
20001-25000	2	6.7
25001-30000	8	26.6
	30	100.00

40 percent of them are earning Rs. 5000 – 10000 per month, followed by 26.6% with Rs. 25,001 – 30000 per month from all sources.

Table – 12

Extent of debts(in Rs.)	Count	%
No debts	5	16.6
Up to 10000	8	26.7
10001 – 20000	5	16.6
20001 – 30000	5	16.6
30001 – 40000	3	10.0
More than 40000	4	13.3

Table – 12 show the extent of debts the respondents are having 16.6% of respondents do not have any debts, where as 26.7 percent have upto Rs. 10000, and 13.3 percent have debts more than Rs. 40,000/-

Table – 13

Husband's occupation	Count	%
Painters and electricians	4	20.00
Petty business	8	40.0
Government Employee	6	30.0
Industrial worker	2	10.0
Total	20	100.0

Table – 5 shows the occupation of husband's of the married sample respondents. 40.0 have petty businesses, 30% have Government employment and 20% have been working as painters and electricians.

Expect 8 respondents all are living in nuclear families. 12 respondents have own houses and the remaining are living in rented houses. All the respondents and their family members are having Aadhar cards and Ration cards. They knew about the government health schemes like NTR Vidya Seva.

Job satisfaction: Regarding job satisfaction they are all happy and want to continue in the same job.

Table – 14 General

Health problems	Count	%
Diabetes	15	50
Head ache	30	100.00
Stomach ache	30	Occasional
Muscle pains	20	66.6
Common cold & cough	30	100
Indigestion	20	66.6

Occasional occurrences of flew and light fever and stomach ache, Head ache, common cold are general health problems and 66.6 percent expressed muscle pains and Indigestion problem. Out of 30 respondents 50 percent have diabetes problem.

Table – 15

Other problems	Count	%
Heavy work load	30	100
Distance from House	11	36.6
Timings not suitable	30	100.00
Untimely food	20	66.6
No time for food	25	83.3
Long hours of standing	30	100.0
Long distances of walking	30	100.0
Working with computers	15	50.00
Conveyance Problem	11	36.6
No proper ventilation	20	66.6

Table – 15 debits the other problems expressed by the respondents. Heavy work load, no suitable timings, longer hours of work and longer distances of walking were felt by almost all the respondents.

Table – 16

Amount spent on Health per month (in Rs.)	Count	%
Up to 500	10	33.2
501 – 1000	8	26.6
1001 – 2000	2	6.6
2001 – 3000	2	6.6
Total	30	100

Regarding amount spent on health 33.2 percent have been incurring Rs. 500/- per month and 26.6 percent from Rs. 500-1000/- per month.

When any health problem occurs 50% of them are making use of the Government General Hospitals for treatment and 40% have been approaching private clinics and hospitals whereas only 10% are depending on home remedies.

Findings of the Study:

Majority of the sample respondents are in the age group of 18 – 28 and 49 – 58 years.

66.7 percent belong to Hindu Religion.

40% of the respondents have High School education and with the Pressure of financial problem they are discontinuing their education and entering into jobs.

Some of them have P.G degrees (67%) and Professional Degrees (10%) Nearly 60% of them have been continuing in the same jobs from 1-5 years.

The maximum monthly income from all sources is Rs. 30,000/- and some of them have debts of more than Rs. 40,000/-

All the respondents are having Aadhar Cards, Ration cards, Gas connections and knew about Government health schemes.

Majority of them are suffering from Heavy workloads, and long hours of standing and walking.

Conclusion:

Our labour laws concerning women reflect the attitude of protection and welfare through provision of maternity benefits, crèches and restriction on certain types of work that are considered unsuitable to their health.

Though the Government of India ratified the ILO Conventions regarding equal remunerations and protection against discrimination, this shifting emphasis towards equality and greater employment opportunities has not yet fully reflected.

Executive actions initiated in this direction have made some impact on the organized sector, but in the vast unorganized sector no impact of these measure have been felt in conditions of work, wages or opportunities. It is therefore, imperative that society in general and the state in particular should provide the necessary conditions and support to enable women to perform their roles successfully.

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