

Working Environment in Various Industries: A Study on Working Women

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Abstract – Women are almost unskilled laborers and they face serious problems related to work, viz., wage discrimination, gender and sexual harassment, unhealthy job relationship, lower wages; despite these, construction industry over whelming attracts female workers. Their skills are never upgraded as they are allowed to perform only certain types of work and usually they assist the male work force. India is one of the fastest growing economies of the world. There are several policies adopted by Government of India for the development of infrastructure for the country's economic development. Construction industry is the key for the success of the globalization of Indian economy. Construction sector is providing employment to 7% of total world employment. The findings of the study show that women workers are seemingly empowered socially and economically through their involvement in corporate sector. But female workers face restrictions from their male family members when they intend to join the industry, which is similar to structural violence within the household. Additionally, female workers face structural violence from the very beginning of their joining the garment industry. Employers can easily exploit women by giving them a low salary, not ensuring their proper working environment, not allowing them holidays, and harassing them physically and mentally.

Keywords: Working Environment, Industries, Working Women, Laborers, Problems, Industry, Workers, India, Economies, Development, Countries, Success, Economy, Employment, etc.

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INTRODUCTION

In India, most of the working women are employed in the unorganized sector, which includes agricultural laborers, workers in traditional village and cottage industries, migrants to the cities in domestic service, day laborers, street vendors etc. In agriculture, the most important occupation in developing countries, women play an important role in agricultural production, animal husbandry and other related activities such as storage and marketing of produce, food processing etc. Apart from these activities, they spend almost 10-12 hours per day doing household chores (Aadya and Kiran, 2013. Bharara, et. al., 2012. Kumari and Kiran 2012. Madhok, 2005). However, there is gross underestimation of women's work in this data. Almost 30-40% of non-working women are actually marginal workers. A large number of these marginal women workers are engaged in occupations in order to supplement family income in various ways such as, collection of firewood and cow dung, maintenance of kitchen gardens, tailoring, weaving and teaching. Moreover inadequate attention has been paid to 'unpaid family labor' and household work (Richard, and Gelleny, 2007).

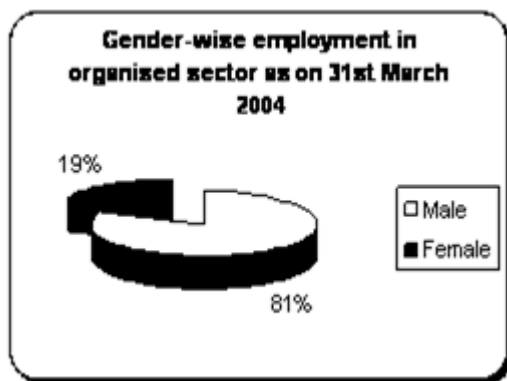
REVIEW OF LITERATURE:

The review of literature is pertaining to some of the important articles and survey documented by various researcher regarding the construction industry and women's status (Rai, and Sarkar, 2012). The focus of review is on the factors such as gender biasness, sexual harassment, family conditions of the women working in construction industry. The variability in labor absorption in construction workers is much more pronounced for women than for men (Tiwari, Gangopadhy, 2011). It has often been noticed that whenever there is high demand for labor in this sector, the female employment rates is much higher than that of males.

WOMEN'S EMPLOYMENT:

Women workforce constitutes an integral part of total workforce in India. On 31st march 2004, women constituted 19 per cent of the total workforce. The participation of women in the labor force has always been lower than that of men, in the rural as well as urban areas. The work participation rate for women has increased significantly. In 1981, work participation rate for women was only 19.67 per cent which increased up to 22.73 per cent in 1991 and 26.68 per cent in 2001. In the women workforce, women from rural areas are

greater in number as compared to the urban women. Amongst rural women workers, a majority is employed in agriculture and some are employed in cottage industries (Abdin, M.J 2008). In the urban areas, women workers are primarily employed in the unorganized sectors. As on the 31st March, 2005 a total number of 50.16 Lacs women employees were engaged in the organized sector, out of which 29.21 lacs (58per cent) in the public sector and 20.95 lacs (42per cent) in the Private Sector. Employment of women in public sector increased by 1.1 percent and by 2.5 percent in the private sector during 2004-2005. The zone wise analysis showed an increase of 8 percent in North-Eastern Zone, followed by Western Zone (5.3per cent), Eastern Zone (3per cent) and Central Zone (1.3per cent) and Northern Zone (1.2per cent). Only Southern Zone registered a marginal dip of 0.8 percent [13].



Source from [13]



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WOMEN IN DIFFERENT SECTORS:

Women in mass media and communication are a broad term encompassing many disciplines, skills and professions. Although it is as old as the human age, mass communication is of comparatively recent origin. It began about 200 years ago when Gutenberg started the revolution by establishing the printing press, which helped rapid reproduction of the written word for wide

distribution among the daily newspaper. The first newspaper appeared in 1780. In the hundred odd years since, the Press has become an industry and the most influential of all the mass media in this country. The radio was introduced in a small experimental way in 1924. The first fully indigenous Indian feature film was released as early as in 1913. Indian television began in 1958. Commercial advertisement is as old as the Indian press. Despite this long and impressive history of communication in India, it has led to few openings for women. Journalism has been predominantly male profession. Radio, television and advertising have provided more scope for educated women (Ahmed and Hossain, 2009). Lately, in public relations, film documentaries and marketing and distributive agencies, women have made an entry either as full time or part time professional workers. Careers in communication are concentrated in the urban centers and in fact mainly in the bigger metropolitan centers. Most women prefer editorial work to any other in a newspaper. There are very few women reporters and correspondents in the daily press. Most leading newspapers have a women or children's page and these are usually edited and produced by women members of the staff. Contributions to the women's page are almost exclusively by the women (Ahsun Habib, 2014). The contents of communication are reflective of the values of society, which in turn, are nurtured and sustained through communication. In India, the dominant stereotype images of women and girls are that of:

- Less competent human beings
- Instruments for exploitation by men
- Key to commercial success in this age of advertising

Human resource development necessitates equipping women and girls with information, knowledge and skills to facilitate their active and equal involvement and participation in the nation's development programmes and activities.

CONCLUSION:

In conclusion, the efforts of Union Government in opening new opportunities for women in employment sector by allowing night shifts for women employees is really a bold step and worth applaudable. It would empower the State Governments for allowing the necessary flexibility in employment of women during night shifts in factories. The State Government or any person authorized by it would be allowing employment of women during night only after consulting workers or their representative organizations and concerned employers or their representatives. State Governments may also frame their own rules for giving such permissions. Also the amendment would

result in optimal utilization of the installed capacity, promotion of exports and generation of employment opportunities for women.

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