CHAPTER III
THE PROFILE OF FEMALE WORKERS IN JAYSINGPUR TOBACCO INDUSTRY

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CHAPTER III

THE PROFILE OF FEMALE WORKERS IN JAYSINGPUR TOBACCO INDUSTRY

3.1 INTRODUCTION :

In this chapter we propose to present a comprehensive profile of the Female workers working in the tobacco industry under study. The information covers aspects related to identification details, demographic characteristic, education and basic information regarding the number of earners in the family. This profile is based on the classified data, which were collected in the sample survey.

3.2 NATURE OF WORK :

The nature of work change everyday in this industry. There is no labour distribution according to the female workers skill and interest. Nature of work is continuously changed. That is hard some to female workers.

The employer in tobacco industry does not gives any type of training to the female workers. This industry does not needs any type of training physical labour is only skill which this industry needs. Practice and observation are the only source to the female workers to learn the work.

3.3 DEMOGRAPHIC CHARACTERISTICS OF THE FEMALE WORKERS :

In this section, we examine some of the basic demographic characteristics of the female workers on the basis of the data collected by the sample survey.\

3.3.1 AGE :

Age structure assumes importance in a study of female workers because age has really no bearing on women's decision to work. Poor women have no choice but to work because of economic compulsions.

The data relating to age structure of our respondents are presented in Table No. 3.1.

TABLE NO. 3.1

Classification of female workers by Age Group

Age Group [in years]	No. of Female Workers	Percentage
20 to 35	45	42.9
36 to 50	38	36.2
More than 51	22	20.9
Total	105	100

[Source : Computed by Researcher]

The above table shows that age groupwise classification of female workers in the tobacco industry in Jaysingpur city. Majority of the respondents [42.9%] belong to the age group 20 – 35. There are only 20.9% respondents who are aged 51 years and above. 36.2% of the respondents are in the age group of 36 – 50.

In short the age group between 20–35 can be considered as young age group. The percentage of young female workers is significant i.e. 42.9%. It is shows that a large proportion of female workers are experienced in young age group. Female workers in tobacco industry at Jaysingpur city includes young mature old age group. However experienced age group female workers are more than mature age group female workers.

3.3.2 RECCOMMANDED AGE WEIGHT AND HEIGHT CHART.

The physical weight of the female workers relates to the health and efficiency of that workers. The National Health nutrition survey presented Age, Weight and Height Chart presented in Table No. 3.2.

TABLE NO. 3.2 (a)
Age, Weight and Height Chart

Age [in years]	Weight [kgs]	Height [cms]
11 – 14	46	157
15 – 18	55	163
19 – 24	58	164
25 – 50	63	168
More than 51	65	166

[Source : National Health Nutrition Survey 1991.]

It is clear from above chart for the age of 15 – 18 years the weight should be 55kgs and height should be 163 cms is be necessary.

For the age of 19 -24 years the weight should be 55 kgs and height should be 164 cms. And In the age of 25 – 50 years weight should be 63 kgs and height should be 168 cms is be necessary.

3.2.a WEIGHT AND HEIGHT :

The data relating to weight and Height of our respondents are presented in Table No. 3.2.a. and b.

TABLE NO. 3.2. (b)

Classification of Female workers by weight and height

Weight [kgs]	Height [cms]	No. of Female Workers	Percentage
30 – 39	157	06	5.7%
40 – 49	164	66	62.8%
50 – 59	163	26	24.8%
More than 60	163	07	6.7%
Total		105	100

(Source : Computed by Researcher)

It is clear from above table that only 6 female workers weight is in between 30 to 39 and Height is 157. It reflects that 5.7% female workers are physically weak due to lack of good type of food and Nutrition. It also shows that their standard of living is low. These type of female workers can't work continuously and efficiently.

Second largest group of female workers i.e. 66 workers beings to weight group between 40 – 49 kgs and Height is 164 cms. And 6.7% female workers are in the weight of more than 60 kgs and our height is 163 cms.

It is shows that 6.7% female workers are height weight group low as well as high weight disturbs their work and it may affects on the efficiency.

3.3.3 MARITAL STATUS :

In Indian society marriage is considered as almost always inevitable for a woman. Marriage for most women does not bring any visible change in their lives, but on the contrary can actually affect a women's life adversely. Marriage brings additional responsibilities to women in the form of child bearing and child rearing, burden of domestic work, and may also expose women to violence. The data relating to marital status of our sample subjects is presented table no. 3.3.

TABLE NO. 3.3

Classification of female workers by Marital Status

Marital Status	No. of female workers	Percentage.
Married	81	77.1
Unmarried	00	00
Widow	24	22.9
Total	105	100

(Source : Computed by Researcher)

The above table demonstrates that all the female workers in tobacco industry at Jaysingpur city were found married. However 22.9% female workers are widow. It shows that, large proportion of female workers particularly widows are engaged in this work, poverty, increasing prices of household commodities, unemployment, lack of substitute work are the main causes behind this picture.

It is also noted that, there are no female workers who are unmarried. We can say that tobacco industry in Jaysingpur city gives employment to the married and widow female workers. Tobacco industry is main industry for the source of employment to female workers.

3.3.4 DISTANCE FROM WORKPLACE :

In a study on female workers due importance has to be given to the distance between the home and work place. Women almost always have to play dual roles and work day starts much earlier than and stretches for beyond the actual time spent at the place of work. Poor women have to generally traverse the distance between the home and the work place on foot and this indeed takes up a good deal of time. Table No. 3.4 contains data relating to the distance between home and workplace.

TABLE NO. 3.4

Classification by Distance between Native Place and Workplace

Distance	No. of Female workers	Percentage
Local	95	90.5
up to 5 kms	06	5.7
5 to 10 kms	04	3.8
Total	105	100

(Source : Computed by Researcher)

Table No. 3.4 gives classification of female workers by the distance of their native place from the work station which they work.

It is seen that;

a)   90.5% of female workers are local.

b)   Another 5.7% of female workers beings to village around Jaysingpur city within a distance of 5 kilometres.

c)   3.8% of female workers being to villages which are at distance of more than 5 kms and less than 10 kms.

It is noted that, fortunately employer has arranged a vehicle for the convenience of female workers to save the energy of female workers which wastes in journey to female workers.

3.3.5 MOTHER TONGUE :

The proportion of Marathi speaking female workers is significantly high. The data relating to mother tongue of our respondents are presented in Table No. 3.5.

TABLE NO. 3.5

Classification by Mother Tongue of respondents

Mother Tongue	No. of Female workers	Percentage
Marathi	86	81.90
Kannada	06	5.71%
Hindi	13	12.30
Total	105	100

(Source : Computed by Researcher)

The above table gives classification of respondents by mother tongue. Only 5.71% of the respondents report Kannada as their mother tongue and 12.38% of the respondents report either Hindi as their mother tongue.

On the basis of this information we can say that a larger proportion of female workers have migrated to these places from within the state where as smaller but significant proportion of female workers come from Kannada speaking areas from the bordering state of Karnataka. The proportion of Marathi speaking female workers is significantly high.

3.3.6 EDUCATION :

Even after fifty five years of independence in India female education continues to be at a fairly low level. There is a very close association between a women's educational level and the type of occupation she chooses to work in. It is being repeatedly observed that woman's lack of access to knowledge is the greatest handicap to acquiring skills that are required for gaining entry into higher level jobs. In our sample of the female workers in tobacco industry the difference in the educational attainment was quite visible. The data relating to the levels of education in respect of our sample from the tobacco industry are presented in the following table No. 3.6

TABLE NO. 3.6

Classification of Level of Education of the female workers.

Education	No. of Female workers	Percentage
Std. 1st to 7th	21	20.0
Std 8th to 10th	04	3.8
More than 10th	00	0.0
Illiterate	80	76.2
Total	105	100

(Source : Computed by Researcher)

It is significant to note 76.2% female workers are illiterate.

20% of female workers have only primary education. The proportion of female workers with secondary education is 3.8%. It is clear that there is no single female worker has with higher secondary education. It is clear that tobacco industry in Jaysingpur city is the main source of employment to the illiterate female workers in unorganized sector.

Due to lack of education and illiteracy workers in tobacco industries are unknown about their rights and privilege so it becomes easy to exploit them in various ways. It results in Economic and Physical exploitation of the workers.

There difference in education attainment it will be seen later have a significant impact of the earning of the female workers.

3.3.7 RELIGION :

In a multireligious society like that of India the study of religion as a background variable is always important. Religion directly or indirectly affects social attitudes towards women and in many cases also determines how much of freedom enjoy.

The data relating to Religion of our respondents are presented in Table No. 3.7.

TABLE NO. 3.7

Classification by Religion

Religion	No. of female workers	Percentage
Hindu	90	85.71
Muslim	14	13.33
Jain	01	0.95
Christian	-	-
Total	105	100

(Source : Computed by Researcher)

Data in Table No. 3.7 shows that a large proportion of female workers i.e. 85.71% belong to Hindu religion. Such a pattern of distribution is quite natural in view of the fact that the Hindus form a preponderant majority in the country's population.

Muslim community accounts for 13.33% of the female workers. Only 0.95% of the female workers are from Jain community.

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3.3.8 CASTE :

Caste, even today, continues to be the most divisive force in Indian society. These has always been a close link between caste and occupation. In spite of the fact that caste as a basis of occupational choice is slowly losing its ground, especially in urban areas, in rural society caste still happens to be the prime determinant of occupational choices. What Ghurye said in 1961 about caste that "in theory from very early times, not only have occupations or groups of occupations been prescribed 'Varna' wise but a number of them also jati or caste wise" more or less true even to this day.

The data relating to caste of our respondents are presented in table no. 3.8

TABLE NO. 3.8

Classification by composition of Open and Backward class female workers

Caste	No. of female workers	Percentage
Scheduled Caste (SC)	04	03.81
Scheduled Tribes (ST)	00	00
Nomedic Tribes (NT)	26	24.48
De-Notified Tribes (DT)	00	00
Vimukt Jati Nomidec Tribes (VJNT)	17	16.19
Other Backward Class (OBC)	05	04.76
Open	53	50.48
Total	105	100

(Source : Computed by Researcher)

Graph No. 1 : Graph showing Classification by composition of Open and Backward class female workers
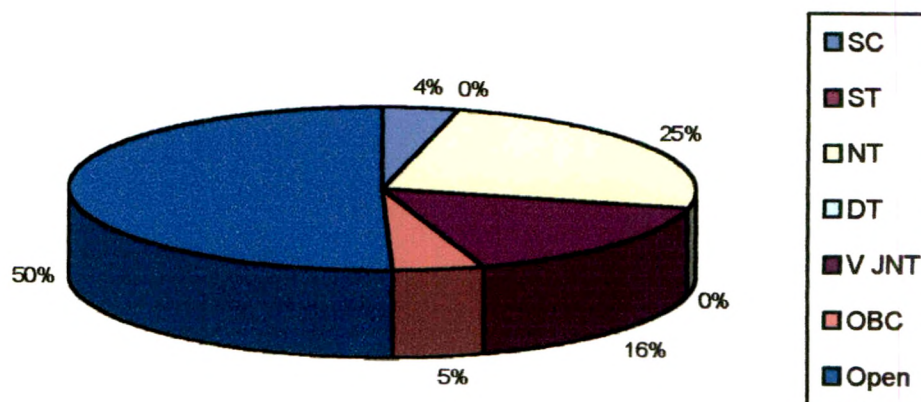
The data in table 3.8 shows that 50.48% of female workers belongs to open caste. The second largest proportion of female workers (24.48%) belongs to NT. The third share (16.19%) is accounted for by the VJNT. It is also important to note the 3.81% and 4.76% female workers come from SC and OBC respectively.

The fact that the high proportion of female workers belongs to social and backward classes can be explained on the basis of social and other handicaps which they face in the interior rural areas, which induce them to migrate in the first place and make them at the place of the migration for a longer period.

3.3.9 TYPE OF FAMILY :

Gradually, changes are occurring in Indian society and also in the position of women.

The data relating to Type of family of our respondents are presented in Table No. 3.9.
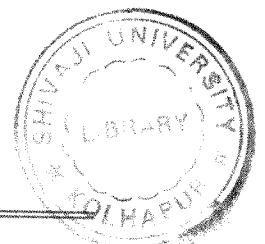
TABLE NO. 3.9.

Classification by Type of Family

Type of Family	No. of Female workers	Percentage
Joint	18	17.1%
Separated	87	82.9%
Total	105	100

(Source : Computed by Researcher)

It is seen that above table No. 3.9 that, large proportion of female workers i.e. 82.9% being to nucleus or separated family system.

Only 17.1% female workers being to joint family. This perhaps show either the tendency of female workers for separate family.

Due to low income level of the family by the order of head of the family, these female workers may engaged in this tobacco industry

3.3.10 SIZE OF FAMILY

TABLE NO. 3.10

Classification of female workers by size of family.

Size of Family	No. of Female Workers	Percentage
1	07	6.6
2	06	5.7
3	13	12.4
4	28	26.7
5	29	27.6
6	11	10.5
7	07	6.7
8	04	3.8
	105	100

(Source : Computed by Researcher)

Data in table No. 3.10 shows that 79% female workers have small families with 5 or less members. It shows perhaps the impact of government family welfare programme.

Only 22% the female workers have family size of more the 5 members.

The overall average size of the family is 4.4.

The average dependency ratio of the female workers family is 3.4

3.3.11 FEMALE WORKERS BY LENGTH OF SERVICE :

TABLE NO. 3.11

Classification of female workers by Length of Service

Sr. No.	Length of Service	Female workers	Percentage
1	More than 1 Year and Less than 10 Years	27	25.71%
2	More than 10 Year and Less than 20 Years	32	30.48%
3	More than 20 Year and Less than 30 Years	29	27.62%
4	More than 30 Year and Less than 40 Years	11	10.48%
5	More than 40 Year	06	05.71%

(Source : Computed by Researcher)

Table No. 3.11 gives classification of female workers by their length of service. It is seen that 38.10% of female workers have a service length of more than 20 years and less than 40 Years.

30.48% of female workers have put is more than 10 Years and less than 20 Years.

In other words it is clear that the composition of female workers in terms of youth and maturity is more or less balanced