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# **CHAPTER—III**

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## C H A P T E R - 3

### SOCIO-ECONOMIC BACKGROUND OF THE WORKING WOMEN

#### 3.1 INTRODUCTION :

The present chapter deals with the personal background of working women in the Cosmos Watch factory at Bidar with reference to age and marital status, caste and religious background, native place, educational level, reasons for leaving School/College, factors for accepting job, type of family and number of family members, employment of family members, types of house, service and monthly salary, satisfaction with salary, savings and bonus.

It has been noted that "traditionally, women's position in all societies has been one of general subordination to men. Even in the matriarchal societies the actual power holders in the family were men. So demand for equal status for women with men has been of recent origin."<sup>1</sup>

Due to industrialization and urbanization employment opportunities are available to women. It may be noted that "several factors are responsible for the growth of the newly emerging middle class working women in India. The changing Socio-economic factors in Hindu Society have been the product and instrument for changes in the lives of women. Though women could get education and later on, employment were subject to change in their attitudes, beliefs and behaviour in the direction of modernity. The education and

the employment of women, in turn, change their attitudes and opinions on the social aspects of various institutions such as marriage, family, education, customs etc." <sup>2</sup>

On this background, the information about the women at the watch factory at Bidar can be seen.

### 3.2 AGE AND MARITAL STATUS OF WORKING WOMEN :

The data regarding the age and marital status of working women are presented in Table 3.1.

Table 3.1

#### Age and Marital Status of Working Women

Age group	Married	Unmarried	Total
20 to 25	19 (41.3)	27 (58.7)	46 (95.8)
26 to 30	2 (100.0)	-	2 (4.2)
Total	21 (43.7)	27 (56.2)	48 (100.0)

The table indicates that majority of the working women were in the age group of 20 to 25 years. Again majority of the working women were unmarried. The age group of 26 to 30 only two women were married. The factory women in the Cosmos watch factory were young efficient working women.

### 3.3 CASTE/RELIGIOUS BACKGROUND :

The data regarding Caste/Religious background of working women are presented in Table 3.2.

Table 3.2

Caste/Religious Background of working women

Religion	Caste	Number of working women	Percentage
Hindu	Lingayat	16	(33.3)
Hindu	Brahmins	6	(12.5)
Hindu	Harijan	1	( 2.1)
Muslim	-	15	(31.2)
Christian	-	10	(20.8)
Total	-	48	(100.0)

The data shows that working women from Hindu, Muslim, Christian were employed in Cosmos watch factory. The majority of working women use to speak Kannada and Hindi Languages.

The table 3.2 clearly shows that there were more working women from Lingayat Caste and Muslim religion. In the remaining the proportion of Christian and Brahmins was more than other castes, while only one Harijan woman was there in the sample.

Thus it is a sample composed of different castes and shows

that the women in the jobs and trades outside the family comes from almost every caste and there is no exception in general that particular caste has given the freedom to women for jobs outside the family. The caste-wise distribution of the respondents, thus gives an idea about the position of women workers outside the family.

#### 3.4. NATIVE PLACE OF WORKING WOMEN :

In Cosmos watch factory Ltd. that all working women were born in Bidar town. 46 (96 %) of workers were having were residence in Bidar and only 2 (4.2) workers staying in Nowbad. It is 5 Km. away from Bidar.

#### 3.5 EDUCATION LEVEL OF WORKING WOMEN :

The data regarding the education level and other courses of working woman are presented in Table 3.3

Table 3.3  
Education Level and other Courses

Education level	I.T.I.	Typing	Any other	No Course	Total
Primary	-	-	-	1 (100.0)	1 ( 2.1)
Secondary	-	12 (32.4)	-	25 (67.6)	37 (77.1)
Graduate	4 ( 40%)	3 (30 %)	1 (10)	2 (20)	10 (20.8)
Total	4 (8.3)	15 (31.2)	1 (2.1)	28 (58.3)	48 (100.0)

From the above table it is clear that majority of workers have taken secondary education, few workers have taken college education and only one has taken primary education. Some workers have completed typing course, only few workers are have taken I.T.I. course in this sample, majority of the workers have not done any courses in this factory.

It can be said that factory has recruited more workers who have completed their secondary education and very few workers have undergone College education.

The factory has not prescribed the educational qualifications of the I.T.I., Typing or other courses. The minimum qualification for the lady assemblers is the successful completion of S.S.C. Examination. So the data for our sample shows all levels of education. The table also indicates that the educated women were able to get the employment in the Cosmos watch factory Ltd.

### 3.6 REASONS FOR LEAVING SCHOOL/COLLEGE :

The data regarding the reasons for leaving School/College of working women are presented in Table 3.4.

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Table 3.4  
Reasons for leaving School/College

Reasons	Frequency	Percentage
Got job	31	( 64.6)
No interest in education	14	( 29.2)
Family set up	2	( 4.2)
Order of parents	1	( 2.1)
Total	48	(100.0)

From the above table it is clear that majority of respondents left their School/College for getting job in Cosmos Watch Factory. Some of the respondents reported that they were not interested in education. Only 2 respondents left their education for family problems like economic problem and less family income.

This table indicates that due to the economic situation of the family, the responsibilities of maintaining family goes on to women which force them to leave School/College and to join occupation.

Thus it can be said that many of the workers were not able to get the higher education, because these workers come from low income group and due to economic and familiar situation, they had to leave school.

### 3.7 FACTORS FOR ACCEPTING JOB :

The data regarding the factors for accepting job of working women are presented in table 3.5.

Table 3.5  
Factors for accepting job.

Type of Family	Economic necessity	Personal satisfaction	Ambition of career	Status in Society	Total
Nuclear family	20 (66.7)	10 (33.3)	-	-	30 (62.5)
Joint family	7 (38.9)	4 (22.2)	5 (27.7)	2 (11.1)	18 (37.5)
Total	27 (56.2)	14 (29.1)	5 (10.4)	2 (4.1)	48 (100.0)

The data indicates that the majority of respondents in the sample unit accepted the jobs due to economic necessity and many workers accepted the jobs for their personal satisfaction. Few workers have joined for ambition of career and status in society. Majority of respondents <sup>accepted the jobs</sup> for economic need as the main motive for work. They are working to give better comforts to their children.

### 3.8 TYPE OF FAMILY AND NUMBER OF FAMILY MEMBERS :

The table 3.6 gives the nature of family and number of family members of working women under study.



Table 3.6Type of family and number of family members

Types of family	upto 5	6 to 9	Total
Nuclear family	21 (69.10)	9 (29.10)	30 (62.5)
Joint family	6 (33.3)	12 (66.7)	18 (37.5)
Total	27 (56.2)	21 (43.7)	48 (100.0)

The table shows that the majority of the families were having members upto 5. When the relation between type of family and number of family members was seen, it shows that the family members in joint families was more and in the nuclear families there were less members in the families.

The people now like nuclear type of family, which promises calm atmosphere for study of children as well as suitable environment to nurture the children in the best manner. It is possible only in nuclear families. They do not like to live in the joint families which has no privacy.

### 3.9 EMPLOYMENT OF FAMILY MEMBERS :

The data regarding employment shows that 18(37.5) of working women's husband/father/brother were employed in official employment and 16 (33.0) of the respondent's father/husband/brother were employed in administrative jobs and remaining 9(18.7)

of the respondent's father/husband/brother were employed in industrial employment and only few of the respondent's father/husband/brother are engaged in agricultural activities.

Thus the women worker were generally coming from all groups.

### 3.10 TYPE OF HOUSE :

The data regarding type of house of working women are presented in table 3.7

Table 3.7

Type of House

Type of House	Total	Percentage
Own house	25	( 52.1)
Rented house	23	( 47.9)
Total	48	(100.0)

The data regarding housing shows that majority of the respondents were staying in their own houses and remaining respondents were staying in rented houses.

3.11 MONTHLY SALARY :

The data regarding the number of years in service and monthly salary of working women are presented in the table 3.8

Table 3.8Service and Monthly Salary

Number of years in service	Upto Rs.1000	Rs.1001 to 1500	Rs.1501 to 2000	Rs. 2001 to 3000	Total
Upto 11 months	6 (100.0)	-	-	-	6 (12.5)
1 to 5 years	5 (29.4)	3 (17.6)	9 (52.9)	-	17 (35.4)
6 to 10 years	-	9 (36.0)	15(60.0)	1 (4.0)	25 (52.1)
Total	11(22.9)	12 (24.10)	24 (50.0)	1 (2.1)	48 (100.0)

The table indicates that majority of the women workers had monthly salary of Rs. 1501 to Rs. 2000 and half of the workers had monthly salary of Rs. 1001 to Rs. 1500 and few workers had monthly salary of Rs. 1000 and only one had salary of more than Rs. 2000 to 3000 due to her seniority and skill.

It can be observed from this table that majority of the workers had done service in the factory from 6 to 10 years and remaining have done service upto 5 years. When the two factors of years of service and monthly salary are taken into consideration it clearly indicates that those who have put in less years of service were getting less salary whereas those who have put in

more years of service were getting higher salary. Thus, in Cosmos Watch Factory salary is paid according to their seniority.

### 3.12 SATISFACTION WITH SALARY :

The data regarding the monthly salary and satisfaction with salary of working women are presented in table 3.9

Table 3.9  
Monthly salary and satisfaction with salary

Monthly salary	Salary satisfaction		Total
	Fully satisfied	Partly satisfied	
Upto Rs. 500 to 1000	2 (18.3)	9 (81.8)	11 ( 22.9)
Rs. 1001 to 2000	27 (74.10)	9 (24.10)	36 (77.10)
Rs. 2001 to 3000	1 (100.0)	-	1 ( 21.1)
Total	30 (62.4)	18 (37.5)	48 (100.0)

The data indicates that majority of respondents were fully satisfied with their salary. The remaining respondents were partially or fully dissatisfied with their salary. They were further asked to state the reasons for it. They stated that their salary was not commensurable to their hard work. ✓

Shashi Jain observes that <sup>3</sup> the salary is ultimate goal of

employment and it largely influences the satisfaction of the workers. The satisfaction is a psychological phenomenon and is influenced by the gratification of physical and social needs."

### 3.13 SAVINGS : ✓

The data regarding savings of the working women shows that many of working women 19 (39.6) were having saving in Bhishi. Apart from this, 17 (35.4) women workers were having savings in Banks, 12 (24.10) women workers were having savings in house. It can be said that in Cosmos Watch Factory, all working women were having savings from their salary. ✓

### 3.14 BONUS :

The data regarding bonus and service of the working women are presented in the table 3.10

Table 3.10

Distribution of workers according to Bonus and Service

Years in service	B o n u s			Total
	Up to Rs.500/-	Rs.600/- to 1000/-	Rs.1001/- to 2000/-	
Upto 11 months	3 (49.10)	3 (49.10)	-	6 (12.5)
1 to 5 years	-	11 (64.7)	6 (35.3)	17 (35.4)
6 to 10 years	-	21 (84.0)	4 (16.0)	25 (52.1)
Total	3 (6.2)	35 (72.9)	10 (20.8)	48 (100.0)

The data regarding bonus shows that majority of the workers have received bonus of Rs. 600 to Rs. 1000/-. Many of the workers ✓ have received Rs. 1001 to Rs. 2000/- as bonus. Only three workers have received bonus upto Rs. 500 only, because their service is only upto 11 months. In Cosmos Watch Factory bonus is given by workers seniority and to when service is more they have got higher bonus. Bonus is paid once in a year during Diwali festival.

**REFERENCES**

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3. Shashi Jain - Status and Role Perception of Middle Class Women, 1988, p. 211.

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