
CHAPTER – IV

C H A P T E R - 4

EMPLOYMENT OF THE WORKING WOMEN

4.1 INTRODUCTION :

The present chapter deals with the employment of the working in Cosmos Watch Factory at Bidar.

C.Swarajyalaxmi¹ observes that "many people in our country are still of an opinion that the proper place for women is her home. Freedom of choice of work and right to work are provided for in the directive principles of our constitution. There has been a gradual switchover of employment of women from traditional occupations to more remunerative and higher status jobs. Besides the traditional fields in which Indian women are engaged, they are now taking up professions of administrators, educationalists, doctors, engineers, architects, town planners, nuclear physicists, journalists, officers in community development projects, etc. and in many other professions."

Swarajyalaxmi also found that the development of education among women has effected their employment. The increased opportunities for training and education have enhanced their employment potential. However, opportunities for entering an occupation and progressing in it have not increased proportionately. While it is indeed a very happy trend that educated women in India today aspire for a professional career. The professions in which the

educated women have so far engaged themselves are mainly teaching, medical and health services, nursing and social work. History of India reveals this while the focus had remained for ages on women devoting to homo and children. They have still helped the menfolk in the field of agriculture, handicrafts etc. In the recent past, women have entered into other occupations/fields with men, because our social attitudes have been continuously changing. With the rapid growth of industrialisation women have entered varied types of jobs in factories, plants, mines, government and semi-government organisations and other private establishments."

M.Indira Devi observes that² it is generally held that education and employment of women go a long way for their enjoyment of equality of social and economic fields and to improve their status. However, the limited evidence available in recent studies on Indian family and problems of working women show that the Indian family is losing its authoritarian controls as a result of urbanization, education and employment of women."

This chapter deals with the working condition in factory, mental and physical fatigue, relations at work place, informal groups in co-workers, type of help, relations with supervisor, treatment by male supervisor, strain in household work and satisfaction on time spent in house.

4.2. WORKING CONDITION IN FACTORY :

In Cosmos Watch Factory Ltd., there is a big air conditioned hall for work and every worker wear white apron and white cap for cleanliness. Every worker has a separate chair with big table and a tube-light. The situation of main hall can be seen in the photograph.

On this background the data regarding satisfaction with working conditions shows that majority of working women 45 (93.7) were fully satisfied with the working conditions and 3(6.2) working women were partly satisfied with working conditions in the factory.

4.3 MENTAL AND PHYSICAL FATIGUE :

A good number of women worker respondents 38 (79.2) reported that they are not feeling mental fatigue due to work and the remaining 10 (20.8) respondent's reported that they are having mental fatigue after the work.

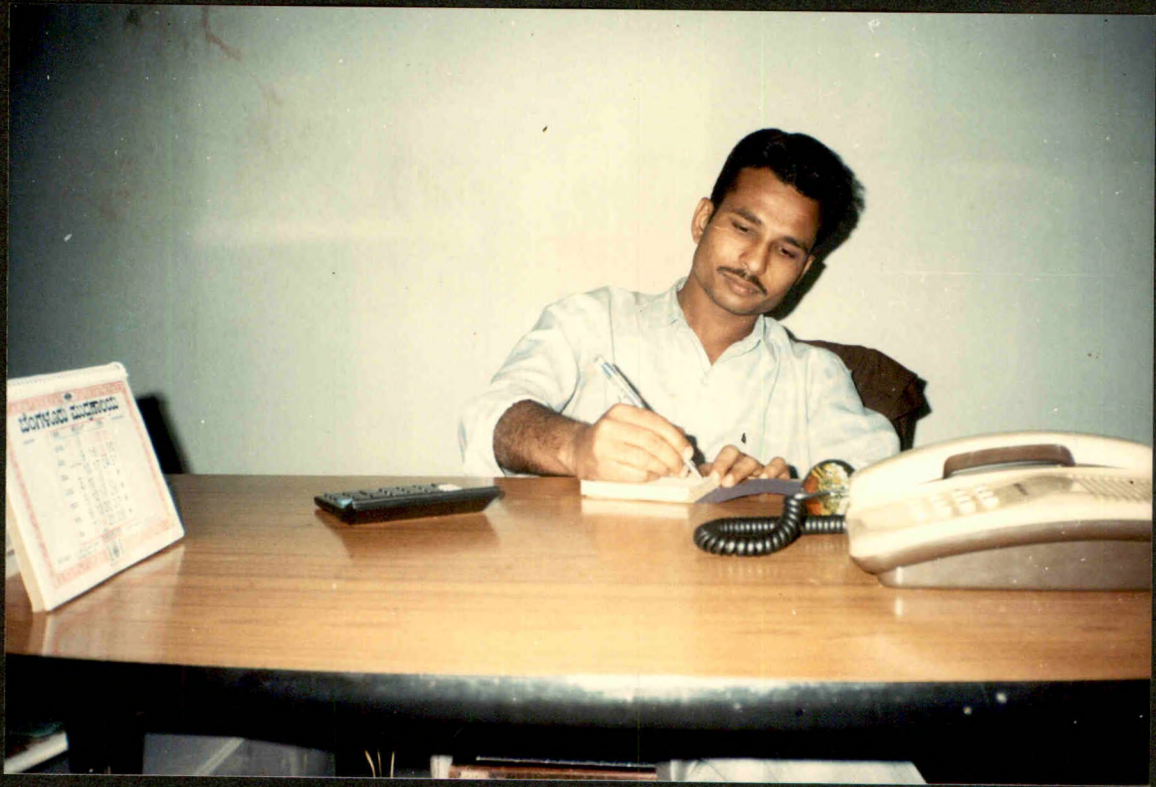
The question was asked to working women whether they experienced physical fatigue after working in the factory. 38(79.2) of the respondents reported that they do not experience any physical fatigue after working in the factory. 10 (20.8) of the respondents reported that they do experience physical fatigue after working in the factory. Why do they experience mental and physical fatigue ? This question was asked to them and they



Main Hall of COSMOS Watch Factory Ltd.
BIDAR



Working woman in the Main Hall of
COSMOS Watch Factory Ltd., BIDAR.



Mr. Sangmesh Patil Engineer and Supervisor
COSMOS Watch Factory Ltd., BIDAR.

replied that they were given only one hour rest in the shift.

Thus it can be said that the women workers who have to work both in the factory and at the home experience fatigue which is a natural trend.

4.4 RELATIONS AT WORK-PLACE :

The working women in Cosmos Watch Factory were asked what type of relations they were having with their co-workers. The responses were classified as 1) relations which are friendly and co-operative and 2) relations only for work.

The data regarding relations with co-workers shows that majority of the female employees 35 (73.0) were having friendly and co-operative relations with other workers and only 13 (27.0) women reported that their relations with other workers were confined with work only.

Thus the women workers in Cosmos Watch Factory have created a net-work of friendly and co-operative relations in the factory.

4.5 INFORMAL GROUPS IN CO-WORKERS :

The data regarding informal groups in working women in Cosmos Watch Factory shows that majority of the workers 31 (65.0) were having informal groups among the co-workers. The remaining

17 (35.0) working women were not having any informal group among them.

These informal friend-circles arise in the factories because, "small face-to-face groups tend to arise at every level of a factory and are based primarily on congeniality and affinity. They invariably arise on the shop floor, eventhough co-operation amongst operatives for work purposes is not required by formal structure or by the nature of techniques." ³

4.6 TYPE OF HELP :

The data regarding help in working women indicates that 46 (95.8) were helping their co-workers and 2 (4.2) of the women were not doing any type of help to their co-workers. The majority of workers 46 (95.8) were receiving help from other workers and only 2 (4.2) of the women were not receiving any type of help from other workers.

Thus it indicates that the majority of working women were taking the help, when in need of financial help and helped other on occasions like medical help, helping in their work. The majority of working women help their near friends or co-workers.

4.7 RELATIONS WITH SUPERVISOR :

It has been observed that⁴ in the most of the industrial establishments, men and women work together. The presence of

both male and female colleagues in modern industrial establishments is a common sight. This phenomenon also gives rise to its own problems, e.g. unnecessary tensions, misunderstandings, and misapprehensions, etc. If the women employees are reserved and do not suffer from the stigma of 'social isolation' at work and are labelled by their colleagues as snob and too vain of their family background, marital status or official status etc. on the other hand, if they are friendly and behave nicely with their male colleagues or supervisors or managers in their company and mix up with them they are liable to be labelled flirts or women who are too fond of the company of men."

On this background the responses of working women regarding their relations with supervisors shows that 40 (83.3) of working women were having friendly relations with the supervisors and only 8 (16.7) working women were having relations confined to work only.

Thus, the supervisor in the factory is treating workers as friends and the workers are giving respect to their supervisor. The supervisor is also sympathetic to all the workers.

4.8 TREATMENT BY MALE SUPERVISOR :

All respondents reported that their male supervisor is good. The question was asked to respondents how do they get the

treatment from their male supervisor like personal officer, engineer and manager of factory ? All respondents reported that their manager permit them to attend the office late with permission only generally in cases of emergencies. They were sanctioned leave generously. They reported that their manager and other male supervisors were polite, kind and maintain pleasant relations with them.

4.9 STRAIN IN HOUSEHOLD WORK :

All married 21 (43.7) respondents were having strains of household work due to employment and all the unmarried respondents 27 (56.2) were not having any type of the strains due to employment in household duty. In the case of unmarried working women their mother had time and energy for the fulfilment of the demands of the family responsibilities. But married working women engages herself in an occupation and they had to fulfil the expectations and demands of their family members. So they experience strain in household work.

4.10. SATISFACTION ON TIME SPENT IN HOUSE :

The data regarding satisfaction on time spent in house shows that 35 (72.9) of the respondents expressed dissatisfaction with the amount of time that they are not able to spend in their families. 13 (27.1) of the respondents feel they are able to devote as much time as they want. 35 respondents feel that they are

satisfactorily not able to combine their dual responsibilities of home and work and they feel that they are neglecting family members.

Vinita Srivastava observes that⁵ the women's employment in jobs outside their homes naturally means that most of their day is spent in the work. As a consequence of this, working women have less time for their household chores and therefore, they are not satisfied."

REFERENCES

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4. Swarajyalaxmi - Op Cit P. 122.
5. Vinita Srivastava - Employment of Educated Married Women in India - P. 98.
