

## CHAPTER 1

### INTRODUCTION

Over the year the jobs done outside the house to earn a living were done by men and it turned into a tradition, a custom in society and continues till today. Since women had to take care of household work, they were not given an education and not only were they not qualified for job, but the “family “did not allow them to go out and work. Working women in India are faced with lot more than their counterparts in the other world. In India, men do not share on most of the household chores, it is women who have to cook, clean the house, do the dishes, wash clothes, get their children ready for school, etc. men just took care of few chores that are too dealt outside the house. So the major burden of running the family is on the shoulders of women. Times are changing; life and society have progressed along with the development of women and their right. Now, they are not only well educated but also work outside the home. Although, it’s not been easy for them as it has been for men.

They have to handle harassment at their work place, sometimes just overlook things to ensure that their job is not jeopardized in anyway. Many Indian families are still living as joint families along with the parents and in-laws. This adds to their stress, further because they have to please all the family members of their husbands. These women’s have listen to the complaints made against them and turn deaf ears towards them if need be. Overall, majority of women in India look towards or live in the hope that things will change. Some of us have given up that hope and learnt to accept that nothing can be done about it. India has a long way to go before our our women will be able to live their lives to the fullest.

The global report reveals that four in every ten women see the gender pay as a key issue, with women in seven nations listing this discrepancy as their major concern. The main problems filed by women are the following.

At the start; A gender bias creates an obstacle at the recruitment stage itself. If a male and female are competing for a post and have the same qualification, many a times it is seen that the job goes to the male, the reason being the age old thinking and inbuilt conviction that women are capable of less work than men or are less efficient than men.

## **1.2 SIGNIFICANCE OF THE STUDY**

The present study aims at finding out challenges faced by women in different sectors and how it is different from one sector to another. What are the factors that pose problems to them and what are the credible solutions or redressal method can be offered to help them lessen such problems, So that women can understand their own values and ability to face problems in different ways. This study also aims at finding the problem of different age group of working women, and different categories of women like single, married, separate, widows, etc. and also job satisfaction among women in organized sector and un-organized sector. Understanding the problem in the clear way would assist us in finding adequate answer in reducing the problem.

## **1.3 STATEMENT OF THE PROBLEM**

The present study attempts to compare the working condition, job satisfaction, etc of women's working in organized sector and unorganized sector. Also to investigate the professional women's family role, mental health and life satisfaction in their profession and also to understand how they are adjusting various aspects of life.

## **1.4 OBJECTIVES OF THE STUDY**

- To compare the working conditions of women working in organized sector and women working in unorganized sector
- To compare the job satisfaction among women working in organized sector and women working in unorganized sector.
- To gain knowledge about the problems and challenges faced by women in their workplace.
- To identify whether women are identified equal to their male counterparts.
- To study whether the problems faced by women are addressed and actions are taken on them.
- To find out the possible solutions that could help them to overcome the problems that they face in the workplace.

## **1.5 SCOPE OF THE STUDY**

The scope of the study is confined to the comparison of work satisfaction and problems faced by women working in organised sector and unorganised sector with special reference to Kannur co operation. In this study organised sector refers to the

organisations which are directly or indirectly controlled by the government or any government authority. And unorganised sector refers to the organisations which are under the control of any private party or agencies.

## **1.6 RESEARCH METHODOLOGY**

### **SOURCES OF DATA**

Primary and secondary sources

### **SAMPLING PLAN**

Sampling technique/method

Non probability and convenient sampling technique was used for the purpose of this survey to identify responses.

Population

The population under study is women working in organised and unorganised sector at Kannur cooperation.

Sample size

The size of the sample in the study is 60. Divided equally among women working in organised and unorganised sector.

### **DATA COLLECTION**

#### **Primary data**

The method used for collecting primary data was survey method and interview method.

#### **Secondary data**

Secondary data were collected from information gathered from the books, internet, journals, etc.

### **TOOLS FOR DATA ANALYSIS**

Percentage analysis method was the tool used for analysis of data:

#### **Percentage analysis method**

With this method, it is found out how much percentage is for or against the particular factor.

Data presentation and analysis was done with the help of tabulation, bar diagram and pie chart.

## **1.7 LIMITATIONS OF THE STUDY**

- Due to constraints of the study, only Kannur co operation is selected and so it cannot be claim to be a comprehensive study of the population.
- The sample size is restricted to 60 respondents
- Non cooperation of the respondents.
- The duration of the study was limited that an extensive and deep study could not be possible.

## **1.8 CHAPTER SCHEME**

The study has been arranged into 5 chapters.

- The first chapter deals with introduction, statement of the problem, objectives, scope, research methodology and limitations of the study.
- The second chapter deals with Review of literature
- The third chapter deals with theoretical frame work.
- The Forth chapter includes analysis and interpretation of collected data.
- Fifth chapter deals with summary, findings, suggestions and conclusion of the study.

## CHAPTER 2

### REVIEW OF LITERATURE

#### 2.1 REVIEW OF LITERATURE

RakaSharan (2005) A survey conducted on women workers employed in industrial and non-industrial organizations in Kanpur city. The main objective of her study were to analyze the working conditions of women workers to measure their socio-conditions states and to study their participation in trade union activities. She had selected 100 sample in industrial sector and 100 samples in the non industrial sector and collected the necessary data from them. Socio-economic status of women workers we one measured with the help of kappasamy's method of rating scale. Various economic and social indicators were used to measure the socio economic status. Her study revealed some important aspects of women labours. Among the industrial and non industrial women workers 80 percent were from young category that is between 20 and 35 years.

Kaur and Punia (2008) in a study about working women of Hissar District of Hariyana, it is observed that most of the working women apt for job out of the gross economic necessity (50 percent), followed by the urge to raise economic status (23 percent), to make use of education (11% percent), to have independent income, (9 percent ) and the remaining due to miscellaneous motives.

Franca Akarippaduthu (2009) few allocation for socio-economic and sanitation is very low during some years nothing is spent under this head. The amount is to be spent foe starting new dispensaries and strengthening old ones. For example in kannanpady only 5 families have sanitarians, toilets. The information about it is mostly from radio. Further enquiries reveal that either husband or wife under mutual agreement take recourse to some permanent method of family planning to prevent another pregnancy. They generally go for it after the second child. Women work has remained a much researched debated area. The underlying assumption in arguments for women's employment is that economic independence is the first pre requisite to moving towards gender equality. The concept viewed in the context of opportunity is

employment on the board spectrum of women's employment at one end and are women working all and paid jobs and other end are higher professional women works.

Ronald J. Burke, Mustafa Koyuncu and Lisa Fiksenbaum (2010) examined the relationship of the perceived presence of organizational practices designed to support women's career advancement and their work attitudes and satisfaction and their psychological well-being. Data were collected from 286 women in managerial and professional jobs working in a large Turkish bank, a 72 percent response rate. Five organizational experiences were considered: negative attitudes towards women, equal treatment, support, career barriers and male standards. Women reporting more supportive organizational experiences and practices were more engaged in their work, more job and career satisfied, and indicated greater levels of psychological well-being."

Sophia J. Ali (2011) "investigated the challenges facing women in career development. She found that most of the women employees were dissatisfied with career development programmes and women were discriminated against in career development opportunities.

Rao and Suryanarayana (2013) consider that with the entry of younger women in the export processing zones, market segmentation is being accentuated; female dominated jobs are being devalued, degraded and least paid. Though this does not augur well for women development, it has not deterred women from contributing to family survival, and studies do not want which highlight that it is women who settle down in the labour market as flower/ fruit vendors, domestic servants and allow the men to find suitable job leisurely or improve their skill.

Manju (2017) The unorganized sector is larger in rural areas as compared to urban areas. The female participation in this sector is more than male. Women worker face grave problems. Their condition is highly unpredictable and have constraints related to their work such as insecurity, wage discrimination, absence of medical and accidental care, lack of continuity etc. this is due to their seasonal intermittent nature of work, low level irregular patterns of earning and employment, absence of employer-employee relationship and weak administrative structure. It is also clear that self- awareness and education are the magic wands which will fuel the revolution.

## CHAPTER 3

### THEORETICAL BACKGROUND OF THE STUDY

#### 3.1 THEORETICAL BACKGROUND OF THE STUDY

Women's work or woman's work is work believed to be exclusively the domain of women and associates particular stereotypical tasks that history has associated with the female gender. It is particularly used with regard to the unpaid work that a mother or wife will perform within a family and household.

Related concepts include gender role, wage labor and employment, female workforce, and women's rights (cf. Gender roles and feminism). The term may be pejorative, because historical advertisements have promoted the misrepresentation of women as only house maids.

The term "women's work" may indicate a role with children as defined by nature in that only women are biologically capable of performing them: pregnancy, childbirth, and breastfeeding. It may also refer to professions that involve these functions: midwife and wet nurse. "Women's work" may also refer to roles in raising children particularly within the home: diaper changing and related hygiene, toilet training, bathing, clothing, feeding, monitoring, and education with regard to personal care. It may also refer to professions that include these functions, including teacher (up to the age of puberty), governess, nanny, day care worker, and au pair. "Women's work" may also refer to roles related to housekeeping, such as cooking, sewing, ironing, and cleaning. It may also refer to professions that include these functions, such as maid and cook. Though much of "women's work" is indoors, some is outdoors. Such as fetching water, grocery shopping or food foraging, and gardening. At least in the European context, and until the industrial revolution, society was primarily agrarian and women were just as involved in working on farms as men. By contrast, "men's work" involves the usage of strength or work outdoors, also considered macro power which is defined as public sphere power; mechanical, electrical or electronic knowledge and skill; employment ("bread-winning", "bringing home the bacon"); most dealings with money; or higher reasoning to perform tasks. The term micro power refers to having greater power in the home; which means that it

is easier for men to avoid house work and care labor. Micro power may also be a tool men use to prevent women from entering the workforce. When women are kept in the private sphere, men remain the sole provider financially, which provides headway in American society. Among some people, men's work is considered to be the opposite of "women's work" and thus does not include activities within the home or with children, though "men's work" traditionally includes work that involves both (such as repairing appliances and disciplining children).

In the history of human development, women have been as vital in the history making as men have been. In fact, higher status for women vis-à-vis employment and work performed by them in a society as a significant indicator of a nation's overall progress. Undoubtedly, without the active participation of women in national activities, the social, economic or political progress of a country will deteriorate and become stagnant. But ironically and tragically, women employees in general are not taken very seriously by their superiors, colleagues, or society at large. Having a career poses challenges for women due to their family responsibilities. Traditionally Indian women have been home makers but in the recent decades, proper education and better awareness, in addition to the ever increasing cost of living has made them to go out and choose careers. In a particular society like India it is still believed that a man is the primary bread winner of his family. Although Indian women have started working outside their homes but still they have a long way to go both culturally, socially and economically, to bring in positive attitudinal changes in the mind- set of people.

It is generally perceived that gender bias against working women starts right from the stage of recruitment, most of the Indian men are not ready to accept that women are capable enough to work side by side with men in all sector, other than in a few limited ones like teaching, nursing and in clerical sectors. Their capabilities are generally underestimated as a result of which Indian women have a tendency opt for less demanding jobs even if they are highly qualified. Women have the responsibilities to effectively manage their multiple roles in domestic as well as professional lives. Men generally do not offer any help in the household's work. This makes the life of women extremely stressful.



### **Women in the workplace:**

Women in the workplace earning wages or a salary are part of a modern phenomenon, one that developed at the same time as the growth of paid employment for men; yet women have been challenged by inequality in the workplace ( N.Andal, 2002). A woman is a social animal. To keep her in captivity, without access to work or finance or interaction with outside world, is less than fair ( Eisenhower, 2002). Economic, social and political empowerment of women is essential for the development of any society. Working women are essential for the development of the society, so empowerment of women is important to the process of upliftment of the economic-social and political status of women. Traditionally women have been the underprivileged once in the society, not enjoying the same rights or standards of living as the other half of the population. According to (Robin 2002) “sexism is the root oppression, the one which, until and unless we uproot it, will continue to put forth the branches of racism, class, hatred, ageism, competition, ecological disaster and economic exploitation. No other human differentiations can be similarly powerful in reproducing oppressions, and so, women are the real left.”

### **Rationale and significance of the study**

Educated urban women are presumed to be more aware of the opportunities and challenges of the workplace or educated urban women can better understand their role and limitations at their workplace and are perceived to be bold enough to develop their own personalities, with or without encouragement from their families. An assessment of the problem and issues plaguing urban working women is there for a necessity for better understanding of workplace dynamic related to women.

### **Challenges faced by women**

Women face numerous obstacles in achieving representation in governance.[19] The biggest challenges a woman in government can face occur during the pursuit of her position in government office, as opposed to when she is upholding said position. Studies show that one of the big challenges is financing a campaign. While women are more than capable of matching their male opponents in fundraising totals, studies show that they have to work harder in order to achieve the same result because men tend to receive more ready support from party leaders.

According to a survey conducted on a sample of 3,640 elected municipal officeholders, women face adversities with things such as financing a campaign because they are not as heavily recruited as men by party leaders. There are two factors that contribute to this trend. Firstly, party leaders tend to recruit candidates who are similar to them. Since most party leaders are men, they usually see men as prime candidates because they share more similarities than most woman do. The same concept applies when discussing the second factor. Recruitment works through networks such as lower level office holders or affiliated businesses. Since women are underrepresented in these networks, according to statistics, they are less likely to be recruited than men. Due to these challenges, women have to spend time and conscious effort building a financial support system, unlike men.

### **Systematic challenges**

There have been many arguments saying the plurality-majority voting system is a disadvantage to the chance that women get into office. Andrew Reynolds brings forth one of these arguments by stating: "Plurality-majority single-member-district systems, whether of the Anglo-American first-past-the-post (FPTP) variety, the Australian preference ballot alternative vote (AV), or the French two-round system (TRS), are deemed to be particularly unfavorable to women's chances of being elected to office". Andrew believes that the best systems are list- proportional systems. "In these systems of high proportionality between seats won and votes cast, small parties are able to gain representation and parties have an incentive to broaden their overall electoral appeal by making their candidate lists as diverse as possible".

### **Personal life and choices**

Additionally, women running for public office typically gain additional, unnecessary scrutiny on their private lives. For instance, fashion choices of politically active women are often picked apart by the media. In these "analyses" women rarely gain approval from those in the media, who usually say they either they show too much skin or too little, or perhaps that they either look too feminine or too masculine. Sylvia Bashevkin also notes that their romantic lives are often subject of much interest to the general population, perhaps more so than their political agenda or stances on issues. She points out that those who "appear to be sexually active outside a monogamous heterosexual marriage run into particular difficulties, since they tend

to be portrayed as vexatious vixens “who are more interested in their private romantic lives than in their public responsibilities. If they are in a monogamous, married relationship but have children, then their fitness for office becomes a question of how they manage being a politician while taking care of their children, something that a male politician would rarely, if ever, be asked about. Family duties and family forming cause significant delays in aspiring women's political careers. A 2017 study found that female Republican candidates fare worse in elections than Republican men and Democratic women.

### **Society**

Gender inequality within families, inequitable division of labor within households, and cultural attitudes about gender roles further subjugate women and serve to limit their representation in public life. Societies that are highly patriarchal often have local power structures that make it difficult for women to combat. Thus, their interests are often not represented or under-represented.

### **Working Women and Family Life**

Many women today are facing choices that their mothers never had to face. One of these choices is whether or not to go back to work after having a child. This was practically unheard of in the 1950's. In the 1990's it is not whether the mother will or will not go back to work, rather a question of when. When did the choice become set in stone? Why do the mothers of today have to work outside the home versus working in the home, much like their mothers did, Role decisions within the family unit need to increase when the mother returns to work. In order for both partners to be happy and feel fulfilled, there needs to be a clear definition of roles within the family unit. This is something that should be discussed and decided well before the mother returns to work. In making role decisions, the parents must somehow combine their perceptions of the rewards and costs associated with each role in order to determine which combination of roles will provide them with the best role position. In other words, they need to figure out what they can do best for the family when they both parents work. If this is accomplished, the family will function better as a unit, and stress will be alleviated for all.

## **PINK-COLLAR WORKER**

A pink-collar worker refers to someone working in the care-oriented career field or in fields historically considered to be women's work. This may include jobs in the beauty industry, nursing, social work, teaching, secretarial work, or child care. While these jobs may also be filled by men, they are typically female-dominated and may pay significantly less than white-collar or blue-collar jobs.

### **Etymology**

The term pink-collar was popularized in the late 1970s by writer and social critic Louise Kapp Howe to denote women working as nurses, secretaries, and elementary school teachers. Its origins, however, go back to the early 1970s, to when the Equal Rights Amendment (ERA) was placed before the states for ratification. At that time, the term was used to denote secretarial staff as well as non-professional office staff, all of which were largely held by women. These positions were not white-collar jobs, but neither were they blue-collar, manual labor. Hence, the creation of the term "pink-collar," which indicated it was not white-collar, was nonetheless an office job and one that was overwhelmingly filled by women.

### **Occupations**

Pink-collar occupations tend to be personal-service-oriented worker working in retail, nursing, and teaching (depending on the level), are part of the service sector, and are among the most common occupations in the United States. The Bureau of Labor Statistics estimates that, as of May 2008, there were over 2.2 million persons employed as servers in the United States. Furthermore, the World Health Organization's 2011 World Health Statistics Report states that there are 19.3 million nurses in the world today.[2] In the United States, women comprise 92.1% of the registered nurses that are currently employed.

### **World War I and II**

World War I sparked a demand for "pink-collar jobs" as the military needed personnel to type letters, answer phones, and perform other secretarial tasks. One thousand women worked for the U.S. Navy as stenographers, clerks, and telephone operators. In addition, Military nurses, an already "feminized" and accepted profession for women, expanded during wartime. In 1917, Louisa Lee Schuyler opened the Bellevue Hospital School of Nursing, which was the first to train women as

professional nurses.[15] After completing training, female nurses worked in hospitals or more predominantly in field tents.

World War II marked the emergence of large numbers of women working domestically in industrial jobs to assist in the war effort as directed under the War Manpower Commission which recruited women to fill war manufacturing jobs.

Notably, American women in World War II joined the armed services and were stationed domestically and abroad through participation in non combat military roles and as medical personnel. One thousand female pilots joined the Women Airforce Service Pilots, one hundred and forty thousand women joined the Women's Army Corps and one hundred thousand women joined the U.S. Navy as nurses through WAVES in addition to administrative staff.

### **Mirror representation**

Women's participation in formal politics is lower than men's throughout the world.[33] The argument put forth by scholars Jacquetta Newman and Linda White is that women's participation in the realm of high politics is crucial if the goal is to affect the quality of public policy. As such, the concept of mirror representation aims to achieve gender parity in public office. In other words, mirror representation says that the proportion of women in leadership should match the proportion of women in the population that they govern. Mirror representation is premised on the assumption that elected officials of a particular gender would likely support policies that seek to benefit constituents of the same gender.

### **Effects on public policy**

A key critique is that mirror representation assumes that all members of a particular sex operate under the rubric of a shared identity, without taking into consideration other factors such as age, education, culture, or socioeconomic status. However, proponents of mirror representation argue that women have a different relationship with government institutions and public policy than that of men, and therefore merit equal representation on this facet alone. This feature is based on the historical reality that women, regardless of background, have largely been excluded from influential legislative and leadership positions. As Sylvia Bashevkin notes, "representative democracy seems impaired, partial, and unjust when women, as a majority of citizens, fail to see themselves reflected in the leadership of their polity." In fact, the issue of

participation of Women in politics is of such importance that the United Nations has identified gender equality in representation (i.e. mirror representation) as a goal in the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Action. Besides seeking equality, the goal of mirror representation is also to recognize the significance of women's involvement in politics, which subsequently legitimizes said involvement. Here have been differing results between studies that looked at the significance of women's representation on actual policy outcomes. Though women in the United States are more likely to identify as feminists, a 2014 study looking in the United States finds "no effect of gender of the mayor on policy outcomes." A 2012 study finds mixed evidence that the share of female councilors in Sweden affected conditions for women citizens, such as women's income, unemployment, health, and parental leave. A 2015 study in Sweden said that: "The findings show that female legislators defend feminist interests more than their male colleagues but that they only marginally respond to women's electoral preferences." A 2016 study looking at African politicians finds "gender differences in policy priorities [to be] quite small on average, vary across policy domains and countries".

### **Employment Trends for Women in India**

The increase in the number of women in the labor market signifies an important trend regarding women's employment. This has been occurring alongside increases in labor force and workforce, especially for urban women, although rural women workers predominate in terms of participation rates and overall magnitude. The increasing share of women's participation in the labor force and its significant contribution to household income as well as GDP require some policy attention be paid to the gender dimensions of employment. The eleventh Five Year Plan document for the first time in the history of Indian planning recognizes women not only as equal citizens but as 'agents of sustained socio-economic growth and change' (GOI, 2008, p. 5). A multi-pronged approach is emphasized to address issues concerning women workers, such as provision of basic entitlements and strengthening of institutional mechanisms.

### **WOMEN IN THE ORGANISED SECTOR**

The economy of India is expanding; the proportion of women working in the organised sector is also increasing gradually. In the organised sector, we find two sub-

sectors i.e. the public sector and the private sector. In both these sectors women are involved in the following types of activities : (a) agriculture and allied occupations, (b) mining and quarry, (c) manufacturing, (d) electricity, gas and water, (e) construction, (f) wholesale, retail business and hotel and restaurants, (g) transport, storage and communication, (h) financial, insurance, real estate and business services, (i) community and social services. It is important that in the wake of globalization the patterns of women's work participation in these varieties of activities have changed. In this unit we have explained these changes in detail. India is a vast country so there are diverse patterns of women's work participation in the organised sector. To highlight these diversities, we have shown women's work participation in various states and union territories in India. Women in the organised sector face various problems which are qualitatively different from those in the unorganised sector. In this Unit, we have provided a glimpse of these problems through a case study undertaken by Southern Asian Research and Development Initiatives. In the last part of the Unit, we have also described the patterns of women's work participation in a developed country, Australia. In the developed countries women predominantly participate in the formal sector.

### **Women in higher positions in the organised sector**

Women work at different levels and under different conditions in the organised sector. A large number of women work in agriculture, mines, factories and plantations as labourers or as assembly level workers in formal establishments. Their numbers are proportionately increasing than those of the women working at the managerial level. An estimate suggests that not even one percent of the Indian women workforce are found to work at the managerial level. In the private sector only a few female CEOs are found to lead their enterprises. However, with the expansion of educational opportunities, diversification of economy and introduction of various schemes and programmes, more women are now gradually becoming visible in the managerial categories in the private sector. The increased access to higher education has made it feasible for large numbers of women to compete for higher positions in Government. Since the 1970s, larger numbers of women have appeared and succeeded in competitive examinations to various services. The proportion of women in Central employment rose from 67000 to 289,000 that is, from 2.51% in 1971 to 7.58% in

1991. Amongst the All India Services, women's representation is the highest in the Indian Postal Service. During the reference period, it has increased from 17.5% to 21.5%. Next in rank come the Indian Audit and Accounts Service, Indian Information Service and Indian Revenue Service. Representation in the Indian Foreign Service has also increased from over 10% to about 14% and the Indian Administrative Service from 9% to 10%. In the rest of the Services, women's representation is less than 7%. Indian women have the lowest representation in the Indian Police Force and the Indian Forest Service (2% and 3% respectively) (Govt. of India 2005). Though in the organised sector women are employed following prescribed rules and procedures, and their working conditions are governed by well established rules and norms, they encounter several problems. Many of these problems remain unidentified and are therefore not addressed.

### **WOMEN IN UNORGANIZED SECTOR**

In the unorganized sector, work situations are not in official record and working conditions are not protected by law. So the problems of female workers in unorganized sector are not properly known. It has been pointed out by Hart that one of the major problems is that working conditions are worst. Due to population growth and urban migration, the active labour force was growing at a much faster rate than availability of jobs in the organized sector. The focus of development policies was gradually shifting from pure economic to growth with equity and the eradication of poverty. Interest was, thus generated in sectors outside the organized economy that was providing a livelihood to a large section of the poor. Hence, the concept of the unorganized sector was born. In defining the unorganized sector, self-employed with or without family labour and microenterprises with less than five workers, is also included.

#### **Categories of women workers in unorganized sector**

Rag pickers: Rag picker is a person who salvages reusable or recyclable materials thrown away by others to sell or for personal consumption. There are millions of waste pickers worldwide, predominantly in developing countries. The global population of urban dwellers is expected to double between 1987 and 2015, with 90% of this growth occurring in developing countries. The United Habitat Report found



that nearly one billion people worldwide live in slums, about a third of the world's urban dwellers.

Domestic workers: In 1977-78, there were some 1.68 million female domestic workers, while the number of male workers was only 0.62 million. A study of domestic workers in Delhi shows that although domestic work has brought higher incomes to many women and their families it is still far from decent work being characterized by long working hours, low wages and hardly any social security. Domestic workers are more vulnerable than other kinds of workers because they are not officially classified as workers at all and are therefore not covered by laws that apply to workers.

### **PROBLEMS FACED BY WORKING WOMEN:**

#### **Occupational problems as stress:**

In women Occupational stress is stress involving work. Work and family are the two most important aspects in women's lives. Balancing work and family roles has become a key personal and family issue for many societies. There are many facets in working mother's lives that subject to stresses. They deal with home and family issues as well as job stress on a daily basis.

#### **World Health Organization's (WHO) definition**

Occupational or work-related stress "is the response people may have when presented with work demands and pressures that are not matched to their knowledge and abilities and which challenge their ability to cope."

#### **Reasons of occupational stress**

Imbalance between work and family leads to occupational stress. Imbalance between work and family life arises due to a number of factors. Various factors are following.

#### **Mental harassment**

It is an age old convention that women are less capable and inefficient in working as compared to men. The attitude which considers women unfit for certain jobs holds back women. In spite of the constitutional provisions, gender bias creates obstacles in their recruitment. In addition to this, the same attitude governs injustice of unequal salaries for the same job. The true equality has not been achieved even after 61 years of independence. Working in such conditions inevitably puts strain on women to greater extent as compared to men, thus making them less eager in their career.

**Sexual harassment:**

Today, almost all working women are prone to sexual harassment irrespective of their status, personal characteristics and the types of their employment. They face sexual harassment on way on transports, at working places, educational institutions and hospitals, at home and even in police stations when they go to file complaints. It is shocking that the law protectors are violating and outraging modesty of women. Most of the women tend to be concentrated in the poor service jobs whereas men are in an immediate supervisory position, which gives them an opportunity to exploit their subordinate women.

**Discrimination at Workplace:**

However, Indian women still face blatant discrimination at their workplaces. They are often deprived of promotions and growth opportunities at work places but this doesn't apply to all working women. A majority of working women continue to be denied their right to equal pay, under the Equal Remuneration Act, 1976 and are underpaid in comparison to their male colleagues. This is usually the case in factories and labor-oriented industries.

**No Safety of Working Women While Traveling:**

Typically, the orthodox mindset in the Indian society makes it difficult for a working woman to balance her domestic environment with the professional life. In some families, it may not be acceptable to work after six o'clock. Those families that do accept these working hours may experience considerable anxiety every day about a woman's safety while traveling. So many issues affect a working woman because she is closely protected or watched by her family and the society.

**Lack of Family Support:**

Lack of proper family support is another issue that working women suffers from. At times, the family doesn't support women to leave the household work and go to office. They also resist for women working till late in office which also hampers the performance of the women and this also affects their promotion.

**Insufficient Maternity Leaves:**

Insufficient maternity leave is another major issue that is faced by a working mother. This not only affects the performance of women employees at work, but is also detrimental to their personal lives.

**Job insecurity:**

Unrealistic expectations, especially in the time of corporate reorganizations, which sometimes puts unhealthy and unreasonable pressures on the employee, can be a tremendous source of stress and suffering. Increased workload extremely long work hours and intense pressures to perform at peak levels all the time for the same pay, can actually leave an employee physically and emotionally drained. Excessive travel and too much time away from family also contribute to an employee's stressors.

**Workplace Adjustment:**

Adjusting to the workplace culture, whether in a new company or not, can be intensely stressful. Making oneself adapt to the various aspects of workplace culture such as communication patterns of the boss as well as the co-workers, can be a lesson of life. Maladjustments to workplace cultures may lead to subtle conflicts with colleagues or even with superiors. In many cases office politics or gossips can be major stress inducers.

**Insufficient skill & knowledge:**

Majority of female do not have proper training and skills aligned to their task. This result is excessive stress and inefficient working.

**Exploitation of the female labour:**

Female workers are more vulnerable to exploitation by employer. They can be easily threatened of their job for indecent favours.

**Non sympathetic attitude of employer:**

Temporary nature of employment in this sector does not allow the bond between the employee and employer to establish and become strong.

**Extreme work pressure:**

Females are overworked, they work twice as many hours as worked by their male counterpart. In agriculture sector the condition is the worst. When measured in terms of number of tasks performed and the total time spent, it is greater than men as per one study in Himalayas which found that on a one-hectare farm, a pair of bullocks' works 1064 hours, a man 1212 hours and a woman 3485 hours in a year.

## CHAPTER 4

### DATA ANALYSIS AND INTERPRETATION

#### DATA ANALYSIS AND INTERPRETATION

Table No.4.1

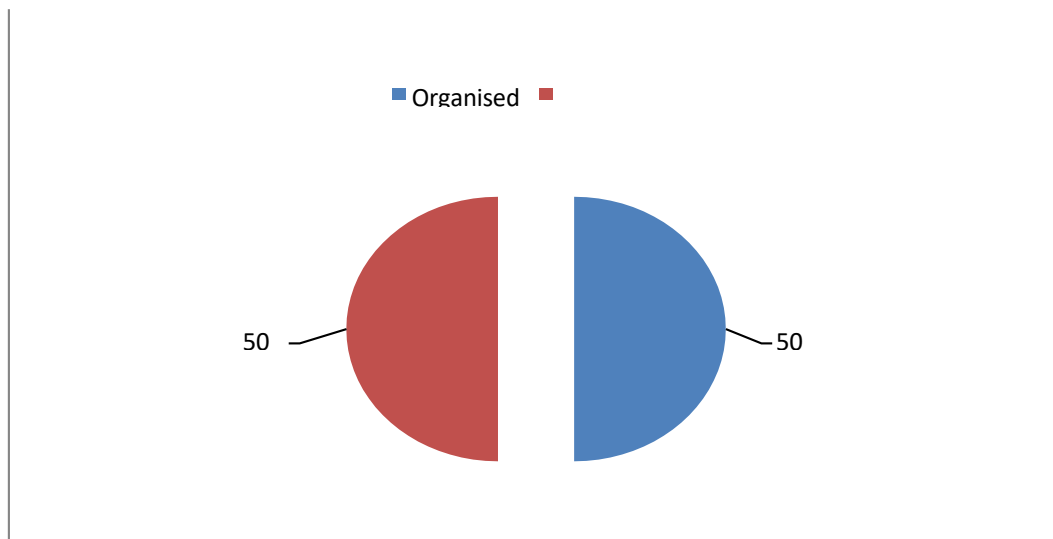
##### SECTOR WORKING IN

| PARTICULARS  | NUMBER OF RESPONDENTS | PERCENTAGE |
|--------------|-----------------------|------------|
| Organised    | 30                    | 50         |
| Unorganised  | 30                    | 50         |
| <b>TOTAL</b> | <b>60</b>             | <b>100</b> |

Source : Primary Data

Chart No. 4.1

##### SECTOR WORKING IN



#### INTERPRETATION

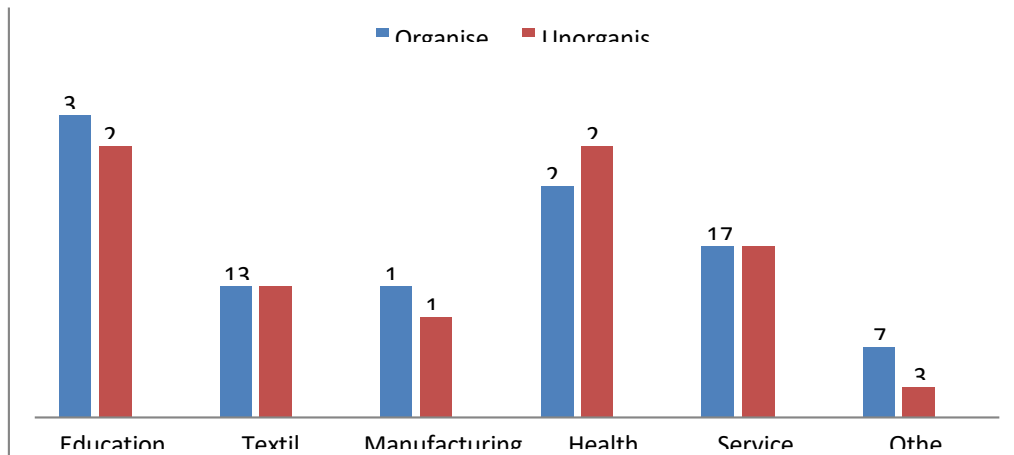
Table 4.1 shows the number of women working in organised and unorganised sector. The respondents for this study are taken equally from organised and unorganised sectors.

**Table No.4.2**  
**INDUSTRY WORKING IN**

| PARTICULARS   | NUMBER OF |             | PERCENTAGE |             |
|---------------|-----------|-------------|------------|-------------|
|               | ORGANISED | UNORGANISED | ORGANISED  | UNORGANISED |
| Educational   | 9         | 8           | 30         | 27          |
| Textile       | 4         | 4           | 13         | 13          |
| Manufacturing | 4         | 3           | 13         | 10          |
| Health care   | 7         | 8           | 23         | 27          |
| Services      | 5         | 5           | 17         | 17          |
| Other         | 2         | 1           | 7          | 3           |
| <b>Total</b>  | <b>30</b> | <b>30</b>   | <b>100</b> | <b>100</b>  |

Source: Primary data

**Chart No. 4.2**  
**INDUSTRY WORKING IN**



**INTERPRETATION**

Table 4.2 shows that women working in different industry under organised and unorganised sectors. The majority of women of organised sector are working in educational industry and the majority of women working in unorganised sector are in healthcare industry.

**Table No.4.3**

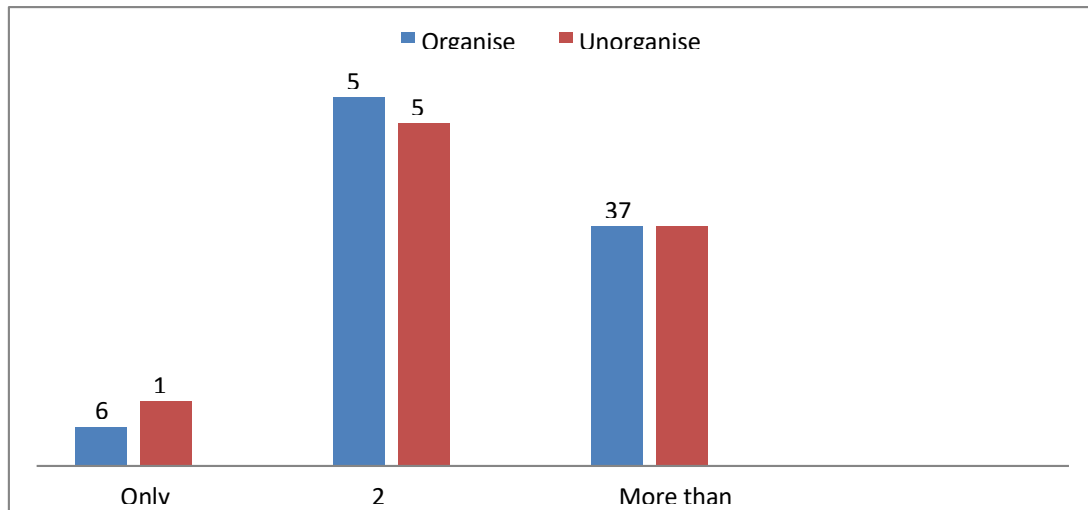
**NUMBER OF EARNING MEMBERS IN THE FAMILY**

| PARTICULARS  | NUMBER OF RESPONDENTS |             | PERCENTAGE |             |
|--------------|-----------------------|-------------|------------|-------------|
|              | ORGANISED             | UNORGANISED | ORGANISED  | UNORGANISED |
| Only me      | 2                     | 3           | 6          | 10          |
| 2 persons    | 17                    | 16          | 57         | 53          |
| More than 2  | 11                    | 11          | 37         | 37          |
| <b>TOTAL</b> | <b>30</b>             | <b>30</b>   | <b>100</b> | <b>100</b>  |

Source: Primary data

**Chart No. 4.3**

**NUMBER OF EARNING MEMBERS IN THE FAMILY**



**INTERPRETATION**

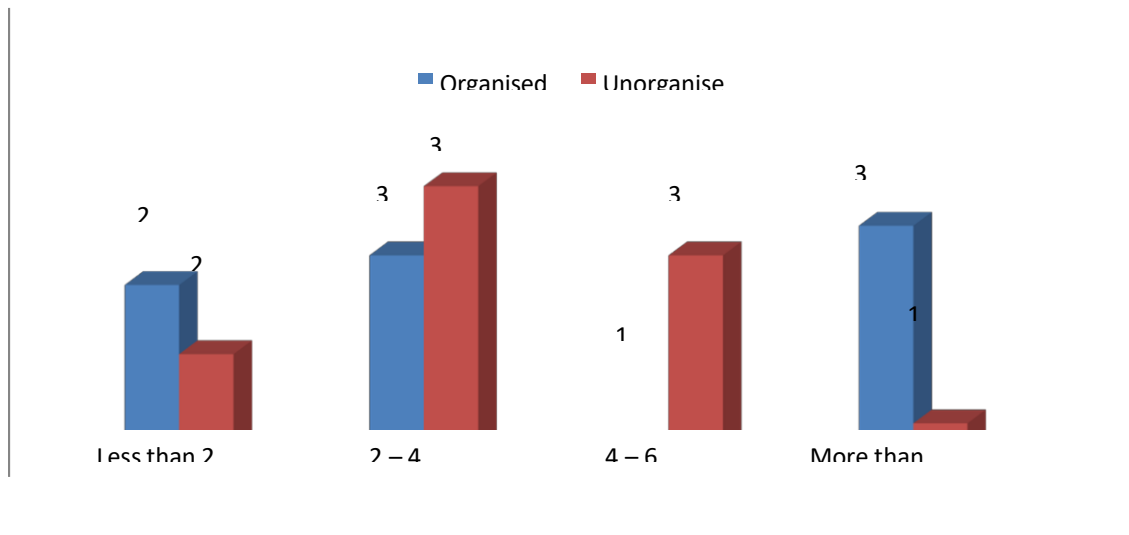
Table 4.3 shows that majority of family both in organised and unorganised sectors have 2 working members in their family.

**Table No.4.4**  
**DURATION OF EMPLOYMENT**

| PARTICULARS       | NUMBER OF RESPONDENTS |             | PERCENTAGE |             |
|-------------------|-----------------------|-------------|------------|-------------|
|                   | ORGANISED             | UNORGANISED | ORGANISED  | UNORGANISED |
| Less than 2 years | 8                     | 6           | 27         | 20          |
| 2 – 4 years       | 9                     | 11          | 30         | 37          |
| 4 – 6 years       | 3                     | 9           | 10         | 30          |
| More than 6years  | 10                    | 4           | 33         | 13          |
| <b>TOTAL</b>      | <b>30</b>             | <b>30</b>   | <b>100</b> | <b>100</b>  |

Source: Primary data

**Chart No. 4.4**  
**DURATION OF EMPLOYMENT**



**INTERPRETATION**

Table 4.4 shows that majority of women working in unorganised sector is employed for 2 to 4 years and majority of women working in organised sector is employed for more than 6 years.

**Table No.4.5**

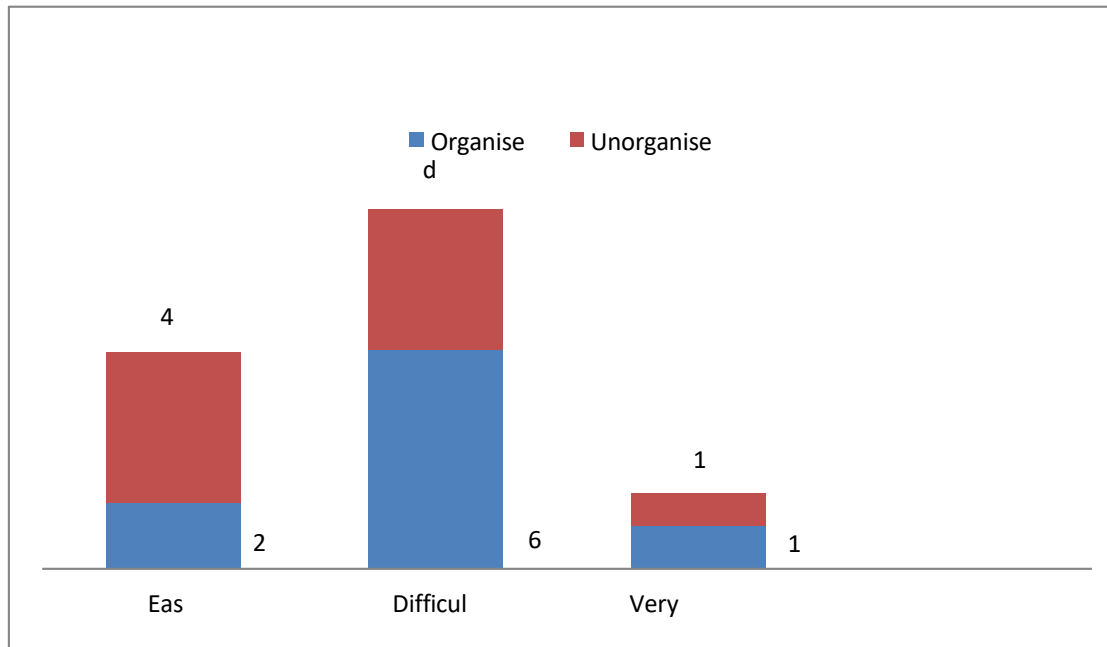
**LEVEL OF DIFFICULTY IN FINDING THE JOB**

| PARTICULARS    | NUMBER OF |            | PERCENTAGE |            |
|----------------|-----------|------------|------------|------------|
|                | ORGANISE  | UNORGANISE | ORGANISE   | UNORGANISE |
| Easy           | 6         | 14         | 20         | 46         |
| Difficult      | 20        | 13         | 67         | 43         |
| Very difficult | 4         | 3          | 13         | 10         |
| <b>TOTAL</b>   | <b>30</b> | <b>30</b>  | <b>100</b> | <b>100</b> |

Source: Primary data

**Chart No. 4.5**

**LEVEL OF DIFFICULTY IN FINDING THE JOB**



**INTERPRETATION**

Table 4.5 shows that 67% of women working in organised sector found difficult in finding the job and 43% of women in unorganised sector, 13% and 10 % of women in organised sector and unorganised sector found it very difficult respectively, and only 20%of women in organised sector found it easy in finding the job where 46% of women in unorganised sector found it easy.

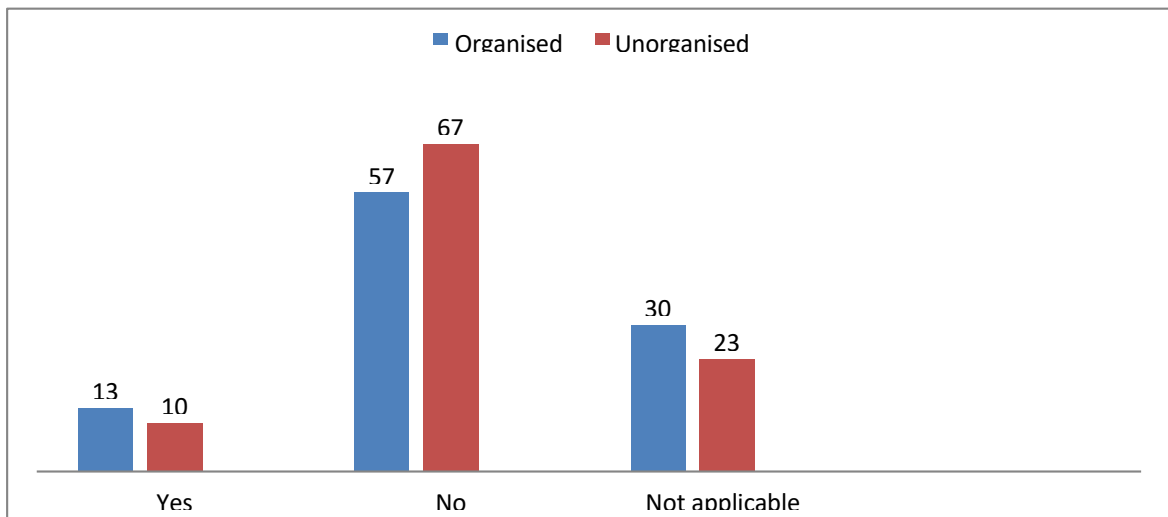


**Table No.4.6**  
**WORK FROM HOME FACILITY**

| PARTICULARS    | NUMBER OF RESPONDENTS |             | PERCENTAGE |             |
|----------------|-----------------------|-------------|------------|-------------|
|                | ORGANISED             | UNORGANISED | ORGANISED  | UNORGANISED |
| Yes            | 4                     | 3           | 13         | 10          |
| No             | 17                    | 20          | 57         | 67          |
| Not applicable | 9                     | 7           | 30         | 23          |
| <b>TOTAL</b>   | <b>30</b>             | <b>30</b>   | <b>100</b> | <b>100</b>  |

Source: Primary data

**Chart No. 4.6**  
**WORK FROM HOME FACILITY**



**INTERPRETATION**

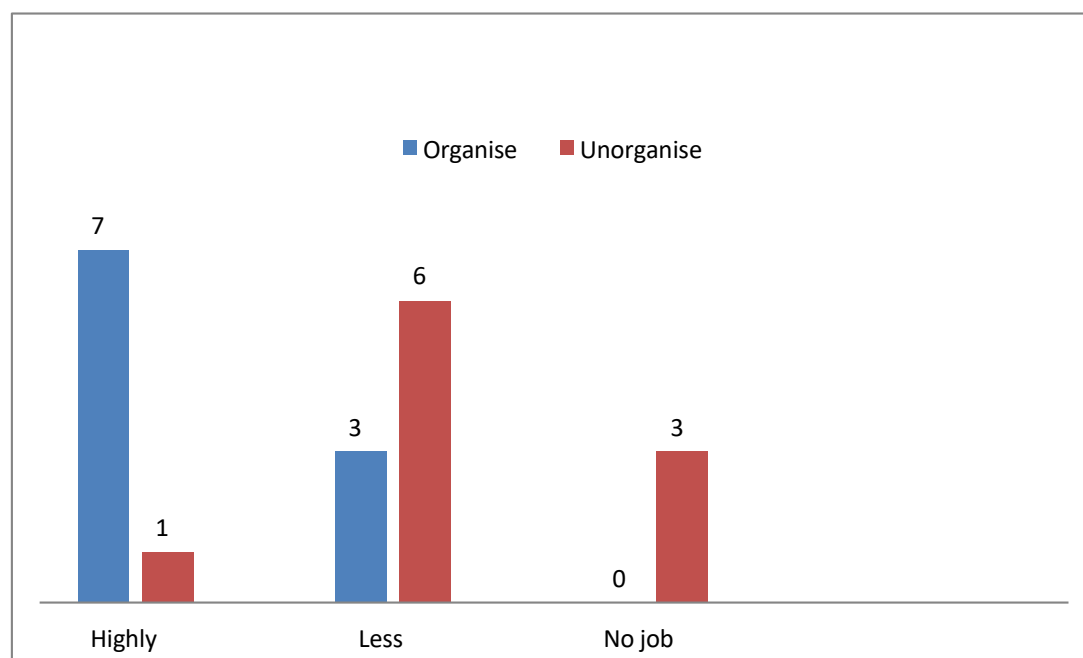
Table 4.6 shows that 13% of women in organised sector have work from home facility and 57% of them do not have such facility. 57% and 67% of women of organised and unorganised sectors respectively do not have work from home facility. And for 30% of organised and 23% of unorganised sector work from home facility is not applicable.

**Table No. 4.7**  
**JOB SECURITY**

| PARTICULARS     | NUMBER OF |            | PERCENTAGE |            |
|-----------------|-----------|------------|------------|------------|
|                 | ORGANISE  | UNORGANISE | ORGANISE   | UNORGANISE |
| Highly secured  | 21        | 3          | 70         | 10         |
| Less secured    | 9         | 18         | 30         | 60         |
| No job security | 0         | 9          | 0          | 30         |
| <b>TOTAL</b>    | <b>30</b> | <b>30</b>  | <b>100</b> | <b>100</b> |

Source: Primary data

**Chart No. 4.7**  
**JOB SECURITY**



**INTERPRETATION**

Table 4.7 shows that 70% women in organised sector have highly secured job where only 10% of women in unorganised sector have highly secured job. 30 % and 60% of women in organised and unorganised sector respectively have less job security. 30% of women working in unorganised sector have no job security.

**Table No. 4.8**

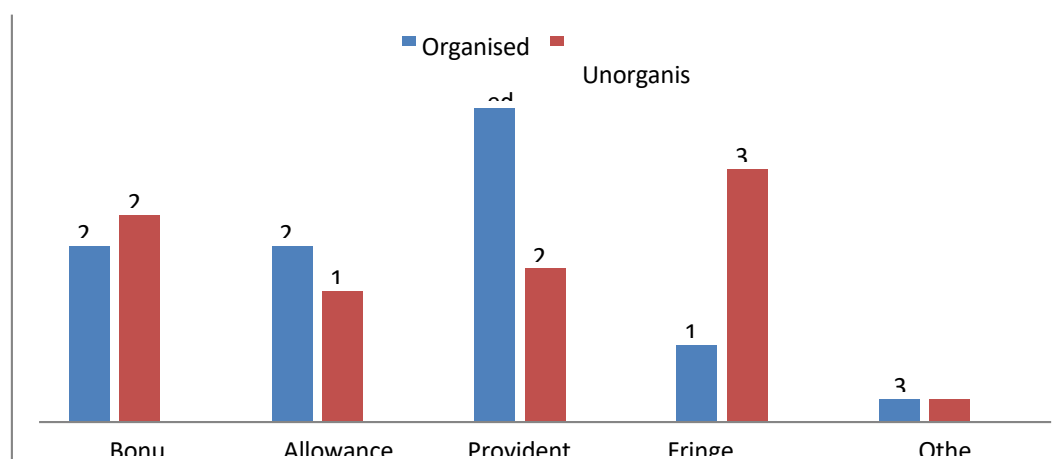
**BENEFITS IN ADDITION TO WAGES OR SALARY**

| PARTICULARS     | NUMBER OF |            | PERCENTAGE |            |
|-----------------|-----------|------------|------------|------------|
|                 | ORGANISED | UNORGANISE | ORGANISED  | UNORGANISE |
| Bonus           | 7         | 8          | 23         | 27         |
| Allowances      | 7         | 5          | 23         | 17         |
| Provident fund  | 12        | 6          | 41         | 20         |
| Fringe benefits | 3         | 10         | 10         | 33         |
| Other           | 1         | 1          | 3          | 3          |
| <b>TOTAL</b>    | <b>30</b> | <b>30</b>  | <b>100</b> | <b>100</b> |

Source: Primary data

**Chart No. 4.8**

**BENEFITS IN ADDITION TO WAGES OR SALARY**



**INTERPRETATION**

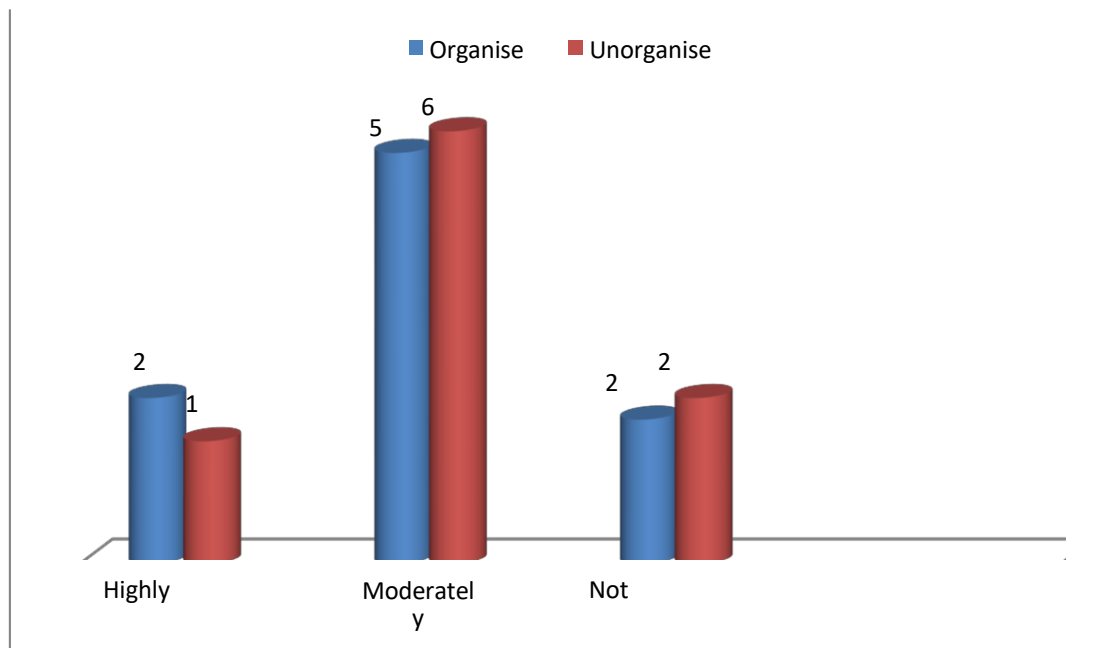
Table 4.8 shows that 41% of women working in organized sector get provident fund where 20% of unorganized sector get provident in addition to wages or salary, 33% of women working in unorganized sector get fringe benefits where only 10% of women in unorganized sector get fringe benefits in addition to wages and salary.

**Table No.4.9**  
**SATISFACTION WITH OTHER BENEFITS**

| PARTICULARS      | NUMBER OF |            | PERCENTAGE |            |
|------------------|-----------|------------|------------|------------|
|                  | ORGANISE  | UNORGANISE | ORGANISE   | UNORGANISE |
| Highly satisfied | 7         | 5          | 23         | 17         |
| Moderately       | 17        | 18         | 57         | 60         |
| Not satisfied    | 6         | 7          | 20         | 23         |
| <b>TOTAL</b>     | <b>30</b> | <b>30</b>  | <b>100</b> | <b>100</b> |

Source: Primary data

**Chart No. 4.9**  
**SATISFACTION WITH OTHER BENEFITS**



**INTERPRETATION**

Table 4.9 shows the satisfaction with other benefits, in organised sector 23% of women are highly satisfied, 57% are moderately satisfied, 20% are not satisfied and in unorganised sector 17% of them are highly satisfied 60% of them are moderately satisfied and 23% are not satisfied.

**Table No.4.10**

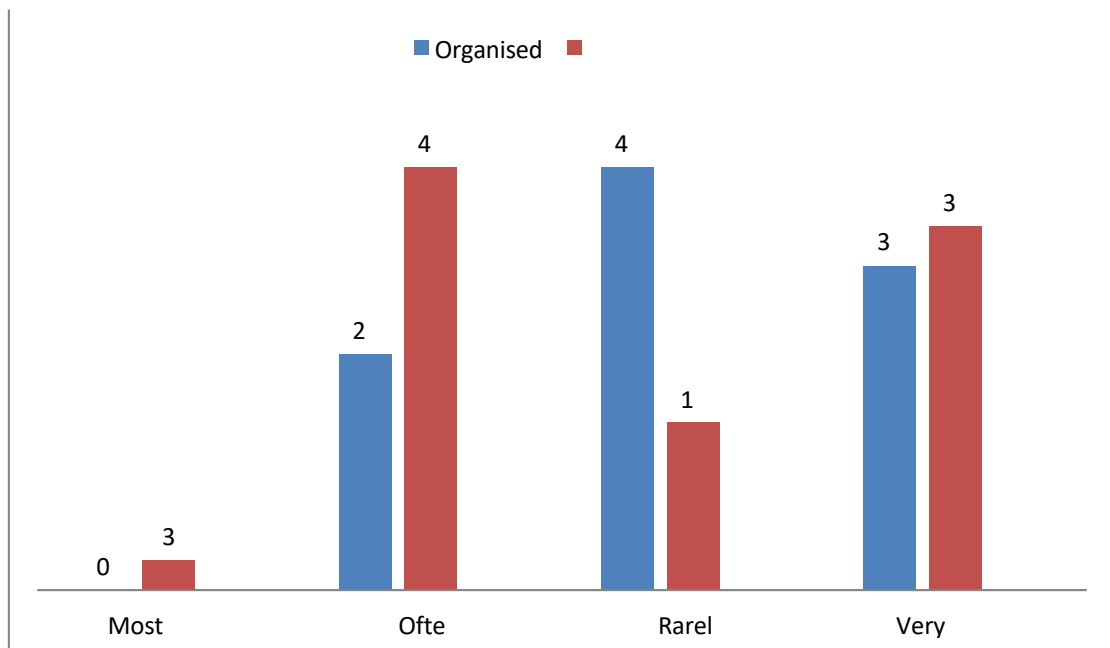
**FREQUENCY OF GETTING PROMOTION OR INCREMENT**

| PARTICULARS  | NUMBER OF |            | PERCENTAGE |            |
|--------------|-----------|------------|------------|------------|
|              | ORGANISE  | UNORGANISE | ORGANISE   | UNORGANISE |
| Most often   | 0         | 1          | 0          | 3          |
| Often        | 7         | 13         | 24         | 43         |
| Rarely       | 13        | 5          | 43         | 17         |
| Very rarely  | 10        | 11         | 33         | 37         |
| <b>TOTAL</b> | <b>30</b> | <b>30</b>  | <b>100</b> | <b>100</b> |

Source: Primary data

**Chart No.4.10**

**FREQUENCY OF GETTING PROMOTION OR INCREMENT**



**INTERPRETATION**

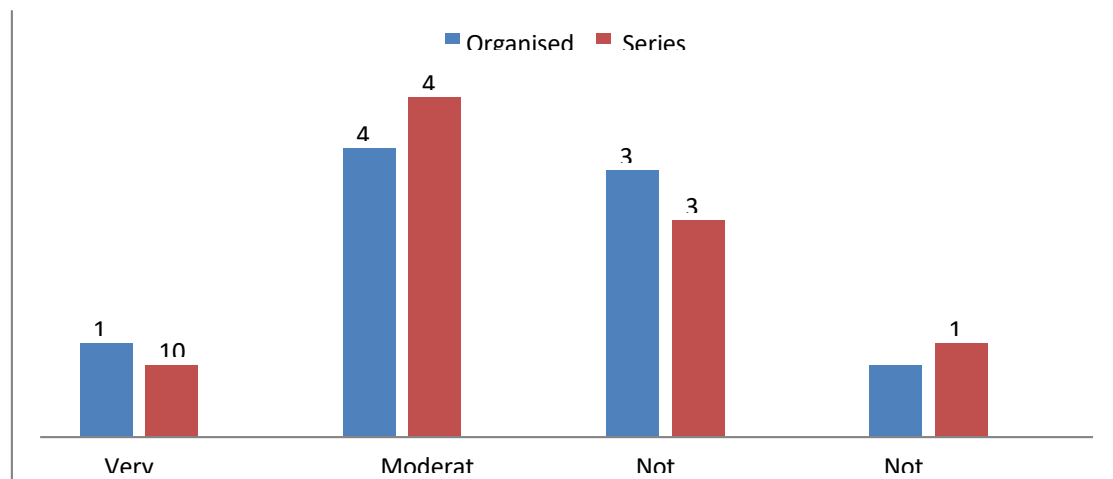
From table 4.10 shows that the frequency of getting promotion or increment. 33% and 37% of women in organized and unorganized sector respectively responds that they get promotion or increment very rarely. 24% and 43% of organised and unorganised sector respectively often get promotion or increment. where 43% and 17% get rarely.

**Table No. 4.11**  
**FLEXIBILITY OF WORK TIME**

| PARTICULARS    | NUMBER OF |            | PERCENTAGE |            |
|----------------|-----------|------------|------------|------------|
|                | ORGANISE  | UNORGANISE | ORGANISE   | UNORGANISE |
| Very flexible  | 4         | 3          | 13         | 10         |
| Moderate       | 12        | 14         | 40         | 47         |
| Not flexible   | 11        | 9          | 37         | 30         |
| Not applicable | 3         | 4          | 10         | 13         |
| <b>TOTAL</b>   | <b>30</b> | <b>30</b>  | <b>100</b> | <b>100</b> |

Source: Primary data

**Chart No. 4.11**  
**FLEXIBILITY OF WORK TIME**



**INTERPRETATION**

From table 4.11 shows that the flexibility of work time, 40% and 47% of women working in organized and unorganized sector respectively feel their work is moderately flexible. 37% and 30% feels that their work is not flexible and for 13% and 10% of women in organized and unorganized respectively feels it is very flexible. For 10% and 13% of women in organized and unorganized respectively it is not applicable.

**Table No.4.12**

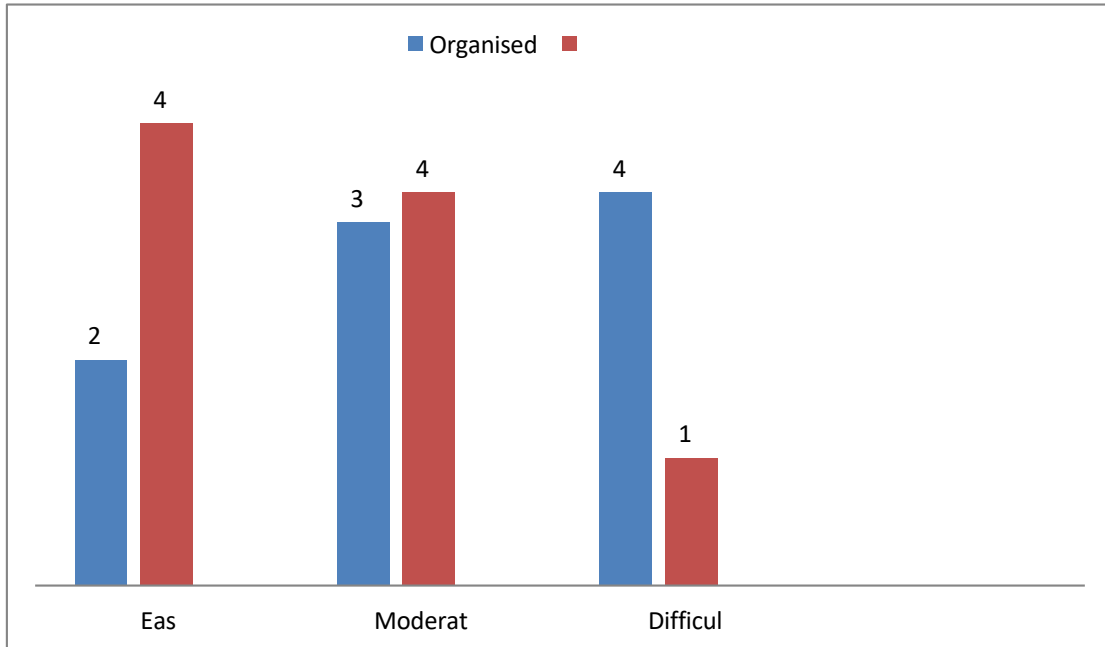
**EASE OF GETTING LEAVE ON DEMAND**

| PARTICULARS  | NUMBER OF RESPONDENTS |             | PERCENTAGE |             |
|--------------|-----------------------|-------------|------------|-------------|
|              | ORGANISED             | UNORGANISED | ORGANISED  | UNORGANISED |
| Easy         | 7                     | 14          | 23         | 47          |
| Moderate     | 11                    | 12          | 37         | 40          |
| Difficult    | 12                    | 4           | 40         | 13          |
| <b>TOTAL</b> | <b>30</b>             | <b>30</b>   | <b>100</b> | <b>100</b>  |

Source: Primary data

**Chart No.4.12**

**EASE OF GETTING LEAVE ON DEMAND**



**INTERPRETATION**

From table 4.12, shows the ease of getting leave on demand, 47% of women working in unorganized sector said that they get leave on demand very easily where only 23% of women in organized sector felt that. 37% and 40% of women in organized and unorganized felt that they get leave on demand moderately. 40% and 13% women of organised and unorganised respectively felt it difficult.

**Table No.4.13**

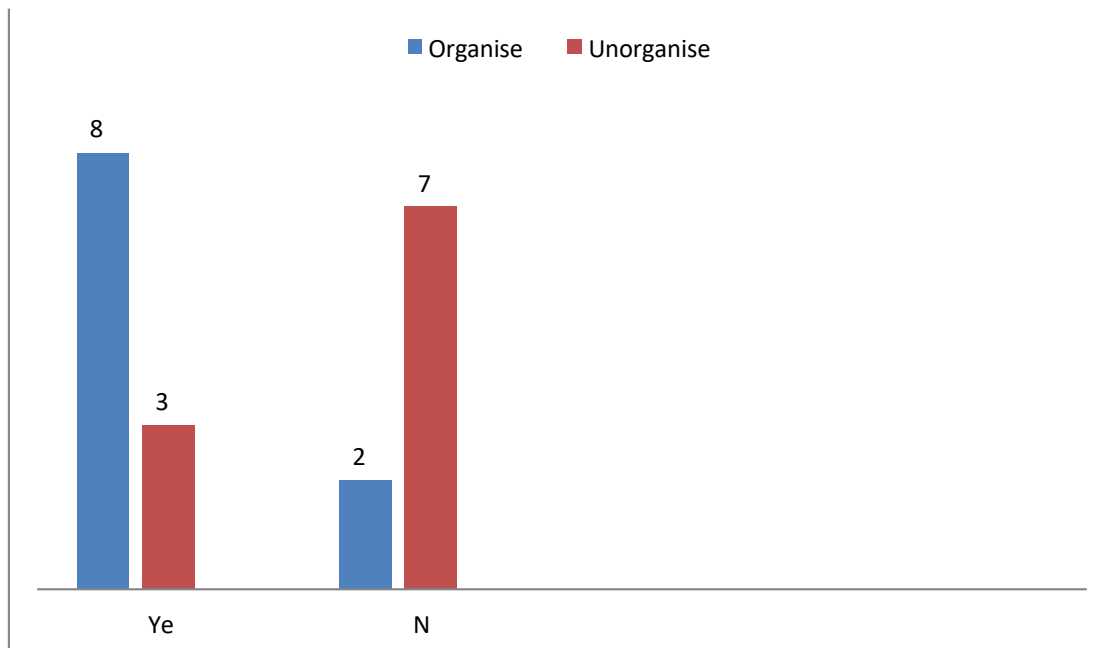
**AVAILABILITY OF MATERNITY LEAVE**

| PARTICULARS  | NUMBER OF RESPONDENTS |             | PERCENTAGE |             |
|--------------|-----------------------|-------------|------------|-------------|
|              | ORGANISED             | UNORGANISED | ORGANISED  | UNORGANISED |
| Yes          | 24                    | 9           | 80         | 30          |
| No           | 6                     | 21          | 20         | 70          |
| <b>TOTAL</b> | <b>30</b>             | <b>30</b>   | <b>100</b> | <b>100</b>  |

Source: Primary data

**Chart No.4.13**

**AVAILABILITY OF MATERNITY LEAVE**



**INTERPRETATION**

Table 4.13 shows that availability of maternity leave 80% women in organised and 30% women in unorganised sector responded that they get maternity leave and 20% and 70% women of organised and unorganised claim that they don't get.



**Table No.4.14**

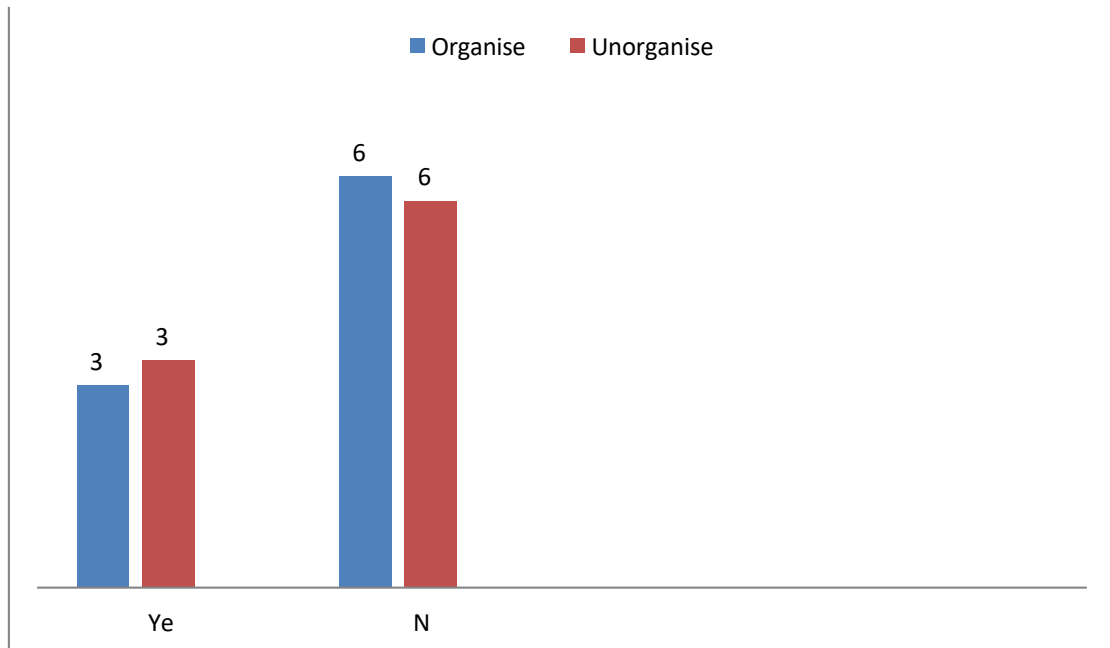
**HARASSMENT IN YOUR WORK PLACE**

| PARTICULARS  | NUMBER OF |            | PERCENTAGE |            |
|--------------|-----------|------------|------------|------------|
|              | ORGANISE  | UNORGANISE | ORGANISE   | UNORGANISE |
| Yes          | 10        | 11         | 33         | 37         |
| No           | 20        | 19         | 67         | 63         |
| <b>TOTAL</b> | <b>30</b> | <b>30</b>  | <b>100</b> | <b>100</b> |

Source: Primary data

**Chart No.4.14**

**HARASSMENT IN YOUR WORK PLACE**



**INTERPRETATION**

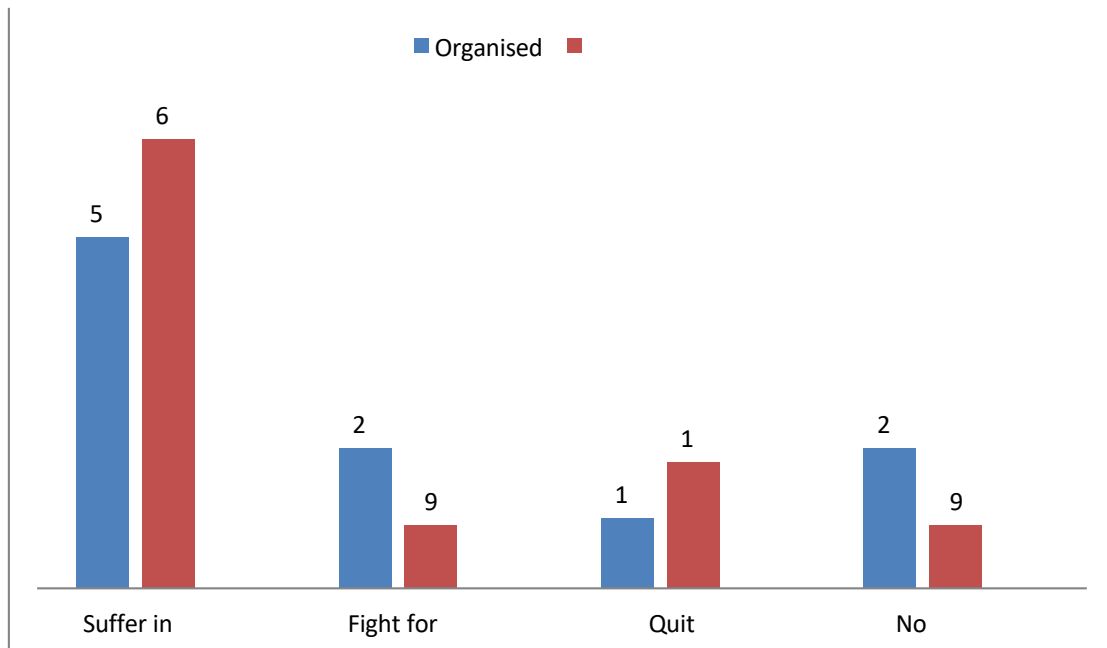
Table 4.14 Shows that Harassment at work place 67% and 63% of women in organised and unorganised sector respectively do not face any harassment at work place. And 33% and 37% of women in organised and unorganised sector face harassment at their workplace.

**Table No.4.15**  
**REACTION TO HARRASMENT**

| PARTICULARS       | NUMBER OF RESPONDENTS |            | PERCENTAGE |            |
|-------------------|-----------------------|------------|------------|------------|
|                   | ORGANISED             | UNORGANISE | ORGANISED  | UNORGANISE |
| Suffer in silence | 5                     | 7          | 50         | 64         |
| Fight for justice | 2                     | 1          | 20         | 9          |
| Quit job          | 1                     | 2          | 10         | 18         |
| No opinion        | 2                     | 1          | 20         | 9          |
| <b>TOTAL</b>      | <b>10</b>             | <b>11</b>  | <b>100</b> | <b>100</b> |

Source: Primary data

**Chart No.4.15**  
**REACTION TO HARRASMENT**



**INTERPRETATION**

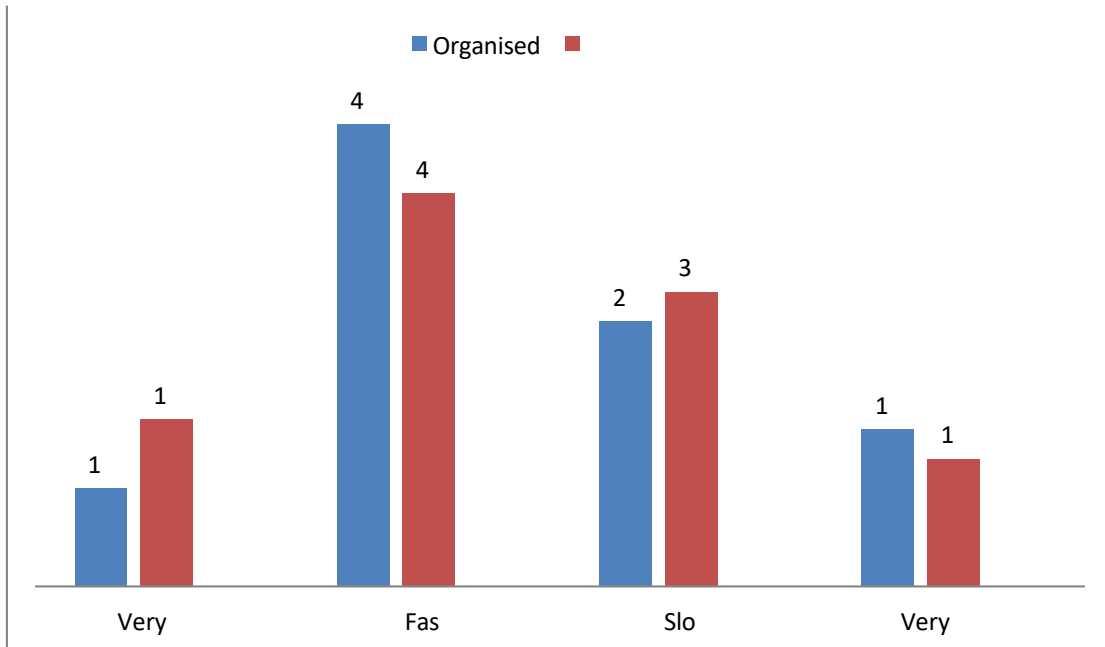
Table 4.15 shows Reaction to harassment, 50% and 64% women of organised and unorganised sector respectively suffer in silence, 20% and 9% fight for justice, 10% and 18% quit job, 20% and 9% have no opinion about it.

**Table No.4.16**  
**SPEED OF COMPLAINT REDRESSAL PROCESS**

| PARTICULARS  | NUMBER OF |            | PERCENTAGE |            |
|--------------|-----------|------------|------------|------------|
|              | ORGANISE  | UNORGANISE | ORGANISE   | UNORGANISE |
| Very fast    | 3         | 5          | 10         | 17         |
| Fast         | 14        | 12         | 47         | 40         |
| Slow         | 8         | 9          | 27         | 30         |
| Very slow    | 5         | 4          | 16         | 13         |
| <b>TOTAL</b> | <b>30</b> | <b>30</b>  | <b>100</b> | <b>100</b> |

Source: Primary data

**Chart No.4.16**  
**SPEED OF COMPLAINT REDRESSAL PROCESS**



**INTERPRETATION**

Table 4.16 shows that speed of complaint redressal process.10% and 17% women of organised and unorganised sector respectively replied that the complaint redresal process id very fast, 47% and 40% is fast, 27 and 30% of women said it is slow and 16% and 13% of women said it is very slow.

**Table No.4.17**

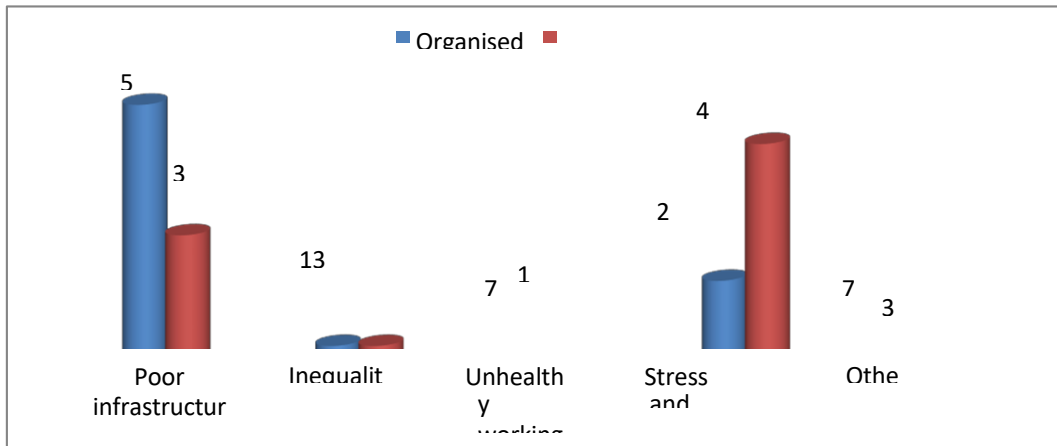
**COMMON PROBLEM FACED IN THE WORKPLACE**

| PARTICULARS         | NUMBER OF RESPONDENTS |             | PERCENTAGE |             |
|---------------------|-----------------------|-------------|------------|-------------|
|                     | ORGANISED             | UNORGANISED | ORGANISED  | UNORGANISED |
| Poor infrastructure | 15                    | 9           | 50         | 30          |
| Inequality          | 4                     | 4           | 13         | 13          |
| Unhealthy working   | 2                     | 3           | 7          | 10          |
| Stress and          | 7                     | 13          | 23         | 44          |
| Other               | 2                     | 1           | 7          | 3           |
| <b>TOTAL</b>        | <b>30</b>             | <b>30</b>   | <b>100</b> | <b>100</b>  |

Source: Primary data

**Chart No.4.17**

**COMMON PROBLEM FACED IN THE WORKPLACE**



**INTERPRETATION**

Table 4.17 shows that common problems faced in their work place, 50% and 30% of women in organised and unorganised sector respectively face the problem of poor infrastructure facility. 13% of women in both sector face the problem of inequality, 7% and 10% of women in organised and unorganised said that they have unhealthy working conditions. 23% and 44% of women in organised and unorganised respectively have stress and workload. 7% and 3% respectively face other problems.

## **CHAPTER 5**

### **FINDINGS, SUGGESTIONS AND CONCLUSION**

#### **5.1 FINDINGS**

- All the respondents are equally taken from organised and unorganised sector
- Most of respondents are from organised and unorganised sector, working in educational industry.
- In majority of family there are two working members.
- Most of the respondents from organised sector is employed for 2-4 years and majority of respondents from unorganised sector is employed for more than 6 years.
- Majority of respondents in organised sector find it difficult in finding the job and most of respondents from unorganised sector found it easy in finding the job
- Majority of respondents both from organised and unorganised sector do not have work from home facility.
- Out of 30 respondents in organised sector only 4 respondents have work from home facility. And from 30 respondents in unorganised sector only 3 have work from home facility.
- Most of the respondents from organised sector get provident fund in addition to salary or wages and most of the respondents from unorganised sector get fringe benefits in addition to wages or salary
- Majority of respondents both from organised and unorganised sector are moderately satisfied with the additional benefits.
- Most of respondents from organised sector get promotion or increment rarely and most of respondents from unorganised sector get promotion or increment often.
- Out of 30 respondents in organised sector, 12 respondents have moderate flexibility in work time and from 30 respondents in unorganised sector 14 respondents have moderate flexibility in work time.
- Most of the respondents from organised sector find it difficult in getting leave on demand, and most of them from unorganised sector find it easy in getting leave on demand.

- Majority of respondents from organised sector have maternity leave and majority of respondents from unorganised sector do not have maternity leave.
- Majority of workers both from organised and unorganised sector do not face any harassment at their work place.
- Most of the respondents from organised and unorganised sector suffer the harassment in silence.
- Most of the respondents from organised and unorganised sector feel that the complaint redressal process is fast.
- Out of 30 respondents from organised sector 15 women responded that they have poor infrastructure, and 13 respondents from unorganised sector responded that they face stress and workload as the common problem faced in their work place

## 5.2 SUGGESTIONS

- Flexible timing and possibility to work from home are required for working women.
- Should provide maternity leave and other facilities to women working in unorganised sector.
- Should provide more developmental programs, promotions, and increments to women working in organised sector.
- The complaint redressal process should be made more speedy.
- Government should make it mandatory for companies to install Global Positioning System (GPS) in vehicles carrying women in all industry which engage women in night shift.
- Providing self- defense training to women, installing safety devices, and CCTV at work place, undertaking police verification of cab drivers, security guards, etc.
- Working women puts both family and work life at the fore front and she quite simply neglects her health, probably diet, nutrition wise without time to exercise and relaxation.

### **5.3 CONCLUSION**

Traditionally men are seen as the bread winners and women as the house keepers, child bearers and rearers. This typical role model is now changing, obstacles before the working women are now falling. The attitude of the employers, policy makers, family members, and other relatives and public are now changing. Their spouse and society is supporting and promoting more and more women to work. The working women are getting large financial independence and respect in the society. While comparing the women working in organised sector and women working in unorganised sector, the women in organised sector get maternity leave, provident fund, pension and such other facilities where as women working in unorganised sector seldom get such facilities. The work pressure and stress at work is more suffered by women in unorganised sector compared to the women working in unorganised sector. The working environment of unorganised sector is more satisfactory than that of organised sector and gives them more development opportunities as the increments and promotion for unorganised workers is larger than that of organised.

Working women put both work life and family life at the fore front and she ignores her health, women should also give importance to their health. The women are not facing much harassment at the workplace still they have to suffer harassment and intimidation when they get out of the workplace.



# **BIBLIOGRAPHY**

## **BOOKS**

1. Gadgil D.R., “women in working force in India”, Sia Publishing House, Delhi, 1965.
2. Hate Chandrakala “Changing Status of Women in Modern India”, Vikas Publication, Delhi, 1969.
3. Jain Deviha(ed) “Indian Women”, Publication Division, Government of India, Delhi, 1975.
4. C.R.Kotheri, “Research methodology: Methods and techniques”, New age international.
5. Krishnaswamy, “Management research methodology”, Pearson education.

## **WEBSITE**

- [www.wikipedia.com](http://www.wikipedia.com)
- [www.google.com](http://www.google.com)
- [www.globalcitizen.org](http://www.globalcitizen.org)

## QUESTIONNAIRE

### “A COMPARATIVE STUDY OF WOMEN WORKING IN ORGANISED AND UNORGANISED SECTOR WITH SPECIAL REFERENCE TO KANNUR COOPERATION”.

I request you to give views regarding the topic. Your answer will be kept confidential and used for the purpose of research only. So, please be frank and faithful in answering all questions. Please don't leave questions unanswered.

Name: Age:

Marital status:

Single  Married   
Divorcee  Widow

Educational qualification:

SSLC  Plus Two   
Graduate  Post graduate or higher

1) Sector working in:

Organised  Unorganised

2) Industry working in:

Educational  Textile  Manufacturing   
Healthcare  service   
Other

3) How many earning members are there in your family

Only me  2 persons  more than 2

4) For how long you are employed?

Less than 2years  2 – 4 years   
4 – 6 years  More than 6 years

5) Have you faced difficulty in finding the job?

Easy  difficult  very difficult

- 6) Do you have work from home facility?  
 Yes  No   
 Not Applicable
- 7) Is your job secured?  
 Highly secured  Less secured  No job security
- 8) Do you get anything from employer in addition to wages or salary?  
 Bonus  Allowances   
 Provident fund  Fringe benefits   
 Other
- 9) Are you satisfied with the salary and other allowances?  
 Highly satisfied  Moderately satisfied   
 Not satisfied
- 10) How often you get promotion or increments?  
 Most often  Often   
 Rarely  Very rarely
- 11) Is your work timing flexible?  
 Very flexible  Moderate   
 Not flexible  Not applicable
- 12) How easily you get leave on demand?  
 Easy  Moderate   
 Difficult
- 13) Is maternity leave available at your work place?  
 Yes  No
- 14) Have you come across any harassment in your work place?  
 Yes  No
- 15) If yes, how did you face them?  
 Suffer in silence  Quit job   
 Fight against injustice  No opinion

16) How fast is the complaint redressal process of your organization?

Very fast  Fast

Slow  Very slow

17) What is the most common problem you face in your work place?

Poor infrastructural facilities  Inequality

Unhealthy working conditions  Stress and work load

Other