

CHAPTER - II

" WOMEN AND EMPLOYMENT "

TOPICS

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CHAPTER - II

" WOMEN AND EMPLOYMENT "

1. STATUS OF WOMEN IN EMPLOYMENT :

In the first Chapter, it has been made clear that the topic under the research is basically connected with " Industrial Relations" or " Personnel Relations". But as it has very very wide scope, the researcher has decided to limit the study specifically with the problems related to " WOMEN EMPLOYEES ".

But it is natural that the researcher being a women employee is basically interested in the problems of women employees. In-fact in the eyes of law there is no distinction between a man and a women in the matters of rights and obligations. (Section No.14 of Indian Constitution) Women is equal on par tiwh the workmen under the provisions of Industrial Disputes Act and other labour laws. Of-course there are certain special provisions in case of women employees, but these are due to natural differences and responsibilities e.g. maternity leaves. But still the same biological differences, reinforced by the cultural norms and the value systems, placed women secondary to men,

for centuries ago, History has shown that the women were always given inferior roles and that may be perhaps due to inadequate physical strength.

But with the technological developments of the present century, physical strength is seldom required for most of the jobs. Rather skill and knowledge, acquired chiefly through training and education ~~and~~ are pre-requisites for a large number of jobs. And hence women have been provided with larger and larger opportunities and have shown that they can equal or excel men in acquiring necessary skill and knowledge. The place of women in the economic life of a country is undergoing far-reaching changes everywhere. In the developing economy there has been marked increase in the employment, opportunities for women and diverse possibilities of utilising women at all levels of skills and responsibilities, particularly in the last 20 years. And hence women ~~as~~ employees in all the fields of economy has become a routine or normal practice or has not remained a surprise at all in the present century.

The position of women in the economic life has altered profoundly. As far as foreign countries are concerned, it has been changed from 1st world war. But as far as Indian conditions are concerned, particularly during last 2 decades the significant increase has taken place. Indian women are not lagging behind in

comparison with the women in other nations of the world. They have risen to such a position as Prime Ministers, ambassadors, ministers, high court judges, Scientists, lawyers, doctors, pilots, administrative officers, teachers, professors and industrialists. The efficiency, intellectual capacity and sincerity has not remained a point of discussion in this country where a woman worked as Prime Minister for near about 16 years. It may be stated that with the rising tempo of industrialisation in the country and the consequent development of trade, commerce, social and commercial services, the number of women employees is bound to increase. Moreover the changes which are taking place in our social attitude would help to accelerate women employment in all the spheres of economy. Women are actually treated with special respect and consideration as great usefulness to society. The women have become professionally trained. Indeed careers and professions are the new found blessings to aspiring young women.

But still working women in majority of sectors are subjected to ill-treatment, harassment, injustice, victimisation, discrimination or are not treated on par with men in several matters like transfers, promotion working conditions professional growth. In spite of all the tall talk we are hearing day-in and day-out about the women's liberation movement and salvation

of women from exploitation and injustice on them by men. It is fact that women are always looked down upon a weaker section even though they invest the same energies and efforts in their work. In-fact they sacrifice ~~xx~~ more for their families when they are employed.

This discrimination against women is found not only in India but almost all over the world and it is evidenced by ILO Report 1963, " In many countries many employers prefer men to women workers if they have the choice to do so". Of-course the situation has changed profoundly in the last 20 years.

Apart from the injustice and humiliation etc. women workers are very often looked down by their fellow men workers with suspicion, jealousy, misunderstandings and envy at several places. Apart from this they have to live and work under great stress and strain, tensions, conflicts and perpetual agony. It is this critical situation which has motivated the researcher to take up the study related to women employees.

It is infact also criticised from the other side also that if there is higher percentage of unemployment of men in this country the ~~px~~ preference should be given to them only. Managers of many company feel that in comparison with male labour, women employees present greater short comings which do affect on the efficiency and productivity of the company as a whole.19....

And thus the experience of women in employment are of somewhat mixed nature and hence whether the services of women in economic field cannot be made 100% beneficial or beyond any criticism ? And for this purpose the researcher has taken this study of women employees.

There are number of studies dealing with the problems of women workers. But the problems of women employees in various fields are indeed varied and multifaceted and manifold that every study will focus the light upon the new findings. And hence the researcher has tried to consider the problems of women employees in "Nationalised Banks" particularly related to the factors affecting on personnel relations.

It has been proved that women have actively participated as equals with men in almost all the fields e.g. even in freedom struggle. In the last some of the decades of the present century there were very vast and sweeping changes in the economic and industrial developments in India. The Industrial revolution has brought about changes that are more fundamental in case of women than men. To women it brought slowly but potently a new status of themselves as human beings in a social order. In support it can be stated that number of women employees in new professions and occupations and factories and industries have been tremendously increased. The industrialisation made the urbanised women to serve for economic gain ...20....

The vast economic changes have forced the women to enter into new fields. In the Hindu society where at one time, women were debarred even from reading and reciting the scriptures, presently are following all learned professions.

2. MAJOR SECTORS WHERE WOMEN ARE EMPLOYED :

The working women are found in almost all the sectors in all the professions and at all the levels. As far as major sectors are concerned they are as follows :-

(I) PRIVATE SECTOR :

i.e. in various industries, factories, business houses, schools, colleges, shops, press, tourist companies and number of all other business activity.

(II) CO-OPERATIVE SECTOR :

Particularly in the present century the principle of co-operation is applied to a greater extent and hence the number of co-operative societies, co-operative Banks, and co-operative stores has been increased and almost everywhere women employees are better suited.

(III) SEMI-GOVT. SECTOR :

i.e. Public Corporation like M.S.E.B., M.S.F.C., Dairy Development Boards, Water supply, L.I.C., G.I.C., M.S.R.C., Radio Broad Castings, T.V.Air

transport etc. wherein women employees are found in increasing number.

(IV) GOVERNMENT SECTOR :

Increasing % of women are found in all the Govt. undertakings viz. Railway, Post and Telegraph, Income-tax, sales tax, Animal Husbandan^{dary} Welfare Services, civil supplies, police Dept., Banking services etc.

As far as the lower grades are concerned, women are found in a number of departments. But until recently women were conspicuously absent from higher administrative services. By 1950 girls started entering the prestigious IAS and IFC Service cadres. Their number is slowly increasing in top administrative services. They are also acting as an ambassador, Governor, Magistrate and Collectors.

As far as this research work is concerned, the nationalised banks being Govt. owned and managed institutions, the problem of women employees, therein will be considered.

2. VARIOUS PROFESSIONS WHEREIN WOMEN ARE ENGAGED :

At the same time women have achieved glaring success in almost all the professions.

1. TEACHERS :

i.e. in the sector of education at all the levels
i.e. from nursery to the university. Particularly
women possess inborn teaching or professional
qualification and hence it has become the most popular
and suitable profession for women. Until very
recently the number of university teachers was small
but it has been also increased.

2. DOCTORS & NURSES :

It is again natural gift to women and hence they
have proved to be good nurses and doctors since
very long period.

4. ENGINEERS :

Generally it is supposed to be a man's occupation
due to nature of hard work in hot sun and strains
of heavy financial responsibility. But in recent
years a few bold spirited women have ventured into
this profession and proved their skill, aptitudes
and sense of responsibility

5. ARCHITECTS :

Women have artistic aptitudes and aesthetic sense
which are essential in the job of an architect.
This job requires lesser strain and hard work in
comparison with engineering job. It has been proved
that women can be good architects due to their ~~speed~~
abilities and talents.

6. PLEADERS :

It is yet another profession coming up in a popularity with girls in recent years in India. Of-course women were interested in the law, in earlier days also due to their natural pleading ability.

7. JUDGES AND MAGISTRATES :

It needs courages girls to take up duties of judges and magistrates. But women have entered and became successful in this profession also.

8. JOURNALISTS :

Journalism is the art of communication of news and views through daily newspapers and magazines. It involves the art of obtaining and compiling and dissemination of news. This sector offers wide variety of jobs say like reporters, copy-readers, editors, sub-editors, writers, liabrarians, artists, cartoonists, photographers, printers, publishers etc. And hence the women are found in increasing percentage in this sector also.

9. ENTREPRENEURS :-

To enter the modern industrial world as an entrepreneur is a difficult and risky venture as the modern entrepreneurs have not only to find large amount of capital, but should know how to manage the labour problems and other related problems.

For an Indian women, to enter modern economic world as an Entrepreneur is even more difficult and risky due to lack of initiative, drive aggressiveness and there are no traditions for women to act as entrepreneurs. But still there are sufficient large number of women entrepreneurs engaged in production activity.

10. Artists :

Sufficiently large number of women have chosen to develop their career as artists, e.g. painters, musicians, directors actresses, dancers, singers, interior decorators, beauticians, Of-course to be a successful artist depend upon natural gifts as well as chance obtained in the life.

11. AGENCY WORK :

The job of Agency type of work is increasing and particularly it is more suitable for women by accepting the responsibility of their householdings e.g. agency for insurance companies, postal savings, peerless investment, etc. and at the same time for articles like readymade garments, sarees, cosmetics, kitchenwares etc.

12. SALES GIRLS :

Salesmanship is an art as well as science. It requires the art of persuading the people to buy articles and whereas the women has natural instict in connection with art. And hence they have proved to be very very

successful in salesmanship in case of almost all the articles.

13. POLITICIANS :

The number of women as politicians is also increasing day by day. They have proved very very successful in the field of politics where many men even cannot stand.

There are still number of other professions wherein the women have entered, became successful and captured that field. The researcher has to avoid deliberately the temptation of mentioning all the fields due to the fear of excessive length of the research work. The above mentioned fields are taken just as examples.

4. TWO IMPORTANT LEVELS WHERE THE WOMEN EMPLOYEES ARE EMPLOYED IN NATIONALISED BANKS.

But the two more important fields where-in women are more interested and which are more important from the point of view of present research work must be taken into account. As far as women employees in Nationalised Banks are concerned, they can be found at two major levels or in two capacities.

- i) Managerial - executive or official level
- ii) Clerical.

i) Managerial- executive or official level :

From the origin of civilization women have been in the business of management. They have proved successful in managing household. Management is ingrained and natural for women. They have the knack and capacities to become good managers. The need of managerial jobs is also increasing. Women managers ~~Women managers~~ with special skill should be encouraged to develop their potential capacities in this line. The big business houses are no doubt mainly with men but still women are beginning to be associated with them. Particularly in financial institutions like bank, women are working at all official or executive ranks as well as managers. The research^{er} has come across one women manager of extension counter of Maharashtra Bank in Kolhapur city. At the same time notable example has been stated by the Manager of Canara Bank that " Out of 5 top most administrative managers, there is one women, working on Deputy Chief Manager."

ii) CLERICAL LEVEL :

With the proliferation of modern buraucracies the need for clerical and secretarial workers have been vastly increased and over the years the number of women clerical workers have been steadily increasing.

In fact, it is found that the clerical field is overcrowded by women even if it is not always highly paid. Stenotypists, Stenographers, Private Secretaries, Receptionists, Telephone Operators also come under this work.

5. There are many reasons why women prefer this career

- (i) Clerical work being white collar job and women like to take up only such kind of activities which are regarded as table work or inside work. In this job there is no stress and strain like factory workers or engineers.
- (ii) Working hours are fixed and generally in day time, so that it is convenient even while shouldering family responsibilities. There arises no problem of shift duties or night duties like telephone operators, nurses. Presently even there is no question of over time work also in number of industries.
- (iii) This type of job particularly ~~ye~~ yields steady income of course it may not be that much higher or attractive. But there arises no problem of ups and downs just like agency work and private entrepreneurs. And even if it is not that much higher, it is sufficient as subsidiary income for the family because income of a women is generally regarded as a subsidiary income.

- (iv) There are variety of jobs in clerical cadre-clerks, secretaries, typists, stenopists, etc. At the same time the job can be part time as well full time. And hence there is wide scope for selection according to the liking of an individual and chance obtained.
- (v) The clerical job is a sort of secondary or subsidiary job and hence attached with no specific responsibility must like entrepreneurs or jobs from higher cadre. The women are already burdened with family responsibilities and hence they are not willing to shoulder unnecessarily higher responsibilities.
- (vi) This job does not require long or special vocational training e.g. just like teachers, pilots, lawyers, doctors, nurses, telephone operators. Even, basically it does not necessarily require graduation also. In fact anyone can enter into this field without obtaining degree with certain additional knowledge of typing and accounts keeping.
- (vii) This sort of job is suitable to all the women having different objects e.g. just to kill the time, or to earn for family maintainance. Or more than that this can be regarded as a sort of stepping

stone towards further higher cadres for those women who want to develop their career.

viii) Employers also many a times prefer lady clerks due to reasons like there arises no problems like strikes, wage disputes. And again the sense of responsibility and efficiency is rather more in case of women employees than in case of men employees. Even it is many a times stated by employers and management that ' Women are best suited for clerical jobs'.

And thus the clerical work is the most popular and most suitable for women. Particularly the researcher has found the same fact while collecting the data. The women employees particularly at clerical level, and their employers and their management i.e. all the concerned classes are satisfied with their work. It has been stated afterwards with the help of statistics collected that very very low % of women are interested to go beyond this work.

And hence major portion of the present deterioration or maximum problems discussed in this research work are related to women employees particularly at clerical level. Of-course the attention is also paid to higher cadres i.e. officers, executives and managerial cadre but the % of women at these levels is very low in the

field which is selected by the researcher i.e. nationalised banks in Kolhapur city. And hence the major attack is on the women employees particularly at clerical level.