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Dr. Ram Naresh Yadav
Associate Professor of
Sociology, S.M.M. Town PG
College Ballia, Uttar Pradesh,
India

Women working environment in various industries

Dr. Ram Naresh Yadav

Abstract

Women are practically untalented laborers and they confront difficult issues related to work, viz., wage separation, sex and lewd behavior, undesirable job relationship, lower wages; notwithstanding these, construction industry over whelming draws in female workers. Their aptitudes are never overhauled as they are permitted to perform just certain sorts of work and as a rule they help the male workforce. India is one of the speediest growing economies of the world. There are a few approaches received by Government of India for the advancement of framework for the country's economic development. Construction industry is the key for the achievement of the globalization of Indian economy. Construction sector is giving work to 7% of aggregate world business. The discoveries of the investigation demonstrate that women workers are apparently empowered socially and economically through their association in corporate sector. In any case, female workers confront limitations from their male family individuals when they plan to join the industry, which is like structural violence inside the family unit. Furthermore, female workers confront structural violence from the earliest starting point of their joining the garment industry. Employers can effortlessly abuse women by giving them a low salary, not guaranteeing their appropriate workplace, not permitting them occasions, and pestering them physically and mentally.

Keywords: Working environment, industries, working women, laborers, problems, industry, workers, India, economies, development, employment

Introduction

In India, the greater part of the working women are employed in the chaotic area, which incorporates agricultural laborers, specialists in customary town and bungalow ventures, transients to the urban areas in household benefit, day workers, road sellers and so on. In agriculture, the most critical occupation in developing countries, women play an important role in rural creation, creature cultivation and other related exercises, for example, stockpiling and promoting of deliver, food processing and so forth. Aside from these exercises, they spend very nearly 10-12 hours for every day doing household chores ^[1]. Be that as it may, there is gross underestimation of women's work in this information. Just about 30-40% of non-workingwomen are really peripheral specialists. An extensive number of these marginal women workers are occupied with occupations keeping in mind the end goal to supplement family wage in different routes, for example, accumulation of kindling and dairy animals excrement, support of kitchen gardens, fitting, weaving and educating. Also lacking consideration has been paid to 'unpaid family work' and household work ^[5].

Women are practically untalented workers and they confront significant issues identified with work, viz., wage separation, gender and sexual harassment, unfortunate occupation relationship, bring down wages; regardless of these, development industry over whelming pulls in female workers. Their aptitudes are never overhauled as they are permitted to perform just certain sorts of work and for the most part they help the male work force. India is one of the speediest growing economies of the world. There are a few strategies embraced by Government of India for the improvement of foundation for the nation's economic development. Construction industry is the key for the accomplishment of the globalization of Indian economy. Construction area is giving work to 7% of aggregate world employment. Today Indian construction industry utilizes around 31 million people and makes resources worth over Rs 200,000 million annually. In India, it is the biggest boss of chaotic work by agricultural sector. The commitment of construction sector in India to the GDP at calculate cost 2006-07 was Rs. 1,965,550 million, enlisting an expansion of 10.7% from the earlier

Correspondence

Dr. Ram Naresh Yadav
Associate Professor of
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year and the offer of construction in GDP has expanded from 6.1% of every 2002–03 to 6.9% out of 2006–07 [2]. Women who pick professions in non-customary occupations, for example, the construction industry need to confront many challenges keeping in mind the end goal to enter and hold in the industry. For the most part the male dominated picture and culture of the construction industry firmly prevent women from entering it. Fielden *et al* related to this, referring to the industry’s poor picture as a motivation behind why so many people, paying little respect to gender, are uninterested in a profession in development. Research found that little had changed in the industry with respects to the apparent picture; 33% of both female and male understudies had a negative perspective of the industry, viewing it as 'no place for women': "women and girls feel that men in the segment may have threatening vibe towards them and that they would be entering 'a man's reality". As to poor guidelines win inside the industry it was remarked by Zara Lamont, Chief Executive of the Confederation of Construction Clients, at the 2002 Women in Construction Conference "we have to raise principles appropriate over the business settling on construction a vocation of decision for everybody including women". Not just that, numerous construction companies have additionally been condemned for utilizing oppressive enlistment strategies that hinder women entering into organizations.

Review of literature

There view of literature is relating to a portion of the important articles and overview archived by various researchers with respect to the construction industry and women’s status. The concentrate of survey is on the components, for example, sex biasness, inappropriate behavior, family conditions of the women working in construction industry. The fluctuation in labor absorption in development specialists is considerably more articulated for women than for men. It has regularly been seen that at whatever point there is popularity for labor in this area, the female employment rates is substantially higher than that of males. Then again, at whatever point there is any shrinkage in the workforce, female workers are the person will's

identity expelled from the work constrain than looked at to males [3]. It creates the impression that women construction laborers shape a support which gives the pad to industry and when the circumstance goes under the control they are moved towards some other industry. The writing audit is classified into following segments to have a top to bottom knowledge in regards to segregation of construction workers based on gender-

- Women’s Employment.
- Social and education context
- Wage Discrimination
- Sexual Harassment at Work place
- Health Hazards
- Gender Bias in Construction Sector

Women’s Employment: Women workforce constitutes a necessary piece of total workforce in India. On 31st walk 2004, women constituted 19 for every penny of the total workforce. The cooperation of women in the labor force has dependably been lower than that of men, in the rural and additionally urban areas. The work cooperation rate for women has expanded altogether. In 1981, work investment rate for women was just 19.67 for each penny which expanded up to 22.73 for every penny in 1991 and 26.68 for every penny in 2001. In the women workforce, women from rural areas are more noteworthy in number when contrasted with the urban women. Among rural women workers, a larger part is employed in agriculture and some are utilized in cottage industries [8]. In the urban areas, women workers are essentially utilized in the disorderly areas. As on the 31st March, 2005 a total number of 50.16 Lacs women employees were occupied with the organized sector, out of which 29.21 lacs (58per penny) in the public-sector and 20.95 lacs (42per penny) in the Private Sector. Employment of women in public-sector expanded by 1.1 percent and by 2.5 percent in the private sector amid 2004-2005. The zone astute investigation demonstrated an expansion of 8 percent in North-Eastern Zone, trailed by Western Zone (5.3per penny), Eastern Zone (3per penny) and Central Zone (1.3per penny) and Northern Zone (1.2per penny). Just Southern Zone enlisted a minor plunge of 0.8 percent [4].

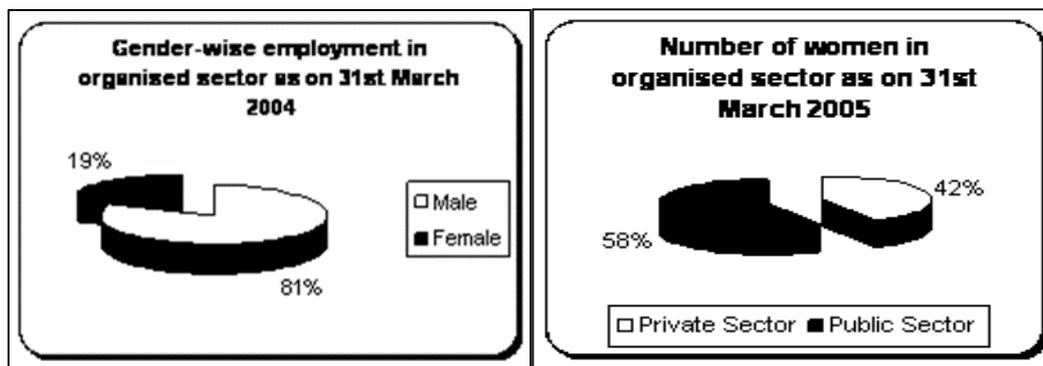


Fig 1

- Number of Educated Women Job Seekers as on December 2004 was 7537.7 thousand. Educated Women at the end of 2004 accounted for 25.8per cent of the total educated job-seekers.
- The number of women job seekers has increased from 99.3 lacs in 1999 to 106.1 lacs in 2004. Thus the percentage of women job seekers to the total job-

seekers has also increased from 24.6per cent in 1999 to 26.2per cent in 2004.

Table 1: Number of Women Job Seekers

Year	Number of Women (in lacs)	Percentage to total
1999	99.3	24.6
2000	104.5	25.3
2001	108.8	25.9
2002	106.0	25.9
2003	107.5	26.0
2004	106.1	26.0

- The state wise analysis reflects that Kerala has the maximum (21.1 lacs) women job-seekers followed by West Bengal (19.3 lacs) and Tamil Nadu (15.3 lacs) while minimum number of women job-seekers are in Rajasthan (1.0 lacs).
- The percentage of educated women job seekers among the total women job seekers has gone down from 73.3per cent to 70.4per cent in 2004.

Table 2: Number of Educated Women Job Seekers

Year	Number of Women	Percentage to total
2000	7911.7	27.1
2001	8525.6	28.1
2002	7921.4	26.8
2003	8032.4	26.6
2004	7537.7	25.8

Public sector employment and Private sector employment of women in construction industry (in thousands)

Year	1981	1991	2000
Public sector	49.8	55.3	63.2
Privet sector	9.5	6	4

There have been some attempts to measure the intensity of work done by women in construction work as per the studies conducted by [6] reported the status of women workers in the construction industry National commission for women New Delhi as under.

Social and education Context: Based on three surveys of Delhi, Andhra Pradesh and Rajasthan, the picture emerges about women construction workers and their social context comes out as, Harijans and tribals are the largest groups represented, although they comprise only 15 percent and 5 percent of the Indian population respectively. It is apparent that the rural groups most likely to migrate in search of work are those who own the least land or are landless laborers. SC and ST are the largest landless groups in rural India, they also lacks the skills as well other education.

Wage Discrimination: Government fixed the wages for the unskilled and skilled labors for the public sector unit as well as the private sector on the basis of work performed in terms of hours. But unfortunately the industry works as in form of contract which provide the cost saving for government which ultimately offer opportunity to the contractors to negotiate the wages. Males who are unskilled and skilled negotiate higher than female indicating gender biasness.

Sexual Harassment at Work Place: Sexual harassment is a difficult issue for female construction workers. 74 for each penny of the respondents revealed sexual harassment at work environment. Studies also uncovered that shaky nature of employment, particularly for women, makes a horrible

trap in which women are compelled to satisfy a subcontractor with a specific end goal to get work. It is clear that the mind lion's share of women in the industry are youthful, being between the ages of 16-40 years. A survey conducted in Punjab reported that of the respondents (55.00%) were in the age gathering of 21-30 years, trailed by 37.50 percent who were of 31-40 years. A large portion of the workers are married. Women of these age aggregate have the ability to do hard work and effectively annoyed by the contractor. The kedars and managers more often than not want to employ younger women whom they may exploit sexually. A furthest point of requests of the contractors can be evaluated from the way that to get business, a portion of the more seasoned age workers compel other poor young girls to please contractors; as thusly contractors has guaranteed her to give regular employment opportunity and 20 for each penny additional commission on her wage for next entire year. A few reports express that they are misused by the kedars both sexually as well as economically, commonly such they confront renunciation of their own companions and eventually the free the jobs.

Health Hazards: The women workers at specific focuses were experiencing various job stresses like sexual harassment, being jobless, gender-based separation, inclination to various health hazards, physical problems, a sleeping disorder, queasiness, cerebral pain, and other unfriendly results. It is seen that at the work environment they don't have any protection for sanitation. Both male and female workers work together. Because of free blending with the male collaborators they may get Sexually Transmitted Diseases [7]. Particularly focusing to female construction workers, the effect of particular employment stressors on women in the construction industry and the job stressors analyzed, were ordered into zones of "Occupation/Task Demand", "Organizational Factors" and "Physical Conditions. Female construction workers differ from female workers in most different enterprises on the grounds that their work setting is non-customary. Accordingly, notwithstanding the impacts of exemplary occupation stressors that have been considered in women working in traditional jobs, there is plausibility of altogether different view of prevailing job stressors and their levels of impact by female construction workers. It was discovered that ability underutilization and in addition having to over-remunerate to substantiate oneself at work was related with psychological symptoms. While bolster from collaborators and bosses did not direct the relationship amongst control and sexual orientation based badgering and separation, it had a huge impact of job satisfaction [8].

Gender Bias in Construction Sector: Women constitute half of the construction workers in India as semi-skilled / skilled jobs in other industries but in the construction industry, women are employed mostly as unskilled laborers. They perform various unskilled jobs in the industry like cleaning building sites, carrying bricks, gravel, mortar and water up to the skilled carpenters and masons, irrespective of the number of years they worked, they are not upgraded from unskilled to skilled as males. This mindset has led to gender discrimination in this sector for work allocation and wage distribution. Such anti-women attitudes and discrimination further complicate the workplace culture of these women labor [10]. They live very tough life and do not

enjoy equality of status and social justice for which they actually deserve.

Women in different sectors: Women in mass media and communication are an expansive term incorporating numerous disciplines, skills and professions. In spite of the fact that it is as old as the human age, mass communication is of nearly late inception. It started around 2004 years ago when Gutenberg began the upset by setting up the printing press, which helped quick generation of the composed word for wide conveyance among the daily newspaper. The first newspaper showed up in 1780. In the hundred odd years since, the Press has progressed toward becoming an industry and the most compelling of all the mass media in this country. The radio was presented in a little experimental way in 1924. The main completely indigenous Indian feature film was discharged as right on time as in 1913. Indian television started in 1958. Business promotion is as old as the Indian press. In spite of this long and noteworthy history of communication in India, it has prompted couple of openings for women. Journalism has been dominantly male profession. Radio, television and publicizing have given more extension to educated women. Of late, in public relations, film documentaries and advertising and distributive agencies, women have made a passage either as full time or low maintenance professional workers.

Careers in communication are amassed in the urban centers and in reality fundamentally in the greater metropolitan centers. Most women favor article work to whatever other in a newspaper. There are not very many women reporters and reporters in the daily press. Most leading newspapers have a women or children's page and these are normally altered and delivered by women members of the staff. Commitments to the women's page are solely by the women. The substance of communication are intelligent of the estimations of society, which thus, are supported and managed through communication In India, the overwhelming 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.

- Women in films
- Women in Radio and Television
- Women in hotel industry
- Women in the World of newspapers and periodicals
- Women in medicine
- Women in Banking Sector

Role of Women's in Management: Female managers in Sweden and worldwide were virtually very few during the late 1970s. Data shows that women continue to increase their share of managerial positions; but unfortunately the rate of progress is slow and uneven. Swedish statistics database [SCB] shows that there were only 32 percent female managers during year 2008 in Sweden, while the percent rate was 68 percent for male managers. Fig-2 shows the sex distribution among managers in Sweden during 2001 to 2008. Only one third of all managers in Sweden were

females year 2008, and the portion is slowly increasing. The portion of women in managerial position has only increased by 6 percent from year 2001 to 2008 in Sweden.

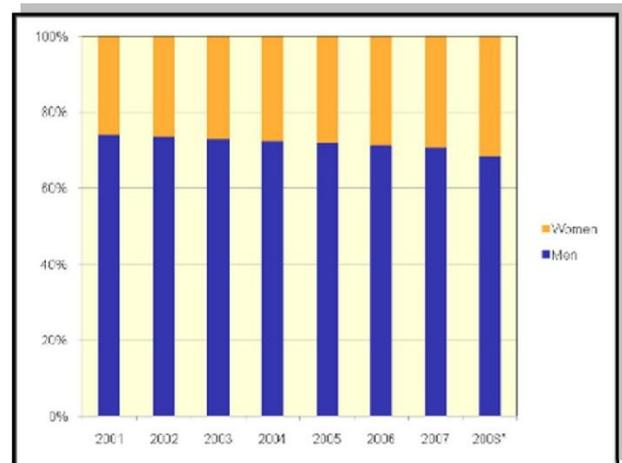


Fig 2: Sex distribution among managers 2001-2008.

Ahmed *et al.* (2009) [9] points out that within gender and management, there are barriers associated with female management. Managerial work has been examined regarding barriers that are mostly related to women, since they present one of the key characters in diversity within management. The term "glass ceiling" commenced during 1970s in United States, dealing with female barriers in managerial positions, which are invisible in organizations. The barriers are associated with gender stereotyping, gender and empowerment, lifestyle options that are concerned with the choice of partnership and work, and creation of networking. Gender disparities in management positions are raised from differences in work performance, and the main focus is to identify those barriers and overcome them. Most high paid jobs and high level of positions are led by males. Managerial style differs between genders because of performance, required skills, responsibility, tasks and complexity that are less familiar to females.

Conclusion

In conclusion, the endeavors of Union Government in opening new opportunities for women in employment sector by permitting night shifts for women employees is truly a strong stride and worth commend capable. It would empower the State Governments for permitting the vital adaptability in employment of women during nightshifts in factories The State Government or any individual approved by it would be permitting employment of women during night simply in the wake of counseling laborers or their agent organizations and concerned employers or their delegates. State Governments may likewise outline their own particular standards for giving such permissions. Additionally the alteration would bring about ideal use of the installed capacity, advancement of fares and era of employment opportunities for women. In India as the proficiency level among women is expanding, yet at the same time the sex biasness is an essential variable for the segregation which begins from the house when the girl is conceived and proceeds in each phase of life. In India a huge gathering of female unskilled worker works in the rural area as agriculture laborer when the season closes, they move to the construction industry which expands their employment level in the industry by doing as such they

support to their better half in pay era, for meeting their home hold consumption. A large portion of them have a place with the migrant families, their family members likewise make hindrance for them because of need of education, and Males are boozers which make trouble in meeting their consumptions. Their occupation is difficult, inside the industry as they need to confront a few unfavorable circumstances such like sexual harassment, compensation separations wounds and expires are the central point because of which women's even however buckles down, yet slack behinds the men and stays incompetent even after hardship a ton of years. The situation just can be changed with the government intervention, by actualizing the policies strictly. The contractors should be checked now and again. Stem move must be made against each one of the individuals who harasses the employees. The status of the women only can be enhanced when real move in the society occurs and that can be accomplished by mind set transition.

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