

**A STUDY ON SOCIO-ECONOMIC PROFILE, ASPIRATIONS AND WORK  
SATISFACTION OF WOMEN WORKERS OF COTTON GINNING AND  
PRESSING FACTORIES, HUBLI-DHARWAD, KARNATAKA**

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**NOVEMBER, 1992**

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Thesis Submitted to the  
University of Agricultural Sciences, Dharwad  
in partial fulfilment of the requirements for the  
Degree of

**Master of Science (Agriculture)**  
in  
AGRICULTURAL EXTENSION

By  
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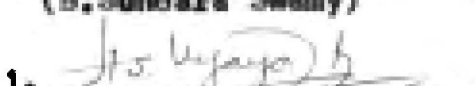
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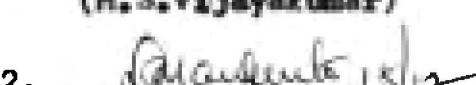
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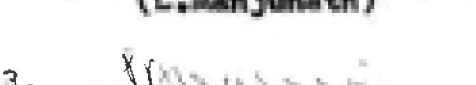
  
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**Affectionately Dedicated**  
**To My Beloved**  
**Mother Smt. Basamma Biradar**  
**Father Shri Basavantaraya Biradar**  
**and**  
**Uncle Shri Bheemasen Reddy**

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**CHAPTER - I**

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**INTRODUCTION**

## I INTRODUCTION

The position and status of women in any society is an index of the socio-economic and cultural achievement of that society. There have been some changes in the position of women in India over the years but these changes are not uniform. The position and status of women also significantly varies from urban to rural, educated to uneducated, employed to unemployed, free and privileged class to unprivileged class and the upper economic strata to lower economic strata. It also varied among the women doing different jobs. Though the position of women in India is not unique when compared to the women in other developing countries, it still presents certain distinct features due to traditions, economic backwardness and long history of exploitation of women in various facets of Indian social life. The reasons for the low status and position of women belonging to lower strata are one and the same in all the ages irrespective of the changes that have occurred in society.

Women constitute 48.2 per cent of the total population in India with a literacy rate of 39 per cent. But the percentage of women in the total labour force is only 20.85 per cent, whereas in other developed countries it ranges from 30 to 45 per cent. According to 1981 census, the total femal main workers

are 46 millions as against 177 millions male main workers in India, whereas in Karnataka the number of working females are 3.5 millions.

The work participation rate for females increased from 14.2 per cent in 1971 to 19.2 per cent in 1981, showing there by increased participation of women in economic activities during the decade 1971-81. Roughly, every fifth woman is a worker as against every second man. till then, her share and participation in its development is nominal. Reforms, special legislations, creation of number of institutions supposed to cater to their needs, and increase in the budgetary allotments over the years, have not altered the basic life styles of large masses of women. Although women now work in diverse fields and occupy positions of importance, official statistics themselves indicate that three decades of development has not been very kind to women workers, in general. This is especially with regard to the women workers of lower strata.

In the early stages of industrial development women workers performed almost as numerous and as varied tasks as did men, although certain specialization appeared. In our country the women have been associated with the tilling of the soil as long as one could remember and as far as one could trace in history. With the coming of the factory system of

production the situation was changed as the female workers used to get employment in the factories. Since women are known for their patience and hard work, they were often found as efficient as men. Moreover, the need for physical strength has been reduced considerably because of the increasing use of mechanical power.

In our country, as in most countries, women work in diverse fields. Now a days we can see woman working as a teacher, doctor, an engineer, navy officer and as a blue collar worker in industries like electronic, electrical, chemical, automobile etc. This is because in these days it has become a pressing need to work as the economic pressure has increased so much that it demands contribution of both husband and wife. This factor is more apparent among low paid workers and calls for a new generation of workers comprising of women. But women have been considered as weaker sex. Patriarchal domination in our society has suppressed women's image, role and contribution to such an extent that it has become a habit to consider women as misfit.

For earning basic subsistence human beings have to work and work under certain conditions which are generally aimed to attain cost effectiveness with minimum input, such objectives if exercised in a disproportionate manner may create

problems. With the growth of industry several problems have cropped up relating to the workers in factory. One of such problem is feelings of the workers towards the conditions of work. Women workers working in factories have to face the problems of monotony of work, long hours of standing, dust, noise and lack of proper rest shelters. The dust and a sordid atmosphere is common in our industrial concerns. Even the cleaning of the factories is done superficially. The glass windows are covered with pan spit, and the floors scattered with litter. Noise is also so loud that it is often impossible to hear each other speak nor, some times is possible for a worker to rest during long hours of work, with the result that many women suffer from internal troubles and permanent form of backache.

The low income and high pressure of social obligations are the main causes responsible for the low standard of life of the workers. The income of the worker is so low that the expenditure on basic needs is many times more than the earnings. The unfore seen contingencies such as prolonged illness, death, house repairs and so on often upset the worker's economic structure. Though the expenditure on social ceremonies is often regarded as a mere extravagance, she is forced by customs and traditions to perform them. All these factors make the

life of the worker miserable. Thus in short the life of the worker is whirling round in the vicious circle of social and economic obligations often finding no way to come out of this circle.

Cotton is one of the most important industries in the economy of India. Cotton growers number thousands and they depend upon the industry, the mills consume approximately 30 lakh bales of Indian cotton a year, valued at about 121 crores of rupees.

Women and children were employed in large numbers in cotton ginning and pressing factories. The important activities they carry out in such factories are mixing the cotton, heaping, cleaning, putting cotton in the machine, carrying the lint and stocking cotton seeds in the godown. All these activities does not require more physical strength but often require patience. So one can find more or large number of women workers in ginning section. Whereas more men workers are employed in pressing section because press work requires more physical strength. However, women of cotton factories are working under very bad conditions. A witness before the factory commission of 1885 gave the following evidence- "The ginning season lasts about 8-10 months, in about five of which the hands work from 5 a.m. to 10.00 p.m. and the remaining

three to five months they work day and night. The hands are mostly women. Gins and presses never stop for meals, as a rule the hands take their meals at the gins. They go on working night and day until they are completely worn out. The women are looked on as a part of the gins and they belong to the establishment. These women workers will be having the problem of hazardous dust, and repeated exposure to cotton dust may create health problems.

The factory women workers' interest, her mental growth and physical welfare, to say nothing of her social condition were to a large extent ignored. Poverty, the low standard of living, bad housing and sanitary conditions have become part and parcel of their life. With the result that the factory women workers today are undernourished and unhappy.

In all discussion about factory women workers the unanimous conclusion is that it is essential for an intensive and detailed study to be made of their conditions and problems and their needs must be recognized. We can find several studies conducted on working women engaged in white collar jobs in order to know their position, socio-economic status, aspiration, their problems etc., but there are hardly any studies on uneducated women workers especially on women workers of cotton ginning and pressing factories who are working with

a hazardous dust. In this context in order to understand the women worker of cotton ginning and pressing factories comprehensively as related to their life style the present study has designed with the following specific objectives.

- 1) To analyse the personal and socio-economic characteristics of women workers of cotton ginning and pressing factories.
- 2) To find out activities performed by them.
- 3) To study their aspirations
- 4) To measure their work satisfaction
- 5) To study their health problems
- 6) To know their problems in performing their job

Significance of the study- The present study is an effort to bring out a clear picture of the existing situation with respect to the socio-economic status, aspiration, work satisfaction and problems that come in the way of work of women factory workers. Therefore the results of the present study would be of utmost importance to the planner, policy makers and extension workers to take stock of the situation and to design and popularize such a balanced policy that would be in line with the existing needs of the women factory workers.

Limitations of the study:- Due to limitations of time, money and other resources to the student researcher, the present investigation was confined only the two towns of Dharwad district. Generalization of the results may not be possible to the situations dissimilar to the selected areas. Further the memory bias of the respondents can not be over ruled though all efforts were taken to minimize it.

**CHAPTER - II**

**REVIEW OF LITERATURE**

## II REVIEW OF LITERATURE

Past studies pave way for future research endeavours. An acquaintance with earlier pertinent studies has been felt necessary to develop good understanding of the present study and to formulate appropriate research methodology. A perusal of literature in the area of study revealed that though a number of studies were conducted on the factory workers, similar kinds of studies on women workers working in cotton ginning and pressing factories were rarely seen. Therefore, the references directly or indirectly related to the study are reviewed. The review of literature has been presented on the following lines in accordance with the objectives:

- 2.1 Personal and socio-economic characteristics of women workers
- 2.2 Activities performed by women workers
- 2.3 Aspirations of women workers
- 2.4 Work satisfaction of women workers
- 2.5 Health problems of women workers and
- 2.6 General problems of women workers
- 2.1 Personal and socio-economic characteristics of women workers

Agst- Bhatt (1979) revealed that 75 per cent women Agarbatti workers of Gujarat belonged to the age group 26 to 45 years,

which was the highest followed by 16 per cent women workers in the age group of 16 to 25 years. The proportion of women in the highest age group, i.e. above 45 years was very negligible. While 8.3 per cent of the girls having less than 15 years were engaged in preparing agarbatti.

Manohar *et al.* (1981) observed that 59 per cent of women construction workers of Warangal were under 24 years of age, 26 per cent were in the age group of 25-34, 14 per cent were between 35 and 50 years of age and the remaining of above 50 years.

Mitra (1983) found that 38.37 per cent of the work force of the jute mill in Bengal were in the age group of 36-45 years, closely followed by 36.32 per cent belonging to the group 16-35 years or about 75 per cent of the work force were in the age group 26-45 years.

Mukherjee and Mukherjee (1983) noticed that 45.81 per cent of the jute workers of West Bengal belonged to younger age group, 34.19 per cent to middle and 20.00 per cent to the old age group.

Halim (1984) reported that 49 per cent of the women labourers in Bangladesh belonged to the age group of 30 to 39 years. The minimum and maximum age limit of the hired labourers

were 10 and 49 years, respectively. Only 12.67 per cent of the labourers were in the age group of 40 to 49 years, 15.33 per cent were in the age group of 10 to 19 years and the remaining 23 per cent belonged to 20 to 30 years age group.

harma (1984) noticed that the majority of the textile workers of Ahmedabad were young with a mean age equal to 37.41 years.

Singh (1984) reported that 52.5 per cent of workers were below 30 years of age and 47.5 per cent workers were in the age group of 31 years and above.

Chaurhary (1986) revealed that 35.3 per cent of women sweepers of Patna were below 29 years of age. There were 28.8 per cent women sweepers who were either 50 or above.

Subramanyam et al. (1986) noticed that the age of the Handloom workers of Andhra Pradesh widely varied from 20 to 70 years. Majority (75 per cent) of the Handloom workers were between 31 and 50 years. However, the average of all the workers worked out was around 42 years while it varied between 41 and 46 years among the five centres under the study.

Ingle and Dharmadhikari (1987) observed that a relatively higher proportion of female labourers in Akola (Maharashtra)

were below 30 years of age (40 per cent). The female labourers below 40 years of age were 75.56 per cent.

Siddegowda and Indira (1987) found that the age of women Agarbatti workers of Mysore ranged from 12 to 65 years, 40 per cent of the women in the sample were between 20 to 50 years. About 20 per cent of them were under 15, and 40 per cent of the women workers were between the ages of 55 and 65.

Isaac (1988) reported that the age of the women workers of tea industry in South India varied from 18 to 61. Only one per cent was in the above 60 age group, 3 per cent belonged to the below 20 age group and 23.5 per cent were in the 20-30 age range. The highest number of women workers (36 per cent) belonged to the 30-40 age group. The age group 40-50 constituted 26.5 per cent but the age group 50-60 had only 10 per cent.

Shubhangi and Gote (1988) revealed that 80 per cent women construction workers of Aurangabad (Maharashtra) were within the age group of 15 to 38 years.

Jain (1989) reported that 58 per cent of the domestic workers of Farrukhabad city were in the age group of 21 to 40 years and 42 per cent of the domestic workers in the age group of 41 to 65 years.

From the above reviews it could be inferred that majority of the workers of labour class belonged to middle age group.

Education- Bellwinkel (1973) reported that 98 per cent of the contract workers of Delhi were illiterate.

Anonymous (1979) in the report on working and living conditions of building construction industry in Delhi stated that, only 3 per cent of the total sampled women workers were literate.

Bhatt (1979) noticed that 60 per cent of women Agarbatti workers of Gujarat were illiterate and only 1/3rd of them did go up to the primary or the secondary and higher educational level.

Pereira (1981) revealed that about 57 per cent of the domestic workers in eight regions of India were illiterate and 43 per cent were literates. Among the literates, about 60 per cent had studied up to lower primary level.

Mitra (1983) observed that, about 33 per cent of the total work force of jute mill of Bengal and 83.33 per cent of the women jute workers were illiterate and another 21.45 per cent of the workers could sign their name only vernacular, 27.38 per cent had studied between class V to class X.

Mukherjee and Mukherjee (1983) reported that only 24.65 per cent jute workers of West Bengal were literate having varying levels of education, ranging from primary to college.

Sharma (1984) reported that the level of education of textile workers of Ahmedabad was reasonably high as 95.33 per cent of them were literate.

Singh (1984) found that 23.75 per cent factory workers were illiterate and 12 per cent workers were literate, 11.5 per cent workers studied upto VII class, whereas 53.25 per cent workers were studied between high school to university education.

Jeyasingh (1985) noticed that the vast majority (63 per cent) of the women beedi workers of Vellore (Tamil Nadu) were illiterates, others dropped out after completion of fifth standard.

Chauhan (1986) reported that 82.2 per cent of the women sweepers of Patna were illiterate and only 6 of them had received education upto middle school.

Subramanyam et al. (1986) observed that 94 per cent of the Handloom workers of Andhra Pradesh were literates, mostly upto primary education.

Chidambaram (1987) revealed that about 60 per cent of the silk weavers in Tamil Nadu had education upto elementary level, about 16 per cent of them had no education at all and the remaining had education above elementary level.

Ingle and Dharmachikari (1987) reported that the majority of the female labourers in Akola (94.44 per cent) were illiterate, about 80 per cent knew how to sign their names. Only about 5 per cent have completed lower secondary school.

Agnihotri (1988) stated that overall literacy among working class population in Kanpur was below 7.08 percentage.

Isaac (1988) observed that 23 per cent of the women tea workers in South India were not having any type of education. Though 27.5 per cent had no formal schooling, they were able to read and write. Forty six per cent of the women workers had studied upto the primary school level and only 35 per cent had the benefit of secondary school education.

Shahangi and Gote (1988) revealed that 97 per cent women construction workers of Aurangabad (Maharashtra) were illiterate, 2 per cent were having only primary education and none of them could go through the secondary school examination.

Singh (1990) reported that 66.00 per cent sweepers of Varanasi were illiterate, 16.67 per cent were literate,

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8.67 per cent sweepers studied upto primary level, 6.0 per cent sweepers completed middle school and only 2.33 per cent had gone upto high education.

Anonymous (1991) reported that the incidence of illiteracy was found to be very high among the women handloom workers of Uttar Pradesh. As many as 85 of the total 91 selected handloom women workers were reported to be illiterate.

In most of the studies reviewed, majority of the workers were illiterate and among the few literates, most of the workers studied only upto primary school.

Caste:- Goyal (1971) in his study about labour market in the Ahmedabad-Baroda industrial region of Gujarat State reported that half the number of workers in the textile industry, two thirds in the chemical industry and a little less than half in the engineering industry belonged to the Hindu upper caste.

Manohar et al. (1981) reported that only around 2 per cent of the women construction workers of Warangal belonged to forward castes. Among the remaining 31 per cent belonged to backward castes, 46 per cent were from scheduled castes and around 21 per cent were from scheduled tribes.

Mukherjee and Mukherjee (1983) indicated that 5.88 per cent jute workers of West Bengal belonged to Hindu Brahmin family,

7.74 per cent to Kayastha and the rest to other castes. The religious affiliation of sample jute workers revealed that 27.09 per cent of them belonged to Muslim and the rest to Hindu community.

Sharma (1984) noticed that the majority of the textile workers of Ahmedabad were Hindus. About one fifth of them were non Gujaratis and four fifth were Gujaratis. Among Hindus 2.60 per cent belonged to Brahmin, 2.33 per cent to Vaishya caste. A major part of the labour force came from middle and low castes. This observation was equally true for Gujaratis and non Gujaratis.

Jeyasingh (1985) reported that women from almost all Hindu castes (60 per cent) and a sizeable proportion (40 per cent) of Muslims were working as beedi workers in Vellore.

Subramanyam et al. (1986) revealed that the only two prominent communities were Padmasali and Devanga put together account for 100 per cent of the sample of Handloom workers in Andhra Pradesh.

Chidambaram (1987) observed that the major communities engaged in silk weaving in Tamil Nadu were the Sourashtras, Sengunthars, Vanniyars, Devangars and Saliyars. All the other four communities were traditional weaving communities, except the Vanniyars.

Ingle and Dharmadhikari (1987) reported that the majority of the female workers in Akola were from scheduled caste and mostly Baudha (55.36 per cent).

Siddegouda and Indira (1987) revealed that the majority (98.57 per cent) of the women Agarbatti workers of Mysore were Hindus. Their caste composition was as follows - Vakkaligas 24.26 per cent, Scheduled castes 20.14 per cent, Marathas 12.80 per cent, Kurubas 9.40 per cent, Brahmins 8.50 per cent, Lingayats 7.70 per cent and others 17.14 per cent.

Shubhangi and Gote (1988) indicated that 75 per cent of the women construction workers of Aurangabad (Maharashtra) were from scheduled caste, 6 per cent belonged to scheduled tribe and only 6 per cent were from upper caste named, 'Maratha'.

Isaac (1988) noticed in his study on women workers in the tea industry in South India that Hindu formed 62.5 per cent, Christians 35.5 per cent and the remaining 2 per cent were Muslims.

Jain (1989) reported that 60 domestic workers of Farrukhabad city were from Hindu religion, 10 workers were from Muslim religion, 20 workers were from Christian religion and 10 workers were from Sikh religion.

Tingh (1990) revealed that 9.53 per cent sweepers of Varanasi belonged to Balmiki, 80 per cent Pawat, 13.67 percent Phanak, 5.07 per cent to Lalbegi and 12.00 per cent to Halakhor.

From the above reviews it could be inferred that working class includes all castes, but majority were from lower castes.

~~English journal~~- Anonymous (1979) reported that about three fourth of the women construction workers in Delhi were married, while the proportion of widows varied between 5 to 13 per cent. The average age at marriage ranged between 16 to 19 years. The incidence of child marriage was also found to be prevalent to a certain degree.

Bhatt (1979) observed that 83 per cent of women 'garbatti workers of Gujarat were married and 15 per cent were unmarried and 2 per cent were widowed.

Jeyasingh (1979) indicated that 72.4 per cent of women tea workers in Madurai were married, 16.9 per cent were spinsters, 7.9 per cent were widowed, 1.9 per cent deserted and 0.9 per cent were divorced.

Manohar et al. (1981) revealed that 75 per cent of women construction workers of Tarangal were unmarried, 8 per cent were divorced and the remaining 17 per cent were married, 70 per cent of the women construction workers were married when they were below 15 years of age.

Pereira (1981) reported that 50.5 per cent of the domestic workers in 8 regions of India were unmarried, 32.9 per cent were married and 16.6 per cent were widows, separated and divorced.

Mitra (1983) noticed that 26.19 per cent of jute workers in Bengal were either widows or separated and the rest 73.81 per cent lived with their husbands.

Ingle and Dharmadhikari (1987) observed that 86.67 per cent of women workers in Akola were married, 11.11 per cent were widows and 2.22 per cent were divorced. None were spinsters.

Isaac (1988) reported that the predominant proportion of women tea workers (92.5%) in South India were married. Only 6 per cent of female workers remained unmarried. Two were widows and one was deserted.

Singh (1990) observed that 89.67 per cent of sweepers of Varanasi city were married, 7.33 per cent unmarried, 40 per cent widowed and 3.0 per cent divorced.

The above reviews indicated that irrespective of their marital status persons were engaged in the work, but the majority were from married group.

Size of the family- Anonymous (1979) reported that the average size of households belonging to women construction workers in Delhi was 4.9.

Mitra (1983) observed that an average size of the jute workers family in Bengal appeared to be a bit larger (6.66 persons). Muslim workers were having larger families than the Hindus.

Halim (1984) noticed that the average family size of the women labourers of Bangladesh was 5.06 which is below the national average, 52 per cent families had 5 to 7 members, 39 per cent had 1 to 4 members. The rest of the families had 8 to 10 members.

Sharma (1984) indicated that the majority of the textile workers of Ahmadabad had 5 to 8 members in their family.

Chidambaram (1987) reported that the average size of a household of silk weavers in Tamil Nadu worked out to five members.

Ingle and Dharmachikari (1987) observed that 90 per cent of the female labourers in Akola had family members upto 5 only, out of which 40 per cent had only 1 to 3 family members and 50 per cent with 4 to 5 family members.

Agnihotri (1988) reported that the average size of the family of workers in Kanpur worked out to 5.5 members.

Isaac (1988) found that 85 per cent of the families of women tea workers had less than three members, 59 per cent had 3-6 family members and 30 per cent had 6-9 members. Those who had more than nine members in the family formed 5.5 per cent.

Type of the family- Isaac (1988) noticed that most families of women tea workers of South India were nuclear families.

Jain (1989) reported that family structure of 39 per cent domestic workers of Farrukhabad was nuclear, 24 per cent domestic workers had joint family system, whereas 40 per cent were living as isolates.

Singh (1990) observed that 74.33 per cent sweepers' families of Varanasi were nuclear families and others living in joint family system.

In the majority of the studies reviewed the family of the workers consisted of five members and majority of the families were nuclear families.

Houses- Mitra (1983) found that 31.99 per cent of jute workers in Bengal lived in their own houses, 12.77 per cent of these were pucca (brick build) and the rest kachcha (mud house), the rest (68.01%) lived in rented tenements which include company quarters.

Subramanyam et al. (1986) reported that only four handloom workers of Andhra Pradesh were living in rented houses

spending Rs.20 to Rs.50 on rent. Most of the weavers possessed own houses, of course, most of them were semi thatched.

Ingle and Dharmadhikari (1987) noticed that nearly 75 per cent female labourers of Akola owned thatched house and 11.11 per cent owned packka house of bricks and tiles, 44.44 per cent lived in hired house.

Siddegonda and Indira (1987) observed that majority (92%) of women Agarbatti workers of Mysore lived in rented houses. Most of these had tiled roofs. Only 8 per cent lived in their own houses. A majority of the women Agarbatti workers (80%) had just one room for a house. A part of this room was used as the kitchen.

Agnihetri (1988) revealed that 75.7 per cent of the factory workers in Kanpur were living in one room tenements. A large percentage of the factory workers included in this study lived in 'Ahatas' which were more or less like civil counter parts of concentration camps with a common entrance, common compound, latrines, taps or wells. The absence of ventilation or sanitation in the factory worker's dwellings was extremely deplorable.

Isaac (1988) reported that 94.5 per cent women tea workers in South India were provided with housing facilities

by the management. Many workers complained about the pitiable condition of their lanes. These lanes lacked timely repair and maintenance. So most of those residential areas were more or less congested.

Singh (1988) observed that general surroundings of the houses of brass ware labourers in Uttar Pradesh were not good, they were congested localities, having unhealthy and unhygienic atmosphere. A large number of the labourers lived in semi pucca houses. A good percentage of labourers lived in the kachcha houses.

Singh (1990) found that 47 per cent sweepers of Varanasi possessed pucca houses having stone walls and good roof, 35.33 per cent workers possessed kachcha houses, 11.00 per cent pucca kachcha mixed and 6.67 per cent possessed hut.

From the above reviews it can be inferred that most of the workers were having their own house and only few were staying in rented house and the own house being mostly kachcha/ thatched ones.

Land: Bellwinkel (1973) reported that 50 per cent of the contract workers of Delhi had no land at all, 30 per cent owned below 2.5 hectares and 20 per cent owned between 2.5 hectares to 20 hectares.

Mitra (1983) revealed that 60.98 per cent jute workers in Bengal were landless and 39.02 per cent workers possessed land.

Halin (1984) observed that about 70 per cent women labourers in Bangladesh possessed a home stead land of their own, 27 per cent families had neither any cultivable land nor any home stead area. The rest 3 per cent did had some cultivable land in addition to home stead area.

The fore going reviews revealed that most of the workers were landless and a very few possessed very small holdings.

**Income:-** Jeyasingh (1979) revealed that annual income of 18.8 per cent women tea workers in Madurai was below Rs.3,500, whereas 57.6 per cent had the income ranging from Rs.3,500 to Rs.5,000, 24.7 per cent fell in the income group of Rs.5,000 to Rs.6,500, 11.96 per cent had the income between Rs.6,500 to 8,000 and the remaining 6.93 per cent had the family income of Rs.8,000 and above.

Manohar et al. (1981) reported that the average monthly income of around 41 per cent of families of the women construction workers of Warangal was Rs.255, of about 52 per cent of families it was Rs.220 and the remaining earned not more than Rs.110.

ingh (1984) observed that 48.5 per cent of the factory workers monthly income was below Rs.500 and 51.5 per cent workers monthly income was Rs.501 and above.

Chauthary (1986) revealed that 26.2 per cent of women sweepers of Patna earned Rs.299 per month on an average. Moreover 67 per cent workers had monthly income ranging from Rs.300 to Rs.599.

Subramanyam et al. (1986) reported that monthly income of weavers of Andhra Pradesh widely varied between Rs.120 and Rs.950, while the average monthly income of all the weavers came to around Rs.440.

Agnihotri (1988) revealed that 6.4 per cent families of factory workers of Kanpur were earning Rs.100 per month and 26.8 per cent families between Rs.100 and Rs.200. A little more than one third of the families were in the range of Rs.200 and Rs.300, while the income of one fifth of the families was between Rs.300 and Rs.400. One in every ten families had an income of Rs.400 and above, the families in the income level of Rs.500 and accounted for a mere 2.4 per cent.

Isaac (1988) noticed that more than 50 per cent of the families of women tea workers of South India had average income of above Rs.8,000 per year, 38.5 per cent of the families had annual income of Rs.8,000 to Rs.10,000 and 23.5 per cent belonged to a still higher income group of Rs.10,000 to Rs.12,000, only a few families could earn more than Rs.12,000 per year.

Jain (1989) found that the average monthly income of the domestic workers of Farrukhabad city was 423.32, whereas Laldas (1990) noticed that the average monthly income for female industrial workers in Andhra Pradesh was Rs.496.87.

Hence, the income of the workers in above studies was less than Rs.1000 per month.

Expenditure:- Kurup (1946) reported that 78.9 per cent of the total wages of women coir workers of Alleppy (Nagpur) was spent on food, 4.8 per cent on fuel, 7.7 per cent on clothing, 3 per cent on rent and 5.6 per cent on miscellaneous items.

Bellwinkel (1973) revealed that on an average 56 per cent of the total wages of contract workers of Delhi was spent on food and clothes and 16 per cent on items not specified by the workers, presumably alcohol and status symbols.

Jeyasingh (1979) observed that monthly expenditure of 45.5 per cent women tea workers of Madurai was below Rs.400, 27.7 per cent workers was Rs.400-500, 14.9 per cent workers was Rs.500-600, 11.9 per cent respondents was Rs.600 and above.

Halim (1984) noticed that the major portion of expenditure (97%) in the families of women labourers of Bangladesh was made on food items. Only negligible amount of money was spent on buying clothes per year.

Subramanyam et al. (1986) found that three handloom workers of Andhra Pradesh were not in a position to spend more than Rs.100 per month on food. About 74 per cent were however spending on food from Rs.100 to Rs.300 in a month.

Ingle and Dharmadhikari (1987) found that the major expenditure of the female labourers of Akola (94.44%) was on food on clothing.

The above reviews indicated that the major part of the income was spent on food and remaining part to meet expenses on clothes, fuel, rent and other miscellaneous items.

Debt and savings- Bellwinkel (1973) reported that 89 per cent of the contract workers of Delhi were in debt, 70 per cent taken money from village money lenders, 17 per cent from the middle men and 2 per cent from urban money lenders.

Jeyasingh (1979) revealed that 73.26 percentage of the women tea workers of Madurai were having debt and 26.74 workers were not having debt. Out of these 74 workers who were in debt, 66.1 per cent stated expenses on food and clothing as the reason for debt, 14.9 per cent sickness of self or that of their family members, 9.5 per cent had to meet educational expenses by raising debts. The study also revealed that 62.38 per cent had the habit of saving.

Anonymous (1979) reported that nearly 56.7 per cent of construction workers of Delhi were in debt. It ranged from Rs.500 to Rs.2000. Their debts were taken mostly from money lenders.

Bhagat (1980) stated that women factory workers of Mehrauli Block of Delhi had hardly any savings and most of the families were under debt. The hard earned money of workers was some times utilized in discharging loans taken for social functions such as marriages.

Manohar (1981) found that about 86 per cent of the women construction workers of Warangal had taken loans ranging from Rs.50 to Rs.1,800. Among them 42 per cent owed more than Rs.1,000. Only 14 per cent had no debts, 30 per cent had taken loans from their employer, 33 per cent depended on money lenders and the remaining took loans from their earlier landlords.

Jeyasingh (1985) revealed that the majority of the families of women beedi workers of Vellore were in debt ranging from Rs.500 to Rs.6,000, only a small percentage (6) of families had any kind of savings.

Ingle and Dharmachikari (1987) reported that majority i.e. 82.22 per cent female labourers in Akola were free from loans and very few 8.89 each had debt of Rs.1,000 and above

Rs.1000. It was seen that 60 per cent female labourers could not save money. However, 33.33 per cent and 6.67 per cent could save less than Rs.50 and more than Rs.50 per month, respectively.

Agnihotri (1988) revealed that out of 1,000 families of factory workers in Kanpur, 560 or 56 per cent were under debt.

Singh (1988) noticed that most of the brass ware labourers in Uttar Pradesh were in debt and taken loan from money lenders.

Singh (1990) found that 90 per cent of families of sweepers of Varanasi were in debt and spending nearly 30 per cent of the income for the refunding of debts.

From the above studies it could be inferred that majority of the workers were in debt. Most of them obtained loan from money lenders and the major reasons for debt was to buy food articles and clothes.

Reasons for joining the job- Pereira (1981) reported that on an average 57.83 per cent of domestic workers in eight regions of India had chosen their jobs because of poverty at home and 22.07 per cent of the domestics had taken up work because there were no other jobs available, while 6.92 per cent of the domestics chosen the work only because of parental pressure. About 68 per cent domestics who are working presently, were earlier unemployed or working in their own homes.

Mitra (1983) revealed that nearly three-fourths of the workers (74.29%) in Bengal jointed the jute mille because they had no option, 17.35 per cent joined because their fathers were mill hands and only 5.48 per cent jointed because they liked it.

Halim (1984) found that the reasons to do job as cited by women labourers of Bangladesh were inadequate income of the husband to maintain the family (46%), the death of husband (18%), being landless (10%), the death of the father (66.56%), being divorced (5.34%), sickness of the husband (4.67%) and the remaining 2.67 per cent started work due to separation from the husband.

Chaudhary (1986) gave the reasons for employment of women sweepers of Patna in terms of preference. They were - to improve economic condition of the family, for self economic gain, to escape from domestic responsibilities, being influenced by urban life, to improve one's status in the family and under compulsion of husband and other family members.

Ingle and Dharmachikari (1987) revealed that, the income of husband was inadequate to pull on the family expenditure, so the female counter par had to do the labour work. This was the major reason indicated by 88.89 per cent female labourers of Akola, remaining 11.11 per cent did labour work because the whole family was dependent on them.

The foregoing reviews revealed the reasons for joining the job as poverty, inadequate income, being landless, non-availability of other jobs. A meagre percentage of the workers started working because they liked the work.

Attitudes towards general issues:- Kamraju (1983) found that a good number of jute workers of Nollimarla were prepared to inter-dine and inter marry with other jatis, if every one were to overcome caste restrictions.

Singh (1990) reported that the sweepers of Varanasi prefer early marriage of their children. Girls get married between 14 years of age, whereas the marriage age of the boys varied between 15 to 20 years.

Above reviews indicate that workers were ready to inter marry with other caste people only under social consent and they still prefer early marriages of their children.

## 2.2 Activities

Rajeshwari (1968) reported that home makers in Coimbatore district of Tamil Nadu have performed activities such as meal management, care of clothing, housing, family care and field work.

Sharma and Singh (1970) found that women actively participated in seed storage, winnowing, care of animal, harvesting,

weeding, soak pit, sowing and applying manure in the field. They further found that women participated in large proportion in farm operations that is seed storage (75%), winnowing (75%), care of animals (74%) and harvesting (113%), in comparison to other activities.

Anonymous (1974) reported that the bulk of the responsibility still falls on the shoulders of the working wives in Philippines who undertook budgeting, supervision of the home, housekeeping, marketing, care of children, laundry and cooking.

Feldman and Feldman (1974) noticed that rural women in New York with jobs generally add work force participation to household and child care duties, expecting little help from their husbands.

Bautista (1977) has reported the activities of the farm women in Philippines as - cooking (84%), washing (62%) house cleaning (71%), cloth washing (78%) and looking after the children (79%).

Malik (1979) concluded that farm women of Uttar Pradesh took part in decision making process on affairs of family.

Bhagat (1980) stated that employed women in rural India have participated in decision making process especially money management in the family.

Manohar et al. (1981) revealed that, women construction workers of Warangal also perform their normal domestic labour. Cooking continues to be an exclusive responsibility of the women. Besides, looking after the children and even, purchasing domestic provision was treated as their responsibility.

Dubey et al. (1982) stated that the job traditionally done by women in most part of the country were transplantation of seedlings, sowing, weeding, harvesting, storing and preparation of food, milking, churning of milk and others.

Mitra (1983) revealed that employment and earning from work outside has not relieved the female jute workers of Bengal, from their work load inside the household. The husbands do not, generally share in cooking or washing and come to help the family in looking after the minor children (9.53 per cent.).

Hence, apart from working outside, the female workers were engaged in household chores and also field works like weeding, sowing, harvesting, storing etc.

### 2.3 Aspirations

Chattopadhyay and Rao (1970) reported that most of the factory workers of Hyderabad and Secunderabad area (87%) helped for a better personal economic situation, as well as had

apprehensions about it. The most frequently mentioned aspirations were to have more money, to own a house, to own land, to start business or to have enough to eat and drink and to be free from debts. Forty six per cent workers in the study were worried about their personal economic situation. The next highest percentage (47%) was the factory workers who had aspirations centred around the category of family concerns. Most frequently mentioned hopes under this category were to educate their children, to look after the other family members, and to lead a happy family life. Almost equally higher percentage (45%) of factory workers were also worried about their family situation. About one-third of the factory workers (31%) aspired for good job or work situation, 4 per cent aspired for public service and wanted to be useful to others.

#### 2.4 Job satisfaction

Prasad (1965) indicated that older workers of Patna were more satisfied with their jobs than the younger ones, and the less educated employees had higher rate of job satisfaction and vice-versa.

Goyal (1971) observed that majority of the textile workers of Ahmedabad had realised better job satisfaction from their current jobs.

Pestonjee (1972) reported that 44 textiles workers of Kanpur satisfied and dissatisfied group constituted of 69 respondents.

Ahmed (1983) indicated that in factory A situated in Delhi 35 per cent of the employees were highly satisfied, 42 per cent were satisfied, 51.5 per cent were average and only 3 per cent were dissatisfied with their job. No employee is highly dissatisfied. In Delhi, in factory B, 3 per cent of the women workers were highly satisfied, 51 per cent were satisfied, 41 per cent were in the middle category and only 3 per cent were dissatisfied. In this factory too, non one was highly dissatisfied.

Mukherjee and Mukherjee (1983) revealed that 20.97 per cent jute workers of West Bengal were satisfied with work, 39.35 per cent were neither satisfied nor dissatisfied and 39.68 per cent were dissatisfied with their work.

Chaudhary (1986) revealed that 95.5 per cent women sweepers of Patna were satisfied with their present job, since they had not opportunities for occupational mobility.

It was observed in the studies reviewed that majority of the workers were satisfied with their present job. The workers belonging to highly satisfied or dissatisfied category were less in number.

## 2.5 Health Problems

Manohar (1981) reported that 40 per cent of the women construction workers of Warangal were sick during the last two years and were in bed for more than a week each time. Only two per cent of them had gone to private hospitals, but even in a government hospital they had to pay for medicine.

Agnihotri (1988) revealed that 40.9 per cent factory workers of Kanpur fell ill during the year 1971, 46.5 per cent had been dealt with by the private practitioners.

Isaac (1988) noticed that 21.5 per cent of the women tea workers of South India stated that they were affected by one kind of disease or the other in their areas, 78.5 per cent stated that they were not affected by any major disease, out of the 43 affected workers, 74.42 per cent had chronic diseases like rheumatism, chest pain etc., 4.65 per cent of the workers were affected by contagious disease (chicken pox), 16.28 per cent were affected by non contagious illness. Another 4.65 per cent had other types of disease.

Singh (1988) revealed that the majority of the brass ware industry workers of Uttar Pradesh were suffering from severe diseases such as Tuberculosis, Chest Cancer, Bronchitis, Asthma etc.

Roy (1991) found that about 82.5 per cent of orson tea workers reported that they were in good health. It was noticed that among female workers more than 50 per cent suffered from frequent headache, frequent backache, abdominal pain lasting more than a day, sore throat or running nose with fever, cough more than a week.

From the above studies reviewed it could be said that most of the workers were frequently suffered from one or the other health problems.

## 2.6 General problems

Jeyasingh (1979) reported that 57.45 per cent women tea workers of Madurai complained about insect biting, 23.80% stated bad climate and 19.15 per cent stated prevalence of disease, were main problems at work place.

Bhahat (1980) found that cooking, washing clothes, needle work, batching children, sweeping house and entertaining guests were found to be the six key problems felt at home by factory women of Delhi.

Halim (1984) revealed that the basic necessities food, shelter and clothing were cited as the first problems. Lack of medical facilities was mentioned as the second problem. Necessity of educating their children was mentioned as the

fifth problem. Lack of job opportunities during off season and marriage of daughters as 3rd and 4th problem. Low wage rate, no land, unemployment of husband, death of husband/ father, separation from husband were 6th, 7th, 8th, 9th and 10th mentioned problems, respectively as mentioned by women labourers of Bangladesh.

Chaudhary (1986) reported that the major problem faced by all the 66 women sweepers of Patna were related to improper care of their children, inability to provide fresh food and milk. Few respondents reported that they had to carry their minor children even to the work place. The main difficulties which they faced were related to education of children, making food and cleaning rooms.

Rai (1990) revealed that the main problems of women beedi workers of Lucknow were insecurity of employment, lack of standards of minimum wages, excessive hours of work and absence of welfare amenities.

The foregoing studies indicated lack of medical facility, bad climate, prevalence of disease, household chores, caring children and sick, education of children and poverty as major problems cited by the workers of labour class.

**CHAPTER - III**

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**METHODOLOGY**

### III METHODOLOGY

This chapter deals with research methods and techniques followed under the following heads.

- 3.1 Locale of the study
- 3.2 Population of the study
- 3.3 Selection of the respondents
- 3.4 Instrument for data collection
- 3.5 Measurement of variables
- 3.6 Statistical tools and tests used

#### 3.1 Locale of the study

The research study was conducted in Dharwad district of Karnataka. This district was selected because it ranks first in total number of cotton ginning and pressing factories in the state. Hubli-Dharwad twin city was purposively selected for the study based on convenience of the researcher stationed at Dharwad. A list of cotton ginning and pressing factories of Hubli-Dharwad twin city was obtained from the office of Karnataka Chamber of Commerce and Industry.

#### Selection of factories

The concerned authorities of the factories were contacted personally and the number of workers working in each factory

was obtained. The factories were then arranged in descending order on the basis of the number of women workers, separately for Hubli and Dharwad towns. From the list so prepared, the first two factories were selected for the study from each list pertaining to Hubli and Dharwad towns. Thus, the study included the women factory workers of the factories located in and around the two towns. For maintaining confidentiality, the factories were coded as A, B, C and D.

Table 1 Town and factory wise selection of the respondents

Code Number	Town	Total number of workers	Number of women workers	Number selected for study
A	Hubli	125	95	40
B	Hubli	210	125	40
C	Dharwad	160	120	40
D	Dharwad	190	105	40

### 3.2 Population of the study

All the 8 women workers of the selected cotton ginning and pressing factories from Hubli-Dharwad towns constituted the population for the study.

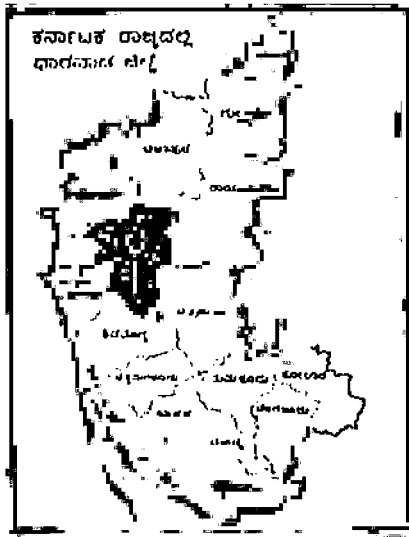
### **3.3 Selection of the respondents**

A list of women workers was obtained for each of the factories selected from the concerned factory manager. From each list, 40 women workers were selected by simple random procedure. Thus, total sample for the study constituted 160 women factory workers.

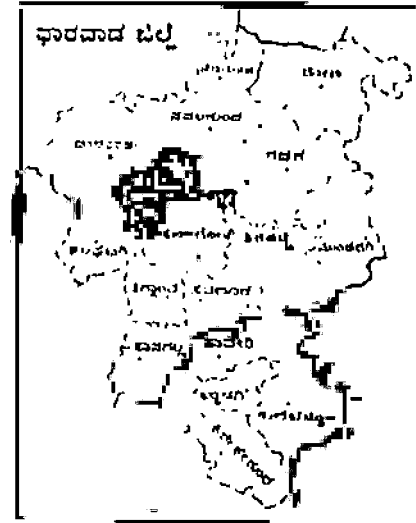
### **Brief description of the study area**

The total geographical area of Dharwad district is 13,738 sq.km. According to 1991 census, total population of the district was 34,99,000 among which 17,00,000 were females. The total literacy rate of the district is 42 per cent and for females, it is 30 per cent. Of the total geographical area, 12,44,000 hectares of land has been utilised for agriculture and the area under cotton was 2,33,000 hectares.

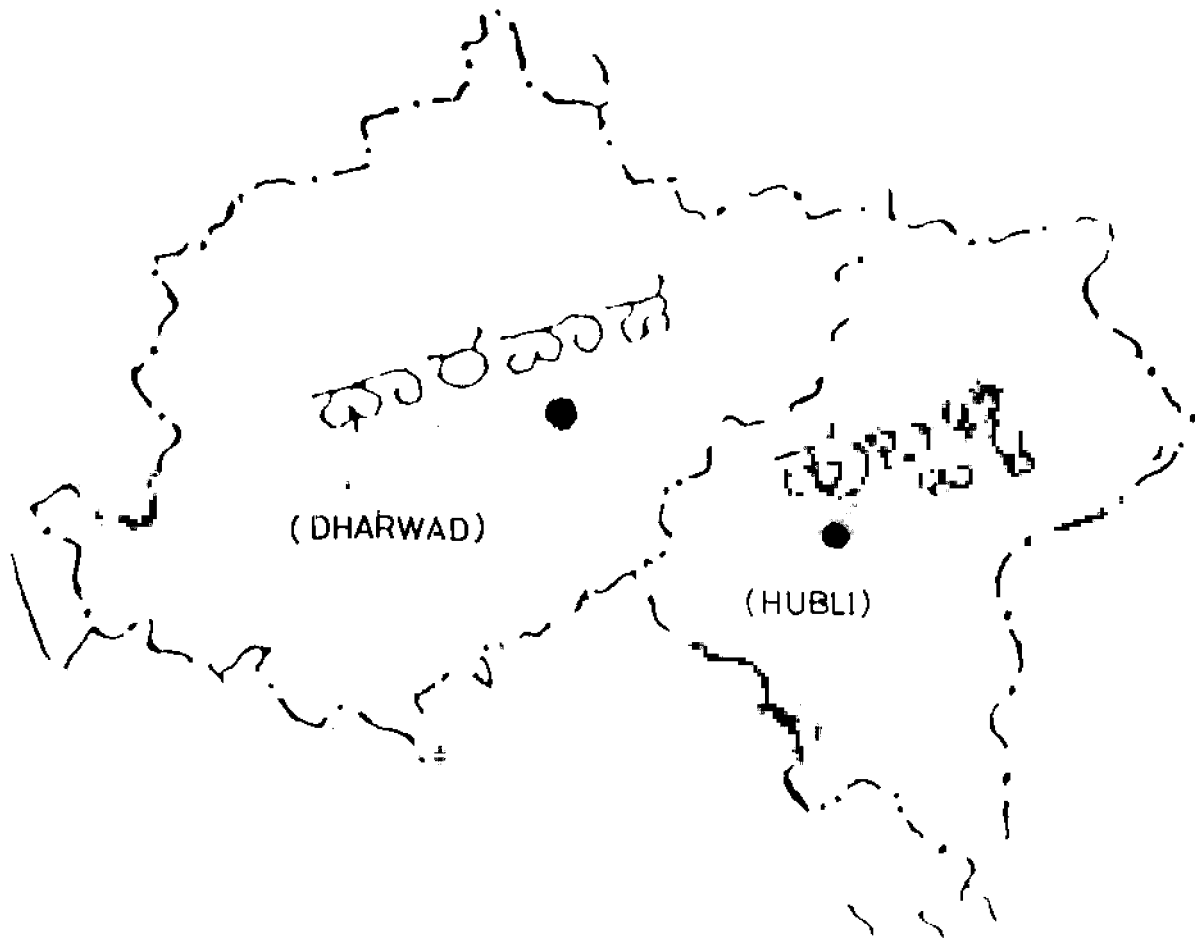
Dharwad is a predominantly agricultural district. The predominant soil that occupies most parts of the district is black cotton soil. The other types of soils found in the district are brown, red, sandy, paddy and alluvial soils. Black soil of this district is eminently suitable for raising cotton, wheat, gram, ragi, jowar and oilseeds, the crops for which the district is famous. Medium and small land holdings are preponderant. The rainfall is moderate to heavy and is



KARNATAKA STATE



DHARWAD DISTRICT



MAP SHOWING THE STUDY AREA

also quite dependable. The average rainfall for the district as a whole is 680 mm. The district is drained by two major river systems namely the Malaprabha and the Tungabhadra. Canal, tank and well irrigation facilities are available to a considerable extent. However, major portion of the district's agriculture is dependent on timely and adequate rainfall. Live-stock rearing including dairying and poultry keeping is as old as adjunct to agriculture.

Dharwad district is famous for its cotton from the earliest times and even now it is one of the most important cotton growing districts of the state and the country. Cotton is chiefly grown in the areas known as 'yerinad' and 'gadined' i.e. the black soil tracts of the plains in the central and eastern zones of the district. Jayadhar and Laxmi are the two important varieties of the cotton grown here. Cotton is the important agricultural produce which has provided a sound basis for the industrial development of the district. Cotton industries are tending the much needed support to the economy of the district. Cotton ginning and pressing has all along been one of the chief industries of the district.

Hubli-Dharwad town is the commercial centre of the district. Banking, medical, educational and recreational facilities are available. Hubli-Dharwad is the largest town of the

district (196.64 sq.km). It has good net work of roads and railways communication. The Poona-Bangalore National Highway connects the two towns and the distance between the two towns is 22 km.

There is a heavy concentration of industries in this premier city of the district. Within the district there were in all 600 registered factories with a total employment of 29,301. Hubli-Dharwad city alone accounted for 50 per cent of the factories and 54 per cent of the industrial workers. About 22 cotton ginning and pressing factories are functioning in and around the Hubli-Dharwad city. These factories do not usually purchase cotton on their own for ginning and pressing. Their earnings are from charges levied on the cotton brought to them by the growers or middlemen for ginning and pressing. This is a seasonal industry and is in operation from December to June.

#### 3.4 Instrumental data collection

Based on the objectives of the study, an interview schedule was prepared. The interview schedule was pre-tested with the women workers of cotton ginning and pressing factory other than the factories selected for the study for its practicability and relevance. Based on the experience gained,

the interview schedule was modified wherever necessary. The final schedule was used to collect the information from the respondents by personally interviewing the women factory workers. The data collection was done during the year 1992.

### 3.5 Variables and their empirical measurements

The variables included in the study and their empirical measurements are presented in the succeeding paragraphs.

#### Dependent variables

##### Aspiration

Rogers and Venning (1969) have defined the term aspiration as desired future states of being such as living level, social status, education and occupation.

The statements prepared by Gangadharamath (1985) concerning the aspirations of women were made use of with slight modifications in the present study. There were totally 15 statements under the four headings viz., education and housing aspirations, socio-politico aspirations, occupational aspirations and economic improvement aspirations. The responses of the respondents were obtained on three-point continuum viz., very strongly desire to attain, desire to attain, not bothered much to attain and scores of 5, 3 and 1, respectively

Variables and their empirical measurement

Variables	Empirical Measurement
<u>Dependent variables</u>	
Aspiration	Scale prepared by Gangadharmath (1985)
Work satisfaction	Scale constructed by Nataraj and Hafeez (1974)
<u>Independent variables</u>	
Age	Chronological age in completed years
Education	Procedure followed by Singh (1988), Narayanswamy and Jalihal (1990)
Caste	Procedure followed by Manohar et al. (1981)
Marital status	Procedure followed by Jeyasingh (1979), Pereira (1981) and Singh (1990)
Age at the time of marriage	Chronological age completed at the time of marriage
Marital status at the time of joining factory	Marital status (married/not married) of the respondent at the time of joining factory
Family size	Procedure followed by Narasalagi (1990)
Family type	Procedure followed by Kittur (1976), Patil (1981), Narasalagi (1990) and Sankangoudar (1991)
Land holding	Procedure followed by Dipali (1979), Halkatti (1988) and Sankanagoudar (1991)

<b>Variables</b>	<b>Empirical Measurement</b>
Type of living house	Type of living house of the respondents and frequency and percentages were calculated for each type
Number of earning members in the family	Information was collected regarding earning members in the family and categorised.
Annual income	Classification suggested by Department of Revenue, Government of Karnataka
Husband's job	Main activities being performed by respondent's husband
Expenditure pattern	Average monthly expenditure on each item
Saving habit	Information regarding saving habit was collected and categorised as made savings and not made any savings
Borrowing habit	Information regarding borrowing habit was collected and categorised as borrowed and not borrowed
Mass media participation	Procedure followed by Sheela (1991)
Participation in social activities	Frequency of participation in social activities
Opinion about general issues	Respondents favourable/unfavourable opinion towards general issues

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<b>Variables</b>	<b>Empirical Management</b>
<b>Persons motivated</b>	<b>Persons who motivated the respondent to join the factory job.</b>
<b>Source of information</b>	<b>Source consulted by the respondents to know about a job in the factory</b>
<b>Activities performed</b>	<b>Various activities performed at factory, home and farm</b>
<b>Health problems</b>	<b>Type of illness they have suffered during past one year</b>
<b>Other problems</b>	<b>Information on problems encountered at work place and general problems was collected</b>

were given and the total score was computed. Later, women factory workers were categorized into three groups based on mean (41.92) and standard deviation (6.68) as presented here under.

Category

Low (Mean = 1.0)

Medium (Mean = 1.5)

High (Mean = 2.0)

Work satisfaction

This variable is concerned with the degree to which the women workers are satisfied or dissatisfied with different aspects of their life. A rating scale constructed by Nataraj and Hafeez (1974) for studying the work satisfaction of industrial workers was made use of with slight modification for the present investigation. The scale consisted of 48 statements of which 31 statements were identified as negative statements and 17 as positive statements. The response of the respondents was rated on a five point continuum namely, fully agree, agree, somewhat agree, disagree and fully disagree. Scores of 5,4,3,2,1 were assigned, respectively for positive statements and reverse scoring was done for negative statements. The total score was obtained by summing the score

on each item. The reliability of the scale was tested by split-half method by administering it to 35 women workers and it was found to be significant ( $r=0.71$ ) at 1 per cent level. The respondents were classified into three categories on the basis of mean (147.2) and standard deviation (18.36) as detailed below.

Category

- Low (Mean - 1 SD)
- Medium (Mean  $\pm$  1 SD)
- High (Mean + 1 SD)

Independent variable

Age

In the present study, age referred to the chronological age of the respondent in completed years at the time of investigation and was measured by direct questioning.

Categorisation of age was done as follows on the basis of minimum and maximum age of the respondents.

Category

- 13 to 20 years
- 21 to 40 years
- Above 40 years

### Education

It referred to the number of years of formal education completed by the respondents. The responses were grouped into four categories based on the procedure followed by Singh (1988) and Narayanswamy and Jalihal (1990).

#### Categories

Illiterate  
 Primary school  
 Middle school  
 High school and above

### Caste

In the present study, the name of the caste as mentioned by the respondents was recorded and it was categorised as follows.

Scheduled caste:- Lambani, Harijan, Chaiwadi, Maratha, Kumbar, Balmiki

Scheduled tribes:- Kurub, Kammar, Naik, Bedar, Talwar

Backward caste :- Ayyas, Carpenter, Yeligar, Hugar

Forward caste :- Lingayat, Brahmin, Reddy, Jain

The above procedure was given by Manohar et al. (1981).

### Marital status

Marital status of the respondents was noted by asking them directly and the sample women were classified into single, married, widow and separated.

The above procedure was followed by Jayasingh (1979), Pereira (1981) and Singh (1990).

### Age at the time of marriage

Information regarding the age of the respondents at the time of marriage was obtained by asking directly and they were grouped into two categories.

#### Categories

Below 18 years

18 years and above

### Marital status at the time of joining factory

Marital status of the respondents at the time of joining factory was obtained by asking directly and they were grouped into two categories as married and not married.

### Family size at the time of joining factory

In the present study family size of the respondents was operationally defined as total number of members residing in

the family of the respondent. The size of the family was categorised as small and large by following the general norm.

<u>Category</u>	<u>Number of members</u>
Small	Upto 4
Large	Above 4

The above procedure was followed by Narasalagi (1990).

#### Family type

The respondents were asked to mention their family type and they were grouped into -

Nuclear family:- Represents family with single couple and unmarried children.

Joint family :- Represents family with more than a couple and married children living together.

Similar classification was followed by Kittur (1976), Patil (1981), Narasalagi (1990) and Sankanagoudar (1991).

#### Land holding

The operationalisation of the land holding was done by considering the size of the land owned and cultivated by each of the respondents family. Since, the land holdings of the respondents were of different kinds namely wet, dry and garden land, they were converted into a common denominator. According

As per Karnataka Land Reform Act 38 of 1966, one acre of irrigated land was equated to three acres of dryland. The same rule was followed in the present study.

<u>Categories</u>	<u>Equivalent Land</u>
Landless	No land
Marginal farm	3.2 acres
Small farm	3.2 - 7.2 acres
Big farm	7.2 acres

The above procedure was followed by Dipali (1979), Halkatti (1988), and Ankanagoudar (1991).

#### Type of living house

The respondents were asked to mention the type of their living house as hut, mud wall and thatched, brick wall and tiled and concrete house. Frequency and percentages were calculated for each type of living house.

#### Number of earning members in the family

Based on the information collected regarding earning members in the family, the respondents were grouped under 6 categories viz., family with 1,2,3,4,5 and 6 and above earning members.

### Material possession

This was determined by asking respondents the items they possessed in their homes such as radio, sewing machine, bicycle, cooking gas, cooker and expressed in frequency and percentage.

### Annual income

Annual income of the family of the respondents was determined by considering the total income of the family from all the sources and categorised according to the classification suggested by Department of Revenue, Government of Karnataka, as indicated below.

#### Categories

Upto Rs. 11,500

Above Rs. 11,500

### Husband's job

The respondent was asked to indicate the main activities performed by her husband and the same was recorded.

### Expenditure pattern

Respondents were asked to mention their approximate monthly expenditure on different items like food, clothing, house rent,

education, medical expenses, recreation and miscellaneous. Making use of this information, average monthly expenditure on each item was worked out.

#### Saving habit

Information regarding the saving habit of the respondents was obtained by asking them directly and they were grouped into two as made savings and not made any savings.

#### Borrowing habit

This was determined by asking women factory workers to reveal about the loan, if they have borrowed and were categorised into two as borrowed and not borrowed.

#### Mass media participation

In the present study, it referred to the exposure of the respondents to different mass communication media and participation in the related activities such as reading news paper, listening to radio and viewing television. The respondents were classified into three as given below as followed by Sheela (1991).

##### Category

Reading news paper  
Listening to radio  
Viewing television

### Participation in social activities

Respondents were asked to mention their frequency of participation in festivals, fairs, naming ceremonies, marriage and funeral ceremonies. Later, frequency and percentages were calculated for each social activity.

### Opinion about general issues

Respondents were asked to express their opinion towards general issues like child marriage, widow marriage, inter-caste marriage, dowry and factory management committee. Frequency and percentage were calculated for each issue.

### Persons motivated

Respondents were asked to mention the person who motivated them to join the factory job. They were classified as respondents joined with their own interest, motivated by father and mother, husband and parents-in-law.

### Source of information

Respondents were classified into three categories based on the source of information they had consulted to know about a job in the factory.

Category

Neighbours

Factory leaders

Friends and relatives

Activities performed

The various activities performed by respondents were listed under different headings as activities performed at factory, farm and home. Under each category, the actual activities they perform regularly and often were obtained and expressed in frequency and percentages.

Health problems

Respondents were asked to mention the type of illness they have suffered during past one year. Later, frequency and percentage were calculated for each illness.

Other problems encountered

To know the problems encountered by women factory workers open-end questions were asked and responses were obtained. Frequency and percentages were calculated for each of the problem faced by the respondent and were arranged in descending order under two headings.

- Problems at work place and
- General problems

### 3.6 Statistical tools and tests used

The data thus collected for the purpose of the study, were quantified, categorised and tabulated following the procedure described above. Statistical techniques such as percentage, mean and standard deviation were employed to draw valid conclusions.

To know the association between the selected personal characteristics of the respondents and their aspiration and work satisfaction, product-moment correlation coefficient and chi-square tests were used.

The formula used for calculating  $\chi^2$  is as follows:

$$\chi^2 = \sum_{i=1}^r \sum_{j=1}^k \frac{(O_{ij} - E_{ij})^2}{E_{ij}}$$

Where,

$O_{ij}$  = Observed frequency in  $i^{\text{th}}$  row and  $j^{\text{th}}$  column

$E_{ij}$  = Expected frequency in  $i^{\text{th}}$  row and  $j^{\text{th}}$  column

Since there were several cells with very small expectations in  $r \times c$  contingency table, the usual  $\chi^2$  approximation has been scaled as recommended by Lowal and Upton (1984). The Pearson goodness of fit statistic  $\chi^2$  is calculated as usual and its value is compared with -

$1 - \frac{1}{n} (1-d)^{\frac{1}{2}} X^2_{d, 0.05}$ , for the test at 5 per cent level  
 or  $(1 - \frac{3}{2n}) X^2_{d, 0.01}$ , for the test at 1 per cent level

where,

$n$  = Number of observations

$d$  = Degrees of freedom, that is  $(r-1) (c-1)$

$X^2_{d, 0.05}$  =  $X^2$  table value at 5 per cent level of probability

$X^2_{d, 0.01}$  =  $X^2$  table value at 1 per cent level of probability

The formula used for calculating product moment correlation coefficient is as follows -

$$r = \frac{N \sum XY - (\sum X) (\sum Y)}{\sqrt{(N \sum X^2 - (\sum X)^2) (N \sum Y^2 - (\sum Y)^2)}}$$

where,

$r$  = Pearson product moment correlation coefficient

$\sum X$  = Sum of X values

$\sum Y$  = Sum of Y value

$\sum X^2$  = Sum of square of X values

$\sum Y^2$  = Sum of square of Y values

$\sum XY$  = Sum of product of XY

$N$  = Number of pairs of observation

Calculation of correlation coefficient was done with the help of computer.

**CHAPTER - IV**

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**RESULTS**

## IV RESULTS

The findings of the investigation are presented under the following heads.

- 4.1 Personal and socio-economic characteristics of women factory workers
  - 4.2 Activities performed by them
  - 4.3 Aspirations of women factory workers
  - 4.4 Work satisfaction of women factory workers
  - 4.5 Relationship of selected independent variables with aspiration and work satisfaction
  - 4.6 Health problems of women factory workers
  - 4.7 Other problems of women factory workers
- 4.1 Personal and socio-economic characteristics of women factory workers

### Age

The data presented in Table-1 indicate that 60 per cent of the respondents belonged to the age group of 21-40 years, 22 per cent were in the age group of above 40 years and 18 per cent were in the age group of 13-20 years.

### Education

An observation of the Table-1 reveals that majority (92%) of the respondents were illiterates and only 8 per cent of the respondents were literates.

**Caste**

A close perusal of Table-1 indicates that only around 12.5 per cent of the respondents belonged to forward castes. Of the remaining, 23.15 per cent belonged to scheduled castes, 28.7 per cent to backward castes and 35.65 per cent respondents were from scheduled tribes.

**Marital status**

Table-1 shows that majority (52%) of the respondents were married, 22 per cent were widows and 13.1 per cent each were single and separated.

**Age at the time of marriage**

The data presented in Table-1 indicate that majority (79.9%) of the respondents were married before attaining 18 years and only 20.1 per cent of them were married after attaining 18 years of age.

**Marital status at the time of joining factory**

The data presented in Table-1 indicate that 81.3 per cent of the respondents joined the factory after they got married and only 18.7 per cent of them joined when they were spinsters.

Size of the family

An observation of Table-1 reveals that a large number (63.1%) of women workers were from large families and 36.90 per cent of the women workers were from small families.

Type of the family

A look at the Table-1 reveals that 70 per cent of the respondents had nuclear type of family and 30 per cent of the respondents had joint family system.

Land holding

A perusal of Table-1 reveals that landless category occupied the highest percentage (76.2%) followed by marginal (13.1%), small (6.9%) and big (3.8%) land holders.

Type of living houses

It is clear from the Table-1 that 70.6 per cent of the respondents were living in their own house and only 29.4 per cent respondents were living in rented houses. In both the cases majority of the respondents were living houses with mud wall and thatched type (49.5% and 84.6%, respectively), followed by those with brick wall and tiled (37.2% and 38.3%, respectively), 10.6 per cent of the respondents lived in their own huts whereas 19.1 per cent lived in rented huts.

Further, only 2.7 per cent respondents possessed their own concrete house. One striking finding was that only 53 out of 160 respondents' houses were electrified.

#### Material possession

An overview of Table-1 indicates that maximum (66.25%) number of women workers did not possess any of the modern gadgets in their home. Thirty per cent of them possessed radio followed by television (3.1%), sewing machine (2.5%), radio and tape recorder (1.9%) and cooking gas (1.3%). Only one respondent possessed cooker at home.

#### Husband's job

A perusal of the data in Table-1 depicts a considerable variation in the type of work the respondent's husband were engaged in. Majority (51.8%) of the respondents' husband were working as labourers. Equal number (7.9%) of respondents' husbands were working as construction workers and barbers. Factory work, farming and government service were the occupation of husbands of 6.5 per cent, 5.8 per cent and 5.0 per cent of the respondents, respectively. About 4.0 per cent of the respondents' husbands were working as carpenters, 2.9 per cent of them were working as tailors, 1.4 per cent each were working as Nekar, Cobbler and Shop workers, 0.7 per cent each were working as fruit and vegetable seller, painter and

Table 1 Personal and socio-economic characteristics of the respondents n=160

Variable and category	Respondents	
	Number	Percentage
<u>Age</u>		
13-20 years	29	18.1
21-40 years	96	60.0
Above 40 years	35	21.9
<u>Education</u>		
Illiterate	147	91.9
Primary school	7	4.4
Middle school	5	3.1
High school	1	0.6
<u>Caste</u>		
Scheduled tribe	57	35.65
Backward caste	46	28.7
Scheduled caste	37	23.15
Forward caste	20	12.5
<u>Marital status</u>		
Single	21	13.1
Married	83	51.9
Widow	35	21.9
Separated	21	13.1
<u>Age at the time of marriage</u>		
Below 18 years	111	79.9
18 years and above	28	20.1
<u>Marital status at the time of joining factory</u>		
Not married	30	18.7
Married	130	81.3

(contd.)

Table 1 Contd.)

Variable and category	Respondents	
	Number	Percentage
<u>Size of the family</u>		
Small family (upto 4 members)	59	36.9
Large family (above 4 members)	101	63.1
<u>Type of the family</u>		
Nuclear	112	70.0
Joint	48	30.0
<u>Land holding</u>		
Landless	112	76.2
Marginal farm ( 3.2 acres)	21	13.1
Small farm (3.2 - 7.2 acres)	11	6.9
Big farm ( 7.2 acres)	6	3.8
<u>Type of living house</u>		
a) <u>Living in own house</u>	113	70.6
Hut	12	10.6
Mud wall and thatched	56	49.5
Brick wall and tiled	42	37.2
Concrete house	3	2.7
b) <u>Living in rented house</u>	47	29.4
Hut	9	19.1
Mud wall and thatched	20	42.6
Brick wall and tiled	18	38.3
<u>Material possession</u>		
Radio	48	30.0
Radio and Tape recorder	3	1.9
Television	5	3.1
Sewing machine	4	2.5

(Contd.)

Table 1 Contd.)

Variable and category	Respondents	
	Number	Percentage
Cooking gas	2	1.3
Cooker	1	0.6
Do not possess any of the above	106	66.25
<u>Job of husband</u>		
Labourer	72	51.8
Construction worker	11	7.9
Barber (Hajam)	11	7.9
Factory worker	9	6.5
Farming	8	5.8
Government job	7	5.0
Carpenter	5	3.7
Tailor	4	2.9
Nekar	2	1.4
Cobbler	2	1.4
Worker in shops	2	1.4
Fruit and vegetable vendour	1	0.7
Painter	1	0.7
Photo framer	1	0.7
No specific regular job	3	2.1
<u>Earning members in the family</u>		
1	18	11.3
2	42	26.3
3	43	26.9
4	27	16.9
5	19	11.9
6 and above	11	6.7
<u>Annual income</u>		
Upto Rs.11,500	83	51.9
Above Rs.11,500	77	48.1

photo framer, 2.00 per cent of the respondents' husbands had no specific regular job.

#### Earning members in the family

The data presented in Table-1 indicate that almost same proportion (26%) of the respondents families had 3 and 2 earning members, 16.9 per cent respondents' families had 4 earning members, 11.9 and 11.3 per cent respondents' families had 5 and 1 earning members, respectively. Only 6.7 per cent of the respondents' families had 6 and more earning members.

#### Annual income

It is clear from the Table-1 that 52 per cent of the respondents' annual income was upto Rs.11,500 and 48 per cent of the respondents' annual income was above Rs.11,500.

#### Expenditure pattern

A close persual of Table-2 reveals that the average monthly expenditure pattern of the respondents whose income was less than Rs.11,500 per annum spent maximum percentage on food items (70.6%) followed by clothing (14%), miscellaneous items (9%), house rent (3%), medical expenses (2.86%), recreation (1.6%) and education (0.50%). The average monthly expenditure pattern of the respondents whose income was

**Table 2 Average monthly expenditure pattern of the respondents**

n=160

Items	Average monthly expenditure	
	Income group	
	Upto Rs.11,500	Above Rs.11,500
Food	480.25 (70.18)	825.25 (63.02)
Clothing	92.15 (14.05)	166.80 (12.33)
House rent	20.12 (3.07)	30.35 (2.24)
Medical expenses	18.75 (2.86)	42.05 (3.11)
Recreation	10.30 (1.60)	19.05 (1.48)
Education	3.30 (0.50)	5.00 (0.37)
Miscellaneous	32.60 (5.00)	62.20 (4.67)
<b>Total</b>	<b>637.47</b> <b>(97.26)</b>	<b>1179.60</b> <b>(87.22)</b>
<b>Average monthly income</b>	<b>655.78</b>	<b>1352.34</b>

Figures in the parentheses indicate percentage values of expenditure on item to average monthly income

above Rs.11,500 per annum spent maximum proportion of their income on food items (63%) followed by clothing (12.0%), miscellaneous items (4.6%), medical expenses (3.1%), house rent (2.24%), recreation (1.4%) and education (0.37%). The average monthly income of the respondents whose annual income was upto Rs.11,500 was Rs.655.78 whereas it was Rs.1352.34 for the respondents whose annual income was above Rs.11,500.

#### Saving habit

A look at Table-3 reveals that the most of the respondents (4.4%) were not in the habit of saving. Only 5.6 per cent respondents saved money and all invested in chit funds.

#### Borrowing and repaying habit

A look at the Table-4 shows that percentage of the respondents who borrowed loans (59.4%) was more than that who did not borrow loans (40.6%). Out of 59.4 per cent of the respondents who borrowed loans, highest percentage (38.9%) borrowed for meeting basic necessities when there was no work, 22.1 per cent borrowed to meet marriage expense of family members, 11.6 per cent for providing medical treatment to sick persons, 7.4 per cent each for celebrating festivals and constructing house, 6.3 per cent to open barber shop in

**Table 3 Saving habit and type of saving of the respondents**

Saving	Respondents	
	Number	Percentage
Made savings	9	5.6
Not made any savings	151	94.4
<u>Type</u>		
Chit fund	9	100.0

Table 4 Borrowing and repaying habits of the respondents

Particulars	Respondents	
	Number	Percentage
Borrowed	95	59.4
Not borrowed	65	40.6
<u>Reasons for borrowing (n=95)</u>		
For meeting basic necessities when there is no work	37	38.9
For marriage expense of family members	21	22.1
For providing medical treatment to sick person	11	11.6
For celebrating festivals	7	7.4
For constructing house	7	7.4
For opening barber shop	6	6.3
For visiting relatives at far away places	4	4.2
For meeting educational expenses of children	3	3.2
Family supporter does no work	3	3.2
For purchasing goats and buffaloes	2	2.1
<u>Source of borrowing</u>		
Money lenders	70	73.7
Friends	35	36.8
Co-operative bank	11	11.6
Shop keepers	3	3.2
<u>Pattern of repayment</u>		
Weekly	26	27.4
Monthly	37	38.9
Yearly	3	3.2
Whenever money is available	29	30.5

order to provide work to the husband, 4.2 per cent for visiting relatives at far-away places, 3 per cent each for meeting educational expenses of their children and because the family supporter did no work and 2 per cent borrowed to purchase goats and buffaloes.

Maximum number (73.7%) of the respondents borrowed loans from money lenders followed by friends (36.8%), co-operative bank (11.6%) and shop keepers (3.2%). About 39.0 per cent of the respondents stated that they were repaying debt monthly, 30.5 per cent were repaying debt whenever money was available, 27.4 per cent were repaying weekly and only 3.2 per cent were repaying the debt yearly.

#### Mass media participation

Data regarding mass media participation of women factory workers are depicted in Table 5(a) and 5(b).

It is clear from Table-5(a) and Figure-1 that only 1.87 per cent of the respondents subscribed to news papers. All of them were occasional readers. Radio sets were possessed by 31.9 per cent of the respondents, among whom 20.6 per cent were regular listeners and 11.2 per cent were occasional listeners of radio programmes. Television sets were possessed by only 3.1 per cent of the respondents and all viewed the programmes regularly.

Table 5 Mass media participation of respondents

Particulars	Owned/ Subscribed	Regularly	Occasionally
(a) Reading news paper	3 (1.87)	-	3 (1.87)
Prajavani	2	-	2 (1.3)
Sanyukta Karnataka	1	-	1 (0.57)
(b) Listening to radio	51 (31.9)	33 (20.6)	18 (11.2)
(c) Viewing Television	5 (3.1)	5 (3.1)	-

Figures in parentheses indicate percentage values

LEGEND

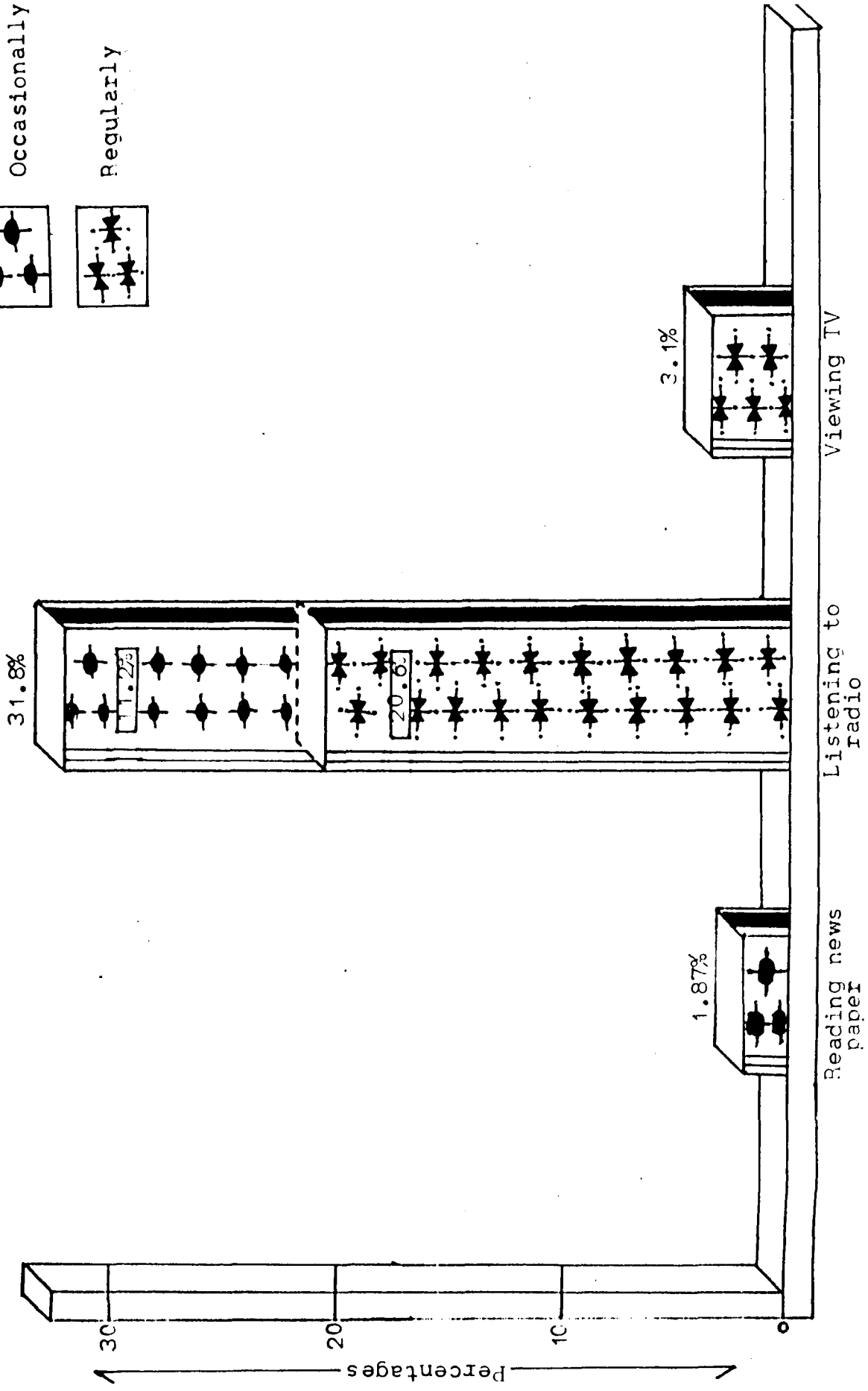
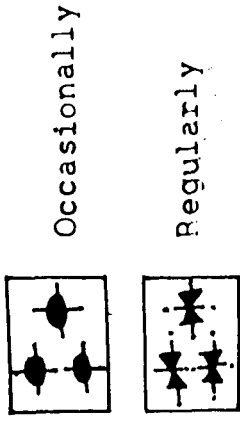


Figure: 1 Mass media participation of respondents

Table 5(b) Listening and viewing habits of the respondents  
who did not possess radio/TV

Particulars	Do not possess	Occasio- nally	Never
(a) <u>Listening to radio</u>	109 (68.1)	11 (10.09)	98 (89.91)
Neighbours house	-	9 (8.25)	-
Friends and relatives house	-	2 (1.83)	-
(b) <u>Viewing TV</u>	155 (96.85)	62 (40.00)	93 (60.00)
Neighbours house	-	55 (35.5)	-
Friends and relatives house	-	7 (4.5)	-
(c) <u>Seeing movies</u> (n=160)	-	81 (50.6)	79 (49.4)

Figures in the parentheses indicate percentages

Table 5(b) indicates that radio sets were not owned by 68.1 per cent of the respondents. But 10.09 per cent of them occasionally listened to the radio -8.25 per cent in neighbours' house and 1.83 per cent in their friends and relatives' house. About 90 per cent of the respondents had never listened to the radio. Television sets were not possessed by 96.9 per cent of the respondents. However, 40 per cent occasionally viewed the television programmes, majority (35.5%) in neighbours' house and 4.5 per cent in their friends and relatives' houses. Sixty per cent of the respondents never see television programmes. Almost half of the respondents (50.6%) occasionally saw the movies whereas the remaining half of the respondents (49.4%) never saw the movies.

#### Social Participation

The results presented in Table-6 and Figure-2 display the distribution of respondents according to their participation in social and family function. About 45 per cent of the respondents attended naming, marriage and funeral ceremonies regularly. The percentage of the respondents who took part in the ceremonies often was around 50. Almost all the respondents took part in festivals and fairs.

#### Persons who motivated the respondents to join the factory

The data in Table-7 and Figure-3 indicate that majority of the respondents (71.2%) joined the factory on their own

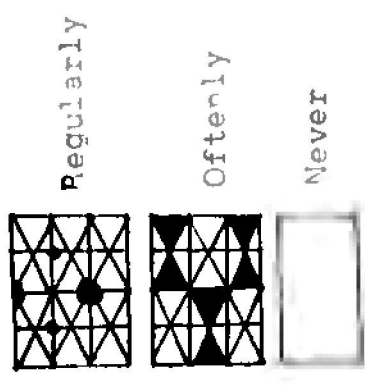
Table 6 Distribution of respondents according to their  
social participation

n=160

Participation	Regularly	Often	Never
Mating ceremony	75 (46.9)	81 (50.6)	4 (2.5)
Marriage ceremony	75 (46.9)	85 (53.1)	-
Funeral ceremony	72 (45.0)	73 (45.6)	15 (9.4)
Festivals and fairs	153 (95.6)	7 (4.4)	-

Figures in the parentheses indicate percentages

**LEGEND**



- NC- Naming ceremony
- MC- Marriage ceremony
- FC- Funeral ceremony
- F&F- Festivals and fairs

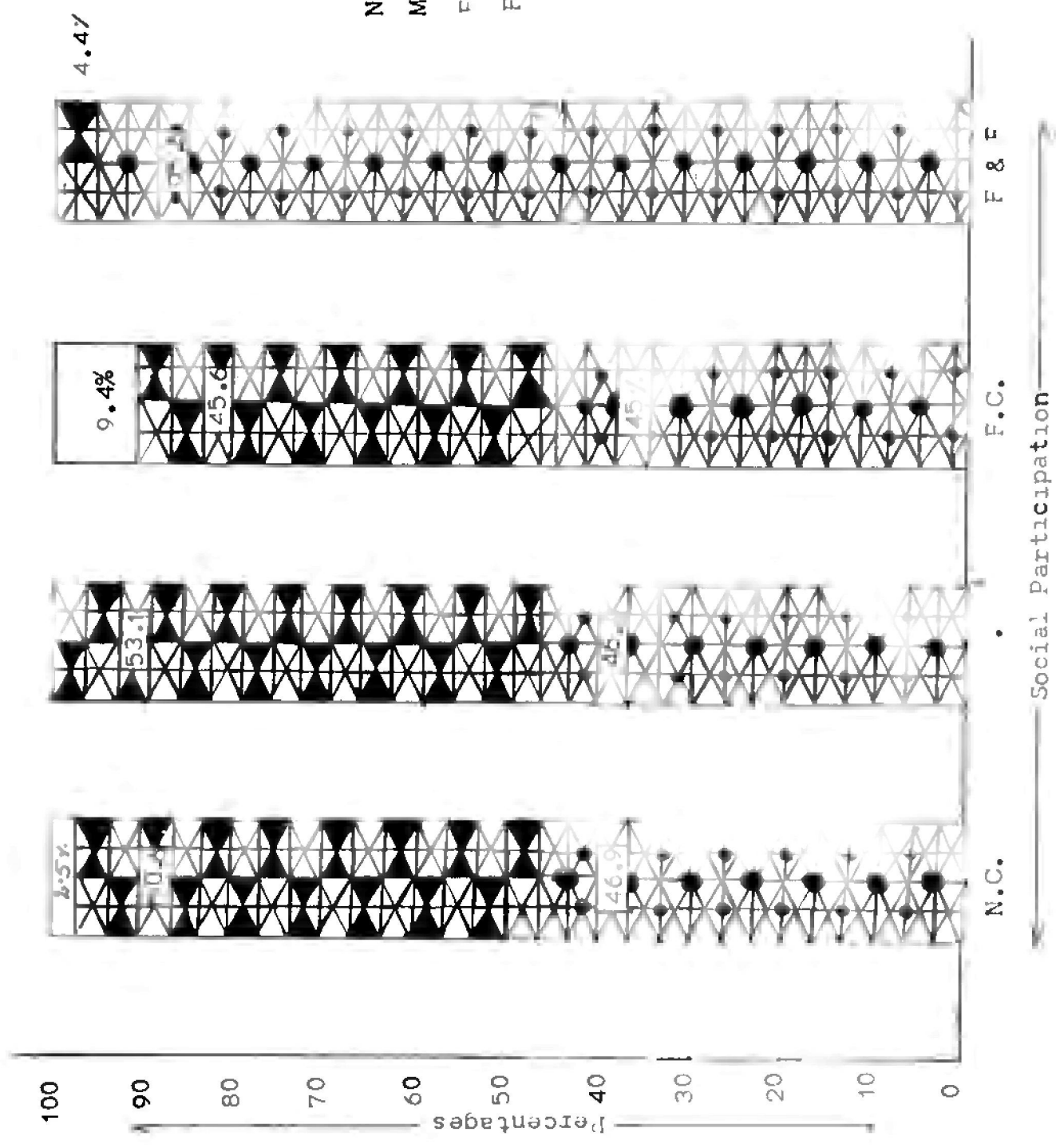


Figure: 2 Distribution of respondents according to their social participatior

**Table 7 Persons who motivated the respondents to join the factory**

**n=160**

<b>Persons motivated</b>	<b>Respondents</b>	
	<b>Number</b>	<b>Percentage</b>
<b>Own interest</b>	<b>114</b>	<b>71.2</b>
<b>Husband</b>	<b>29</b>	<b>18.1</b>
<b>Parents</b>	<b>15</b>	<b>9.4</b>
<b>Parents-in-law</b>	<b>2</b>	<b>1.3</b>

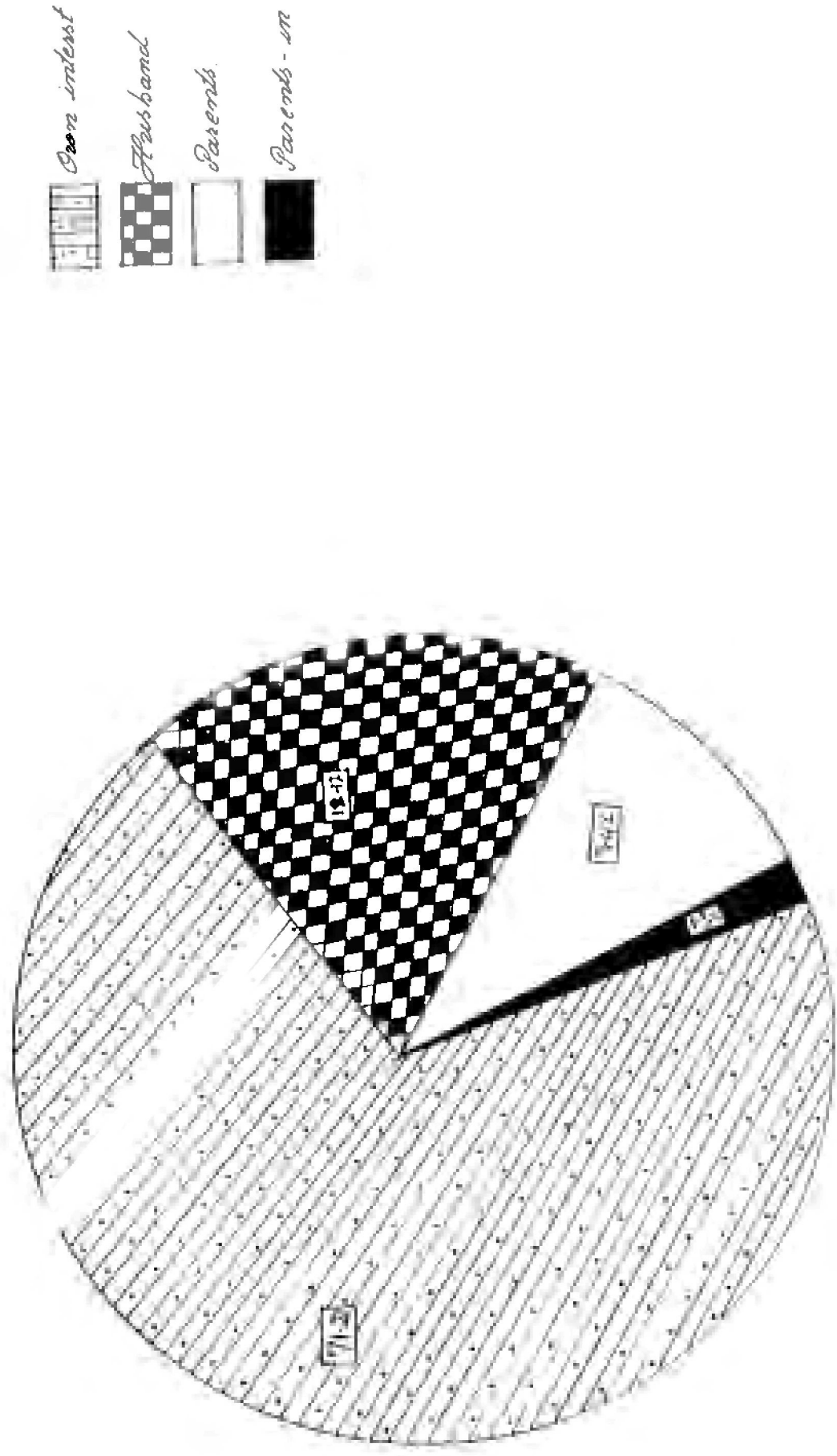


Figure 3 Persons who motivated the respondents to join the factory

interest. About 18.0 per cent of the respondents expressed that their husbands motivated them to join the factory job, 9.4 per cent respondents were motivated by their parents and only 1.3 per cent were motivated by their parents-in-laws.

#### Source of information

The data pertaining to the source of information from which respondents came to know about a job in the factory are depicted in Table-8 and Figure-4.

It is clear from the table that maximum number (63.8%) of the respondents came to know about a job in the factory from neighbours followed by factory leaders (33.1%) and friends and relatives (3.1%).

#### Reasons for joining the factory

The data in Table-9 and Figure-5 indicate that the major reason for joining the factory job was the 'poor economic condition' as expressed by 98.7 per cent of the respondents. 'Nearness of the factory to their dwelling area' was the reason cited by 61.9 per cent respondents, 59.4 per cent respondents expressed non-availability of any other job as the reason. 'Do not possess any land for cultivation' was the reason quoted by 46.3 per cent respondents, 34.4 per cent respondents stated 'suitability of working hours of the factory'

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**Table 8 Source of information from which respondents came to know about a job in the factory**  
n=160

Source	Respondents	
	Number	Percentage
Neighbours	102	63.8
Factory leaders	53	33.1
Friends and relatives	5	3.1

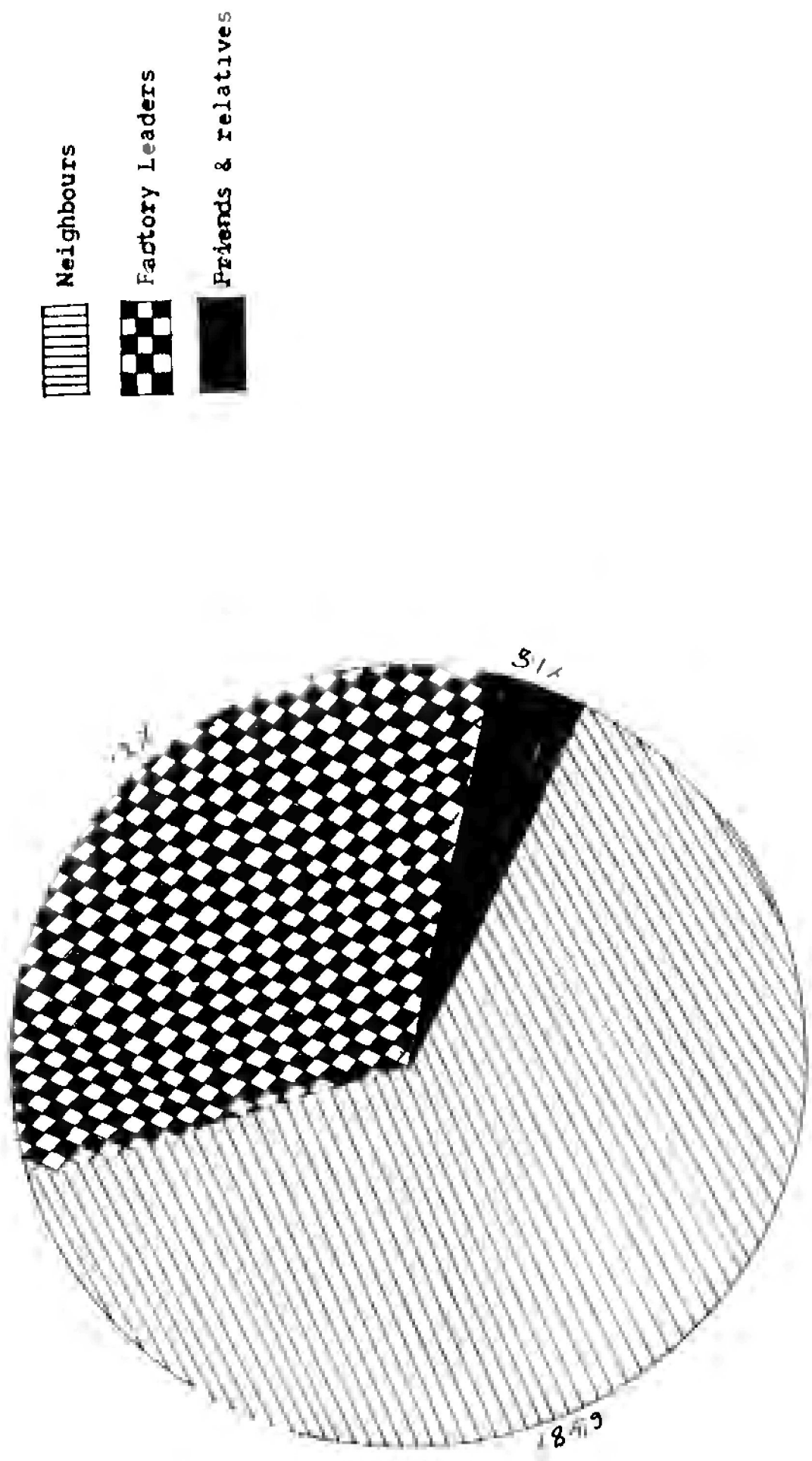


Figure:4 Source of information from which respondents came to know about a job in the factory

Table 9 Reasons for joining the factory job

n=160

Reasons	Respondents	
	Number	Percentage
Poor economic condition	158	98.7
Nearness of the factory to dwelling area	99	61.9
Non-availability of any other job	95	59.4
Do not possess any land for cultivation	74	46.3
Suitability of working hours of the factory	55	34.4
Death of supporter/ separation from family	25	15.6

1. *Poor economic condition*
2. *Nearness of the factory to dwelling area*
3. *Non-availability of any other job*
4. *Do not possess any land for cultivation*
5. *Suitability of working hours of the factory*
6. *Death of supporter / separation from family*

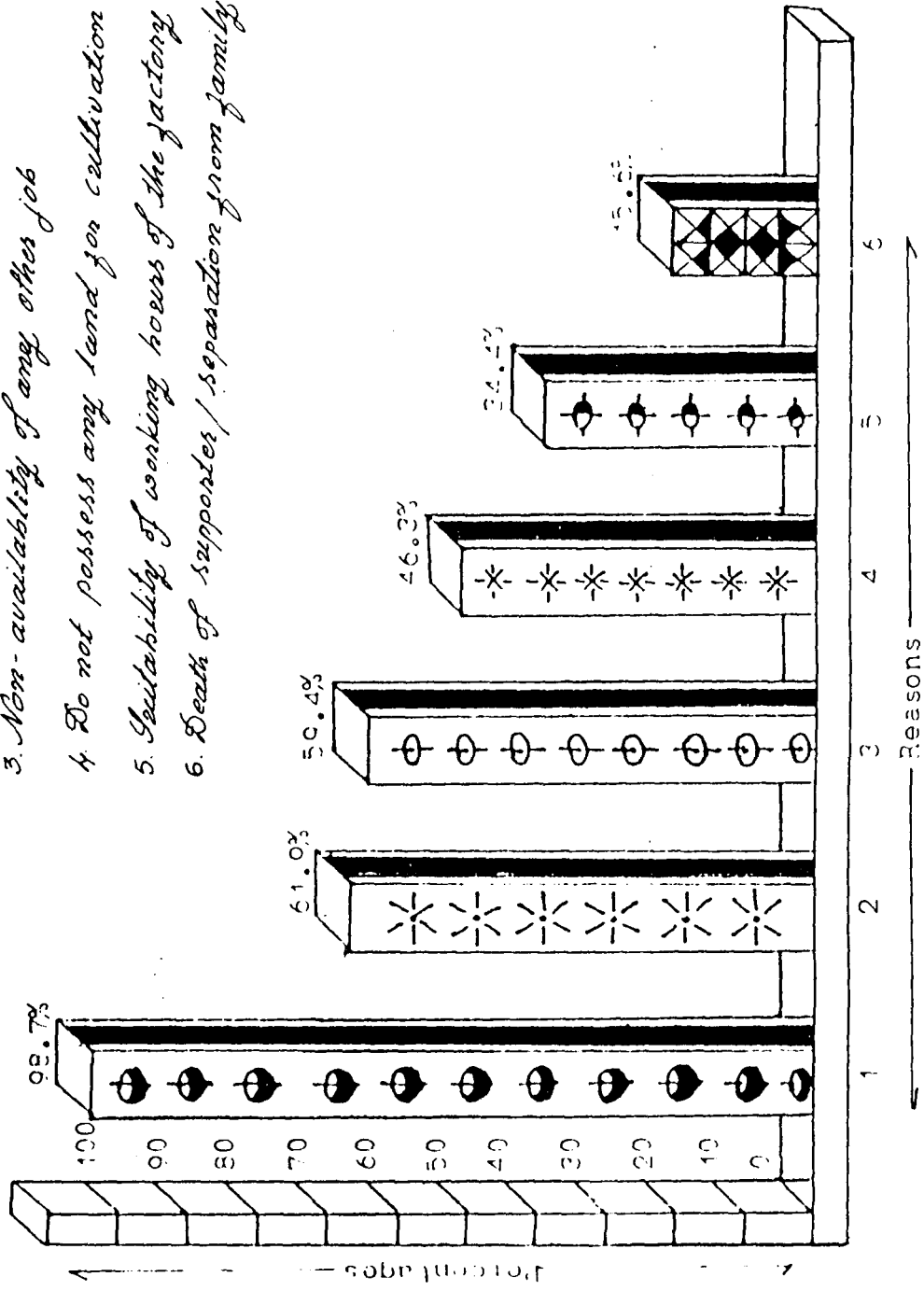


Figure: 5 Reasons for joining the factory job

as the reason, while 15.6 per cent stated 'death of supporter or separation from family members' as the reason to join the factory job.

Nature of work attended by the respondents before they joining the factory and its continuity when there is no work in the factory

A close perusal of Table-10 reveals that 59.4 per cent respondents were worked as a agricultural labour, 31.9 per cent did domestic work, 3.1 per cent were employed in other factory, 2.5 per cent were engaged in weaving, 1.3 per cent were worked as a house servant and 0.6 per cent each were worked as cobbler, vegetable seller and beedi maker before joining the factory.

When the factory is closed in the off season 76.9 per cent respondents indicated that they continue to go for agricultural labour work, 18.1 per cent respondents do the domestic work, 3.8 per cent respondents work as a house servant and 0.6 per cent each do weaving and vegetable selling job.

**Table 10 Nature of work attended by the respondents before they joining the factory and its continuity when there is no work in the factory**

n=160

<b>Work</b>	<b>Before joining the factory</b>	<b>No work in the factory</b>
Agricultural labour	95 (59.4)	123 (76.9)
Domestic work	51 (31.9)	29 (18.1)
Work in other factory	5 (3.1)	-
Weaving	4 (2.5)	1 (0.6)
House servant	2 (1.3)	6 (3.8)
Cobbler	1 (0.6)	-
Vegetable selling	1 (0.6)	1 (0.6)
Beeding making	1 (0.6)	-

Figures in parentheses indicate percentages

#### 4.2 Activities performed by women factory workers

##### Number of days the factories provide work to the women workers in a year

An observation of Table-11 reveals that factory A and factory D provide 183 - 210 days (6-7 months) of work to the women workers in a year, whereas factory B and factory C provide 240-270 days (8-9 months) of work in a year.

##### Activities at factory

Table-12 presents information on the activities performed by women workers at factory. A look at the table reveals that activity of putting and moving hands in cotton plat-form was regularly performed by 26.8 per cent of the respondents and oftenly by 20 per cent respondents. 13.12 per cent and 10.6 per cent respondents regularly performed the activities of picking cotton and mixing cotton, respectively. Whereas about 8 per cent of the respondents performed above activities oftenly. Almost same proportion (7.5%) of the respondents regularly performed the activities of feeding the machine, operating the gin machine and stocking seeds in the godown and few respondents oftenly performed the above activities. Activities of heaping cotton, carrying the lint and cleaning the

**Table 11** Number of days the factories provide work to the women workers in a year

Factory included in the study	Approximate number of days in a year
Factory - A	183 - 210
Factory - B	240 - 270
Factory - C	240 - 270
Factory - D	183 - 210

**Table 12 Activities performed by women workers at factory  
n=160**

<b>Activities</b>	<b>Regularly</b>	<b>Often</b>
Putting and moving hands in cotton platform	43 (26.8)	32 (20.0)
Picking cotton	21 (13.12)	14 (8.7)
Mixing cotton	17 (10.6)	13 (8.1)
Feeding the machine	13 (8.2)	8 (5.0)
Operating the gin machine	12 (7.5)	3 (1.8)
Sorting seeds in the godown	12 (7.5)	10 (6.2)
Heaping cotton	11 (6.87)	13 (8.1)
Carrying the lint	11 (6.87)	7 (4.3)
Cleaning the seeds	8 (5.0)	12 (7.5)

Figures in parentheses indicate percentage values

seeds were regularly and oftenly performed by about 6 per cent of the respondents.

### Domestic activities

An appraisal of Table-13 and Figure-6 indicates domestic activities performed by women factory workers. Majority (70%) of the respondents regularly performed the activities of cooking and washing the utensils and about 23 per cent of the respondents oftenly performed them. Almost same proportion of the respondents regularly and oftenly performed the activities of bringing water for household use, collection of fire wood and care of own children. The activities of cleaning the home, washing the clothes and serving food were regularly and oftenly performed by about 40 per cent and 48 per cent of the respondents, respectively.

### Farm activities

The results in the Table-14 and Figure-7 display the farm activities performed by women factory workers. Almost same proportion of the respondents regularly performed the activities of weeding and transplanting. About 33 per cent of the respondents regularly performed the activities of harvesting and application of manures/fertilizers. Almost same proportion of the respondents performed the activities of sowing

**Table 13 Domestic activities performed by women factory workers**

**n=160**

<b>Activities</b>	<b>Regularly</b>	<b>Often</b>
Cooking	112 (70.0)	32 (20.0)
Washing the utensils	111 (69.3)	42 (26.2)
Bringing water for household use	93 (58.1)	45 (28.1)
Collection of fire wood	83 (51.8)	42 (26.2)
Care of own children	74 (46.1)	6 (3.75)
Cleaning the home	68 (42.5)	84 (52.5)
Washing the clothes	65 (40.6)	85 (53.1)
Serving food	65 (40.6)	63 (39.3)

**Figures in the parentheses indicate percentage values**

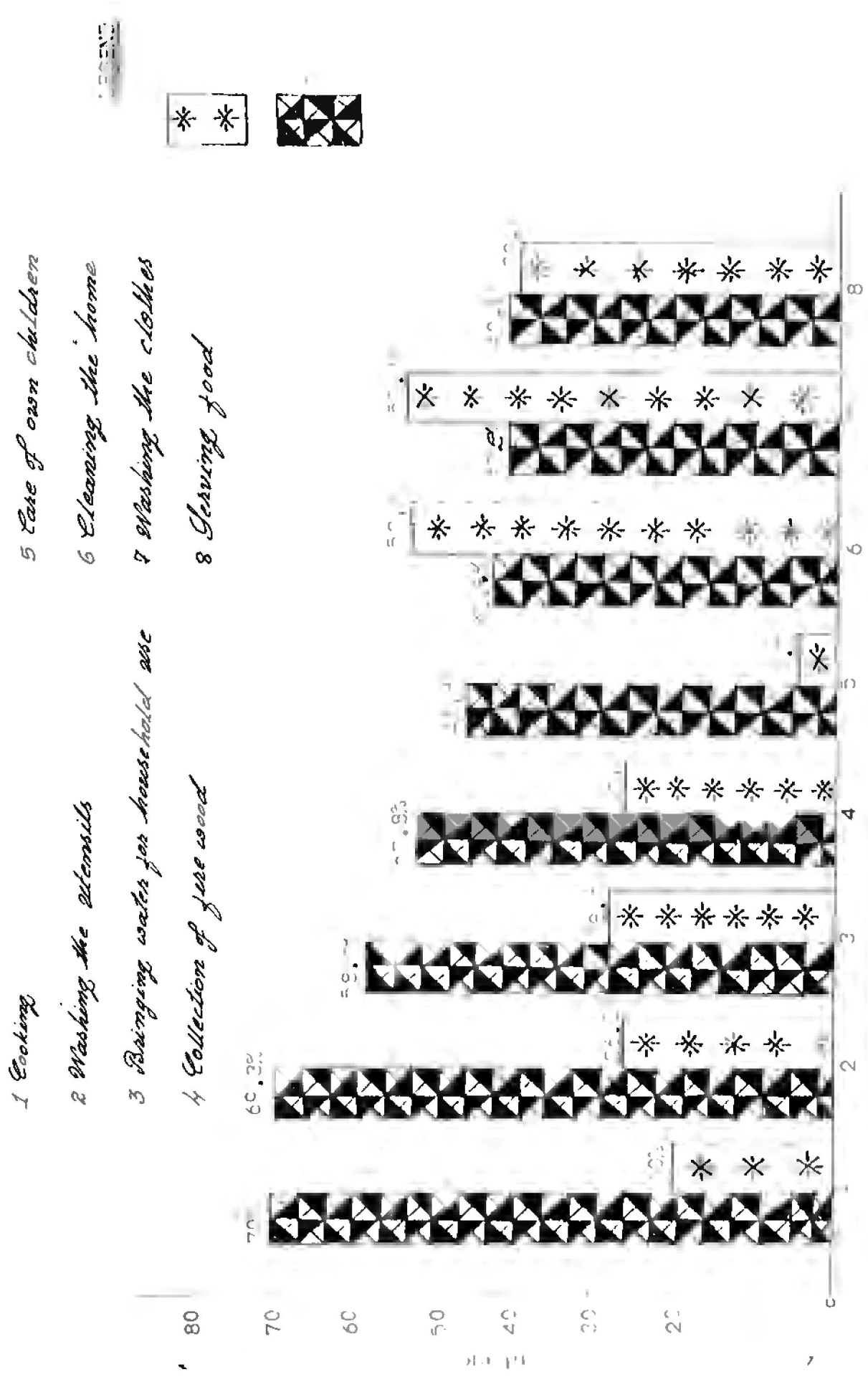


Figure: 6 Domestic activities performed by acmen factory workers

**Table 14 Farm activities performed by women factory workers**

**n=123**

<b>Activities</b>	<b>Regularly</b>	<b>Often</b>
<b>Weeding</b>	<b>98 (79.7)</b>	<b>20 (16.3)</b>
<b>Transplanting</b>	<b>81 (65.8)</b>	<b>32 (26.0)</b>
<b>Harvesting</b>	<b>67 (54.5)</b>	<b>43 (34.9)</b>
<b>Application of manures/ fertilizers</b>	<b>65 (52.8)</b>	<b>39 (31.7)</b>
<b>Sowing of seeds</b>	<b>38 (30.9)</b>	<b>10 (8.1)</b>
<b>Threshing</b>	<b>25 (20.3)</b>	<b>45 (36.6)</b>

**Figures in the parentheses indicate percentage values**

- 1 Weeding
- 2 Transplanting
- 3 Application of manures/Fertilizers
- 4 Sowing of seeds
- 5 Threshing
- 6 Harvesting

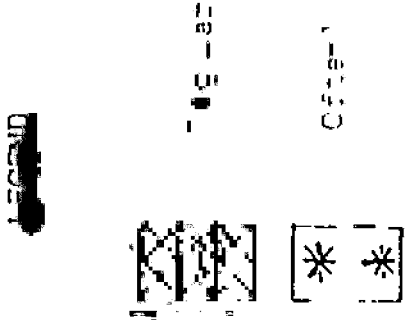


Figure: 7 Farm activity times performed by common factory workers

of seeds and threshing. Few respondents oftenly performed the above activities.

**4.3 Aspirations of women factory workers**

An appraisal of Table-15 and Figure-8 indicates aspirations of women factory workers. It could be observed from the table that there was more number (75%) of respondents in medium category and almost even distribution of respondents (11.9%, 13.1%) in the other two categories viz., low and high, respectively.

**4.4 Work satisfaction of women factory workers**

The data pertaining to the work satisfaction of women factory workers is presented in Table-16 and Figure-9. A look at the table reveals that majority of the respondents (73.1%) were in medium work satisfaction category. Whereas 18.1 per cent of the respondents had low work satisfaction and only 8.8 per cent respondents had high work satisfaction.

**4.5 Association and relationship of selected independent variables with aspiration and work satisfaction**

**Association between aspiration and selected independent variables**

In order to understand the association between independent variables and aspiration,  $\chi^2$  test of goodness of fit was computed and  $\chi^2$  values are presented in Table-17.

Table 15 Aspirations of women factory workers

n=160

Level of aspirations	Respondents	
	Number	Percentage
Low	19	11.9
Medium	120	75.0
High	21	13.1

Mean = 41.92

S.D. = 6.68

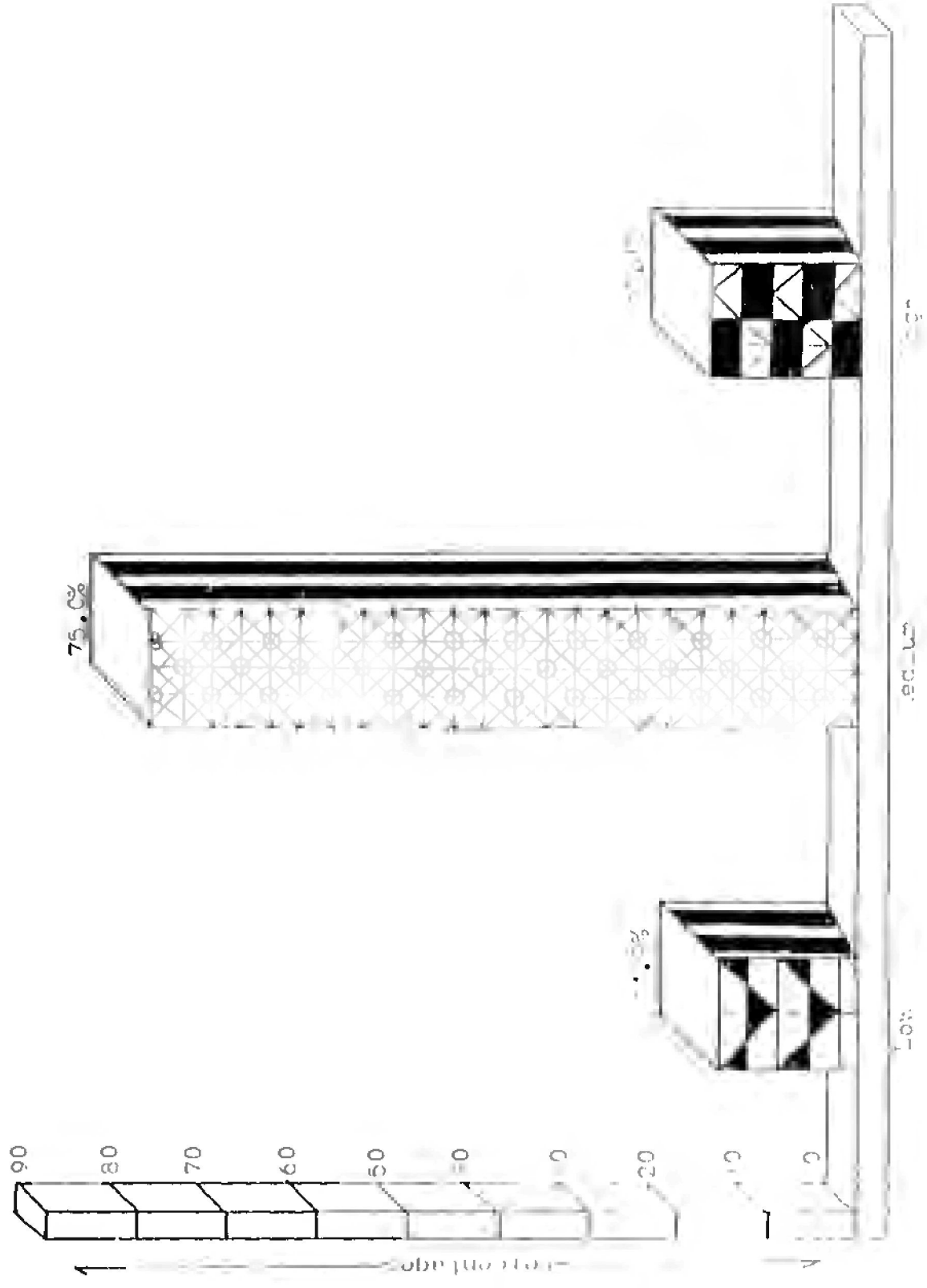


Figure 8 - Level of aspiration of women factory workers

Table 16 Level of work satisfaction of women factory workers  
n=160

Category	Respondents	
	Number	Percentage
Low	29	18.1
Medium	117	73.1
High	14	8.8

Mean = 147.2

S.D. = 18.36

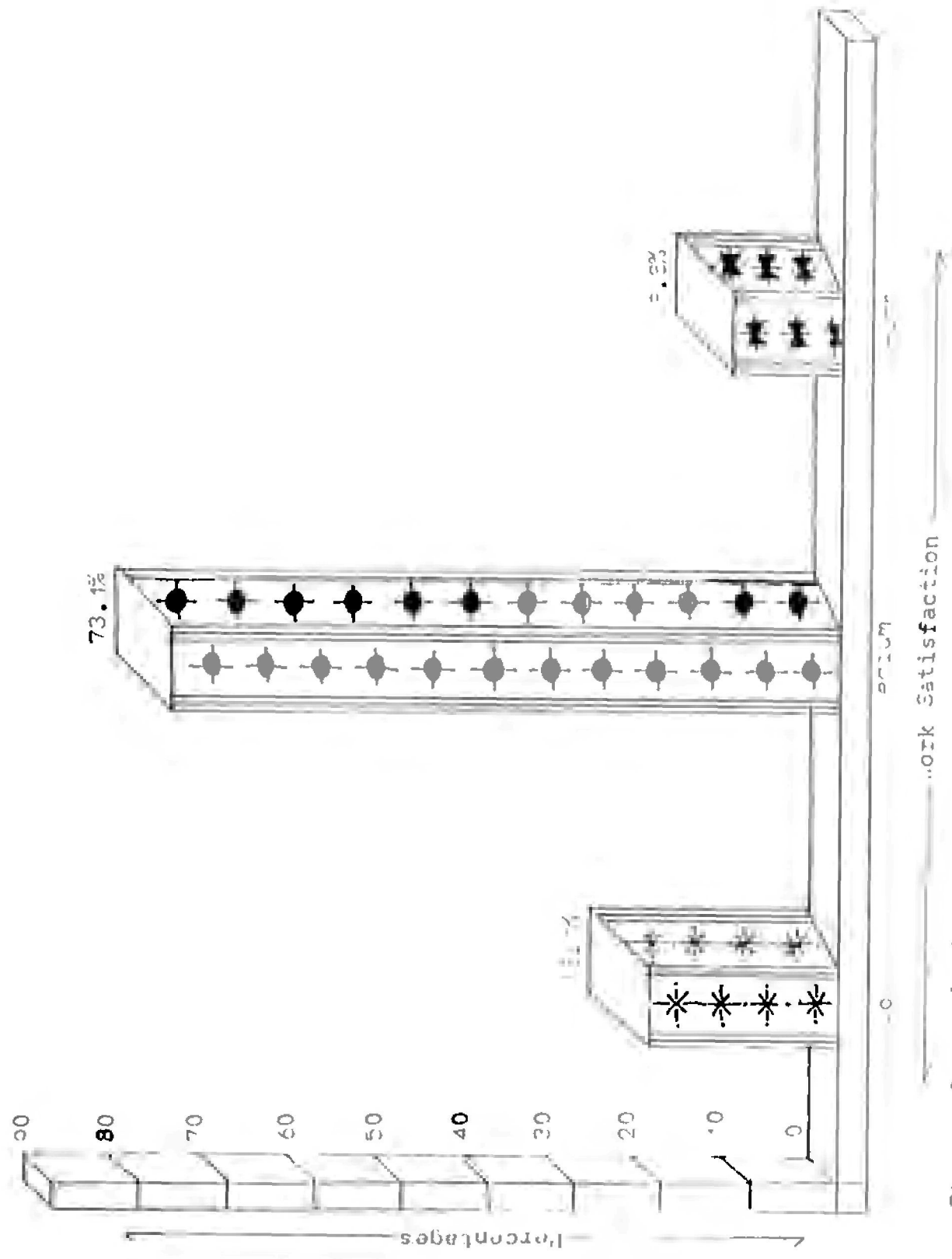


Figure: 9 -level of work satisfaction of women factory workers

Table 17 Association between aspiration and selected independent variables

n=160

Independent variables	Aspiration			Total	$\chi^2$
	Low	Medium	High		
<u>Caste</u>					
Scheduled caste	1	30	6	37	44.97**
Scheduled tribe	1	49	7	57	
Backward caste	6	33	7	46	
Forward caste	11	8	1	20	
<u>Marital status</u>					
Single	3	17	1	21	3.87NS
Married	7	63	13	83	
Widow	6	24	5	35	
Separated	3	16	2	21	
<u>Family type</u>					
Nuclear	14	85	13	112	.817NS
Joint	5	35	8	48	
<u>Type of living house</u>					
Hut	3	13	5	21	4.95NS
Mud wall & thatched	10	59	7	76	
Brick wall & tiled	6	45	9	60	
Concrete house	0	3	0	3	

\*\*Significant at 1 per cent level of probability

NS - Non significant

The data reveal that the only 'caste' was significantly associated with aspiration at 1 per cent level whereas no association was existed between aspiration and remaining independent variables viz., Marital status, Family type and Type of living house.

Association between work satisfaction and selected independent variables

It could be observed from Table-18 that the only variable caste was found significant at 1 per cent level with work satisfaction, as revealed from  $X^2$  values. Non significant association was observed in respect of variables like marital status, family type and type of living house.

Relationship between dependent and selected independent variables

Correlation between the dependent and selected independent variables is presented in Table-19.

Out of the 6 variables studied to assess the relationship, the variables like family size, number of earning members in the family and annual income of the family have shown positive and significant relationship with aspiration and remaining variables shown non significant relationship with aspiration.

**Table 18 Association between work satisfaction and selected independent variables**

n=160

Variables	Work satisfaction				X <sup>2</sup> value
	Low	Medium	High	Total	
<u>Caste</u>					
Scheduled caste	4	30	3	37	42.32**
Scheduled tribe	6	48	3	57	
Backward caste	6	36	4	46	
Forward caste	13	3	4	20	
<u>Marital status</u>					
Single	5	14	2	21	3.62NS
Married	15	61	7	83	
Widow	4	29	2	35	
Separated	5	13	3	21	
<u>Family type</u>					
Nuclear	23	80	9	112	.73NS
Joint	6	37	5	48	
<u>Type of living house</u>					
Hut	2	16	3	21	4.68NS
Mudwall & thatched	14	57	5	76	
Brick wall & tiled	13	41	6	60	
Concrete house	0	3	0	3	

\*\*Significant at 1 per cent level of probability

\*Significant at 5 per cent level of probability

NS-Non significant

Table 19 Relationship between dependent and selected independent variables

n=160

Variables	'r' value	
	Aspiration	Work satisfaction
Age	-.147NS	.029NS
Education	.032NS	.065NS
Family size	.073*	.075NS
Land holding	.017NS	.108NS
Number of earning members in the family	.155*	.029NS
Annual income of the family	.161*	.117NS

\*Significant at 5 per cent level of probability

N - Non significant

In case of work satisfaction, none of the independent variables have shown neither positive nor negative relationship.

#### 4.6 Health problems of women factory workers

##### Feeling of respondents towards their work

A perusal of Table-20 indicates that 73 per cent respondents felt that their work was responsible to cause many diseases and 30.6 per cent respondents felt their work as a tire some work.

##### Health problems

Table-21 presents information regarding the health problems of women factory workers.

A glance at the table reveals that 48.8 per cent, 45.6 per cent, 34.4 per cent, 18.8 per cent, 15.6 per cent and 13.8 per cent of the respondents were frequently suffering from the health problems like cough (more than a week), sore throat/running nose with fever, repeated chest pain, joints pain, weakness and abdominal pain, respectively. Sore throat/running nose with fever, abdominal pain, repeated chest pain, cough more than a week, weakness and joints pain were the health problems suffered occasionally by the 54.4 per cent, 51.2 per cent, 47.5 per cent, 45 per cent, 42.5 per cent and

**Table 20 Feeling of women factory workers towards their work**

n=160

Feeling	Respondents	
	Number	Percentage
Responsible to cause many diseases	117	73.1
Tire some work	129	80.6

Table 21 Health problems of women factory workers

n=160

Nature of suffering	Frequently	Occasion- ally	Never
Cough more than a week	78 (48.8)	72 (45.0)	10 (6.2)
Sore throat/running nose with fever	73 (45.6)	87 (54.4)	"
Repeated pain in the chest	39 (24.4)	76 (47.5)	45 (28.1)
Joints pain	30 (18.8)	67 (41.9)	63 (39.3)
Weakness/fainting	25 (15.6)	68 (42.5)	67 (41.9)
Abdominal pain lasting more than a day	22 (13.8)	82 (51.2)	56 (35.0)
Asthma	20 (12.5)	-	140 (87.5)

Figures in the parentheses indicate percentage values

41.9 per cent respondents, respectively. None of the respondents expressed that they never had the problem of sore throat/running nose with fever whereas 41.9 per cent, 39.3 per cent, 35 per cent, 28.1 per cent and 6.2 per cent respondents expressed that they never had the health problems like weakness/fainting, joints pain, repeated abdominal pain, chest pain and cough more than a week, respectively. 12.5 per cent respondents were diagnosed as a Asthama cases whereas remaining (87.5%) respondents were free from asthma.

#### 4.7 Problems encountered by women factory workers at work place

Information as to the other problems encountered by the women factory workers were elicited from the respondents had presented under two sub heads.

##### Problems at work place

A perusal of Table-22 indicates that large number of respondents (71.9%) were faced the problem of dust and noise. As high as 63.1 per cent respondents expressed their work as heavy followed by low wage (57.5%), long working hours (38.1%), uncertainty of work (23.7%) and monotony of work (11.3%). Only 5 per cent of the respondents felt the problem of non-availability of creche for children and 2.5 per cent felt the

**Table 22 Problems encountered by women factory workers at work place**

**n=160**

Problems	Respondents	
	Number	Percentage
Lot of dust and noise	115	71.9
Heavy work	101	63.1
Low wage	92	57.5
Long working hours	61	38.1
Uncertainty of work	38	23.7
Monotonous work	18	11.3
No creche for children	8	5.0
Do not have any medical facility	4	2.5
Not able to cite any specific problem	15	9.4

problem of lack of medical facility at work place. 9.4 per cent of the respondents were not able to cite any specific problem faced by them at their work place.

#### General problems

Results obtained from Table-23 and Figure-10 indicate various general problems encountered by the respondents. It could be seen that maximum number (40.6%) of respondents complained about daily cooking and washing, followed by lack of time to take care of children (22.3%), repaying of debt (20.6%), financial problem to meet expenses of childrens education or marriage (16.9%), drunkard husband/father (15.6%), frequent visit of unwanted guests (11.3%) and sickness of family members (6.3%). 12.5 per cent respondents were not able to cite any specific problem.

#### Opinion about general issues

A close perusal of the Table-24 reveals that maximum number of respondents were against the child marriage (88.6%), widow remarriage (76.3%), intercaste marriage (88.6%), giving/receiving dowry (83.1%) and only few respondents expressed favourable opinion towards child marriage (11.2%), widow remarriage (23.7%), intercaste marriage (11.2%), giving/receiving dowry (16.9%). Majority (98.1%) of the respondents expressed their favourable opinion towards factory management committee and only 1.9 per cent respondents expressed unfavourable opinion towards it.

**Table 23 General problems encountered by women factory workers**

**n=160**

Problems	Respondents	
	Number	Percentage
Daily cooking and washing	65	40.6
No time to take care of children	36	22.5
Repaying of debt	33	20.6
Financial problems to meet expenses of childrens education and marriage	27	16.9
Drunkard husband/father	25	15.6
Frequent visit of unwanted guests	18	11.3
Sickness of family members	10	6.3
Not able to cite any specific problem	20	12.5

1. Daily cooking and washing
2. No time to take care of children
3. Repaying of debt
4. Financial problems to meet expenses of childrens education and marriage
5. Drunkard husband/Father
6. Frequent visit of unwanted guests
7. Sickness of family members
8. Not able to cite any specific problem

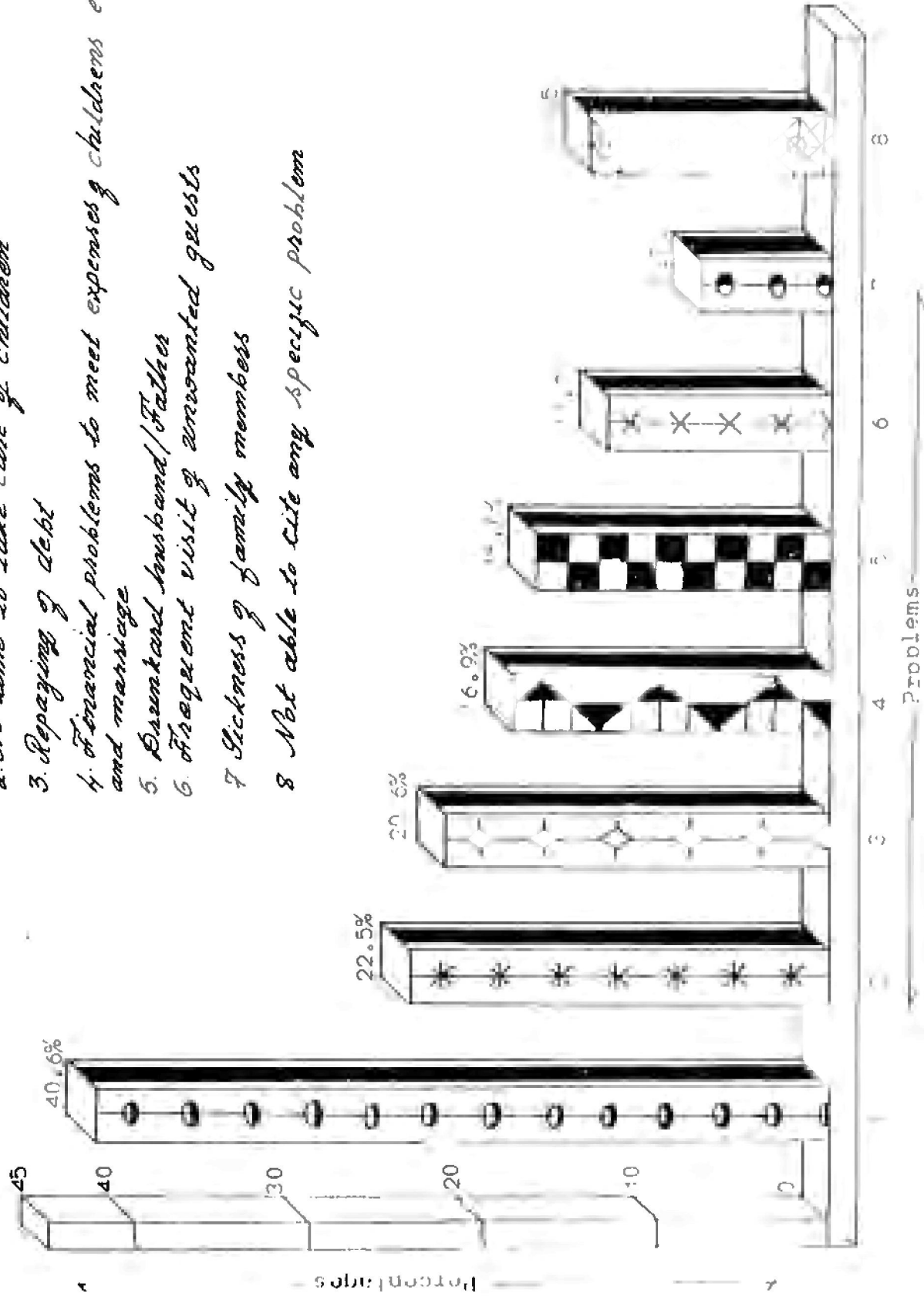


Figure: 10 General problems encountered by women factory drivers

Table 24 Opinion of the respondents about general issues

n=160

Issues	Favourable	Unfavourable
Child marriage	18 (11.2)	142 (88.8)
Widow remarriage	38 (23.7)	122 (76.3)
Intercaste marriage	18 (11.2)	142 (88.8)
Giving/receiving dowry	27 (16.9)	133 (83.1)
Factory management committee	157 (98.1)	3 (1.9)

Figures in parentheses indicate percentages

**CHAPTER - V**

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**DISCUSSION**

## V DISCUSSION

The findings are discussed under the same headings as presented under results.

### 5.1 Personal and socio-economic characteristics of women factory workers

#### Age

It is evident from the data presented in Table-1 that lesser (18%) number of the respondents were in the age group of 13-20 years. Usually parents do not prefer their young unmarried daughters to work outside their home for reasons of their own. Further, individual of 21-40 years age group have more physical vigour and feel more family responsibility than the younger ones. They have also a strong desire to be an earning member and contribute their share to the income of their family. These might be important reasons to find majority of the women factory workers in the age group of 21-40 years followed by those who attained 41 years and above. The above mentioned findings were in consonance with finding of Bhatt (1979), Mitra (1983), Halim (1984), Sharma (1984), Ingle and Dhasmedhikari (1987), Isaac (1988), Shubangi and Gote (1988) and Jain (1989), who reported that majority of the respondents were in middle age category.

### Education

Large majority (91.9%) of the respondents were illiterates and only 8.1 per cent of the respondents were literates. Parental bias in giving education to the girl child might be the strong reason for majority of the respondents for being illiterate, coupled with low financial position of the family. In the present study it was revealed that large majority of (76.00%) respondents were landless. This finding got support from the findings of Bellwinkel (1973), Bhatt (1979), Pereira (1981), Mitra (1983), Mukherjee and Mukherjee (1983), Singh (1984), Jayasingh (1985), Chaudhary (1986), Ingle and Dharmadhikari (1987), Agnihotri (1988), Shubhangi and Gote (1988), Singh (1988) and Singh (1990).

### Caste

Perusal of Table-1 indicates that majority of the respondents were from scheduled tribe (35.6%) followed by backward castes (28.7%), scheduled castes (23.1%), and forward castes (12.6%). Factories were established in urban areas but industrial jobs were mainly manned by migrants from rural areas. Those who migrated from rural areas for industrial jobs were lower caste farmers, artisans and service men who were pushed out of their villages due to economic deprivation. This

might be the reason for major portion (87.4%) of the respondents belonging to the down trodden and unprivileged castes. Similar findings were reported by Manohar et al. (1981), Sharma (1984), Ingle and Dharmadhikari (1987) and Shubhangi and Gote (1988).

#### Marital status

Marriage is an important event, which changes the destiny of the women in her life. Either it may curtail her activities outside the threshold of her inlaw's house or may force her to go out for work. Thus, obviously, the marital status of the women has got a significant bearing on their work outside the home. The results presented in this respect in the Table-1, depict that most of the respondents were married (51.9%), 21.9 per cent of them were widows, 13.1 per cent each were single and separated. In our society, usually married women have more freedom to go out side and work. There is always some family restrictions to unmarried ones. The insufficient income of the family to meet the growing needs also force women to go for work. The above factors might be considered as reasons for presence of high percentage of married respondents. With regard to widows and separated, the reason might be that they had probably no one to look after them, so they need to work for their own livelihood. There 13 per cent unmarried women workers who would add to the

earnings of the brothers and fathers. The reason for this low proportion of unmarried women workers could be the parental opposition to send unmarried daughters to work outside the home. These results were in line with the findings of Bhatt (1979), Jayasingh (1979), Mitra (1983), Isaac (1988) and Singh (1990) who also reported that majority of the respondents were married. However, these findings were not in accordance with the findings of Manohar *et al.* (1981) and Periera (1981) who reported that majority of the work force was unmarried.

#### Age at the time of marriage

A cursory look at the Table-1 brings to light the frightening bare reality of Indian society that 80 per cent of the respondents were married before attaining the age of 18 years, against lawful marriage age for female in India being minimum 18 years. It was interesting to observe that, during the course of survey made by interviewing them personally, most of the respondents were married before attaining the physiological maturity which is harmful to their further mental and physical development. Only 20 per cent of the respondents were married after attaining the age of 18 years. If the girl is retained in the home for reason other than marriage and if she crosses the marriageable age that are set by the society, poor work force may think that it is impossible to

get her married. Along with this the prevalence of high percentage of illiteracy and lack of knowledge about consequences of early marriage might be considered as reasons for the above finding. The same was justified by the finding of Manohar *et al.* (1981).

#### Marital status at the time of joining factory

Table-1 shows that majority of the respondents (81.3%) were married at the time of joining factory and only few (18.7%) of them were unmarried at the time of joining factory. Reasons that are quoted for the presence of large proportion of married workers could be attributed to this finding also.

#### Size of the family

The data presented in Table-1 reveals that majority of the respondents (63.1%) had large family size and very few (36.9%) of them had small sized families. The reasons that could be attributed to this finding might be the lack of knowledge about the benefits of small or planned family and they usually think that it is a blessing of the god and if it is terminated or resisted it is an unforgivable sin and they considered every child is an added asset to the family. The above finding gets support from the studies conducted by Mitra (1979), Halim (1984), Sharma (1984), Chidambaram (1987) and Agnihotri (1988).

### Type of the family

The data presented in Table-1 indicates that 70 per cent of the respondents had nuclear type of families and only 30 per cent of them had joint family system. This finding showed the increasing tendency of breaking away from the joint families into nuclear families. The women need to work outside the home, since there will be limited number of members to earn in the nuclear families and availability of land would be less because of splitting of joint family which might not be enough to look after the family needs. The findings was in agreement with the findings of Isaac (1988), Jain (1989) and Singh (1990).

### Land holding

It is clear from the results presented in Table-1 that majority of the respondents (76.2%) were landless, 13.1 per cent, 6.9 per cent and 3.8 per cent of the respondents held marginal farm, small farm and big farms, respectively. The plausible reasons might be absence of ancestral property, family poverty, increase in the family size and uneconomical landholding become partitioning land, among the family members that leads to mobilisation from the villages, for want of jobs, to urban areas where factories/industries are situated.

According to the act of 'The land for the cultivator the person who migrates from the villages loses that land and the land goes to the person who cultivated it. The small land holding might be due to the segregation from the joint family. During the course of data collection, investigator came to know that the land was possessed mostly by the respondents who were residing in nearby villages of the factory. This finding was supported by the findings of Bellwinkel (1973) and Mitra (1963).

#### Type of living houses

Perusal of the Table-1 indicates that majority (70%) of the respondents were living in their own house and about 30 per cent were living in rented house. The reason as told by the respondents at the time of interview was free land given by the government or corporation for the construction of house. In both the cases majority had mud wall and thatched type of house, because of poor economic condition due to which they could not afford to build a better house. The combined strength of the respondents living in own and rented hut stood above 29 per cent. For this acute poverty was the main reason. Further 2.7 per cent of the respondents possessed own concrete house which might be the only gift given by their ancestors. Only 53 out of 160 respondents houses were

electrified. The reason might be the poor financial position to have electricity.

#### Material possession

Table-1 shows that major portion (66.23%) of the respondents did not possess any type of modern gadgets. The reasons might be acute poverty, ill balanced and unwise spending of income. Thirty per cent of the respondents possessed radio because they might have felt it cheap. Even though the radio is quite expensive for the poorer among the poorest, but it is the only cheaper means by which they could get daily entertainment and essential information and it suits the illiterates persons also. Very few respondents possessed materials like television, sewing machine, radio and tape recorder, cooking gas and cooker. This might be due to their knowledge regarding the advantages of these materials that might had them to spend wisely and save more in order to obtain the desired materials like the above ones.

#### Household work

It is clear from the Table-1 that majority of the respondents husbands (51.8%) were engaged as labourers, few were engaged in factory work, government service, tailoring, worker in shops, fruit and vegetable vending, as painter and as photo framer. Poverty, illiteracy, lack of motivation and lack

of qualifications to get into the better jobs might be the reasons for working in lower line occupations. Some of the respondents' husbands were still engaged in caste occupations such as a construction worker, barber, carpenter, weaver (Nakar) and cobbler. This might be due to skills acquired in their respective occupations from their ancestors and their natural reluctance to deviate from age old caste occupation. These caste occupations might have assured them against the uncertainty of work and also reduce the possibility of working under some one. Some of the respondents' husbands (5.6%) were engaged in farming, the reason being the fact that nearly 11 per cent of the respondents possessed land above 3.2 acres. Two per cent of the respondents' husbands were having no specific regular job, might be due to non-availability of work in this over manned economy and also due to their illness or idleness or oldage.

#### Earning members in the family

Table-1 shows that 11.3 per cent of the respondents were the sole earning members of their families. The reasons might be illness or the death of supporter, or separation from family. Majority of the respondents' families had two or more than two earning members. The reason might be that, in case of

poor people the more the number of the members of the family, the more the earning hands are required in order to meet the growing requirements of the family. However, most of the respondents in the present study possessed large family size which in turn calls for more number of earning members.

#### Annual income

Perusal of Table-1 indicates that 52 per cent of the respondents' annual income was upto Rs.11,500 which is considered to define poverty line. The reasons for this might be being landless, getting low wage and working of family members in less rewarding occupations. Forty eight per cent of the respondents had annual income of above Rs.11,500. The reasons for this might be more number of earning members in the family, income from farm and some of the respondents, as observed by the investigator during field investigation, working in two shifts to earn more money by the respondents of the two income group categories.

#### Expenditure pattern

Data presented in Table-2 indicates that respondents spend most of their income on food item, which is the basic need and primary item of expenditure. Considerable differences were found in the expenses incurred on food item. This variation

in food expense is partly dependent on the variation in the size of the family and partly on the quality of food they consume. The above finding is in line with the 'Engel's law of consumption expenditure' which states that as the income increases the proportion of expenditure spent on food decreases. Next highest expenditure of the respondents of both the income groups was on clothing, which is also one among the basic needs of the individual. The expenditure on this item also depends on the size of the family and frequency and quality of clothes they purchased. Little amount was spent on rent by the respondents of both the income groups. The reason might be that the people of lower income group were naturally attracted towards the areas of cheap housing where they can have the chance of securing living accommodation at rents not far beyond their means. As for as expenditure on recreation was concerned, they were mainly confined to festivals and shandies which seemed to be equal for both the income groups. Members of both the income groups spent negligibly on education. Most of the respondents being illiterate might have given less attention to their children's education and girls of school going age were made to take care of their younger siblings while their mothers sweat out in the factory to earn their livelihood. This makes the girl child to leave the school and to do the work of 'watch dog' which

affects her education, inturn reduces expenditure on education. Miscellaneous expenditure includes expenditure made on items like tea, pan, transport if any, etc. Monthly expenditure of the respondents on miscellaneous items of both the income groups was bit high. During the investigation, it was observed that almost all the respondents were used to chew pan more frequently in order to avoid suffocation from cotton dust and they frequently drank tea from nearby shops or cafes. Some women workers even had the habit of drinking arack in order to get sound sleep after their day's heavy work, at factory. As a result the expenditure on pan, tea, arack increases the proportion of income spent on miscellaneous items. Medicinal expenses of the respondents depend on the type of doctor (Government/Private) they contact and severity and frequency of illness of the family members and also on the presence of vulnerable groups (pregnant, lactating mother, neonates) in the family. Sudden inflation, disease condition, death make them to lend the money from the lenders which they have to repay from their monthly income. Considering the money used by the respondents to repay the debt and the total monthly expenditure on different items may be equal or some times more than the average monthly income of the respondents i.e. -

Expenditure made  
on items

Money used for  
repaying the  
debts

Average monthly  
income

Table shows the surplus budgeting since the money used for repaying the debt was not included. The results of the present investigation were on par with the results obtained by Kurup (1946), Bellwinkel (1973), Halim (1984) and Ingle and Dharmadhikari (1987), who also reported that major expenditure of the respondents was on food and clothing.

#### Saving habit

It is evident from the data presented in Table-3 that only 9 out of 160 respondents had savings, all in the form of chit funds. Many respondents, questioned that when we had to borrow money for our basic necessities, where was the question of saving money? It is quite true that their earning was very low which was hardly enough to maintain their families' basic needs and it was also true that majority of the respondents lacked foresightedness. The above mentioned finding was in consonance with the findings reported by Bhagat (1985) and Jeyasingh (1985).

#### Borrowing and repaying habit

A cursory look at the Table-4 reveals that majority of the respondents (59.4%) borrowed loan and only 40.6 per cent of the respondents did not borrow the loan. The reasons they quoted for borrowings were - for meeting basic necessities

when there is no work, for marriage expense of family members, for providing medical treatment to sick person, for celebrating festivals, for constructing house, for continuing their family profession, for visiting relatives of far away places, for meeting educational expenses of children, family supporter has no work and for purchasing goats and Buffaloes. However, the basic reason was their acute poverty. Anonymous (1979), Jayasingh (1979) and Bhagat (1985) listed the similar reasons in their studies.

Majority (73.7%) of the respondents borrowed loan from money lenders. Since money lenders were flexible in operation, the respondents might have found it easy to borrow money from them. But in case of formal source like co-operative bank one need to follow many procedures. This might be the reason for borrowing the loan from co-operative bank by very few (11.6%) respondents. 36.8 per cent of the respondents borrowed loan from friends, because friends are easily available who usually do not demand the security and interest against the money. Meagre per cent (3.2%) of the respondents borrowed loan from shop keepers, might be due to their familiarity with them and mutual understanding and co-operation among them. This finding got support from the studies of Anonymous (1979), Bellwinkel (1973) and Singh (1988), who reported that majority of the respondents were borrowed loan from money lenders.

While lending the money the lender may pose some restrictions on the borrower to repay the money weekly or monthly or within a specified period like 6 months or a year. Depending upon their agreements and to maintain credit worthiness, 27.4 per cent of the respondents were repaying the money weekly, 38.9 per cent monthly and 30.5 per cent of them whenever money is available within the specified period of time. Only 3 respondents out of 160 made yearly payment after getting the crop from their land.

#### Mass media participation

It is clear from the Table-8(a) and Figure-1 that even though 3 respondents were subscribers of news paper, they read them occasionally might be due to non-availability of leisure time and lack of interest. These three respondents subscribed to news paper not exclusively for their home but for the barber shops run by their husbands. Fairly good number (31.9%) of respondents owned radio. Among them the majority were regular listeners (20.6%) and few (11.2%) were occasional listeners. The habit of listening to radio mainly depended on the individual interest but not on the availability of leisure as one can listen to it even while working. Only 5 respondents possessed television in their home and all of them were regularly viewing it. Reasons might be their

better economic position compared to other workers and crave for having television set. It was evident from Table-5(b) that majority (68.1%) of the respondents did not own the radio or television sets. It is true that because of their acute poverty they could not afford such things. But majority of the respondents (40.0%) were occasionally viewing the television than listening to radio (10.00%). Because television provides words with picture and sound effects like movies, respondents naturally felt it more entertaining than just hearing to radio. Major portion of the respondents listened to radio or viewed the television from neighbours house. Because it was convenient and time saving to go to neighbours house than going to distant friends' and relatives' houses. People had general impression that in our country most of the labour force had movies as their only recreational item. But these women factory workers were found deprived from even seeing the movies. It is more tragic on their part that nearly half of the respondents (49.4%) were unable to spare money and time for seeing movies. 50.6 per cent of the respondents were seeing movies occasionally, usually during festivals. However, movie seeing habit depends on individual interest and availability of leisure and money.

### Social participation

Table-6 depicts that major portion of the respondents regularly participated in the social ceremonies like naming, marriage, funeral, festivals and fairs. These are occasions and ceremonies which are more binding and had to be attended by all responsible members of the family as expected and approved by the society. Few respondents never participated in funeral ceremony because participation in funeral ceremony largely depends on psychology of the individual and in some caste women's participation in funerals is considered undesirable. 2.5 per cent of the respondents never participated in naming ceremony. It was observed during the investigation that, these respondents were mostly younger workers. Since old members of the family take responsibility of attending such function they might not have got the chance to attend.

### Persons motivated the respondents to join the factory

Perusal of Table-7 indicates that majority of the respondents (71.2%) joined the factory job on their own interest. The prevalence of poverty, illiteracy and desire for economic contribution to the family might have made the respondents to join factory on their own interest. Today women folk have understood the importance of meeting growing needs of children. To satisfy these needs they are voluntarily coming to the

factories, by which they can earn money which can be utilised for meeting the needs of children or other family members. 18.1 per cent of the respondents were motivated by their husbands to join the factory job. Earnings of the husbands might be very poor when compared to their expenditure on basic requirements. Because of their poor earnings they were naturally unable to run their family which might have forced them to send their wives to work. Similar reason can be attributed to the respondents who were motivated by their parents (9.4%). The less number of joint families (30%) and the natural opposition by father and mother in-laws to send their daughter-in-law to work who usually consider her as a 'Grih Laxmi' might be the reasons for only 2 respondents being motivated by their father and mother in-laws.

#### Source of information

Majority of the respondents came to know about a job in the factory from neighbours. Because, usually workers were residing in such type of areas where major part of the residents were also workers or labourers and obviously the contact with neighbours would be more. Fairly good number (33.1%) of the respondents came to know from factory leaders who were called by name 'Makedmati' who is not season labour but like permanent worker. When the season starts they were

assigned the work of going to certain areas where labourers resided and conveying the message about availability of work in the factory. So, majority might have come to know from them. Only 3.1 per cent respondents come to know from friends and relatives through occasional contact with them.

#### Reasons for joining the factory job

A perusal of Table-9 indicates that poor economic condition was the major reason as was expressed by majority (98.7%) of the respondents. It is true that women in the relatively poor economic strata work because they had too big families and meagerly earning husbands. 'Nearness of the factory to dwelling area' was the reason quoted by good number (61.9%) of respondents. In low income class women had to shoulder the major responsibility of household chores besides working in the factory, it will be convenient for them to work in a nearby factory which could save their time. At the level of common sense one can say that most people enter factory jobs because they have no other choice in our over manned economy. Hence, 59.4 per cent of the respondents quoted 'non-availability of any other job' as the reason. So it can be said that the problem of unemployment and price rise is well known to the respondents. 'Suitability of working hours of the factory' was the reason cited by 34.4 per cent of the respondents.

Specially women workers need to consider this aspect. Most of the cotton ginning and pressing factories working hours were 8 a.m. to 4 p.m. per shift, it would be convenient for women workers to complete their work by evening. By working in the factory from 8 a.m. to 4 p.m. they can satisfy their growing needs and before and after the working hours they can satisfy the household needs. 46.3 per cent respondents stated 'Do not possess any land for cultivation'. Because of this they might have migrated to urban area and depended on such a heavy work for their livelihood. 15.6 per cent of the respondents joined the factory because of death of supporter or separation from family which ultimately required them to play the role of bread winner. Pereira (1981), Mitra (1983), Halim (1984) and Ingle and Dharmadhikari (1987) also reported similar reasons in their studies.

Nature of work attended by the respondents before they joined the factory and its continuity when there is no work in the factory

Majority of the respondents (59.4%) were worked as agricultural labourer before joining the factory. Being labour intensive, agriculture demands plenty of labour specially for certain operations. So, the respondents might have easily got into this work. 31.9 per cent of the respondents did domestic work i.e. they stayed at home, might be

they had little bit better economic condition before joining the factory or unable to get work who need. Remaining respondents did work in other factory, weaving, house servant, cobbler, vegetable selling and beedi making, before joining the factory, which depended greatly on the availability of work.

When there was no work in the factory, again majority of the respondents (76.9%) continued to work as agricultural labour since the working season of the factory is followed by cropping season during which various agricultural operations like sowing, weeding, fertilizer/manure applications etc., are due. After harvest of the crops the season of the factory begins, at the same time they have little work in the field which might made them to work in the factory. Only 18.1 per cent respondents stayed at home when there was no work in the factory as against the 31.9 per cent respondents, before joining the factory. This might be due to the fact that the individual who had worked the whole day in some part of the year do not prefer to stay idle at home and at the same time they come to know the importance of earnings and their utilization for the members of the family, so they did not want to loose the additional benefits by staying at home. Few respondents (3.8%) indicated that they prefer to work as house servants. This work would available easily in urban areas.

From the above analysis of personal and socio-economic characteristics of the women factory workers, the following inference could be drawn.

Majority of the women factory workers were illiterates, married, landless, belonged to middle age group, down trodden and upprivileged castes, had nuclear and large size family, less earning husband, living in debt and in mud wall and thatched type of house and had very low level of mass media utilization, joined the factory on their own interest, came to know about a job in the factory from neighbourers, did agricultural labour work before joining the factory and continued to do the same when there was no work in the factory.

## 5.2 Activities performed by women factory workers

### Number of days the factories provide work to the women factory workers

As presented in Table-11 factory A and D provided 6-7 months of work in a year whereas factory B and C provided 8-9 months of work in a year. The number of days the factories provided work however depended on the cotton production for that year and amount of cotton brought in by middlemen or producers.

An appraisal of Table-12 indicates that majority of the respondents regularly performed the activity of putting cotton and moving hands in cotton plat form. They call this work as "Pallang work". This work is quite labour intensive where the workers put the cotton on the holed plat form by taking cotton which was kept by the side of the plat form. Later they move their hands in up and down direction along with the cotton by which dirt in the cotton falls down through the holes and clean cotton remains upside. This work was like a sieving the cotton. Almost same proportion of the respondents performed the activities like picking cotton and mixing cotton. These activities involves picking of cotton which fall inside the factory premise while carrying in out other operations and mixing cotton of same variety stored in different bales. Almost equal proportion of the respondents regularly performed the activities like feeding the machine, operating the gin machine, stocking seeds in the godown, heaping cotton, carrying the lint. These activities required the worker to stand whole day or to carry the lint or seeds whole day and store them in certain specific places. One ginning machine requires two human labourers,

one for feeding who keeps on feeding as the cotton to be ginned becomes empty and one for operating the machine. All these above mentioned activities were strenuous works require heavy physical strength. Few respondents were performed regularly the activity of cleaning the seeds (they call this work as "kavadi tikuvadu") that is removal of the cotton which stuck on seeds even after ginning and usually this work is done by old aged workers. Some times workers of one section would be shifted for another work. So workers got experience in more than one activities. Hence, some of the respondents performed above activities oftenly. Since the respondents were selected by simple random procedure the proportion of worker in each activity is varied.

#### **Domestic activities performed by women factory workers**

An observation of Table-13 reveals that majority of the respondents performed routine activities like cooking (70%), washing the utensils (69.3%), bringing water for household use (58.1%), care of own children (46%), regularly. This results was in line with the results of studies conducted by Rajeshwari (1968), Anonymous (1974), Feldman and Feldman (1974), Bautista (1977), Manohar (1981), Mitra (1981) and Mitra (1983). It was further noticed that in case of activities like cleaning the home and washing the clothes majority

of the respondents performed oftenly than regularly. Since woman had to shoulder the major responsibility of food preparation in the home besides working in the factory they hardly got time to do these activities regularly and even during holidays, half of the day is spent in collecting the fuel required for the whole week and the other half day is utilised in marketing of essential materials. Majority (51.8%) of the respondents regularly performed the activity of collection of firewood from nearby hills. Every week they collect the fire wood, in order to cut or save their expenditure on fuel. Because of poverty they are unable to spend lavishly on fuel or such things. Almost equal percentage of respondents performed the activity of serving food regularly and often. This depends on the time availability and presence of elderly person or elder daughter at home. So over all participation of respondents was found to be more in case of cooking, washing the utensil, bringing water for household use, collection of fire wood and care of own children. This was mainly because the women were considered, primarily, as home makers whether they work outside or not. The performance of household chores is still very traditional and cultural values have been maintained intact by Indian women with care and pride.

### Farm activities

It is clear from the Table-11 that when there was no work in the factory 76.9 per cent of respondents continued to do agricultural labour work. An appraisal of Table-14 indicate that in the farm they performed the activities like weeding, transplanting, harvesting, application of manures/fertilizers, sowing of seeds and threshing. Majority performed above activities regularly and few respondents performed them often. Respondents need to perform the activities assigned by land lords. So, the type of activity they performed mainly depended on the type of work assigned by land lords and also on the type of crop grown. During investigation majority of the respondents said that they had not mastered the skill of sowing of seeds. This might be the reason for less number of respondents performing the activity of sowing of seeds. One respondent performed more than one activity. Because, to grow the crops there are many stages like land preparation, transplanting, weeding, application of manures/fertilizers, harvesting etc., which are to be completed in the respective stages. Therefore, the woman has to do more than one work. This results was in line with the findings of Rajeshwari (1968) and Dubey et al. (1982).

#### Aspirations of women factory workers

The data in Table-15 reveals that 86.9 per cent of the respondents had medium and low level of aspirations and only 13.1 per cent of the respondents had high level of aspirations which is not encouraging. A sense of fatalism, the image of limited good and the reality of blocked opportunities might have conditioned the women workers to have low and medium level of aspiration.

#### 5.4 Work satisfaction of women factory workers

An appraisal of Table-16 indicate that considerable percentage of respondents had medium (73.1%) and low (18.1%) work satisfaction. The probable reason for 91.2 per cent women factory workers deriving low and medium level of work satisfaction might be due to low wages, heavy work, poor working conditions, monotony of work and lack of recognition as the good work done. If there is bonus facility it would have encouraged the work, the efficiency and the satisfaction of the workers. But in none of the factories selected for the study bonus facility was no there. 8.8 per cent of the respondents had high work satisfaction, might be due to their awareness about the lack of opportunities for occupational mobility and they might have known the problem of price rise,

which made them to derive satisfaction in the present job. Goyal (1971) and Ahmed (1983) also reported that majority of the respondents realised average satisfaction from their job.

### 5.5 Association of selected independent variables with aspiration and job satisfaction

#### Association between aspiration and selected independent variables

The results presented in Table-17 indicated that only the variable caste was significantly associated with the aspiration. The reason might be that the low caste people having occupied low occupation aspire for better future states which were realistic or within their reach. But this is not the case with high caste respondents. Being a dominant caste, these respondents would like to have high future states of being. Though non-significant association was found between aspiration and remaining independent variables like marital status, family type and type of living house, but generally there will be some association. But the prevalence of common factor 'poverty' might have nullified the influence of all these independent variables on aspiration.

Association between work satisfaction and independent variables

It could be observed from the data presented in Table-18 that only the variable 'caste' was found significant with work satisfaction. Because, dominant caste people preferred to have all advantages than the minority. Since higher caste people preferred to have all advantages, but in the present work they were deprived of such advantages which might made them to derive low work satisfaction. Non significant association was found between work satisfaction and remaining independent variables viz., marital status, family type and type of living house. The working conditions and the facilities provided by factories to all workers were same irrespective of their marital status, family type and type of living house. All of them had to work for same hours under same conditions. This might be the reason for existence of non-significant association with above three variables.

Relationship between dependent and independent variable

The findings presented in Table-19 indicated a non-significant relationship between aspiration and independent variables like age, education and land holding. Non-significant relationship with age might be due to conviction on the part of young workers that better economic condition was mirage to them. Since very few respondents were literates,

among the majority had education only upto primary level, might have less influence on aspiration. This might be the reason for non-significant relationship between aspiration and education. Same reason could be attributed to non-significant relationship with land holding i.e., very few respondents being land holders might have less influence on their aspiration. However, positive and significant relationship of aspiration was found with variables like family size, number of earning members in the family. As the family size increase, number of earning members in the family increases, ultimately there is a rise in their income. So, the availability of resources coupled with possibility of satisfying particular desire amply supported the behaviour of the respondents of high income families having high aspirations. In line with this, limited economic resources must have served as a incentives to form low and medium aspiration by women workers of low income families.

Non-significant association was found between age and work satisfaction. Young people because of their poor financial position would not like to take risks by frequently changing from one work to another, which may affect their regular income. So they were forced to derive work satisfaction in the present job. This reason might be attributed to

above finding. Again non-significant association existed between education and work satisfaction. The reasons might be the presence of negligible number of literate respondents and the persons with very little education did not always strive for better things in life. Existence of the common factor 'poverty' might have nullified the effects of family size, land holding, number of earning members in the family and annual income of the family on work satisfaction. Because of 'poverty' they have to work and earn their livelihood, in turn makes them to derive same type of work satisfaction.

### 5.6 Health problems of women factory workers

#### Feeling of respondents towards their work

It could be noticed from Table-20 that majority (73.4%) of the respondents stated that their present work was responsible for many diseases. Their awareness about health hazards which are likely to occur because of their work in dusty environment might have made them feel like that. Majority of them (80.6%) stated about the present work as strenuous work. Since the quantum of work they need to complete in a day would be very high they might have felt their work as a tiring one. However, the workers health

condition which influences their feeling of tiredness depend upon the type of food they take. So, to lighten their burden the working hours as well as the work load should be reduced.

#### Health problems

It is evident from the Table-21 that majority of the workers suffered from the health problems like cough for more than a week (93.8%) and sore throat or running nose with fever (100%). Inhalation of heavy amount of cotton dust in work place and their unhygienic conditions might be the reasons for the above findings. More number of respondents either frequently or occasionally suffered from the health problems like repeated chest pain (61.9%), joints pain (60.7%) and abdominal pain (65.0%). Continuous movement of hands specially in plat form section, frequent carrying of cotton seeds or lint, long hours of standing or sitting might be the reasons for above finding. Because of poor health, over work and undernourishment and faulty food selection, fairly good number of respondents suffered from weakness or fainting. 12.5 per cent of the respondents were suffering from the chronic health problem i.e. Asthama. As per the observation made during investigation, most of the Asthama attacked respondents were old aged having more length of service in

cotton ginning and pressing factories. Inhalation of dust, which is the main cause for asthma from many years might be the reason. The basic cause for the respondents poor health was the poverty. So there is a need to fight against this poverty with ruthlessness and the success in combating illness more or less depend on giving the worker a decent living wage. The above findings get support from the findings of Isaac (1988), Singh (1988) and Roy (1991).

### 5.7 Other problems encountered by women factory workers

#### Exhaustion at work place

It could be noticed from Table-22 that, lot of dust and noise was the most serious problem as was expressed by 71.9 per cent of the respondents. It is true that lot of cotton dust would be produced in the course of operation which fills the atmosphere, added to this the ventilation in two of the factories selected was very poor. The cotton dust acts as a disease causer, therefore this problem needs immediate attention. Few respondents (17.1%) did not express the above problem. Because some women workers in a cotton factory got used to the noise and dust around them. They considered that it was the nature of the job to put up with such inconvenience, they get so conditioned to it that it was no serious inconvenience to them any longer. Next serious problem was 'Heavy work' as was expressed by 63.1 per cent of the respondents, as the quantum of work they had to complete in a day

would be very high and they would be doing strenuous work like carrying the seeds or lint, moving hands in cotton plant form. Though the scheduled period per shift was 8 hours, they are forced to complete certain amount of work during that period which is certainly impossible. So they have to work for more than 8 hours to complete the assigned work. However, majority of the respondents expressed during investigation that, during peak season they even went for second shift. Good number of respondents complained about low wage. Wages of all the factories were comparatively low if we considered the amount of work and high if we compare with agricultural labour wage. But their wages were truly deplorable if we compare with price rise of essential commodities in today's world. 38.1 per cent of the respondents expressed long working hours as the reason. Though the scheduled period per shift was 8 hours, they are forced to complete certain amount of work during that period which is certainly impossible. So they have to work for more than 8 hours to complete the assigned work, because of which they felt work as heavy. Since working of these factories, depend on cotton production, during low season, they would not employ more number of workers, i.e. they would not provide work for some workers, specially for those who were freshers. This might be the reason for 23.7 per cent of the respondent being complained

about uncertainty of work. Women workers who had infants and young children to look after, brought them along to the factory, where they were put to bed in all sorts of places in working area. Even then, it is shocking to know that very few were having the awareness about the necessity of having creche and medical facilities. 11.3 per cent of the respondents complained about monotony of work because they were involved daily in same type of work. However, 9.4 per cent of the respondents were unable to cite any specific problem, might be due to their ignorance.

General problems encountered by women factory workers

Daily cooking and washing was the major problem as was expressed by 40.6 per cent respondents. Because the employed women had very little time to do such time consuming activities at home. This problem might be very severe for the respondents who did not had any elderly member or elder daughter in the home, 22.5 per cent of the respondents expressed the problem of 'no time to take care of children' because, the women employed were over worked and there was hardly any time for taking care of children. Before going to factory and even after coming from factory they had to involve in household chores. So, naturally they would not get time for taking care of children. Repaying of debt was the problem

of 20.6 per cent respondents and financial problem to meet expenses of children's education and marriage was the problem of 16.9 per cent respondents. For these two problems 'poverty' was the basic cause since the family income of the many was truly deplorable. Most of the workers' husband or father were drunkards. They might have addicted to this to get relief from frequent worries and to get sound sleep after the day's heavy work. But some may gave trouble to family members in their drunkard mood. This might be the reason for 15.6 per cent respondents being complained about their drunkard husband/father. 11.3 per cent respondents cited the problem of frequent visit of unwanted guests. Because of their poor financial condition they were not in a position to receive guests happily, specially unwanted ones. 'Sickness of family members' was the problem of 63 per cent of the respondents. Costly or expensive medical treatment might have made them to consider it as a problem. It was extremely difficult for them to spend on illness of family members since majority had not saved the money. However, 12.5 per cent of the respondents were unable to cite any specific problem.

Halim (1984), Bhagat (1985), Chaudhary (1986) and Rai (1990) reported quite similar types of problems in their studies.

Opinion about general issues

Data presented in the Table-24 reveals that maximum number of respondents were against child marriage (88.8%) and giving/receiving dowry (83.1%). Their awareness about consequences of child marriage and giving/receiving dowry might have made them to oppose such things. Majority of the respondents were against the widow remarriage (76.3%) and intercaste marriage (88.8%). The reasons might be their traditionality and keenness to preserve some of the old practices of Indian society. Very few respondents (11.2%) expressed the favourable opinion towards child marriage. As per the observation made during investigation, these respondents were old aged who usually preferred the practices of earlier times and some might have preferred to be free from their responsibility sooner or as early as possible. Few respondents expressed favourable opinion towards widow remarriage (23.7%) and intercaste marriage (11.2%). Acceptancy of new ideas and readiness to adjust according to social changes might have made them to express favourable opinion towards such issues. However, 16.9 per cent of the respondents expressed favourable opinion towards giving/receiving dowry. This might be due to false conception that it will add prestige to their family. 98.1 per cent of the respondents expressed favourable opinion about factory management committee. During the investigation,

it was observed that majority of the respondents were unaware of political, social, economic and legitimate rights provided to them by welfare state. Their needs were mostly unmet and they liked to abide by the factory management committee regulations only because they had provided a work to them, by which they could get their daily food, at the same time they were ignorant about their contribution to the factory. This might be the reason for majority expressing favourable opinion towards factory management committee even though all the factories included in the study were not provided with the minimum facilities like crèche for children, medical facilities, transport facilities, good working condition etc.

**CHAPTER - VI**

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**SUMMARY**

## VI SUMMARY

In our country, as in most countries, women work in diverse fields. This is because in these days it has become a pressing need to work as the economic pressure has increased so much that it demands contribution of both husband and wife. This factor is more apparent among low paid workers and calls for a new generation of workers comprising of women.

Cotton is one of the most important industries in the economy of India. Cotton growers number thousands and they depend upon the industry. The activities of cotton ginning and pressing factory does not require more physical strength but often require patience. So one can find more number of women workers in these factories. However, women of cotton factories are working under very bad conditions. Poverty, the low standard of living, bad housing and sanitary conditions have become part and parcel of their life. With the result that the factory women workers today are undernourished and unhappy. Hence, it is essential for intensive and detailed studies to get fact as to their conditions and problems in order to better their conditions. In this regard and present study was conducted to understand the life style of women

worker of cotton ginning and pressing factory comprehensively with the following specific objectives:

1. To analyse the personal and socio-economic characteristics of women factory workers of cotton ginning and pressing factories.
2. To find out activities performed by them
3. To study their aspirations
4. To measure their work satisfaction
5. To study their health problems
6. To know their problems in performing their job

The present study was conducted during the year 1992, in Dharwad district of Karnataka State, which ranks first in total number of cotton ginning and pressing factories in the state. Hubli-Dharwad twin city was purposively selected. A list of cotton ginning and pressing factories of Hubli-Dharwad twin city was obtained from the Office of Karnataka Chamber of Commerce and Industry. The number of women workers working in each factory was obtained by contacting the concerned authorities personally. On the basis of number of workers, the factories were arranged in descending order, separately for Hubli-Dharwad towns. From the lists so prepared the first two factories were selected for the study from each list pertaining to Hubli-Dharwad city. A list of

women workers was obtained from the factory manager concerned for each of the factory selected. From each of the list 40 women workers were selected by simple random procedure. Thus, total sample for the study constituted 160 women factory workers. The data were collected by using structured, pre-tested interview schedule by contacting the respondents personally. The data were quantified, categorised, tabulated and analysed using the statistical measures like percentage, mean, standard deviation, correlation and chi-square test.

The major findings of the study are as follows

6.1 Basic-economic characteristics of the women factory workers

1. Sixty per cent of the respondents belonged to middle age category followed by 22 per cent belonged to old age and 18 per cent belonged to young age group.
2. Majority (92%) of the respondents were illiterates.
3. Major portion (87.4%) of the respondents belonged to down trodden and unprivileged castes and only 12.5 per cent of the respondents belonged to forward castes.
4. Half of the respondents were married, 22 per cent widows, and 13.1 per cent each single and separated.

5. Majority of the respondents were married before attaining 18 years of age.

6. Four fifth of the respondents were married at the time of joining factory.

7. Major part (63.1%) of the women workers were from large families.

8. Nearly three-fourth of the respondents were having large nuclear family.

9. More than three-fourth of the respondents were landless.

10. Highest proportion (70.6%) of the respondents were living in own houses. Majority of the respondents were living in mud wall and thatched type of houses. Less than half of the respondents' houses were electrified.

11. Maximum (66.25%) number of women workers did not possess any of the modern gadgets in their home. Only very few respondents possessed radio, television, sewing machine, radio and tape recorder and cooker in the home.

12. Half (51.8%) of the respondents' husbands were working as labourers. Remaining respondents husbands were engaged either in family occupation or in lower line occupations.

13. Majority (88.7%) of the respondents' family had 2 or more than 2 earning members.
14. Fifty two per cent of the respondents' annual income was upto Rs.11,500 and 48 per cent of the respondents' annual income was above Rs.11,500/-.
15. Respondents of both the income group spent maximum on food item and minimum on their childrens' education.
16. Only 5.6 per cent of the respondents were made savings investing in chit fund.
17. Highest percentage (59.4%) of the respondents borrowed money. Major reasons they quoted for borrowings ere for meeting basic necessities when there is no work, for marriage expense of family members. Major part of the respondents borrowed loan from money lenders and friends and majority were repaying debt monthly, whenever money is available and weekly.
18. Negligible number (1.87%) of respondents subscribed to news papers and were occasional readers. Thirty two per cent of the respondents possessed radio sets and among them majority were regular listeners. Majority of the respondents who did not possess radio sets never listen to the radio programme. Television sets were possessed by negligible number of

respondents and were all regular viewers. More than half of the respondents never see/view the TV programme. Majority of them listen/see the radio/TV programme from neighbours house. Half of the respondents occasionally see the movies.

19. Around fifty per cent of the respondents participated often in naming, marriage and funeral ceremony. Almost all the respondents took part in festivals and fairs.

20. Majority of the respondents (71.2%) joined the factory on their own interest and negligible number of them were motivated by father and mother-in-law.

21. Maximum number (63.8%) of the respondents came to know about job in the factory from neighbours.

22. 'Poor economic condition', 'Nearness of the factory to dwelling area', 'Non availability of any other job' were the major reasons cited by majority of the respondents to join factory job.

23. Majority (59.4%) of the respondents did agricultural labour work before joining the factory. When the factory is closed in the off-season, three fourth of the respondents continued to go for agricultural labour work. About 32.0 per cent respondents stayed at home before joining the factory, whereas only 18.0 per cent respondents, stayed at home before joining the factory.

## **6.2 Activities performed by women factory workers**

1. Among the four factories selected for the study two factories provide 6-7 months of work and other two factories provide 8-9 months of work to the women workers in a year.
2. Majority of the respondents regularly performed the activities like putting and moving hands in cotton plant forms, picking cotton, mixing cotton, feeding the machine, operating the gin machine, stocking seeds in the godown, heaping cotton, carrying the lint and cleaning the seeds.
3. The domestic activities like cooking, washing the utensils, bringing water for household use, collection of fire wood, care of children, cleaning the home, washing the clothes and serving food were performed regularly by majority of the respondents and minor part of the respondents oftenly performed the above activities.
4. Weeding, transplanting, harvesting and application of manures/fertilizers were the major farm activities performed regularly by majority of the respondents when there was no work in the factory.

## **6.3 Aspirations of women factory workers**

Highest per cent of the respondents had medium level of aspirations and almost equal number of respondents had low and high level of aspirations.

#### 6.4 Work satisfaction of women factory workers

Majority of the respondents (73.1%) had medium work satisfaction, followed by low work satisfaction (12.1%) and high work satisfaction (8.8%).

#### 6.5 Association of selected independent variables with aspiration and work satisfaction

1. Only 'Caste' was significantly associated with aspirations and work satisfaction. Non significant association was existed with variables like marital status, family type and type of living house.

2. Variables like family size, number of earning members in the family and annual income of the family exhibited positive and significant relationship with aspiration. In case of work satisfaction none of the independent variables did show significant relationship.

#### 6.6 Health problems of women factory workers

1. Nearly three fourth of the respondents felt that their work was responsible to cause many diseases and four-fifth of the respondents felt their work as a tiresome work.

2. Cough more than a week, sore throat/running nose with fever, repeated chest pain, joints pain, weakness/fainting,

abdominal pain were the health problems reported by the respondents, 12.5 per cent of the respondents reported that they were suffering from Asthama.

6.7 Problems encountered by women factory workers at work place

1. Lot of dust and noise, heavy work, low wage and long working hours were the most serious problems encountered at work place by majority of the respondents. 'Uncertainty of work', 'Monotonous work', 'No creche for children' and 'Do not have any medical facility' were the other problems expressed by comparatively lesser number of the respondents.

2. Most serious household problems encountered by more number of respondents were - 'Daily cooking and washing', 'No time to take care of children', 'repaying of debt', 'Financial problems to meet expenses of childrens education and marriage' and 'Drunkard husband/father'.

3. More than three-fourth of the respondents expressed unfavourable opinion towards child marriage, widow remarriage, intercaste marriage and giving/receiving dowry. Almost all the respondents had favourable opinion towards factory management committee.

### Implication of the study

As the present study revealed that the socio-economic condition of the women factory workers was not satisfactory, there is need to start centres of social welfare activities to improve the socio-economic condition of women factory workers at different centres of Karnataka. So that these poor workers may get the facilities of finance, medicines, houses, education and other requirements. The study also revealed that majority of the respondents were in debts and they took loan from money lenders with high rate of interest. In order to overcome this management can make arrangements to provide loan facility at a low rate of interest for those who are badly in need of it. At the same time it is also necessary to provide savings facilities in the form of recurring deposit or savings bank account.

Majority of the respondents were living in mud wall and thatched type of house. Fairly good number of respondents live in huts. So management must take proper measures to get quarters constructed and make them available to its workers on nominal rent. Since nearly half of the respondents were deprived of recreational facilities it is very essential to arrange for some recreational activities at least once in a week and also on festivals and national days like August 15th, January 26th, by the management.

During off season workers have to search for some other jobs. In order to avoid this management can take up some income generating activities like candle preparation, Agarbatti making, chalk piece making, which will supplement to the total profit of the factory inturn providing job and income to the respondents.

Effective measures are to be taken to increase the work satisfaction of women factory workers. This can be done by a strict implementation of the factory act, with the reference to provisions of proper working conditions like proper resting places, exhaust fans, spitteons, safe drinking water facility and maternity benefits etc.

'Lot of dust' as the major problem expressed by majority of the respondents. So management need to make arrangements to provide masks to the workers in order to minimise the bad effects of inevitable inhalations and also exhaust fans and proper ventilators are to be provided in all work spots.

Since women workers were exposed to heavy work load and dusty environment, they were suffering from health problems. Hence, the management make arrangement for frequent medical check up and to provide medical aids.

Financial problem to meet expenses of children education was the problem expressed by a fairly good number of

respondents. So factory management may consider to provide schooling at least upto the primary level to begin with. So that workers can send their children to these schools.

According to the 'factory act' there is to be a creche in the factory which employs more than 20 women folk. This rule is being violated extensively by the concerned management of the selected factories. If creches are established by the factory management girls of school going age are able to attend schools. So strict implementation of factory act concerning creche must be insisted.

As women workers were complained about heavy work and low wage there is a need to specify the quantum of work to be done by a women worker on scientific lines and to provide pay in equivalence with their work by the concerned management of the factories.

#### Generalisations for Future Research

As the study probed on women workers of few cotton ginning and pressing factories in Hubli and Dharwad towns only the results have a limited generalisability and application. Hence, similar studies need to be undertaken at different places in order to draw comprehensive generalisations about women workers. In order to identify the differences in conditions of women workers working in factories

**of different sectors like public sector, cooperative sector,  
private sector, a study may be planned in that direction.**

**CHAPTER - VII**

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Originals not seen

# **APPENDICES**

## VIII APPENDICES

### APPENDIX-I

**Topic:** "A study on the socio-economic profile, aspirations and work satisfaction of women workers of Cotton Ginning and Pressing Factories, Hubli-Dharwad, Karnataka"

#### I. Personal data

1. Name of the respondent:

2. Home address :

3. Age in years : Education:

4. a) Religion :

5. Language

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Mother tongue	Known language	
	Read & Write	Speak

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Kannada

Tamil

Telagu

Hindi

Urdu

Marathi

English

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6. Marital status: a) Single/Married/Widowed/Divorced/  
Separated

b) Age at the time of marriage \_\_\_\_\_ years

II. Family composition

1. Type of the family : Nuclear/Joint/Extended
2. Size of the family

Sl. No.	Name	Sex	Age	Relation to the ego	Marital status	Educa- tion	Occu- pation
---------	------	-----	-----	---------------------	----------------	-------------	--------------

3. What is the main occupation of your family ? \_\_\_\_\_
4. What is your husband's job \_\_\_\_\_
5. What is his educational level \_\_\_\_\_

III.

1. How many members of your family in addition to you are working in this factory ?
  - a) Number
  - b) None
2. When did you join this mill ?
  - i) Before marriage
  - ii) After marriage
3. What were you doing before joining this factory ?
4. How did you know that there is a job in the factory ?

5. Whether you joined this factory on your own interest ?

Yes/No

If No, who motivated you ?

- |                   |               |                         |
|-------------------|---------------|-------------------------|
| i) Father         | ii) Mother    | iii) Siblings           |
| iv) Father-in-law | v) Husband    | vi) Mother-in-law       |
| vii) Neighbours   | viii) Friends | ix) Others<br>(Specify) |

6. Give reasons for joining this factory ?

- i) Poor economic condition
- ii) Not having cultivable land
- iii) Near to the dwelling area
- iv) Suitability of timings of work
- v) Non availability of other jobs
- vi) To pass time (not any economic problem)
- vii)

7. How many days in a year you does this job ? \_\_\_\_\_

8. What work you do when you do not work in the factory \_\_\_\_\_

IV.

1. i) How wages are fixed : Daily/Weekly/Monthly
- ii) How wages are paid : Daily/Weekly/Monthly
2. Source of income:
  - a) Income by your salary :
  - b) Income from others :

3. What is your approximate monthly expenditure on:

- a) Food
- b) House rent:
- c) Education :
- d) Medical expenses:
- e) Recreation:
- f) Clothings:
- g) Miscellaneous:

4. a) Have you made any savings ? Yes/No

b) If yes in what form and how much

- i) Provident fund Rs.
- ii) Chit fund Rs.
- iii) Insurance Rs.
- iv) Small savings Rs.
- v) Others Rs.

5. Have you got any debts ? Yes/No

If yes, from where you have borrowed

- a) Co-operative bank
- b) Money lenders
- c) Friends
- d) Others

6. Reasons for having debts ?

- a)
- b)
- c)

7. How do you pay your debts ?
- a) Monthly/Weekly
  - b) Once in a three months
  - c) Once in a six months
  - d) Yearly or
  - e) Whenever you feel
8. Number of working hours in a day
- a) In home: \_\_\_\_\_
  - b) At factory \_\_\_\_\_
  - Total \_\_\_\_\_
9. Is your husband or father helping you or your mother in the domestic work ? Yes/No
10. Whether you are getting leisure time or holidays ? Yes/No
- i) Clearing home/Doing household work
  - ii) Visiting relatives home
  - iii) Hearing radio/seeing movie and T.V.
  - iv) Taking rest
  - v) Reading novels/books
  - vi) Chit-chatting with friends/Neighbours
  - vii) Any other (Specify)
- V. Media utilisation
- a) i) Are you getting any news paper/magzine for family?— Yes/No
  - ii) Are you reading news paper/magzine ? Yes/No
  - iii) If yes, where you read
  - b) i) Do you possess Radio/TV in your home ? Yes/No
  - ii) Do you listen/view the Radio/TV ? Yes/No
  - iii) If yes, where you listen/view Radio/TV

## c) Reading habit

Media	Regularly	Occasionally	Never
Reading news paper			
Hearing Radio			
Viewing TV			
Seeing films/movies			

## VI. What modern gadgets you possess in your home ?

- i) Cooking gas/stove
- ii) Cooker
- iii) Radio
- iv) TV
- v) Fan
- vi) Sewing machine
- vii) Any other

VII. Aspirations of women workers

## 1. What are your aspirations in life ?

	Very strongly desire to attain	Desire to attain	Not bothered much to attain

A. Education & housing aspirations

- 1) Education to children & siblings.
- 2) Constructing spacious residential house

	Very stron- gly desire to attain	Desire to attain	Not bothe- red much to attain
3) Better facilities at home			
4) Better clothes to the members of the family			
5) Any other			
<b>B. <u>Socio-politico aspiration</u></b>			
1) More efficient factory worker			
2) Leadership in the factory			
3) Participation in the other activities of factory			
4) Social work			
5) Any other			
<b>C. <u>Occupational aspirations</u></b>			
1) Want to continue in the present occupation			
2) Want to gain government job			
<b>D. <u>Economic improvement aspiration</u></b>			
1) More income			
2) Motivate son/daughter(s) to earn salaries/wages			
3) Purchase of gold			
4) Business			
5) Any other			

**VIII. Activities**

Indicate ( ) the activities performed by you

Activities	Regularly	Often
<b>a) <u>At home</u></b>		
i) Cleaning the home		
ii) Washing the clothes		
iii) Washing the utensils		
iv) Decision making about home aspects		
v) Stitching clothes for family use		
vi) Handi crafts for domestic use		
vii) Taking care of elders in the family		
viii) Bringing water for household use		
ix) Collection of fire wood		
x) Cooking		
xi) Serving Food		
xii) Preservation of food		
xiii) Care of own children		
xiv) Care of other children		
xv) Any other (specify)		
<b>b) <u>At factory</u></b>		
i) Mixing cotton		
ii) Picking cotton		
iii) Heaping cotton		
iv) Cleaning cotton		
v) Putting cotton on plat form		

	Regularly	Often
vi) Moving hands in the cotton		
vii) Carrying the lint		
viii) Stocking seeds in the godown		
ix) Cleaning the seeds		
x) Any other (specify)		
<b>e) <u>On the farm</u></b>		
i) Seed treatment		
ii) Formation and maintenance of nurseries of crops		
iii) Application of manures/fertilizers		
iv) Sowing of seeds		
v) Transplanting		
vi) Weeding		
vii) Harvesting		
viii) Threshing		
ix) Winnowing		

X.

1. Does your family living in a -
  - a) Owned house or
  - b) Rented house
2. Type of the house
  - a) Shed thatched
  - b) Mud walled and thatched
  - c) Brick wall and tiled
  - d) Concrete house
  - e) Concrete and double storied

3. Total acres of land cultivated
- i) Owned land (irrigated/rainfed)
  - ii) Non owned land (irrigated/rainfed)

4. Social Participation

Please mention in which of the social activities/ ceremonies you participate.

	Regularly	Often
i) Participation in naming ceremonies		
ii) Participation in marriage ceremonies		
iii) Participation in funeral ceremonies		
iv) Participation in festival		
v) Participation in fairs		

XI. Health problems

- i) Do you remain absent from your work ? Yes/No  
If yes, for what reason
  - a) Due to your health problem
  - b) Family members health
  - c) Other reasons
- ii) Do you think that you have developed any disease because of your service in the factory ? Yes/No
- iii) Do you feel excessively tired or unable to work any time ? Yes/No
- iv) Whether you fall ill due to following:-

	Frequently	Occasio- nally	Never
a) Sore throat/running nose with fever.			
b) Coughed for more than a week			
c) Abdominal pain lasting more than a day			
d) Repeated pain over the chest			
e) Sudden attack of weakness/fainting			
f) Waking up with stiff joints			
g) Diagnosed case of Asthama, Diabetes/TB			

**XII. What are the problems encountered by you in your work ?**

At factory -

- 1)
- 2)
- 3)
- 4)
- 5)

At home -

- 1)
- 2)
- 3)
- 4)
- 5)

**XIII. Opinion**

1. Are you in favour of child marriage ? Yes/No
2. Are you in favour of widow remarriage ? Yes/No
3. Are you in favour of intercaste marriage? Yes/No
4. Are you in favour of giving/receiving dowry ? Yes/No

5. Do you know about family planning ? Yes/No
6. What is your opinion about factory management committee ? - Favourable/Non favourable

Job satisfaction scale

	FA	A	SA	PA	POA
1. Does your job tire you too much physically ?					
2. The working hours are so long that it seems that the work will never be over.					
3. Do you feel that you cannot do full justice to your work as you have too much of work to do.					
4. Do you become restless during working hours.					
5. Does your work cause you mental strain ?					
6. Does your work have a bad effect on your health ?					
7. Do you think that you are working with people whom you dislike.					
8. Little friendship exists amongst the workers here.					
9. The supervisor treats workers as a machine in the production process.					
10. Eventhough he may be friendly one worker need not help the other.					
11. Does your workers approved by your supervisor ?					

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**Statements**

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12. We need others help in your work.
13. Our supervisors never help us. They come only to remind us of our work.
14. Authorities can discharge me any time in their own interest.
15. Are you afraid of losing your job ?
16. The principles of the factory is to give less pay.
17. I only work because I have to earn my living.
18. Other jobs are more interesting than the work I am doing.
19. Are you actively trying for another job at present ?
20. Do you often feel that your work is boring.
21. Do you think that you have selected the wrong occupation.
22. I would get out of this factory as soon as I can find some other work.
23. I am really not interested in the present job.
24. Do you feel sorry for accepting the job you have now.
25. Most of the time I have to force myself to go to work.
26. I do not worry a lot about my daily work.
27. Do you like to talk ill of your job.

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Statements	FA	A	SA	DA	FDA
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- 28. Do you think that your place in society as a worker is not so very respectable.
- 29. Our factory is not at all suitable for working under the present conditions.
- 30. Do you feel that your work is too dirty and too noisy.
- 31. Do you feel less satisfied with your work as time goes on.
- 32. Do you feel that your co-workers regard you as their equals.
- 33. Do you generally get along with your co-workers.
- 34. Do you feel that others could make your work easier if they come to do.
- 35. Do you ~~love~~ freely with the persons under whom you work ?
- 36. Do you easily trust the authority under whom you work.
- 37. Do you feel that you are as efficient as your co-workers are.
- 38. Do you come home with a feeling of satisfaction after your work.
- 39. Are you generally happy and cheerful when at work.
- 40. Did you really like the present job when you started on it.

Statements	FA	A	SA	DA	FDA
41. Would your life seem to be empty without your present job.					
42. Do you have a choice would you choose a job in the present line of work or any other.					
43. Do you feel less competent and able to handle your job.					
44. Are you proud of your job and work you do.					
45. Do you think that your work is important and worthwhile.					
46. Do you feel that you have made a success of your job in your career.					
47. Do you feel that factory has provided sufficient working facilities.					
48. Are you satisfied with the wages you are getting.					

FA = Fully agree  
A = Agree  
SA = Strongly agree  
DA = Disagree  
FDA = Fully disagree

