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Working Women in Urban India : Concerns and Challenges

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Preface

Women represent over 40 percent of the global labour force. 70 percent of women in developed countries and 60 percent in developing countries are engaged in paid employment. Various noteworthy positive changes that have occurred over the past two decades imply that women are driving employment trends, gender gaps in labour force participation have been shrinking, and women's entrepreneurship development has been impressive. Further, more women than ever before are completing higher levels of education. Due to better job opportunities that have become available to these segments of women, women's status and role in their families and societies has improved and their independence has also increased.

However on the other side various reports and data also point that women have not been able to achieve gender equality and their dignity and rights are often violated with practices such as obligatory pregnancy testing and sexual harassment. They do not experience equality of opportunity and treatment despite of their being equally qualified. Also women workers in many countries are feeling increasingly stressed by the increasing demands of balancing work and family life.

The present study, is a collaborative research between VVGNNLI and an NGO, Association for Social Welfare and Human Development, who collected primary data for this study. The study mainly reviews the above points from the global and Indian perspective. The study focuses on women working in urban India (metropolitan cities) who have opted for careers in the sectors of Aviation, Hotel, Media and Education. The study is psycho-social in nature and primarily aims to find out women workers opinion about their working conditions, their level of satisfaction in their jobs vis a vis family issues. It especially tries to analyze and probe the challenges, insecurities and vulnerabilities the new kind of work schedule has brought along with it for women workers. Various case studies and comments and suggestions of the respondents of varied ages working at various levels in hotels, media, education and aviation have also been included to provide a better insight and information.

I hope that the present study will prove to be useful to all those interested in knowing about issues concerning women workers all over the world and especially those of in urban India. It not only helps employers and policy makers in understanding problems of females working in the sectors of Education, Media, Aviation and Hotel but also enables and encourages them to work towards finding viable solutions for them.


S.K. Dev Verman
Director

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Chapter I

Introduction

As per ILO reports 'Global Employment Trends for Women, 2007¹ and 'Facts on women at work², women represent over 40 percent of the global labour force. At the global level, approximately 70 percent of women in developed countries and 60 percent in developing countries are engaged in paid employment. Other noteworthy positive changes that have occurred over the past two decades are that women are driving employment trends, gender gaps in labour force participation have been shrinking, and women's entrepreneurship development has been impressive. Further, more women than ever before are completing higher levels of education. Due to better job opportunities that have become available to them, women's status and role in their families and societies has improved and their independence has also increased.

Women have not been able to achieve gender equality as can be gauged from their dismal progress on three key and inter-related indicators namely the 'glass ceiling' (women in management in both private and public sectors), the gender pay gap, and the 'sticky floor' (women in the lowest paid jobs and living in poverty). Further the dignity and rights of women are often violated with practices such as obligatory pregnancy testing and sexual harassment. Also women do not experience equality of opportunity and treatment despite of their being equally qualified. They lack access to decent work and are often discriminated and abused for the only reason because they are women².

Workers in many countries are feeling increasingly stressed by the competing demands of work and family for their time and their energy. The pressures and stress are particularly high for women workers, who typically continue to assume responsibility for domestic tasks and care of dependents. Dealing with family emergencies – such as a sick child or aging parent – can lead to absenteeism, for which pay may be lost and in some extreme cases, the result may be dismissal³.

In India, according to 2001 census⁴, there were 127.22 million women workers which constitute 25.60 percent of the total female population of 496 million in absolute terms. The majority of women workers are employed in rural areas and 87 percent rural women are employed in agriculture as labourers and cultivators. 80 percent of the women workforce in urban areas is employed in unorganised sectors like

household industries, petty trades and services, building and construction. The work participation rate of rural women was 30.98 percent in 2001 as compared to mere 11.55 percent of urban women.

The NSSO survey 2004-05 suggests that work participation rates of urban women workers have increased in 2004-05, as compared to 1999-2000 when they had fallen steeply, and also in comparison to a decade earlier. There is a general tendency for women to enter into paid work at younger ages than previously and the peak work participation rate for urban women has shifted from the age group 40-44 years in 1993-94 to 35-39 years in 2004-05. Agriculture as an employment activity has shown substantial decline over time, however, the share of manufacturing has increased slightly. Although women are working in manufacturing, trade, hotels and restaurants, the clear increase is for other services, which is a catch-all for a wide range of both public and private services, as well as both high value added high-remuneration jobs and very low productivity low paying survival activities⁵.

Various reports published in newspapers from time to time also suggest that apart from the above discussed issues including glass ceiling, gender pay gap, sexual harassment, discrimination etc, new and different kinds of insecurities and vulnerabilities have arisen for educated working women in urban India. For example while working women's economic independence has increased but they are multi tasking, overworked and stressed. They are finding themselves in a highly contradictory situation where they have the label of economically independent paid workers but are not able to enjoy their economic independence in the real sense of the term. Men as husbands or fathers and family members are not only dominating but also have not yet accepted their share of domestic work. Also the work culture is very different and strenuous. Many professions require long hours and night shifts and travel. There is a trend of staying back and working in the office after the stipulated office time and even working on holidays.

A recent survey⁶ conducted by Associated Chambers of Commerce and Industry of India (ASSOCHAM) supports the above and discloses that despite obtaining higher marks in examinations and performing better at workplaces, women are finding it increasingly difficult to get promoted to top jobs in both the public and the private sector. The major findings are:

- Only 26.1 percent of listed companies in India have women on their boards and over 85 percent of women managers are only in a supportive role.

- Just 30 companies in the Fortune – 500 list owned by women entrepreneurs and rest all are owned by males.
- Just 3.3% women are elevated to top positions, while a vast majority 78.9% continues to grind at junior levels. At the middle levels are 17.7% of the women surveyed.
- Regarding women's job preferences -58.66% of the total of 1053 women surveyed wanted employment in the public/private sector, 33.66% prefer to remain house wives, while self employment is the option for 7.67%.
- Only 27% women felt their husbands were supportive in sharing duties including cooking, cleaning and looking after children. Health problems, gender discrimination and possessive husbands have been identified as other prominent factors obstructing growth prospects of career women.

The Assocham President attributed the inability of women to stay back late at work and disinclination to opt for jobs involving travel and transfer as the major constraint for women in achieving top positions.

The present study, which shall be conducted in phases in metropolitan cities is an attempt to find out as to how are women working in urban India who have opted for careers in various sectors and professions fairing. In the first phase women working in the sectors of Education, which is considered as less strenuous and structured and; Media, Aviation and Hotels, which are considered to be demanding, glamorous and high profile, were interviewed.

The study is qualitative in nature and the main focus is to find out women's opinion about their working conditions, their level of satisfaction in their jobs, vis a vis family issues and highs and lows. The study especially tries to analyze and probe the challenges, insecurities and vulnerabilities (if any) the new kind of work schedule have brought along with them.

Objectives:

The specific objectives of the study were:

- To review the employment status and work conditions of women workers across the globe.
- To examine the issue of psycho-social well being for women working in various sectors in urban areas.

- To discuss the issues of recruitment and equal remuneration, access to training, night work, promotions, maternity protection, sexual harassment and bias along with work-family measures, safe and healthy working conditions, gender friendly policies (including flexible timings, crèche facility), existence of trade unions/men and women's role in them, ways of addressing complaints and grievances.

Scope/ Outcome

The present research has helped in reviewing and understanding the status and work conditions of women working in various regions across the globe and in finding out and analyzing the condition, status, problems and concerns of women workers in urban India. Most importantly the research and analysis could serve to be a step in the direction of finding solutions to women workers problems and enable increase in their participation and productivity by suggesting changes in the work place and at the policy making level.

Area of Study:

Delhi, Hyderabad, Mumbai and Kolkata.

Methodology:

Literature review/ Secondary Information Review:

To probe into the condition and status of women workers, we undertook detailed analysis of studies, data, reports and other relevant literature available with National and International organizations on women working in various sectors. This exercise was undertaken to gain a better understanding of the key issues pertaining to women workers all over the world.

Qualitative mode of data collection:

To get the accurate picture of the conditions prevalent in the work place and to be more clear on the kind of difficulties/discriminations, insecurities and vulnerabilities faced by women employed in cities, the researchers had consultations, individual and group talks and discussions with a few urban women working in various sectors but mainly belonging to that of Education, Hotels, Media and Aviation. The issue of equal opportunity and treatment at work place along with other issues like described in the objective of the study were taken up. The impact of social and cultural factors on them and their jobs was explored.

Participatory methodologies were used for in-depth discussions and analysis.

The analysis mainly focused on the following format:

Sample Questionnaire:

What are the work place experiences of women at various positions in the sectors described above? What is their take on the perception that men working in these professions are more benefited? What is their take on existing pay structure, facilities (maternity benefits, night shifts etc), promotions, work assignments etc? Do they feel that they are being discriminated against in any way? Is there any discomfort or reservations from their side regarding night shifts, travelling at night, meeting, interviewing people/ reporting at odd or for long hours etc? What other social, economic and psychological (harassment, bias, domestic and family/children issues etc) problems are faced or experienced by them? Are the existent policies of their organizations supportive and gender friendly? How are complaints and problems addressed? What is the role of women and men in trade unions (if they exist) and what role do trade unions play in solving complaints and grievances of male and female employees?

Pilot testing of the questionnaire was done before quantitative mode of data collection.

Quantitative mode of data collection:

After pilot testing appropriate changes were made and a final questionnaire was prepared. A questionnaire cum interview method was adopted to collect information from women working in traditional (Education) and non-traditional (Media, Aviation, Hotels) sectors. The sectors of media, aviation and hospitality were chosen because less research has been done in them and also because in the pilot study it was found that in the past 10 to 15 years new organizations had been set up in these fields and increasing number of women had joined them. Also all these sectors are considered as glamorous and despite having strenuous and demanding work schedules, are most sought after by girls in urban India. Education was chosen because it has been traditionally and culturally considered to be the best for girls and is also considered as safe, less strenuous and less demanding for women.

The reason for choosing the mixture of sectors was that it would provide meaning, interest and relevance to the study.

Table: 1.1
Sample Size in Various Industry

Hotel	Aviation	Media	Education
50	38	61	59

Source: Field Survey

Limitations of study:

The Research study has its limitations as it is mainly qualitative in nature. It reflects views of only approximately 200 females from the sectors of Education, Aviation, Hotel and Media belonging to the metropolitan cities of Hyderabad, Mumbai, Kolkata but mainly Delhi. Due to the hectic time schedules of those working in these sectors the respondents were interviewed both personally and telephonically. Also within each sector only a few females working at various positions, departments, and organizations could be interviewed, thus only giving us limited insight into the chosen sectors. Many of those interviewed were also hesitant especially about disclosing their remuneration and nature of their jobs. They also wanted their identities to be kept secret because as per the rules of the organization, they could not speak about the work place issues without the permission of their employers. Thus the actual names of the respondents in the case studies published in the research have been with-held.

Chapter II

Women and Employment: The Global Scenario

Women constitute 40 percent of the total employed people in the world, a share that has remained constant over the past 10 years. As per the report 'Global Employment trends, March 2008⁷ by ILO, which analyses employment trends of nine regions which include Sub Saharan Africa, North Africa, Middle East, Latin America & the Caribbean, East Asia, South East Asia & Pacific, South Asia, Central & South-Eastern Europe (non-EU) & CIS and Developed Economies & European Union on the basis of four indicators i.e., employment, unemployment, status in employment and employment by sector, the status of working women all over the world has improved but the process and progress has been very slow. Although women shares in wage and salaried work versus vulnerable employment are approaching those of men, the pace at which the change has occurred has been sluggish, pointing towards existing disparities.

According to the report the global figure of working-women in year 2007 was 1.2 billion. This figure is almost 18.4 percent or 200 million more than ten years ago. There are certain other positive trends, which are noteworthy like education levels of women across the world are increasing and gender gaps for certain labour market indicators are decreasing in many regions across the world. The share of women above the working age (which is 15 years and above in most countries) who are employed was 49.1 percent as compared to male employment to population ratio of 74.3 percent. Although both ratios decreased slightly over a decade, female employment to population ratios increased over the last ten years in six regions barring East Asia, South Asia and Sub Saharan Africa. The broadening access for women to employment in an enlarged scope of industries and occupations which is considered to be very important pre requisite for improving labour market outcomes for women, as well as economic development as a whole can be gauged from the fact that now women are moving towards services sectors. As substantiated by data in comparison to ten years ago when women were mainly employed in the agriculture sector, the services sector now provides the majority of female jobs: in year 2007, out of total number of employed women, 36.1 percent worked in agriculture and 46.3 percent in services. In comparison 34 percent of men were employed in agriculture sector and 40.4 percent in services.

However, as per the report, there are a few concerning issues related to women employment world-wide. Although there are equal numbers

(2.4 billion each) of women and men above the age of 15 years in 2007 only 1.2 billion women were employed as compared to 1.8 billion men. The female unemployment rate stood at 6.4 percent compared to the male rate of 5.7 percent in the year 2007 and the number of unemployed women also grew from 70.6 to 81.6 million over the same period clearly pointing that women at global level were more likely to be unemployed than their male counterparts. If analysed in developed countries, some portion of employment gap between males and females can be due to women's own will of not taking up employment and staying at home and also because they are financially comfortable and do not need to join the labour force but in lesser developed regions of the world, remaining outside the labour force is not a choice for but an obligation for majority of women as many a times women do not work in certain regions as it is still socially unacceptable for them to work, hence they remain outside the labour force, engaged heavily in household activities which is classified as unpaid work. In poorer regions there is a strong likelihood that women undertake 'vulnerable employment' i.e., they are either contributing family workers or own account workers, both the categories, the former in particular, are not likely to be economically independent. As economic independence is much more when women are in wage and salaried work or are employers as compared to own account workers and contributing family workers, women's moving away from vulnerable employment into wage and salaried work can prove to be a major step toward economic freedom and self determination for many women. As per the report the share of women in wage and salaried work grew during the last ten years from 41.8 percent in 1997 to 46.4 in 2007 and the share of vulnerable employment decreased from 56.1 to 51.7 percent, the vulnerable share is still larger for women than for men, especially in world's poorest regions.

Analyzing the region of Sub Saharan Africa as per the four indicators of employment, unemployment, status in employment and employment by the sector the report points out that despite recent signs of economic progress, the region continues to be that with highest poverty shares in the world and where women continue to bear a heavier burden in the lack of decent jobs. Employment to population ratios for women and men were 56.9 and 79.7 percent respectively, in 2007. The reason for higher proportion in employment is attributed to increasing incidence of poverty in the region. The difference between female and male employment to population ratios was 22.7 percentage points in 2007 as well as in 1997 and for youth the gap stands at 14.5

percent not changing much since 1997. The reasons for the continuing gender gap in employment have not been because of discrimination at workplace but because of the fact that the women are too much occupied with the daily chores like fetching water, preparing food, tending children etc. That unemployment remains a challenge and more so for women can be gauged by comparing the unemployment rates which are 9.1 percent for women and 7.5 percent for men in 2007. Youth unemployment rates are higher- 13.9 percent for women and 13.6 percent for men. Although the percentage of women working in agriculture sector has lowered from 74.8 percent in 1997 to 67.9 percent in 2007 still 67.9 percent women (7 out of 10) in the region work in the same sector. Only 5.8 percent, which happens to be the world's lowest, women are employed in the industry whereas the men's share in the industry is twice as high. Services sector remains the only sector where shares of women and men are very close at 26.4 and 25.2 percent respectively. The share of both men and women working in vulnerable employment in sub-Saharan Africa although has fallen (male shares fell from 71.4 to 66.4 percent while females share decreased from 85 to 81.7 percent) still they remain to be very high and more so for women. In year 2007, only 2 out of 10 women had relatively better economic security as they were either wage and salaried workers or employers and 81.7 (8 out of 10) percent of women workers were working under vulnerable conditions either as contributing family worker or own account workers.

As per the report, 'Global Employment Trends, 2008⁷ in the region of North Africa the unemployment rates for women are the highest in the world and tremendous gap exists between labour market participation between men and women which is more a result of social traditions that remain static over time. There are only 35 economically active women for every 100 economically active men in this region only 2 out of 10 working age women (21.9 percent) are employed compared to 7 out of 10 men (69.1 percent). Despite an increase of investment in the female education in the recent past only 1.5 out of 10 women (14.7 percent) between the age of 15 to 24 years are employed. The female unemployment rate of 16.2 percent reflects that not only are majority of women in this region not provided with the opportunity to work but for those few that are able to avail the same, the search for job is long and difficult, often proving to be unsuccessful. The challenge can be well understood if we compare population versus employment numbers which tell that in North Africa there are 67 million women and 65 million men who are of working

age however only 15 million women have jobs as compared to 46 million men. The causes described in the ILO report for high unemployment rates are that some employers openly give preference to male job seekers, jobs available for women are low skilled and low paid and educated women do not want to take up such kind of jobs. The share of women working in the agriculture sector which is 32.6 percent has increased over the last ten years, making this region one of the only two regions (other being middle East) where such a trend has been observed. Between 1997 to 2007, the share of women working in the industry has decreased from 19.1 to 15.2 percent. The services sector provides more than half (52.2%) of all the jobs in North Africa. The data shows that there has been an increase in the share of women in wage and salaried work pointing that there has been an increase in educated women and that women who do found jobs belong to higher income backgrounds with family connections and are well protected in terms of security and income. The share of vulnerable employment in total employment decreased from 36.9 percent to 30.7 percent because of the movement of women out of vulnerable employment situations.

As per the report, in the Middle East there are 61 million women who are of working age and 67 million men, but only 17 million women have a job as compared to 47 million men. The region has the second lowest labour force participation rate of 33.3 percent and second highest gender gap in labour force participation as for every 100 men only 39 women are economically active. However between year 1997 and 2007 the female labour participation rates has increased by 7.7 percent, which is highest among all the nine regions. Female employment to population ratio has also increased from 20.8 percent in 1997 to 28.1 in 2007 but this remains below the world average of 49.1 percent. The female unemployment rate was 15.6 percent, making it second highest in the world, second only to North Africa. Young women, like in most other regions of the world, face greater challenge in finding jobs as only 2 out of 10 young women in the region actually have a job. Youth unemployment is even more worrying as the risk of unemployed is three times higher than that of adults. The female youth unemployment rate was 29.5 percent in comparison to 21.1 percent for males. Of the women who work, half of them work in the services sector (50.2 percent) and 31 percent of them are engaged in agricultural work. As in North Africa, the share in agriculture has increased in the past ten years, which is a worrisome trend. The 43.2 percent share of women in vulnerable employment as compared to

men's 28.2 percent points towards gender bias in terms of employment status. Also as compared to 65.2 percent of men only 55.3 percent women are likely to achieve wage and salaried work. Thus not only are few women participating in the Middle East region but they are also facing unemployment or vulnerable employment.

As per the report, in the Latin America and Caribbean region there has been 5% increase in employment to population ratio for women from year 1997 (42.1 percent) to 2007 (47.1 percent) but the female unemployment rate of 10.9 percent remains far above than that of 6.9 percent of men. The size of gap in male and female unemployment rates is behind only those of Middle East and North Africa. The increase of female labour force participation from 47.2 to 52.9 percent between 1997 to 2007, which was the second highest in the world after the Middle East can be described as a positive development. The female share (10.7 percent) in agriculture is much smaller than that of men (24.7 percent) which points towards higher degree of development in this region as compared to other regions as there is no region in the world where agricultural employment share of men exceeds that of women by so much. Women share of employment in services sector, at 74.8 percent is the world's second highest behind only the Developed Economies and EU and is also higher than that of 48.2 percent of share of men. However in Industry sector only 14.5 percent of the employed women work as compared to 27.1 percent of all employed men. The report describes the high female unemployment rates and the large number of women with vulnerable jobs in low productivity services as indicators of an unstable future for women's economic prospects.

The report 'Global Employment trends for Women –2008'⁷ highlights that in the region of East Asia there are 79 women participating in the labour markets per 100 men which denotes that the gender gap in economically active females per 100 males continues to be among smallest in the world. The female employment to population ratios remained the highest in 2007, with 65.2 percent of all women in the working age employed. The female ratio continued a downward trend over the last ten years however this doesn't reflect a threat to growth and development. Rather it points that the East Asia as a region is moving closer to developed economies where there is an increased educational participation of women and women are being provided highest degree of freedom to choose whether they want to work or not. Although since more young women are opting to stay in school

and there is a large decrease in the female youth employment still the female youth employment to population ratio is the highest in the world, at 64.5 percent in 2007 which is even higher in comparison to young men in the region. The unemployment rate stood at 3.3 percent, a level that could be considered as full employment and here again female rate is lower at 2.7 percent in comparison to 3.8 percent for men. Youth unemployment is also lowest in the world and due to quick pace of economic growth in the region, finding employment is not difficult for either men or women in East Asia. Women are quickly moving from agriculture (female share is 41 percent as compared to men's 36.3 percent) as the primary sector of employment and are present more in service sector (33.5 percent) and less in industry sector (25.5 percent). There is very little difference in the shares of both men and women in all the sectors. The shares of employed persons in vulnerable employment sectors are decreasing for both the sexes still 60.1 percent female workers and 52.3 percent male workers can be classified as vulnerable. The share of women in wage and salaried work increased by 10.5 percent between 1997 and 2007, which is impressive but 36.8 percent female share in own account work is not considered positive. Further other causes of concern are that average working hours are longer than in other regions and in many countries of the region they exceed 50 hours per week, safety and health at work, as well as rights at work have not progressed as required, and there is lack of social dialogue between employers and workers. Since normally women bear the responsibilities of managing home, balancing work and family life could be burdensome for women.

According to the Global Employment report⁷, the gender gap in economic activity in the South East Asia & the Pacific is 73 active women per 100 active men, which is smaller than the world average 59.1 percent of working age women participate in the labour market compared to 82.8 percent of men. Female employment to population ratio, which is 55.1 percent, is the third largest in the world after East Asia and Sub Saharan Africa. Employment to population ratios in the region is much lower as 72 women work for every 100 men but as compared to other regions the difference is not as large as in other regions of the world at the same level of development. The unemployment rates for women are increasing in the region and were 6.9 percent for women compared to 5.6 percent for men. While in the period of ten years from 1997 to 2007, the total number of unemployed men increased by 98 percent in the region, the total number of unemployed women increased by 111 percent, which is a

worrisome trend. Within the time period 1996 to 2006, in Indonesia, a country, which dominates other countries of the region in terms of population, the rate of unemployment for young women rose from 17 to 33.4 percent, which is highest among all the countries. The employment shares of men (44.3 percent) and women (43.4 percent) working in agriculture are almost the same as a sizeable percentage of women have moved out of this sector. There has been a 4.5 percent increase in the employment of women in the services sector, which was 40.3 percent in 2007 as compared to 34.7 percent of share of men in the same sector. The share of women in the industry sector is lower at 16.3 percent than 21 percent for men. Further women have moved out of the status group of contributing family workers as the share of this group lowered by 10.5 percent points to 36 percent in 2007. Which is a good move but still this region has second largest percentage of women engaged as contributing family members after South Asia. There has also been an increase in the percentage of women employed as wage and salaried workers from 29.4 to 35.1 percent however vulnerable employment for both men and women is the third highest in the world after South Asia and Sub Saharan Africa.

In the region of South Asia, the report reveals that female potential lies untapped and there is a sizeable deficit of decent work. The labour participation rates for women are low, compared to 100 men active on labour markets only 42 women participate by either working or looking for work. This is also reflected in the employment to population ratios of 2007: mere 3.4 percent out of 10 women of working age actually worked and the ratio has decreased over the last ten years. The labour market situation for women is difficult as compared to men as female unemployment rate was 5.8 percent as compared to 4.8 percent for men. Another cause of concern is that since the gender gap in access to education in countries of this region is large, women could face discrimination in attaining decent jobs based not only on their sex but also their lack of skills. The agriculture sector accounts for 48 percent of employment, which is more than any other region except Sub Saharan Africa and women's share of 60.5 percent is much more than men's share of 42.9 percent, however this region has also seen the fastest decrease of agricultural employment, the share has decreased by 13.6 percentage points for women and 10.6 percent for men. The industrial sector saw the biggest increase in the job share in this region whose percentage rose from 15.3 in 1997 to 21.7 in 2007 and women's share increased by 7.2 percent as compared to 6 percentage points for men. Now the industrial employment figures stand at 18.4 percent

for women and 23 percent for men. The share of employment grew at a slower pace in the services sector as compared to other regions, it increased by 6.3 points for women and 4.6 percentage points for men within the period of 1997 and 2007. The vulnerable employment shares for men and women are the highest in this region as 8 out of 10 working women and 7 out of 10 working men are vulnerable. The challenge that women in South Asian region face can be illustrated by the fact that out of 511 million women and 540 men who are of working age only 174 million women have a job as compared to 422 million men. Majority of female population ie 63.8 percent remains outside the labour force and are too often excluded from education systems too. Many are trapped in their traditional role where they continue to be dependent on the male breadwinner of the family, which is a matter of concern.

In the region of Central & South Eastern Europe (non – EU) & CIS per 100 men approximately 80 women are economically active. This is the second smallest gap after the Developed economies and EU. The difference remains around 18 percentage points with the female ratio at 45.6 percent and male ratio at 63.8 percent in 2007. Unemployment rates continue to remain above the global average and in the year 2007 male unemployment rate of 8.7 percent was more than female's rate, which was 8.3 percent. The female youth employment to population rate was low at 29.8 percent as compared to rate for young men at 42 percent which shows that unemployment is quite high for youth and employers have a large pool of job seekers to call upon and they prefer older jobseekers with some kind of work experience. There are 19.2 percent women and 19.8 men workers employed in the agriculture sector revealing that there has been a decrease of approximately seven percentage points for both women and men workers from this sector. The share of women workers also decreased in the industry sector by 4.3 percent and was 17.9 percent as compared to male share of 32.6 percent. The services sector saw the highest sectoral increase of all regions as share of women employment in services sector increased by 12 percentage points to 62.8 percent and male share grew by 7.8 percent points to 47.6 percent. Vulnerable employment is not an issue in this region as only two out of 10 people face vulnerable situations. Further as discussed in Global Employment trends report of 2007¹, gender equality was a major characteristic of this region and there was greater wage equality in planned economies of this region than in industrialized or developing countries.

In Developed Economies and European Union female employment gains are prominent but inequality at workplace responsibilities and decision making continue. In terms of economic activity 82 women per 100 men in the region were participating in the labour market in 2007, which represents the smallest gap all over the world. Employment to population ratios for females have moved up to 49.1 percent from 47.2 percent in 1997 in contrast to males which has shown a decrease from 65.9 to 64 percent. There has been an increase in jobs for women: women employment grew by 12 percent as compared to men employment, which grew by only 4.9 percent. However rate of unemployment continues to be higher for women at 6.7 percent as compared to men's at 6.2 percent. Both rates are lesser than ten years ago. Young person's risk of being unemployed continues to be 2.4 times higher than the adult's, however rate of young women's unemployment at 12.5 percent is lower than young men's rate of 13.8 percent. Employment of women in the industry sector increased to a share of 84.3 percent as compared to male's share of 61.1 percent. The women's share in industry sector was already lower and further decreased by 4.2 percentage points to 12.5 percent. On the other hand men's industry share also decreased and was 34.3 percent in year 2007. Women's status in employment can be gauged from the fact that 88 percent of all working women have gained an access to a wage and salaried job, 3.9 percent are employers, 5.8 percent are own account workers 2.3 percent are contributing family workers. 82.1 percent men are in wage and salaried jobs, 7.9 percent are employers, 9.3 own account workers and 0.8 percent contributing family workers. Data's reveal that more men than women are able and/or willing to carry the risks involved in engaging in self employment with responsibility for employees. Labour market analysis for the region of Developed economies & European Union is different as compared to other regions and a broader array of labour market indicators is available in this region providing information on where inefficiencies in labour markets exist and where intervention is necessary to aid those whom the market itself cannot. Due to this the report has been able to put some light on working conditions of women, their participation in decision making in the world of work and issue of pay gap in this region. As per the European commission's recent findings the pay gap between men and women stands at 15 percent across all sectors. As regards wage gaps in United States, various studies of the National Committee on Pay Equity show that they continue to exist there also. One of the main reasons for pay gap, as per the report is that women continue to be

disproportionately employed in sectors where wages/earnings are lower and have been declining, which could also explain the reason for existence of gender pay gaps all over the world. There is some evidence which shows that at least in the larger cities of United States wage equality has strengthened between highly educated men and women in certain high skilled occupations. That women are likely to be employed at junior positions is also asserted by another recently published study from the EU Commission titled 'Women and men in decision making 2007'. According to the study women make up for just 44 percent of all workers in the EU and that they make up only 32 percent of those considered as heads of businesses including chief executives, directors and managers of small businesses. In big businesses, there is extreme under representation of women at the top level in big businesses as only 10 percent are a part of board members of leading companies. There has been an improvement in the proportion of female members of parliament as the percentage rose from 16 percent in 1997 to 24 percent in 2007, however this lower than the deemed necessary percentage of 30 percent.

Women in this region have the same chance to participate in labour markets; however there is room for progress on matters such as equal pay, promotion and an increased facility to combine work and family life.

The Global Employment trends, 2008⁷, specifically points towards the need for more indicators in order to judge the quality of employment and other labour market issues including decision making power, balancing work and family life, the glass ceilings, earnings, violence at the workplace and social protection as this would be helpful in probing into gender disparities and harsh realities of many women's working lives around the world. It is important to mention here that the present study 'Challenges faced by working women in urban India' supports the above viewpoint and was undertaken keeping the above-mentioned issues in mind.

There are a few valid points which were raised in the report 'Global Employment Trends, 2007'¹, ILO, regarding female participation in labour markets, unemployment among women and women's working conditions which highlight the complex situation in front of Governments and policy makers in order to provide economic empowerment to women and to ensure that the new target introduced in Millennium Development goals calling for 'full and productive employment and decent work for all' is achieved. The report highlights that taken on their own, rising or high labour force participation rates

do not necessarily mean that labour markets are developing positively for women for it does not provide an insight into likelihood of being employed, nor does it indicate the quality of jobs. While providing more detailed analysis of the employment situation for women and their conditions of work the report says that unemployment indicators provide a limited picture of condition of labour markets and should be viewed along with employment to population ratios, data on employment by status and sector as well as wage and earning indicators. To give a clear indication whether the jobs created are of decent enough quality to give women a chance to work themselves and their families out of poverty, they should be interpreted along with working poor numbers also. Further unemployment estimates do not include 'discouraged workers' i.e., people who want to work but might not be actively 'seeking' work because of their feeling that none is available or because of limited labour mobility, discrimination faced or structural, social or cultural barriers. A review of the limited data that is available on discouraged workers for industrialized economies highlights that women made up approximately two thirds of discouraged workers in Australia, Austria, Belgium, Germany, Greece, the Netherlands, Norway and Portugal, with the female share of total discouraged workers being near 90 percent in Italy and Switzerland. Thus considering the fact that in the developing world women face higher unemployment rates, have far lesser opportunities in labour markets than men and often face social barriers to enter labour markets, the discouragement among them would be more as compared to the developed world. Since equal access to education and providing women with equal opportunities in gaining the skills necessary to compete in labour markets are necessary requisites in order to attract women to labour force, this also poses a major challenge as equality in education is still far out of reach in most regions for women.

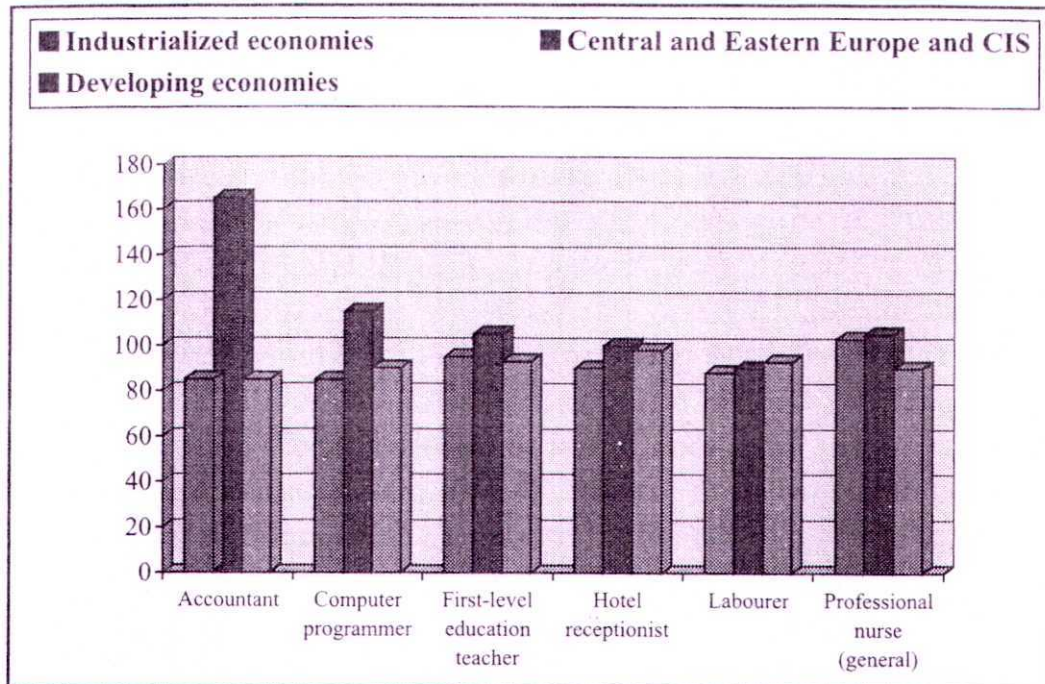
The report 'Global Trends for Women 2007'¹ analyses three indicators: employment by sector, status of employment and wages/earnings in order to assess the conditions of decent and productive employment. It reveals that although service sector has overtaken agriculture since year 2005 for women's employment in majority of regions of the world, within services, women are still concentrated in areas traditionally associated with their gender roles, particularly in community, social and personal services. Men dominate the better paid jobs in financial and business services and real estate. The progress as regards sex segregation of occupations is slow. Female employment stereotypes such as carers and home based workers are still being reinforced. They

will keep continuing and get transferred into next generation if restricted and inferior labour market opportunities for women continue and under-investment in women's education, training and experience exists. It is noteworthy that these trends continue even when women migrate. The report highlights that despite of there being some progress towards more even sharing of family responsibilities in some economically developed countries, responsibilities including balancing home and work and rearing children are still very much assigned to women. This poses maximum challenge for women in wage and salaried work, less for those self-employed and least for contributing family workers who are unpaid (but still count as employed people according to the standard definition of employment) Even though the flexibility when working on their account can allow women to combine work and family duties, female own account workers as a share in total female employment share is smaller in all regions than men's share. While status per se does not necessarily shed light on quality of jobs, contributing family workers and own account workers are less likely to work in decent conditions. Research comparing figures on the working poor and employment status showed a very strong correlation between the number of working poor at the US\$2 a day level and total number of persons classified as contributing family workers and own account workers.

As regards the wage gap the report says that the little evidence that exists shows that the wage gap continues to exist. As revealed by the report, in most economies, women still earn 90 percent or less than what is earned by their male co-workers. This trend is observed in occupations such as nursing and teaching, which can be called as 'typically female' occupations. The trend of planned economies of Central Eastern Europe and the CIS displaying greater wage equality than industrialized or developing economies is still the case. For example, the female wages of accountants, computer programmers, teachers and nurses in transition economies were actually higher than male wages for the latest years with data available (see graph 2.1). As discussed earlier the pay gap between men and women has remained virtually unchanged at 15 percent across all sectors in recent years. Also in many European countries women are employed in sectors where wage/earnings are lower and have been declining. For example, in the United Kingdom, the majority of women workers are concentrated in the "five C's": caring, cashiering, catering, cleaning and clerical. Many of these jobs are in smaller non unionised firms, where women have less bargaining power and less possibility to improve their economic situation vis a vis their male counterparts.

Graph 2.1

Average female wages/earnings as percentage of male wages/earnings in selected occupations, latest available year



Note : Average in this chart denotes a basic average of the countries with available data

Source : ILO, Key Indicators of the Labour Market, 4th Edition (Geneva, 2005), table's 16a and 16b

The Global Employment Report, 2007¹ quotes Corley's (2005, *op.cit.*) a study which was based mainly on data from industrialized countries. Via this study it was found that in most countries the wage gap was wider in low skilled than in high-skilled occupations. Countries with a higher relative gender wage gap in low-skilled occupations also had a high gender gap in high-skilled occupations. Even though applicants in fields such as accounting and computer programming have comparable education and training, still wage inequality is found in such high-skill occupations. Even in these occupations the average female wage is still only 88% of the male wage.

The Global Employment report- 2007¹ also talks about a study by Oostendorp who studied impact of globalization on wages from gender perspective. The study finds that in low skilled occupations where women are generally more highly represented, globalization has helped to improve wages vis-à-vis their male counterparts. At the same time, because there are significant gender gaps in human capital within

high skilled occupations in developing economies, growing demand for such skills due to globalization disproportionately favours male workers, leading to a widening of the wage gap in this category of workers.

In 'Time for Equality'⁸, the Global Report under the Follow-up to the ILO Declaration on Fundamental Principles and Rights at Work, 2003, in order to assess discrimination at entry level to the labour market considered relative levels of participation in the labour force and found that women's participation in the labour market for 1990 and 2000 continued to increase in most developed countries and in Latin America and the Caribbean, this rise was moderate in Asian countries (see Annexure I), where labour participation rates for women fell probably due to impact of financial crisis. In transition economies and in Sub Saharan Africa, the rates were found to be lowering for both men and women. As described in the report, discrimination raises hurdles for some groups at entry to the labour market and also makes it harder for them to remain in employment. Women, and those with low levels of education and those who are older were found to be at greater risk of losing their jobs and face more difficulties in re-entering the labour force than men do.

Unemployment rates were found to be higher as a norm than exception for women than men (see Annexure II). Between 1990 and 2000 period the unemployment rate has been lower for women than for men in the Baltic states, in parts of East Asia and in developed countries such as Australia, Canada, Japan, New Zealand and in the United Kingdom. The report says that this may be due to the reason that jobs on offer have terms of employment such as precarious contracts, low-paid employment, which women accepted more readily as compared to men and also that employers preferred women workers in certain work environments e.g. female workers were preferred in export processing zones. As regards increasing unemployment rates, the reason was interpreted to be that, in order to adjust to deteriorating conditions, women and other discriminated groups might have accepted shorter working hours than being without work and in the face of it become discouraged and abandoned active job-seeking altogether.

As per the quality of jobs available to women and status of women in them the report said that while men were more likely to be in core or regular and better remunerated positions, whereas women were seen

to be occupying peripheral, insecure, less-valued positions. Women were found to be maximum in numbers in part time work (see Annexure III). In the 1990s the percentage of part time work to total employment rose in most industrialized countries but fell in several Latin American and Caribbean countries for both men and women. In Japan and the United States, by the end of the decade, almost 70 percent of all part time workers were women. It was observed that irrespective of educational levels, women formed a large chunk of those workers who had fixed term or temporary contracts or who had continuously extended short-term contracts or had contracts with short breaks in between. Women were also found to be over represented among home workers, casual workers and temporary workers. They were also more likely to be own account workers and in the informal economy whereas men were found to be more employers or those who were self-employed. And most importantly women dominated the category of contributing often unpaid family workers. The report equated the increase in women's employment in non-agricultural sector as a step towards gender equality and empowerment, which is one of the Millennium Development Goals.

Regarding discrimination in occupation the report says that it continues even after an individual enters an occupation. Commenting on the patterns of occupational segregation the report says that men and women tend to work in different sectors of economy and hold different positions within the same occupational group. For example truck drivers are usually men and women tend to predominate in dressmaking or domestic work (horizontal segregation) and within the same occupation women make up the bulk of production workers while men tend to predominate in production supervision (vertical segregation). This occupational segregation provides an evidence of inequality as it includes aspects of social stratification in power, skills and earnings which are all related and may be taken as indicators of social advantage or disadvantage. Occupational segregation by sex has been more detrimental to women than men for 'female' occupations are generally considered as less attractive and as those having lower pay, lower status and lesser advancement possibilities. Talking about sex dominated occupations the report says that they may be defined as those where workers of one sex constitute more than 80 percent of the labour force. Male dominated non-agricultural occupations were found to be seven times as many as female dominated occupations.

The level of horizontal occupational segregation by sex was found to be lowest in the Asia-Pacific region and highest in the Middle East/ North Africa. United States displayed the lowest level of horizontal occupational segregation by sex and Scandinavian countries as highest. (see Annexure IV). In the 1980s and 1990s horizontal segregation fell in a majority of countries, however there was an increase in China as women's role and status were redefined due to economic reforms. On the one hand women were encouraged to withdraw from traditionally male dominated industries while on the other new employment opportunities were created in export-oriented industries, such as garment industry, where women predominate. It was also observed that as horizontal segregation declined, vertical segregation increased. Export led industrial development opened up many industrial occupations to women but there was no decrease in gender inequalities within occupations in terms of pay, authority and career advancement possibilities or breaking through 'glass ceiling' (see Annexure V). Although an increase was seen in women's share in administrative and managerial work, but the nature of their career paths tended to block their progress to top positions. At lower management levels women were found to be placed in non-strategic sectors and in personal and administrative positions than in professional and line management jobs leading to top. It was very rare that women were found in product development and corporate finance. Women were excluded in both formal and informal networks that are so essential for advancement within enterprise. Changes in occupational structure of the labour force were also observed as women's employment in services sector increased by 20 percent or more in many countries. Women dominated in retail trade and hotel and restaurant services, and especially in the community, social and personal services. Domestic service, health and education services were the few more where higher proportion of women worked, however the better paying service sector jobs, in financial services, real estate and business services and public administration, were dominated by men. As per the presence of women 'new' occupations like computer programmer and system analyst related to the field of information and communication technologies, it was observed that occupational segregation persisted in these new areas of work too. In the 1990s women's share in these occupations dropped in several countries (see Annexure VI), the largest decline occurred in Poland, whereas there was a small increase of 1.9 percent

in Hong Kong, China. It was observed that in order to remove the gender biases, new job opportunities should be accompanied by women-supportive policies.

Regarding difference in remunerations of men and women it was observed that in spite of women having similar educational levels and experience, they were holding lower paying occupations than men. The factors and processes that place women at lower end of pay structure also include restrictions and prohibitions by law on women to work overtime at night, perceived high costs of employing a woman which include maternity protection benefits, the alleged higher absenteeism of women, lower propensity to work overtime, lower commitment to and interest in work and more limited mobility relative to men. It was found that both employers and trade unions tended to give pay equity less priority than other issues, such as pay levels and employment. Trade unions considered pay equity as a matter not of any strategic interest to all workers but only women. There was a lack of data on wage rates for different groups of workers in different occupations and the secrecy surrounding such type of information resulted in inaccurate and unreliable statistics for measuring inequalities in remuneration, which became another impediment to achieving gender pay equity. Dwelling on trends in discrimination in remuneration the report said that rather than by race, colour or religion, earning related statistics tend to be disaggregated by sex. Gender pay gaps were found to be narrower in the public sector than in the private sector. The reasons for disparity in average earnings of men and women working in various industries and countries were as a result of:

- Differences in human capital endowments: Low investments in education, training, labour mobility and job search for women than men.
- Horizontal occupational segregation by sex: Occupations mainly held by men have substantially higher pay rates as those mainly held by women.
- Vertical Occupational segregation by sex: Women tend to occupy lower ranks than men within the same occupation.
- The necessity to reconcile work and family responsibilities: Women may be forced or choose to accept jobs, which enable them to combine family responsibilities with paid employment.

- Work Experience: Women going in and out of labour force gain less work experience, which induces lower wages.
- Knowledge: Knowledge of rights and entitlements may be missing.

In many industrialized and developing countries, the move of few women into wide ranging and better paid jobs led to a rise in their earnings which as per the report, resulted in greater gender equality but at the cost of higher inequality between women, as the bulk of them remained concentrated in 'women jobs' that are low paid and low status. Earning gaps tended to be smaller in countries like Australia, Norway and Sweden, which had centralized bargaining and those that emphasized egalitarian wage policies in general. It tended to be largest in countries like Japan that emphasized a traditional non-egalitarian role of women in the labour market or those like United States, which had decentralized market oriented wage determination with enterprise-level bargaining. In 1995, the average incomes of all women were lower than men's in all OECD countries, however young and educated women had the lowest income gap which widened as their age increased. Motherhood was an important determinant of income inequalities between the sexes as well as women. This pointed towards family/work reconciliation measures in order to facilitate women's participation in paid work. In United States the disparities in earnings were found to be based on race also. It was found that 'racial penalty' was greater for men than women, due to which there was greater occupational segregation between black/Hispanic men and white men than black/Hispanic women and white women. Further racial earnings disparities were higher in client based professions that relied on social networks for their success and that increase in education also could not lessen the discrimination.

The report mentioned that the adoption of minimum wage policy, which was designed to improve the earnings of those disproportionately represented at the bottom of occupational hierarchy, ie women, migrants and other groups that may be discriminated against on the grounds of ethnicity, national origin, age, disability or health etc., helped to reduce wage dispersions and the gender income gaps tended to be narrower where wage dispersion is lower. For example the United Kingdom introduced a national minimum wage in April 1999, with benefits for gender pay equity, particularly for part time workers, which resulted in 70 percent of women getting benefited. In Poland,

Minimum wage policies have contributed in maintaining relatively equal wages in the state sector and reduced the incidence of low pay. In her published article⁹ in Internationalism socialism Journal, in year 2001, 'How does globalization affect women?' Goretti Horgan argues that Globalization has had contradictory effects on women. While on one hand, it has brought greater freedom and choices to women, especially those living in traditionally conservative countries like Indonesia, Thailand and Ireland, on the other hand the 'double burden' faced by women workers of balancing work and family has made their life extremely difficult. She says that for some women joining the global force has led to long hours despite of low wages, for some taking care of their children difficult and for others it means neglecting those very children they are working to feed and for many others joining the global force has threatened their right to have children only. However despite of all this, if given a choice, everywhere in the world the majority of women would like to work (they were asked to answer this question) and not even dream of staying at home.

Deliberating on the issue of women's status in service sector she says that many of these new women workers are in jobs that were relatively well paid and were donned by women but now have been de-skilled and demoted in job hierarchy and many are now being paid for jobs which were done traditionally done without getting paid by women at home. Explaining Proletarianisation, which is a process whereby jobs which were handled and controlled by a worker are carefully broken down into tasks and the workers are given clear cut instructions about carrying them out, she says that women across the world have displaced men in services such as banking, computers and teaching which have been proletarianised. She says that banking, which was once a high status and well paid job, ever since internet and 24 hour banking, has been recruiting young women who are being paid considerably less to carry out simple and repetitive tasks. Describing the 24 hour banking call centre in Bonn, Germany, where a number of motivated and well qualified women from public sector joined after they were forced to leave from there due to 'cuts', she says that an average 8000 calls each day are dealt by a staff of 500 under strict vigil. The conversation between call centre employees and the customers are recorded, monitored and given rates according to a standard criteria. Workers have to refer to the monitor in their work station, which displays the number of customers in queue, and make sure that they

adjust the length of the conversation so that each caller is attended to within three minutes of waiting period. The stress and pressure under which workers, especially women, perform in today's technological advancement where computers calculate the speed of best workers and employers force all workers to maintain that speed by keeping a check on the speed of all workers via computers can be felt by the example of Checkout workers in Sainsbury who are expected to put an average of 15 items through the scanner every minute of the working day. Workers who are unable to perform the same have to remain at or return to trainee status until they are able to achieve the same speed.

Talking about the research done by Naomi Klein and other researches describing the working conditions of women working in EPZs or Export Processing Zones (also referred as Special economic Zones or Free trade Zones in Asia and maquilas in Latin America) especially of the more recently developed or developing countries, Goretti Horgan says that these zones offer cheap and flexible labour and simply ignore local labour laws. Quoting Klein's description of the EPZ's which is similar to other writers who have visited zones in various parts of the world she writes:

The International Labour Organization says there are at least 850 EPZs in the world, but the number is likely much closer to 1000, spread through 70 countries and employing roughly 27 million workers...Regardless of where the EPZs are located, the workers stories have a certain mesmerizing sameness: the work day is long- 14 hours in Sri Lanka, 12 hours in Indonesia, 16 in Southern china, 12 in Philippines. The vast majority of workers are women, always young, always working for contractors and subcontractors...the management is military style, the supervisors often abusive, the wages below subsistence and the work low-skill and tedious...Fear pervades the zones. The governments are afraid of losing their foreign factories, the factories are afraid of losing their brand name buyers; and the workers are afraid of losing their unstable jobs.

Quoting from the experiences of women working in EPZs in Latin America and Asia who participated in the exchange programme hosted by Asia Monitor Resource Centre in year 1999 and 2000 and made presentations on 'how similarly women workers are affected by Globalization' she writes that during the round up session the women participants said-

The working conditions of women workers in Latin America and Asia are similar, but their lives are quite different. Unlike most women workers in Asian FTZs who are single, many of their counterparts in Central America are single parents who have several children, so they are both family heads and breadwinners. That is why a job is very important to a woman, as she has to support her mother and her children. Unlike many women workers in Asia, especially in China where they live in dormitories, maquila workers go home every day to take care of their children. Working in maquilas is comparatively well paid, especially in countries where unemployment can be as high as 60 percent.

Globalization has increased a woman's right to choose in her family life and brought changes in women's attitudes to family, life, sex and sexuality. Citing examples of Indonesia, Ireland, Thailand and India, Goretti says that the steep increase in number of women who have come from villages and now become economically independent and are away from the prying eyes of villagers leads to sexual activity and independence outside marriage. She quotes two studies, one done in 1980, which found that women factory workers in South East Asian countries had more personal freedom including freedom to choose their partners in marriage than those who remained in villages. Another study of Thai women workers in 1990s found that approximately 60 percent of women factory workers felt more independent in urban areas away from their families. In mid.1980s a study had found that 34 percent of poor urban dwellers were cohabiting outside marriage. Citing views of Indian women working in a software company of Bangalore, she says that the women felt that financial independence brought independence in all ways and also brought clarity about the kind of husband one wanted. She also quotes a study done by Ji Ungpakorn who surveyed women workers both married and unmarried working in export processing factory in Bangkok to find out their attitudes on marriage and sexual matters. Almost two out of five respondents expressed that the reason for not getting married was because unmarried women wanted freedom from men in terms of financial affairs and housework. One fifth said that the reason of not getting married was that they had to support their families and one in ten had not found the right man. 15 percent said they found living in a better option than getting married. Approximately 77 percent found sex outside marriage to be normal in modern Thai society and only 0.4 percent thought it was not common occurrence.

Pregnancy and child rearing were two other major issues of concern highlighted in the paper written by Goretti in many of the Export Processing Zones, particularly in Central and Latin America but also in Taiwan and the Philippines women have to undergo pregnancy test before getting hired. A doctor working for a multinational company in Mexican maquiladora told the Human Rights Watch activists:

When I started working at Matsushita, the Director of personnel told me to make sure that I tested every single female applicant...because pregnant women were too costly to the company. It seemed that was all I ever did. I was appalled, but I did the pregnancy exams. At times I would be so angry...with how they were exploiting those very young girls that I would tell them (the supervisors) that girls were not pregnant when they were.

It was found that irrespective of how long they have been working, no pregnant worker could keep her job once she became pregnant. Once pregnant, they were assigned jobs requiring heavier physical labour, long hours of standing or told to stay overtime, thus forcing them into resigning. Looking after children without any support from extended family was the challenge faced by urban women who migrated from rural areas. While on one hand poverty forced women who are devoid of maternity leave to join work as soon as they were physically able, lack of child care meant they were putting the child's survival into jeopardy. The situation was faced by women in developing as well as developed countries.

Talking about wages and remuneration, Goretti says that everywhere in the world, working women are as a rule earning less than men even when they are at the same position. While in less industrialized countries women earn half of what their male counterparts earn, in every industrialized country the poorest women tend to earn two thirds and the wages of professional women are about three quarters of men's wages. She says that even in jobs such as media where women are considered to have total equality- some or the other controversy arises speculating and contradicting the same.

Chapter-III

Women at work: The Indian Scenario

The Economic framework of India

India since 1947 has followed a mixed economy where the public and private sectors coexisted. Till recently the Public sector viz the heavy industries, power and infrastructure, banking and insurance, mining of major minerals etc dominated the core sectors of economy, however the market also always played an important part. Also the economy had an inward orientation as India pursued the goal of self- reliance. The goal of establishing a socialistic pattern of society resulted in a system of bureaucratic controls over industry with elaborate licensing requirements and procedures, tariffs, foreign exchange regulations, import restrictions etc. A substantial transformation took place in the economic structure due to economic problems faced by the country in 1980's and early 1990s that were worsened by the Persian Gulf crisis. India began to implement trade liberalization measures since 1992. This led to loosening of government regulations, particularly restrictions in private businesses. Over the period, the economy has grown with the gross domestic product (GDP) growth range between 5 and 7 percent annually, however the impact on different sectors of economy has been varied. While there have been certain positive changes like India is emerging as a major market, foreign investment is growing, agriculture is no longer the only major contributor to GDP and there is increase in wide range of modern industries and support services yet at the same time the adjustment processes also hold out considerable challenges for the country particularly for vulnerable groups such as women, whose interests are seldom reflected by the market and whose contribution to the economy has remained generally invisible.

Contribution of economic sectors to the economy: -

Table: 3.1

Gross Domestic Product by Sector, 2002/2003 (% of total, at factor cost)

S. No	Sector	2002/2003
1.	Agriculture, forestry & fisheries	22.0
2.	Mining	2.4
3.	Construction	5.3
4.	Electricity, Gas & Water	2.4
5.	Manufacturing	17.2
6.	Services	50.8

Source: Central Statistical Office (CSO), Economist Intelligence Unit.

As shown in the above data by CSO¹⁷, agriculture (mainly food grains), together with forestry and fishing, accounts for around 25% of GDP. India derives little wealth from its mining sector, which accounts for less than 2% of GDP. In 2002/2003 services, including airlines, banks, construction and small scale private traders, as well as the public sector, accounted for 50.8% of GDP. The data reveals that the services sector has proved to be India's most dynamic sector in recent years, with telecom and IT registering particularly showing rapid growth. However the predominance of inefficient state owned enterprise, particularly in the banking sector, remains a brake on growth.

Current Situation of Indian Economy and Employment status

The current situation of Indian Economy and employment status can be gauged by the latest report of NSSO survey¹⁰ which highlights that the country's economy is on an high, yet our employment rate shows a dip of 2% points from 2004 to 2006 and 8 percent of our citizens are jobless more than the proportion of unemployed people in 2004-05. The sample survey of about 79000 households puts the national employment figure at 41 percent for the year 2005-06 as against 43 percent for 2004-05. In fact the first few years of this decade had witnessed an increase in the employment rate by about five percentage points. In rural areas, the employment rate for men remained constant at 55 percent but women lost jobs by about two percent in 2005-06. In urban areas, the employment rate fell by one percentage point for males and about three percentage points for females. But more rural women are employed than urban women. About 31 percent women are employed in villages compared to 14 percent in cities.

The survey also records a disturbing trend in the falling rate of self employment. Among rural males, self-employment fell from 61 percent in 1983 to 57 percent in 2005-06. For females the rate has remained constant at 62 percent. This fall in self employment has meant a corresponding increase in the proportion of male casual labour over this period – from 29 percent in 1983 to 33 percent in 2005-06 in rural areas and from 15 percent to 16 percent in urban areas. However there is a percentage point decrease in the number of female casual labourers.

Despite the fall in employment rate, more people are now working in industry than before. The survey found a 4 percent jump in employment in industry compared to 2004-05.

As per the survey:

- About 41% of Indians are employed with 43% in rural areas and 35% in urban areas.
- More men have jobs than women: 55% men, 31% women in rural India; 54% men and 14% women in urban India.
- In rural areas while the rate of employment has remained constant for men, but women lost jobs by about 2 percent in 2005-06. However more rural women (31 %) are employed than urban women (14 %).
- In rural India, more than half of those employed are self-employed. In urban India, it's 43%.
- India has more female casual labourers than men—the difference is of 1%.
- Rural India has seen a fall in employment in the agriculture sector, implying that more men have moved to mining, quarrying and industry.
- Unemployment rate highest among educated youth: 12% in rural India, 16% in urban India.
- Higher education means more unemployment. The rate is lower among those with educational level of middle or primary school.

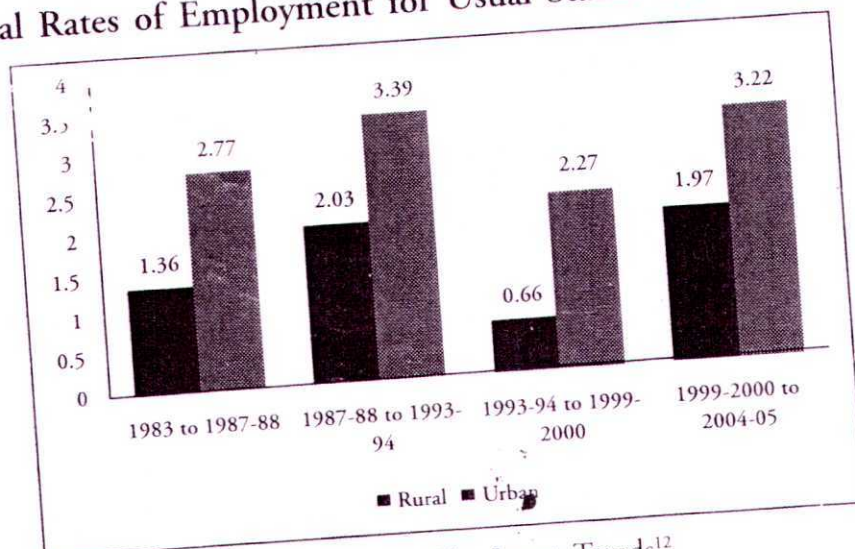
As regards salary the survey compares the average salary and education of rural and urban men and women. The survey while comparing average salary of rural men and women with their urban counterparts

reveals that on an average, rural men earn Rs.138 and women Rs.87 while urban men earn Rs.205 and women Rs.158. As per the literacy rate, it is 66% for males and 47% for females in rural areas while in urban areas, the literacy rate has risen to 82% for men and 70% for women. About 38% of the population in urban India and 32% in rural India have dropped out of school. The survey also highlights the disinterest shown by villagers regarding job opportunities in Public Projects and raises serious questions towards the success of Centre's ambitious National Employment Guarantee schemes. It reveals that majority of Indian villagers are not interested in job opportunities in public project. Among the people above 15 years in rural areas, nearly 88% did not even seek employment in public works.

Jayati Ghosh and C P Chandrashekhar describe the results of survey of the 61st round covering 2004-05¹¹. The survey reveals some notable changes in employment patterns and conditions of work in India over the first half of this decade. In the article the writers highlight that the aggregate employment growth, which had shown deceleration in the late 1990's recovered although, more in rural areas, but it was still slightly below the rates recorded in the period 1987-88 to 1993-94. (graph 3.1)¹¹

Graph: 3.1

Annual Rates of Employment for Usual Status Workers (percent)



Source: Employment Growth: The Latest Trends¹²

As per (LFPR) Labour Force Participation Rates (Refer Table 3.1) they mentioned about the significant increase in LFPR for rural males, which recovered to the levels of earlier decade, however rural female

participation rates were only slightly higher than in 1993-94. As shown in Table 3.1 in urban areas significant increase in LFPR was noticed, but among youth in age group 15 to 29 years it declined.

Table: 3.2

Labour Force Participation Rates

	Usual status (PS+SS)			Current daily status		
	1993-94	1999-2000	2004-05	1993-94	1999-2000	2004-05
Rural Males	56.1	54	55.5	53.4	51.5	53.1
Rural Females	33	30.2	33.3	23.2	22	23.7
Urban Males	54.3	54.2	57	53.2	52.8	56.1
Urban Females	16.5	14.7	17.8	13.2	12.3	15

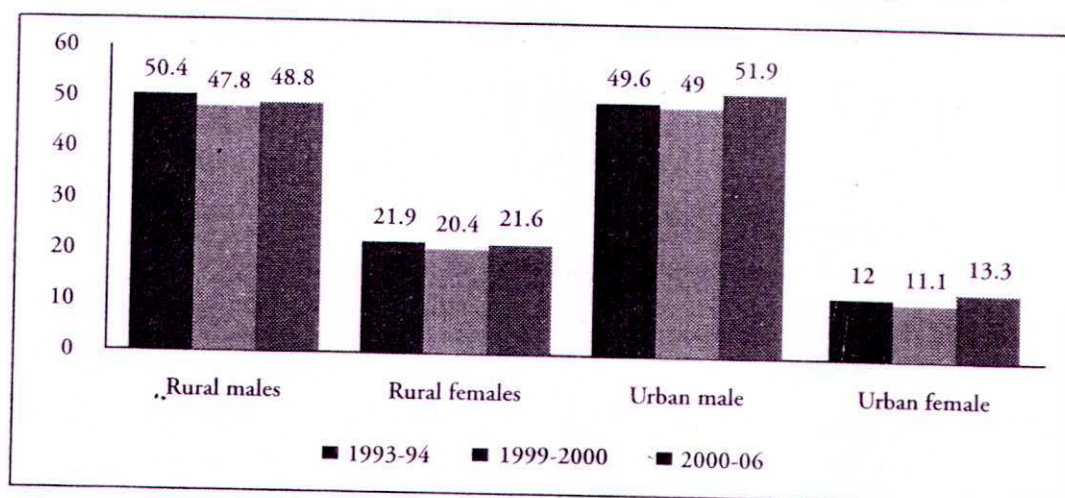
Source: Employment Growth: The Latest Trends¹¹

PS-Primary status

SS- Secondary status

Graph: 3.2

Work participation Rates by Current Daily Status (percent)



Source: Employment Growth: The Latest Trends¹²

As per the work force participation, the writers after analyzing the data from the survey say that the biggest change was visible for urban males (graph 3.2) who were working in some or the other fashion, which was not the case in the preceding two survey periods.

Discussing about the shift in type as revealed by the data, the article reveals that there has been a significant decline in wage employment in general. As per the article, in the initial rounds it had been observed that except for urban women workers, regular employment had been declining while as a share of total usual status employment, wage employment had continued to grow in share because employment in casual contracts had been on increase. However the latest survey round suggests that even casual employment has fallen in proportion to total employment.

For urban male workers, total wage employment is now the lowest that it has been in at least two decades, driven by declines in both regular and casual paid work. For women, in both rural and urban areas, the share of regular work has increased but that of casual employment has fallen so sharply that the aggregate share of wage employment has fallen. So there is clearly a real and increasing difficulty among the working population, of finding paid jobs, whether they be in the form of regular or casual contract.

The article¹¹ also discusses about significant increase in self employment among all categories of workers in India. As revealed by the survey. While the increase in self employment has been sharpest among rural women as self employment accounts for two thirds of all the jobs, for urban males and females self employment constitute forty five and forty eight percentage respectively of all usual status workers. Half the work force in India currently does not work for a direct employer, which is true for both agricultural and non agricultural activities. The article rightly points towards the challenge of ensuring decent conditions of work when the absence of direct employer means that self exploitation by workers in a competitive market is the greater danger.

The article¹¹ rightly poses the question about assessing and ensuring 'living wages' that is, when wages are not received at all by such workers, who instead depend upon uncertain returns from various activities that are typically petty in nature. The article concludes that the above situation calls for policy intervention to improve work conditions and strategies of worker mobilization in the context of self employment. It highlights the urgent need to consider basic and social security that covers not just general workers in the unorganized sector but also those who typically work for themselves.

Table: 3.3
Employment by Industry

Per cent of Employment according to Usual Status (PS+SS)			
	1993-94	1999-2000	2004-05
Agriculture			
Rural Males	74.1	53.4	66.5
Rural Females	86.2	85.4	83.3
Urban Males	9	6.6	6.1
Urban Females	24.7	17.7	18.1
Manufacturing			
Rural Males	7	7.3	7.9
Rural Females	7	7.6	8.4
Urban Males	23.5	22.4	23.5
Urban Females	24.1	24	28.3
Construction			
Rural Males	3.2	4.5	6.8
Rural Females	0.9	1.1	1.5
Urban Males	6.9	8.7	9.2
Urban Females	4.1	4.8	3.8
Trade, Hotel and Restaurants			
Rural Males	5.5	6.8	8.3
Rural Females	2.1	2.	2.5
Urban Males	21.9	29.4	28
Urban Females	10	16.9	12.2
Transport, Storage and Communication			
Rural Males	2.2	3.2	3.9
Rural Females	0.1	0.1	2
Urban Males	9.7	10.4	10.7
Urban Females	1.3	1.8	1.4
Other Services			
Rural Males	7	6.1	5.9
Rural Females	3.4	3.7	3.9
Urban Males	26.4	21	20.8
Urban Females	35	34.2	35.9

Source: Employment Growth: The Latest Trends¹²

Dwelling into the details of which industry workers are engaged in.(Table 3.2) the article highlights that a significant decline in agriculture as a share of rural employment was seen, share of manufacturing employment has not gone up for rural male workers. Noteworthy shift has been in construction with some increase in share of trade, hotels and restaurants. In urban males share of trade, hotels, restaurants has declined and as for other services Manufacturing is back to shares of decade ago –accounting for less than a quarter of urban male force. Consistent increase was seen only in construction and to some extent transport and related activities.

The article¹¹ mentions that for urban women workers a big shift has been seen in manufacturing as the share increased by 4 percent - a substantial part through self employment. Other services continue to account for the largest proportion of women workers but share of trade hotels and restaurants has actually fallen compared to 1999-2000 (table 3.3) The article compares the estimated growth of employment by broad category over the period 1999-2000 to 2004-05 and compares it with the earlier period (see table 3.3) and reveals slight recovery in the rate of growth of agricultural employment. This is essentially because of a significant increase in self employment on farms (dominated by women workers) as wage employment in agriculture has fallen quite sharply.

Table: 3.4

Growth rates of Employment

Annual Compound Rates Per cent		
	1993-94 to	1999-2000 to
	1999-2000	2004-05
Agricultural self employment	-0.53	2.89
Agricultural wage employment	1.06	-3.18
Total Agricultural employment	0.03	0.83
Rural non- agricultural. self employment	2.34	5.72
Rural non- agricultural. wage employment	2.68	3.79

Total Rural non- agricultural employment	2.26	5.27
Urban non- agricultural employment	3.13	4.08
Secondary employment	2.91	4.64
Tertiary employment	2.27	4.67
Total non-agricultural employment	2.53	4.66

Source: Employment Growth: The Latest Trends¹¹

Urban non agricultural employment increased in latest period mostly self employment. In rural areas this increase is felt in both self employment and wage employment. This is good news if the move is to activities with higher labour productivity. There has been a decline in employment growth, as per 2001 census. Government of India attributed slowdown in employment generation to slowdown in rate of increase in the labour force, which the government claimed is due to lower population growth and increase in education in 15 to 19 age group. Female work participation rate, main workers has gone down as a share of population.

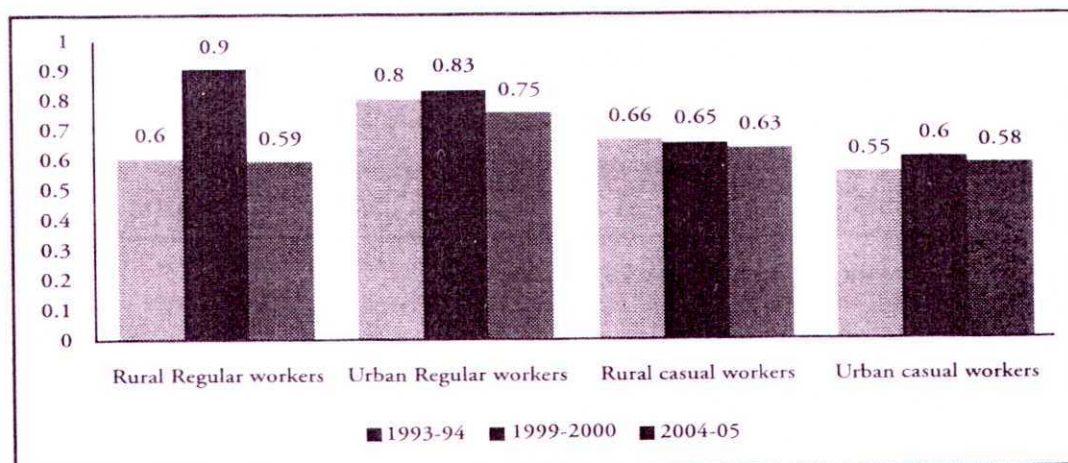
Jayati Ghosh and C P Chandrashekhar analyze the large NSS survey held between 1999-2000 and 2000-05¹². The survey reveals that the aggregate employment growth increased mainly in non agriculture sectors in both rural and urban areas more so for male workers who are self employed and women workers in regular work. However what was noted is that in most categories of regular workers in the age group of 15 to 59 years that real wages have not risen. While real wages had increased slightly for rural male regular employees, the rate of increase had decreased compared to previous period. As compared to 1999-2000 the real wages in 2004-05 for all categories of workers had fallen and there was relatively less regular employment for most workers¹².

While there was a sharp increase in real wages for regular female workers in rural areas the trend was peculiar and only seen for those women workers who were educated up till primary education.

Real wages of casual labour increased slightly in rural areas (graph 3.2), however the rate has slowed down as compared to previous period. Real wages for casual work in urban areas for both men and women workers had decreased.

Graph: 3.3

Ratio of Female to Male Wages (percent)



Source: Working more for less¹²

The article¹² discussed about the evidence which shows that the gender gap in wages tend to be quite large and has increased for all categories of workers –urban and rural, regular and casual between 1999 –2000, however it is low as compared to other developing countries. It was much larger for casual work. 36 percent of all females employed workforce in urban areas is in regular work (40 percent in rural areas).

Real wages declined for every category of worker in both urban and rural India. For the average decline in regular women workers real wages over first five years of the decade was by 32 percent for rural women and 10 percent for urban women.

66 percent of all rural women workers were illiterate as compared to 37 percent of urban workers. Illiterate women workers in illiterate regular employment in rural areas faced average wage cuts of 20 percent.

While those who had secondary and higher secondary education faced cuts of nearly 30 percent. Unemployment measured by current daily status, which describes the pattern on a typical day of the previous week, accounted for 8 percent of the male labour force in both urban and rural India and between 9 and 12 percent of female labour force.

Table: 3.5

Average Daily Wages of Regular Women Workers by Education Level

Rs. Per day at constant 1993-94			
	1993-94	1999-2000	2004-2005
Rural			
Not Literate	17.98	25.39	20.33
Literate and up to Primary	23.92	101.69	27.17
Secondary and Higher Secondary	57.61	79.40	57.00
Graduate and above	72.16	100.71	98.26
All	34.86	71.79	48.66
Urban			
Not Literate	26.75	31.62	24.54
Literate and up to Primary	30.11	39.30	32.65
Secondary and Higher Secondary	70.93	88.91	75.80
Graduate and above	98.59	143.22	135.65
All	62.31	85.58	77.20

Source: Working more for less¹²

The article¹² rightly points out that remuneration in self-employment becomes a very important issue because the real expansion in employment has come from self-employment, which now accounts for around half of the work force in India. The increase is sharpest among rural women where self-employment accounts for nearly two third of all jobs. Self-employment is also remarkable for urban male and female workers as 45 to 48 percent are self employed.

Table: 3.6

Perceptions Regarding Remuneration in Self-Employment

	Per cent finding their self - employed activity remunerative	Percent finding this amount of Rs. Per month remunerative					
		0-1000	1001-1500	1501-2000	2001-2500	2501-3000	>3000
Rural Males	51.1	12.9	17.5	16.5	11.4	12.9	27.3
Rural Females	51.4	34.2	23.5	15.4	8.9	7.2	9.9
Rural Persons	51.2	21.2	19.7	16	10.5	10.7	20.5
Urban Males	60.9	4.9	8.2	9.9	7.2	12.2	56.5
Urban Females	50.9	32.8	20.2	12.6	7.7	8.1	18.3
Urban Persons	58.6	10.4	10.6	10.4	7.4	11.5	48.9

Source: Working more for less¹²

The article¹² also reveals that as shown in Table 3.6, under half of all self-employed workers do not find their work to be remunerative - this when 40 percent of rural workers declared that they would have been satisfied with earnings less than Rs 1500 per month. One third of urban workers would have found up to Rs 2000 per month to be remunerative. Half of all self-employed women did not find their activity to be remunerative. Expectations of women workers about remuneration were less than those than men. 2/5th of urban males did not find their activity to be paying economically. Major deviation is that a large percentage of increase in self employment or in other words employment as a whole can be termed as distress driven phenomenon, led by the inability to find adequately gainful paid employment. Self employment is not a choice but forced upon by lack of productive or otherwise employment and an outcome of the search for survival strategies pointing that employment generation must remain the central concern for policy makers.

The following summary tables by UNDP and ILO provide the figures and focus on population size, health, education, work, labour force participation, distribution of labour force by status in employment, Gender Development Indicator and Gender Empowerment Measure.

Women workers in India

Although most women in India work and contribute to the economy in one form or the other, much of their work is neither accounted nor documented in official statistics. While working on the farms they plough fields and harvest crops, in the household industries they weave

and make handicrafts and in the informal sector women sell and gather wood. In addition women also hold responsibility for the daily household chores including cooking, fetching water and looking after children. In the past culture and traditions posed a challenge for women to seek employment and participate in formal economy, although now the situation has changed to some extent for many women. Now more than cultural restrictions, lack of jobs has contributed to low female employment all over the country. Thus even though the number of female main workers has grown faster in recent years, women account for a small proportion of the formal Indian labour force.

According to 2001 census⁴, there were 127.22 million women workers in the country, which constitutes 25.60 percent of the total female population of 496 million in absolute terms. The majority of women workers are employed in rural areas and 87 percent rural women are employed in agriculture as labourers and cultivators. 80 percent of the women workforce in urban areas is employed in unorganised sectors like household industries, petty trades and services, building and construction. The work participation rate of rural women was 30.98 percent in 2001 as compared to mere 11.55 percent of urban women. The work participation rate for women has improved during the last three decades and increased from 19.67 percent in 1981 to 22.73 percent in 1991 to 25.68 percent in 2001.

As on March 2002, employment of women in the organized sector (both public and private sectors) was about 17.8% of the total organized sector employment in the country. Maximum number of women in the organized sector, are employed in the community, social and personal services sectors. The lowest employment of women has been noticed in electricity, gas and water sectors. In factory and plantation establishments, women workers constituted 10% and 15% respectively while in mine establishments they constituted 5% of the total workers in 2000.

The Report of the National Commission on Labour (2002)¹³ noted that with the upgrading of skills, opportunities for employment of women exist in several areas, such as health services, food processing and crafts. Key areas of concern include women in small subsistence farming households, women workers in garments and textiles who will face increased competition after the phasing out of the Multi Fibre Agreement in 2005, and women displaced by new technologies in sectors, such as construction, which have traditionally absorbed large numbers of women.

Although the women workers constitute a significant part of the country's work force, they lag behind men in terms of level and quality

of employment. This is mainly due to lack of proper education and skill upgradation trainings. Government has introduced several legislations and schemes to improve the wages and working conditions of women and enhance their skills to enable them to take better jobs.

Globalization¹⁴ has further contributed to an increasing number of women being pushed in the informal sector of the economy. Absolute poverty has decreased due to increasing employment opportunities for those at the lower income scales. New types of work, new markets have emerged for the women. Many women who had no work or whose work was extremely marginal in terms of security and employment; have gained new employment. However most employments are usually low skilled, intermittent and do not lead to any future opportunities. Startling inferences have emerged from the recent study conducted by National Commission of Labour.

Post Globalization, inequality in the income distribution across India shows that the inequality measured by the coefficient of variation in per capita state domestic product has nearly doubled since 1970-71. Large number of women with greater access to skills and to markets; apart from having more resources or with better links internationally have been able to benefit. However the majority of the women especially from the informal sector, have not been able to take the same degree of advantage. Women in many small scale industries have lost their employment as cheaper imports have undermined their markets, mechanization in agriculture has lead to less employment opportunities in the rural areas; forcing them to migrate to urban areas.

The women in the informal economy are lagging behind in productivity; apart from facing inequity in wages and social security. The women in the informal sector face increased insecurities and vulnerabilities in the new market regime (for details on women working in new economy please refer the next chapter). The unskilled women workers have experienced a decrease in their bargaining power as a result of the greater mobility of capital and skilled labour.

Globalization has presented new challenges for the realization of the goal of women's equality, the gender impact of which has not been systematically evaluated fully. However, from the micro-level studies that were commissioned by the Department of Women & Child Development¹⁶, it is evident that there is a need for re-framing policies for access to employment and quality of employment. Benefits of the growing global economy have been unevenly distributed leading to wider economic disparities, the feminization of poverty, increased

gender inequality through often deteriorating working conditions and unsafe working environment especially in the informal economy and rural areas. The need to design strategies to enhance the capacity of women and empower them to meet the negative social and economic impacts, which may flow from the globalization process, has been felt.

The chart developed by Bridge India on gender profile-2001¹⁶ throws some light on Gender issues in labour market.

<p>AGRICULTURE</p> <ul style="list-style-type: none"> • Largest sector in the Indian economy. • Employs majority of the labour force, especially in rural areas, as shown below. • Dalit & tribal women account for half of female agricultural labourers and almost all of them are landless. • Studies show a shift from farm to non-farm employment in the agricultural sector among men, but not among women. This is to the disadvantage of women who 	<p>AGRICULTURE—contd.</p> <p>(a)-lost out on higher wages in the non-farm sector and</p> <p>(b)-bear the brunt of the stagnation in the agricultural farm sector (Papola 1999). It also points to their relatively lower mobility within the labour market.</p> <ul style="list-style-type: none"> • Growth rates in the employment and overall in the agricultural sector have been found to be stagnating
<p>FORMAL SECTOR</p> <ul style="list-style-type: none"> • Only accounts for 4% of female labour force, vs. 10% of men • However, this sector also has the highest employment growth rate: 3.6% for women; 2.5% for men. • Within this, 62% are employed within the public sector, making them more vulnerable to the effects of disinvestments in state owned enterprises. 	<p>MANUFACTURING SECTOR</p> <ul style="list-style-type: none"> • Growing sector in the economy. • The household manufacturing sector, a traditionally female sector of employment, has female employment rates fall from 4.6% in 1981 to 3.5% in 1991. • Decline is matched by increase in female labour in informal sector and is thought to be indicative of growing informalization and marginalization of women's employment.

Source: India Gender Profile¹⁶

Table: 3.7

Sector-Wise Distribution of Women Workers in 1981 and 1991

CATEGORY	1981	1991
Cultivator	33.1	34.2
Agricultural labourer	46.3	44.9
Livestock, forestry, etc.	1.8	1.6
Mining and quarrying	0.4	0.3
Households manufacturing	4.6	3.5
Other manufacturing	3.6	3.9
Construction	0.9	0.7
Trade & commerce	2.0	2.3
Transport/communications	0.4	0.3
Other services	6.9	8.3
TOTAL	100	100

Source: CENSUS of India, 1991

As per the Central Statistical Organisation¹⁷, (1995) agriculture is the major field of women's employment. Women are also found mostly in the growing informal sector. Women's employment in the organized sector is only 1/6th as compared to men that is around 14.6 percent of the total employment. 62 percent of such organized sector employment of women is in the public sector.

The pattern of women's participation in the labour force varies across the country depending upon geographic region, caste, socio-economic class and formal and informal sectors. The rural female participation rate is nearly thrice as much as the urban female participation rate. The percentage of labourers employed as main workers is higher among men than among women. In the case of marginal workers, this proportion is larger among women than among men. In rural areas 89.5% of the total female employed are engaged in the agricultural and allied industrial sector. In urban areas manufacturing, processing, servicing and repair, when it is the household, absorbs larger proportions of the total female employment compared to men. The

reverse is true when it is other than household work. Industries which employed more women than men are bidi and match manufacturing, cotton textiles, cotton spinning, cashew nut processing, tobacco stemming and retrying, canning, preserving and fish processing.

Labour force participation Rates (LFPRs) are affected by caste and communal differences that interact with gender to influence employment status. Dalit males and females are more likely to be concentrated in casual employment. Dalit women are less likely than other groups to be involved exclusively in domestic work, and thus actually have a higher LFPR than other groups of women, though their employment is concentrated in low-paying casual labour. The gap between the LFPRs of Muslim women and men was also found to be much higher than average, as was the case with upper caste Hindu families. Such variation across groups indicates that the relationship between LFPRs and income must not be assumed, for no easy categorization of this relationship exists.

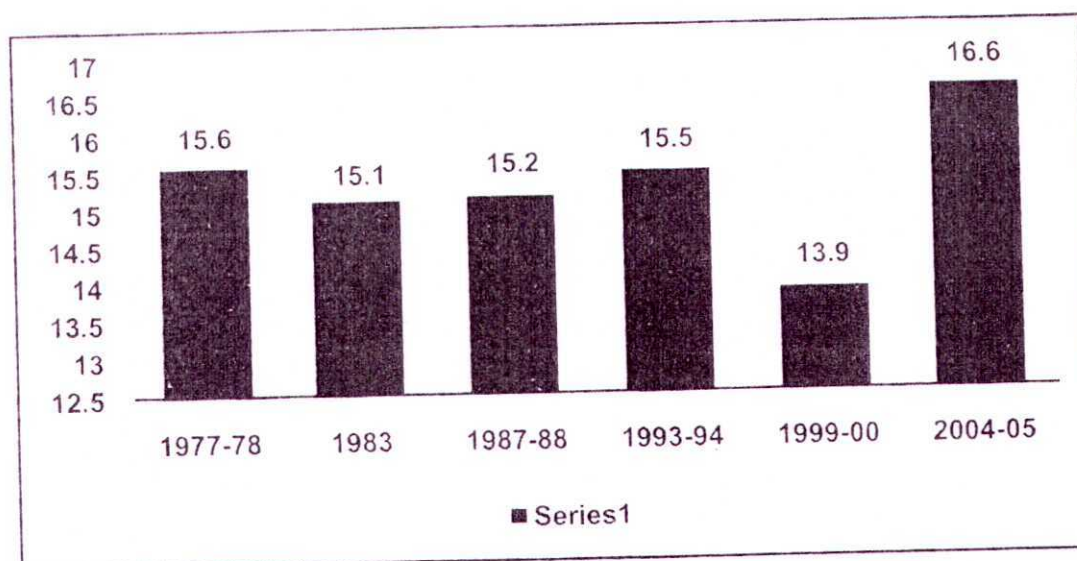
Wage differentials have been extensively documented in all sectors of the Indian economy. Within the workforce, two kinds of wage differentials have been found to exist. In the informal sector—where most women are employed—there is evidence of women directly being paid lower wages than men, especially in the agricultural labour sector and the urban informal labour sectors where little effective legislation exists as a disincentive for this practice. In the organized sector, where equal remuneration laws are more directly enforceable, pure wage discrimination (differential pay for the same job) has not been found to exist. However, differential levels of education and differential returns to that education implies that women are usually less skilled than men and thus attain only lower level jobs even within the organized sector, leading to a high wage differential.

Women workers in urban India

The article⁵ reveals that work participation rates of urban women workers have increased in 2004-05, as compared to 1999-2000 when they had fallen steeply, and also in comparison to a decade earlier. Although these rates are very low compared to international standards and within India also there is a lot of variation in the states with southern states showing generally higher rates (ref graph 3.4).

Graph: 3.4

Work Participation Rates of Urban Females



Source: Women workers in Urban India⁵

The article⁵ highlights that there is a general tendency for women to enter into paid work at younger ages than previously as the participation rates among younger urban women increased by about 2 percentage points compared to 1993-94 and 5 percentage points compared to 1999-2000. Also the peak work participation rate for urban women has shifted from the age group 40-44 years in 1993-94 to 35-39 years in 2004-05.

Dwelling into the employment profile the article reveals that (Ref Table 3.10) there has been an overall decline in casual employment and a general increase in regular work and self-employment. The shift is especially marked in the case of principal activity, with more than 42 per cent of urban women workers now reporting themselves as having a regular job. When subsidiary activities are included, self-employment assumes greater significance, with nearly 48 per cent reporting as self-employed.

Table: 3.8

Type of Employment of Usually Employed Urban Women (in%)

	Principal Status only			Principal + Subsidiary Status		
	Self-employed	Regular	Casual	Self-employed	Regular	Casual
1983	37.3	31.8	30.9	45.8	25.8	28.4
1987-88	39.3	34.2	26.5	47.1	27.5	25.4
1993-94	37.2	35.5	27.3	45.8	28.4	25.8
1999-00	38.4	38.5	23.1	45.3	33.3	21.4
2004-05	40.4	42.2	17.4	47.7	35.6	16.7

Source: Women Workers in Urban India⁵

While analyzing the survey results as per sector wise classification of work of urban women (ref Table 3.9) the article reveals that agriculture as a sector has shown a substantial decline over time and the share of manufacturing has increased slightly, but at around 28 per cent it is not much higher than the proportion achieved in 1987-88.

Table: 3.9

Type of Activity of Usually Employed Urban Women

PS+SS	Per cent of Usually Employed Urban Women				
	1983	1987-88	1993-94	1999-2000	2004-05
Agriculture	31.0	29.4	24.7	17.7	18.1
Manufacturing	26.7	27.0	24.1	24.0	28.2
Construction	3.1	3.7	4.1	4.8	3.8
Trade, Hotels and Restaurants	9.5	9.8	10.0	16.9	12.2
Transport and Communications	1.5	0.9	1.3	1.8	1.4
Other Service	26.6	27.8	35.0	34.2	35.9

Source: Women Workers in Urban India⁵

The article⁵ says that even trade, hotels and restaurants, which are activities traditionally considered to attract a lot of women workers, do not show much increase, and the share of these has even declined compared to 1999-2000. The clear increase observed is for other services, which is a catch-all for a wide range of both public and private services, as well as both high value added high-remuneration jobs and very low productivity low paying survival activities.

The article⁵ (ref Table 3.10) provides some data on the actual numbers of women employed in various activities in urban India, based on applying the NSSO work participation rates to the Census estimates and projections of urban population. As per the article, the results are quite startling, as it turns out that relatively few sectors now account for two-thirds of all women workers, whether in principal or subsidiary status. Some of them are indeed the dynamic export-oriented activities. Thus, the number of women employed in textiles has nearly doubled and those in apparel and garments have increased by more than two-and-a-half times. There has also been significant increase in employment in the leather goods sector.

Table: 3.10

Main Sectors of Employment of Urban Women Workers (in Nos.)

	1999-2000	2004-05	Per cent change
Food products and beverages	4,00,441	4,18,593	4.5
Tobacco products	8,91,891	9,11,055	2.1
Textiles	10,37,506	19,20,602	85.1
Apparel	4,36,845	16,00,502	266.4
Leather and leather goods	72,807	1,96,985	170.6
Chemicals & Chemical products	3,45,835	4,67,839	35.3
Construction	8,73,690	9,35,678	7.1
Retail Trade	24,93,656	21,17,587	
Hotels and Restaurants	4,00,441	6,15,578	53.7
Finance	2,73,028	4,18,593	53.3
Pub admin, defence and social security	7,09,873	7,63,316	7.5
Education	20,56,811	28,56,280	38.9
Employed in private households	9,46,497	30,53,265	222.6
Total	1,09,39,321	1,62,75,871	
Per cent of all workers	60	66	
All Urban women workers	1,82,01,866	2,46,23,103	

Source: Women Workers in Urban India⁵

Type of activity

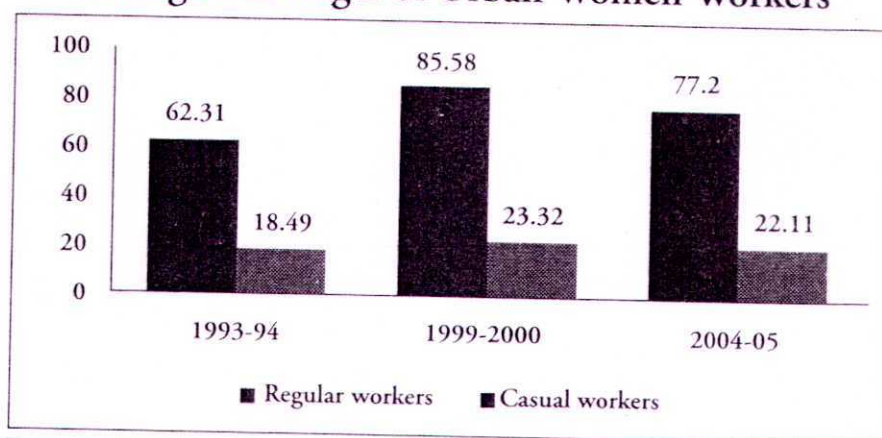
The article analyses that in the service sectors, there has been very little increase in female employment in public administration, reflecting the overall constraints on such employment, although employment in education (mainly with private employers) has shown a large increase. However, the biggest single increase after apparel has been among those employed in private households. In other words, women working as domestic servants now number more than three million, and account for more than 12 per cent of all women workers in urban India.

The authors describe this as disturbing - to see that the greatest labour market dynamism has been evident in the realm of domestic service because domestic workers are poorly paid and often work under harsh conditions. The article points out that newer activities such as IT and finance still continue to absorb only a tiny proportion of urban women workers. Thus, women workers in all IT-related activities — that is, computer hardware and software as well as IT-enabled services — account for only 0.3 per cent of the urban women workers in this large sample, amounting to an estimated total of 74,000 workers at most.

Similarly, women workers in all financial activities — that is, formal financial intermediation through banks and other institutions, life-insurance and pension activities and other auxiliary financial activities — added up to only 1.4 per cent of the women workers in urban India. Thus the article says that there is clearly a long way to go before the newer sectors — or even traditional but more dynamic exporting sectors such as textiles and garments — can make a dent in transforming labour conditions for urban Indian women.

Graph: 3.5

Average real wages of Urban Women Workers



Source: Women Workers in Urban India⁵

The authors feel that since the labour conditions have still not become favourable for urban women workers that is probably the reason as to why the evidence on real wage trends of urban women is so disappointing. The data (ref graph: 3.5) indicates that average real wages have fallen between 1999-2000 and 2004-05 for both regular and casual women workers, and have hardly increased much even in relation to more than a decade earlier. The writers commented, 'For an economy that boasts of one of the highest GDP growth rates in the world over this period, this is certainly an indictment.'

Condition and status of women workers

A recent survey conducted by Associated Chambers of Commerce and Industry of India¹⁸, discloses that despite obtaining higher marks in examinations and performing better at workplaces, women are finding it increasingly difficult to get promoted to top jobs in both the public and the private sector. The major findings are;

- Just 3.3% women are elevated to top positions, while a vast majority 78.9% continues to grind at junior levels. At the middle levels are 17.7% of the women surveyed.
- Regarding women's job preferences -58.66% of the total of 1053 women surveyed wanted employment in the public/private sector, 33.66% prefer to remain house wives, while self employment is the option for 7.67%.
- Only 27% women felt their husbands were supportive in sharing duties including cooking, cleaning and looking after children. Health problems, gender discrimination and possessive husbands have been identified as other prominent factors obstructing growth prospects of career women.

The Assocham President attributed the inability of women to stay back late at work and disinclination to opt for jobs involving travel and transfer as the major constraint for women in achieving top positions.

A survey has been done by the Gender Survey by the HT Power Jobs and Jobsahead.com¹⁹ to find out where do women rank in the job hierarchy in the work places and how does work get affected by their family life and vice-versa. The survey was done in order to find whether women are still at token positions at the highest echelons of corporate India and were performing 'soft beat' functions like Training, Quality, HR, Operations, Customer Care and Customer Service—or have they also reached the height of business, the CEO level.

The findings of this study indicate that with the rhetoric of “equal opportunity employers and unisex policies,” women may have penetrated the lower layers of the Fortune 500 companies – except the most important ones. In the nine New Economy companies that HT surveyed, they discovered that although women executives accounted for 20-40 per cent of their workforce, their presence at senior, supervisory positions was still dismal—merely 10-21 per cent. This was explained by some of the senior employees as follows:

- To become the CEO or President of a corporation means forsaking—or at least subordinating—nearly all other aspects of life to one’s career, with the result that there is very little time available to spend with one’s family or in recreation – a sacrifice that Indian women, are not ready to make, as yet.
- The attrition among women is high due to family commitments and the new 24 X 7 working environment,
- There are certain domains, where HR manager consciously try to hire and maintain a higher percentage of women, such as in the customer care, quality and HR fields cited above.

Some HR managers felt that since “women in general have been observed to put in fewer hours of work than men; have less job experience; work fewer years; avoid risky or unpleasant jobs (which are more highly compensated); and marriage and children tend to depress earnings for women when compared to men or single women, the above should not be termed as a prejudice towards them but as a voluntary choice of women workers.

On being asked why the companies do not adopt special privileges to rectify these disadvantages, the HR managers responded that any organization promoting women centric policies will not be able to provide equal opportunities to all employees. These policies would then lose their sanctity.

The bottom line as upheld by the survey is that as much as women might like men to take up the cause of equality at the workplace or want society to change, this might not happen as quickly as most women desire. So for the time being at least, a woman individually needs to take it upon herself to forge ahead, and muster the energy to attain excellence in the workplace, as well as stand up for her independence and equality.

A survey²⁰ conducted by ‘Team-Lease’ has shown that work does affect family life for women, however it is not uniform for all working women.

The survey found that Delhi's working couple parents are a guilt hit, harried lot, with the majority of them seeing themselves as "weekend parents", while their Mumbai counterparts are a lot more comfortable. Delhi mothers have a higher burden of child rearing than their Mumbai counterparts. Whatever the break up, an increasing number of parents feel that work is taking too much off their days, leaving less quality time for kids who must make do with nannies, schools, crèches, grandparents, television and friend, revealed the survey.

Another survey by a research agency 'Synovate' revealed that about 62 out of 100 working couples in Delhi agreed that they were becoming weekend parents as against only 35 out of 100 couples in Mumbai. Surprisingly, some 47 of the 50 executives from Pune said they get only weekend time with their kids. And in conservative Delhi, a good bulk of the respondents felt that the burden of child rearing is mainly that of the mother. However when it comes to work affecting marital relationship, the survey found that Delhites are the most unaffected. Only 18 out of 100 respondents in Delhi agreed that odd working hours affect their marriage.

Insecurities/vulnerabilities and challenges faced by women working in various sectors

The grave problems faced by women working in the EPZ's has been brought to light by T K Rajalakshmi²¹. While talking about a particular NEPZ, she said that women make up 40% of its workforce. Like export processing zones (EPZs) across Asia, factories here like to hire women - preferably single - believing them to be more docile and productive than men. Inside, it is hot, dirty and dangerous. Security is tight - humiliating body-searches are routine - and trade union activity is forbidden. But for the nearly 4,000 women - many landless, illiterate and unskilled - who work in the zone, the choices are stark i.e., work under these appalling conditions or starve. The NEPZ has posted record profits but this growth has brought little cheer to the lives of workers, especially women. Wages in the zone are lower than outside and workers have to cope with harsh working and pitiful living conditions - overcrowded slums that lack sanitation, clean water and access to government schools and health services.

Maternity benefits are unknown and minimum wages un-enforced, particularly in the case of women workers. And employers often avoid making provident fund and gratuity contributions and bonus payments. Further they also prefer female employees for the following

reasons as told by some employers, 'there are so many benefits with women employees. Administratively, it is easy to control women. We do not need to have too much security.' Also the employers prefer the age group 18 to 30 years, preferably single. They explain that only married women will ask for maternity leave. The article also holds that though EPZ also boasts of a crèche, in reality it is a storeroom full of cardboard boxes. Further, the women workers are also paid lower rates for the overtime work (which is compulsory).

Another study²² conducted on the EPZs on two locations has shown that the majority of women, as compared to men, were found to work on fixed timings and not on shifts, although more women as compared to men were found to be working overtime, sometimes not out of their own volition. Nevertheless, the survey results show that by and large women enjoyed better benefits than men and greater job security. Similar to the above findings the study also found the reason for preference of women workers was because women workers were generally reluctant to talk about harassment of any kind, especially harassment of a sexual nature and also that women were found to be more docile and non-complaining than their male counterparts.

There are numerous studies done on women who are working in call centers in night shifts. These studies show that women face so many problems during night shifts, however few effects of working at night are similar for men and women.

Numerous studies on the physical, psychological and medical effects of night work have been done which generally agree that regularly performed night shift work causes negative effects on the health, social and family life of workers whether male or female. Sex plays no role, thus there appears to be no justification for protecting only women except as to their reproductive function. However, the effects vary from one individual to another. Thus, the performance of night work for women may be allowed, so that it will not be discriminating against men who are forced to take on night work because it is prohibited for women, when they are equally affected. However, in consideration of their reproductive function, the night shift should be disallowed for pregnant and nursing mothers and those engaged in strenuous activities.

The studies suggest that if night work is an unavoidable necessity, workers should be compensated more in terms of social, monetary and health protection.

An article²³ 'Forge a Healthy workplace' holds that despite the Supreme Court's guidelines, sexual harassment at the workplace is an issue that

needs to be dealt with sternness and seriousness at workplace. The article talks about the survey on sexual harassment at workplace, held with a broad cross section of the general workforce in various public and private organisations and discloses a disturbing reality. The article reveals that though there is no denying of the fact that sexual harassment exists, outside as well within the workplace, that it needs to be curbed, and the women have been at the receiving end of varying shades of general, professional and/or sexual discrimination, the majority of the interviewed women not only displayed a reluctance to talk about sexual harassment, but also ignorance about the process for addressing the problem.

The article emphasizes that the recent high profile allegations and incidents of sexual harassment are examples of an entrenched problem. It quotes two examples - one of suicide committed by the librarian of Wilson College, Mumbai, because the college authorities had allegedly harassed her and the second of suspension of a professor of geography at Karnataka University by University Syndicate after allegations of sexual harassment were levelled against him.

The article underlines that despite of Supreme Court insistence that organizations must initiate a Sexual Harassment Complaints Committee at the workplace and inform all employees about its existence, although in many government departments and educational institutions (like IITs and University of Madras), cells have been formally instituted but they were not properly functional. It quotes an example of a women registrar of IIT Chennai who says that there should be more awareness of the women's cells not only among women but also among men to make it more effective and meaningful. It also vocalizes the concerns of a large percentage of women workers who feel that complaints in their organizations are ignored or that offenders receive only token reprimands, revealing a credibility gap in the organizational efforts to deal with sexual harassment.

Lately in the medical sector the insecurities faced by female nurses and doctors came into limelight. A recent study²⁴ published in 'India channel' conducted on several doctors and nurses, including senior staff members, revealed that sexual harassment in hospitals is quite common. The study was conducted in Kolkata, West Bengal, with 135 in-depth interviews of women employees in two government and two private hospitals over a period of 11 months. The study conducted by an international NGO called Population Council attributed the occurrence of sexual harassment to the power imbalances present in the hospitals, as the perpetrators were frequently persons in authority

and victims were often those in a relatively subordinate position. It was found that the doctors and administrators in positions of authority harassed female doctors, nurses and other non-medical lower level staff. Even patients are seen to be in positions of authority because their complaint could lead to dismissal of an employee.

The study also found that in a large number of cases the victims were reluctant to go public on this issue. Of the 135 women interviewed, 77 admitted sexual harassment but 50 did not complain. Of the 45 doctors interviewed 24 had been harassed; of the 50 nurses, 31 were victims of sexual harassment. While some victims did not complain as they feared that they will be blamed for provoking sexual harassment, others did not complain due to fear of loss of reputation after complaining. According to the study, just 20 of the 135 women interviewed were aware of the Supreme Court guidelines on sexual harassment and none had heard of a complaints committee for redressal of their grievances.

Another article²⁵ regarding molestations in Delhi's hospitals reveals that

- Women doctor's at most medical colleges feel unsafe. The situation is no better in hospitals and teaching institutes.
- Eve teasing and ogling are few of the regular and serious issues faced by the women doctors in various hospitals.

The recently released report titled 'Status of Women Journalists in India'²⁶ commissioned by the National Commission for Women (NCW), presents a disturbing picture of women journalists. Prepared by the Press Institute of India (PII), this report is the first such attempt in the country to look at the harsh reality - for women - in this often glamorised profession. PII's National Study Group (NSG), consisting of media representatives from across the country, approached 3,500 women journalists working for 141 newspapers and publications (including several regional language dailies and magazines) for the preparation of this report. However, only 410 women responded. Following are the highlights of the report²⁷

- Many women journalists (even from established newspapers) work as daily wage labourers, without an appointment letter, signing a muster roll at the end of the month to get Rs 1,500-3000. "In Madhya Pradesh (MP) and Chhattisgarh (where media giants like Dainik Bhaskar and Nai Duniya flourish), there is no woman journalist who has a permanent job.

- There was a pattern in MP, Chhattisgarh, Bihar and Jharkhand: 30+ women were the first to lose their jobs.
- In the conflict-ridden northeastern part of the country, only 35 women work as print journalists in the seven states. Only 35 per cent of these are full-time employees; 40 per cent say they have never been promoted.
- Women journalists across the country are rarely promoted; some go without a promotion for decades. Where women have been promoted, they have faced trouble and rebellion from male colleagues
- Child care facilities and maternity leave are still not a right in most media organisations.
- While a majority of the women respondents said that having children did not affect their professional abilities, they were forced to slow down because of their organisations' bias against working mothers. This bias forces bright women into less paying, less prestigious and often less exciting jobs
- However, something that is rampant in both the regional language and English press is sexual harassment. About 22 per cent of the 410 respondents said they had been sexually harassed at some point of time, but only 15 per cent made a formal complaint. A significant 40 per cent said they did not complain because the issue is not taken up seriously in their organisation or that they would be seen as over-reacting to a situation.

The National Workshop on Women in Journalism²⁸ which brought together more than 100 women journalists from 16 centres across the country revealed that Globalisation in conjunction with commercialisation of media has adversely impacted issues of social and gender justice and also enhanced job insecurity. The participants noted with great concern that rights and benefits gained by journalists through painstaking and long struggles have been snatched away by this process.

The participants observed that though the number of women in the media across the country has increased, their working conditions have actually deteriorated. In addition, women face varying forms of harassment and exploitation. Concern was expressed regarding the change in labour laws, the shift towards contractual employment and

the overall shrinkage of employment benefits, including maternity benefits. It was revealed that the condition of regional language journalists and those in the small and independent press is comparatively worse.

The women were also perturbed because the Working Journalists Act 1955 has not yet been amended to cover employees of electronic and other new media and that there has been a decline in accountability and responsibility of media organisations towards their workforce and towards society in general.

The article 'All set to fly high'²⁹ reports that Aviation industry is turning into a major employment hub for the small towners. Handsome pay package, several add-on facilities and lots of glamour attract young girls and boys from small towns to this industry. According to a recent study by Associated Chambers of Commerce and Industry (Assocham), the boom in the aviation sector is likely to generate nearly 2.5 lakh jobs by the year 2010. There is already a shortage of pilots in the sector and so is that of commanders and captains. Currently, 2500 pilots are working with airlines in India, of which 475 are expatriate pilots. The doors of the cockpit are now open to the women as well. The number of women joining aviation sector is on the rise. From one or two women in a batch of 100 students, the number has now increased to 10 or 12. India currently has 76 women pilots, and the number is rising with every new batch. As per the statistics, forty of Air Deccan's 496 pilots are women. Kingfisher, which has 26 women from a total of 390 pilots, also got its first woman captain just recently. Even though more and more women are opting for this career, the shortage still continues. Due to this paucity of pilots, airlines in India are largely dependent on expatriate pilots.

Since 1929, Indian women's contribution in the field of aviation has been outstanding. However, there have been reports of discrimination felt and experienced by women in the industry, especially related to airhostesses' age limit of retirement or their having to keep a strict vigil over their weight and fitness. For instance, in the past when the Supreme Court judgment had brought down the flying age of women staff from 58 to 50 years, Air-India air hostesses union had protested and said that they would seek a review as it was unreasonable and discriminatory. They argued that it was gross discrimination on the ground of sex where women are being treated as an object of exploitation. A group of female flight attendants were grounded from the national airline for being overweight³⁰. The article holds that sometimes the

most glamorous professions in the world are in fact bastions of old gender prejudice. At Air India, only airhostesses and women crew cabin members have to undergo the annual/ biennial medical tests. If they flunk and tip the scales all the way to overweight, there is a chance that they might be grounded. Male pursers, no matter how stout, are not put through these routines medical checks. They do have to hop on to the weighing scales every six months, but without any danger of being deplaned.

The hotel or hospitality industry, apart from the usual management and house-keeping jobs is providing new and different kind of opportunities for women. More women are joining and are being accepted as chefs and now that Supreme Court has given a signal to women being allowed to serve as bartenders, many young girls are happy and willing to take it up as a profession³¹. While the Delhi government had cited the cases of Jessica Lall and the BMW hit-and-run case to highlight the dangers faced by women working at bars from people drinking without control, the SC, while calling the existing prohibition on women from working as bartenders in pubs, restaurants and hotels as “as invidious discrimination perpetrating sexual differences,” took a strong exception to the “changing stand” of Delhi government in the matter. The apex court, on the contrary, asked the authorities why they could not prevent incidents such as those cited by them for advocating the ban on women bartenders. The government had gone in appeal to the Supreme Court after the Delhi High Court had upheld the right of women to practice as bartenders in January 2006.

The Court also dealt with the issue arising out of provision in the Punjab Excise Act that restricted employment of any person below 25 years of age in the hospitality trade.

The Supreme Court noted, “Young men who have a degree or diploma in hotel management enter into service at the age of 22 years or 23 years. Employment of men below 25 years cannot thus be prohibited.”³¹

According to the bench, such a restriction keeping in view a citizen’s right to be considered for employment—which is a facet of the right to livelihood — did not stand up to judicial scrutiny.

While the above data and reports point towards the need to research on insecurities, vulnerabilities and challenges faced by women working in all the sectors described above, both in rural and urban areas, however, the present study, in its first phase would focus on urban women working in the sectors of Education, Media, Aviation and Hospitality.

Chapter IV

Women working in Urban India- Concerns and Challenges

Analysis of Primary Data

The present chapter analyzes the Primary data obtained from field survey at Delhi, Mumbai, Hyderabad and Kolkata. Approximately 200 female respondents belonging to the sectors of Media, Aviation, Education and Hotel were interviewed personally or telephonically. The interview was based on the questions in the questionnaire.

Age Group

Table 4.1 describes the age group of the respondents. It was found that maximum number of respondents belong to the age group of 18-30 year which is considered to be young age group. In Hotel industry 76 percent of the respondents were in the 18 to 30 age group, 16 percent in 31 to 40, and only 2 percentage were between 41 and 50 age group. In Aviation 58 percent of the respondents were in the 18 to 30 age group, 21 percent in 31 to 40 age group, and 16 percent between 41 to 50 age group. While in media sector, 70 percent of the respondents were in 18 to 30 age group and only 10 percent in 31 to 40 and 15 percent in 41 to 50, in Education sector 47 percent of the respondents were in 18 to 30 age group, 36 percent in 31 to 40 years, 14 percent in 41 to 50 and 3 percent above 50 years.

Table 4.1

Age Group of Respondents

(In %)

Nature of Industry	Age Group of Respondent					Total
	18 to 30	31 to 40	41 to 50	50 above	No response	
Hotel	76	16	2	0	6	100
Aviation	58	21	16	3	2	100
Media	70	10	15	0	5	100
Education	47	36	14	3	0	100

Source: Field Survey

Educational Qualification

Table 4.2 shows Educational qualifications of the respondents. While 54 percent respondents working in hospitality, 37 percent in Aviation, 43 percent in Media and 56 percent in education were professionally qualified, others were either graduates or post-graduates. Only 10 percent of the respondents working in hotels and 11 percent in Aviation were undergraduates.

Table 4.2

Education Qualification (In %)

Nature of Industry	Education Qualification					Total
	Below Graduate	Graduate	Post Graduate	Professional Course	No response	
Hotel	10	26	10	54	0	100
Aviation	11	34	18	37	0	100
Media	2	11	44	43	0	100
Education	0	5	36	56	3	100

Source: Field Survey

Category

Ref Table 4.3, 94 percent respondents in Hotels, 92 percent in Aviation, 93 percent in Media and 68 percent in Education were from General categories. Very few respondents belonged to SC, OBC, ST categories in the sectors of Hotel, Aviation and Media which needs attention of policy makers (Refer Annexure VII for details).

Table 4.3

Category (In %)

Nature of Industry	Category				Total
	SC	ST	General	OBC	
Hotel	0	2	94	4	100
Aviation	3	3	92	2	100
Media	0	5	93	2	100
Education	12	15	68	5	100

Source: Field Survey

Marital Status

Table 4.4 describes the marital status of the respondents. Education sector had maximum percentage (58 percent) of married women followed by Aviation (42 percent), Media (33 percent) and Hotel industry (32 percent). The reason as pointed by the respondents being that as compared to other sectors, the working hours of teachers are fixed and since they can manage work and married life in a better way, they get married at a younger age.

Table 4.4
Marital Status (In %)

Nature of Industry	Marital Status					
	Married	Unmarried	Divorced	Widow	No response	Total
Hotel	32	60	2	2	4	100
Aviation	42	53	3	2	0	100
Media	33	62	2	0	3	100
Education	58	37	2	0	3	100

Source: Field Survey

Nature of Work

Table 4.5 looks in to Nature of work of the respondents in the four sectors. While 71 percent of those working in Aviation, 77 percent in Media and 47 percent in Education sectors reported that their jobs were permanent, most (66 percent) of the respondents in Hotels were working on contractual basis.

Table 4.5
Nature of Work (In %)

Nature of Industry	Nature of Work				
	Permanent	Contract	Daily Wages	No response	Total
Hotel	28	66	0	6	100
Aviation	71	29	0	0	100
Media	77	21	2	0	100
Education	47	48	0	5	100

Source: Field Survey

Status of Work

Table 4.6 describes the status of work of respondents. In Hotel Industry 44 percent of the respondents were in the management jobs, 30 percent in administration, 16 percent were working as hostesses in the restaurants and about 10 percent of those interviewed were trainees. In Aviation while 47 percent of those interviewed were cabin crew, around 32 percent were pilots. In Education, about 83 percent of the respondents were teachers, mainly working in Private schools. In Media, 72 percent were reporters and only 11 percent were Editors. The data points that we find very few women working in Administrative positions in all the sectors.

Table 4.6
Status of work (In %)

Hotel Management					
Management	Administration	Hostess	Trainee	Total	
44	30	16	10	100	
Aviation					
Pilot	Administration	Cabin Crew	Trainee	Total	
32	16	47	5	100	
Media					
Reporter	Administration	Editor	Producer	Trainee	Total
72	5	11	5	7	100
Education					
Teacher	Administration	Field work	No response	Library	Total
83	8	2	5	2	100

Source: Field Survey

Working Hours

Table 4.7 describes the working hours of the respondents. Maximum number of respondents i.e. 70 percent in Hotels, 74 percent in Aviation, 64 percent in Media work for more than eight hours in a day, which is more than the stipulated time of their work. As reported

by the respondents, there was a time to report to work but no time to finish work and go back home.

Annexure (VIII) elaborates upon the number of working hours of permanent and contractual staff. In Hotels out of those who were permanently employed, 79 percent reported working for more than eight hours on an average, while out of those who were working on contract basis 70 percent worked for more than eight hours. 7 percent replied that they had no fixed timings of work. In Aviation sector 74 percent of the permanent employees and 73 percent of those on contract reported to be working for more than 8 hours. In Media 65 percent of the permanent employees and 69 percent of those on contract basis reported to be working for more than eight hours. Education was the only sector where most women employees were working upto 8 hours as 71 percent of those permanent and 68 percent of those on contract reported the same.

Table 4.7

Working Hours

(In %)

Nature of Industry	Working Hours					Total
	1-4 Hours	4-8 Hours	8 Hours to above	No Fixed Working Hours	No response	
Hotel	0	28	70	2	0	100
Aviation	2	8	74	8	8	100
Media	0	28	64	6	2	100
Education	17	68	15	0	0	100

Source: Field Survey

Monthly Remuneration

If we look at the table 4.8 describing monthly remuneration, most of the respondents did not disclose their salaries. However, out of those who disclosed, 24 percent in Hotels, 18 percent in Aviation, 24 percent in Media and 34 percent in Education were getting a salary between Rs 10,000 to Rs 30,000. About 13 percent in aviation and 2 percent in Media were getting salary between Rs 60,000 to Rs 90,000 per month while 8 percent in hotels and 5 percent in media were getting a salary above Rs 90,000 per month.

Annexure (IX) describes the working hours and monthly remuneration in all the four Industry. Definitely women who were earning above 90 thousand worked for 8 or more than 8 hours per day. But there were women who worked for similar duration and earned income less than 10 thousand.

Table 4.8

Monthly Remuneration (In %)

Nature of Industry	Monthly Remuneration in thousand						Total
	Below 10,000	10to30 thousand	30to60 thousand	60-90 thousand	above 90 thousand	No response	
Hotel	24	24	0	0	8	44	100
Aviation	3	18	3	13	0	63	100
Media	11	24	7	2	5	51	100
Education	25	34	5	0	0	36	100

Source: Field Survey

Migration for the job

Table 4.9 provides information related to migration of respondents. 42 percent of the respondents working in Hotels, 53 percent in Aviation, 34 percent in Media and 32 percent in Education had migrated from their native place for work. The reasons for migration included their staying in a small city or town where opportunities for joining these sectors are not available or getting married or their getting transferred or because of the change in the job.

Table 4.9

Migration (In %)

Nature of Industry	Migration for this job			Total
	Yes	No	No response	
Hotel	42	54	4	100
Aviation	53	47	0	100
Media	34	66	0	100
Education	32	68	0	100

Source: Field Survey

(Pre job) Training for the job

Table 4.10 shows that 84 percent of the respondents working in the Hotels, 97 percent in Aviation, 72 percent in Media and 66 percent in Education sector were trained in the area of their work. Very few respondents were found to be untrained in their area of work. The young respondents in Aviation, Hotel and Media, who were untrained and doing the job for the first time were provided a few months training after they joined the organization.

Table 4.10

Pre-Job Training

(In %)

Nature of Industry	Receive Training for this Job			
	Yes	No	No response	Total
Hotel	84	14	2	100
Aviation	97	3	0	100
Media	72	26	2	100
Education	66	31	3	100

Source: Field Survey

Post Job Training

The respondents as seen in (Table 4.11) also get an opportunity to get further trained in various areas related to their career and personal growth from time to time. This helped them in their career advancement and promotion as seen in table below. It is mandatory for pilots to keep receiving training after a fixed interval through out their career.

Table 4.11

Post Job Training

(In %)

Nature of Industry	Training for the promotion				
	Yes	No	Not applicable	No response	Total
Hotel	50	46	2	2	100
Aviation	84	13	0	3	100
Media	52	44	2	2	100
Education	54	37	2	7	100

Source: Field Survey

Trade Unions

Most of the respondents working in all the sectors did not have any kind of Trade union in their organizations and most amongst them did not feel the need for them to be formed. (see table 4.12)

Table 4.12

Trade Union (In %)

Nature of Industry	Trade Union			
	Yes	No	No response	Total
Hotel	2	96	2	100
Aviation	37	55	8	100
Media	16	66	18	100
Education	19	73	8	100

Source: Field Survey

Insecurity at workplace

As seen in Table (4.13) below 84 percent respondents working in the Hotels, 74 percent in Aviation, 61 percent in Media and 73 percent of those working in Education did not feel insecure at their workplaces be it regarding the risks involved in their work or travelling to and fro from the work place, however during interview they all confessed about tensions and stress caused due to travelling late at night (back home from the work place). Many of them revealed that unwanted male attention and subtle kind of sexual harassment did exist and it made them feel threatened and insecure sometimes. And many married respondents did confess about their getting insecure and stressed due to their inability to spend more time at home with their children.

Table 4.13

Insecurity at workplace (In %)

Nature of Industry	Face Insecurity			
	Yes	No	No response	Total
Hotel	14	84	2	100
Aviation	21	74	5	100
Media	33	61	6	100
Education	22	73	5	100

Source: Field Survey

Cause of Insecurity

Table 4.14 describes that most of the respondents did not respond to this question, however at the time of the interview most of them did reveal that women workers do undergo feelings of insecurity and vulnerability at the hands of their bosses, clients, colleagues etc. They mentioned about various cases of sexual harassment reported in their offices, however many of them got closed due to the complainant taking back the case.

Table 4.14
Cause of Insecurity
(In %)

Nature of Industry	Nature of work	Cause of Insecurity					
		Colleague	Employer	Driver	Visitor / Customer	No response	Total
Hotel	Management	0	0	0	0	100	100
	Administration	0	0	0	17	83	100
	Hostess	0	0	0	0	100	100
	Training Department	0	0	0	0	100	100
Aviation	Management	33	0	0	0	67	100
	Administration	0	0	0	0	100	100
	Hostess	50	0	0	50	0	100
	Trainee	0	0	0	0	100	100
	Pilot	8	0	0	0	92	100
	Other Cabin Crew	0	0	0	31	69	100
	Teacher	0	0	0	0	100	100
Media	Administration	0	0	0	0	100	100
	Training Department	0	20	20	0	60	100
	Reporter	2	0	0	0	98	40
	Editor	14	0	0	0	86	100
	Producer	0	0	0	0	100	100
Education	Administration	17	33	0	0	50	100
	Teacher	4	4	0	0	92	100
	Field work	0	0	0	0	100	100
	library	0	0	0	0	100	100
	No response	0	0	0	0	100	100

Source: Field Survey

Table 4.14 looks into the cause of insecurity. Maximum number of respondents did not want to answer this directly. Out of those who responded, it was found that women working in Hotels face insecurity from visitors/customers. In Aviation women working in the Management reported colleagues to be major source of insecurity

causing issues and those working as Hostess or cabin crew reported colleagues and customers/travellers. Those working as pilots reported fellow colleagues to be causing insecurity. Journalists reported that insecurity at workplace was due to the insensitive, rude or objectionable behaviour of employers, drivers and colleagues. In Education sector teachers reported colleague and employers to be the cause of insecurity at workplace.

Working Late Hours

Table 4.15 shows that 54 percent of women working in the Hotel sector, 68 percent in Aviation, 95 percent in Media had to report to work or work at odd hours or late hours. This has become a norm and as told by the respondents at the time of interview, most of them have accepted that as a part and parcel of today's work culture.

Table 4.15

Working Late hours

(In %)

Nature of Industry	Working Late hours			
	Yes	No	No response	Total
Hotel	54	46	0	100
Aviation	68	32	0	100
Media	95	3	2	100
Education	5	95	0	100

Source: Field Survey

Annexure X describes the status of workers who work till late hours in all the sectors. In hotels 55 percent of women working in Management, 75 percent in Administration, 45 percent as hostesses and 29 percent in Training Department reported to be working till late hours. In Aviation 67 percent in the Management, 80 to 100 percent working as hostesses/cabin crew, 67 percent of pilots and all those working in the Training Department reported to be working at odd/late hours.

In Media 60 percent in Training Department, 98 percent working as reporters, all those working as Editors or in the Administration department reported working at/till late hours. In Education sector women respondents reported that their job does not require working at odd/late hours.

Transport Facility

Table 4.16 shows that 52 percent respondents working in hotels, 63 percent in aviation, 89 percent in Media said that they were provided with the cab facility to go back home from workplace. However except for pilots and cabin crew working in the Aviation sector conveyance is provided as a matter of rule at all times, other respondents got it only for night shifts or when they were working till 11 pm.

Maximum number of respondent reported that they have provision for drop facility for working in office after office hour. The drivers are very harsh in terms of driving and behaviour which if reported many a time; it is not welcomed by the employer. This is mainly because of contract of transport facility by the employers, where there is no direct relation between driver and the employer of the respondent. (See Annexure XI)

Table 4.16

Transport facility

(In %)

Nature of Industry	Transport facility			Total
	Cab facility	Self Transport facility	No Transport facility	
Hotel	52	36	12	100
Aviation	63	37	0	100
Media	89	6	5	100
Education	5	95	0	100

Source: Field Survey

Gender Sensitive Policies

Table 4.17 and graph (4.1,4.2,4.3,4.4) shows that 8 percent respondents in hotels, 5 percent in Aviation, 11 percent in Media and 7 percent in Education were either aware of the sexual harassment policy or the ways of addressing their complaints. 20 percent of the respondents working in the hotels, 21 percent in aviation, 56 percent in Media and 64 percent in Education were aware of the maternity protection benefits and their organization was providing the workers with the same. Only 16 percent of those working in hotels, 8 percent in Aviation, 15 percent in Media and 10 percent said that the facility

of flexible timings especially for working mothers existed in their organizations. Hardly two or three offices had started with crèche facility at their office and most of the respondents confessed about the felt need of the same.

Annexure (XII) captures the kind of Gender Sensitive policies and nature of work. In Hotel Industry it was found maximum number of women working in management & Administration has the provision of Sexual Harassment, Maternity Benefit and Flexible Timing. But those workers as Hostess and in Training Department did not have much flexibility in flexible timing. Crèche facility was a big issue. Women working in Aviation in the management sector reported they have provision of maternity benefit those in Administration said they have flexible timings, those as hostess informed they have both sexual harassment and maternity protection.

In Media women working in Administration reported they have provision for maternity Benefits and flexible timings. Training department reported they are covered in maternity protection. Reporters informed they have maternity benefit, Sexual harassment, Flexible timing and also creche facility. In education sector maximum number of respondent avail maternity protection benefit.

Table 4.17

Gender Sensitive Policies

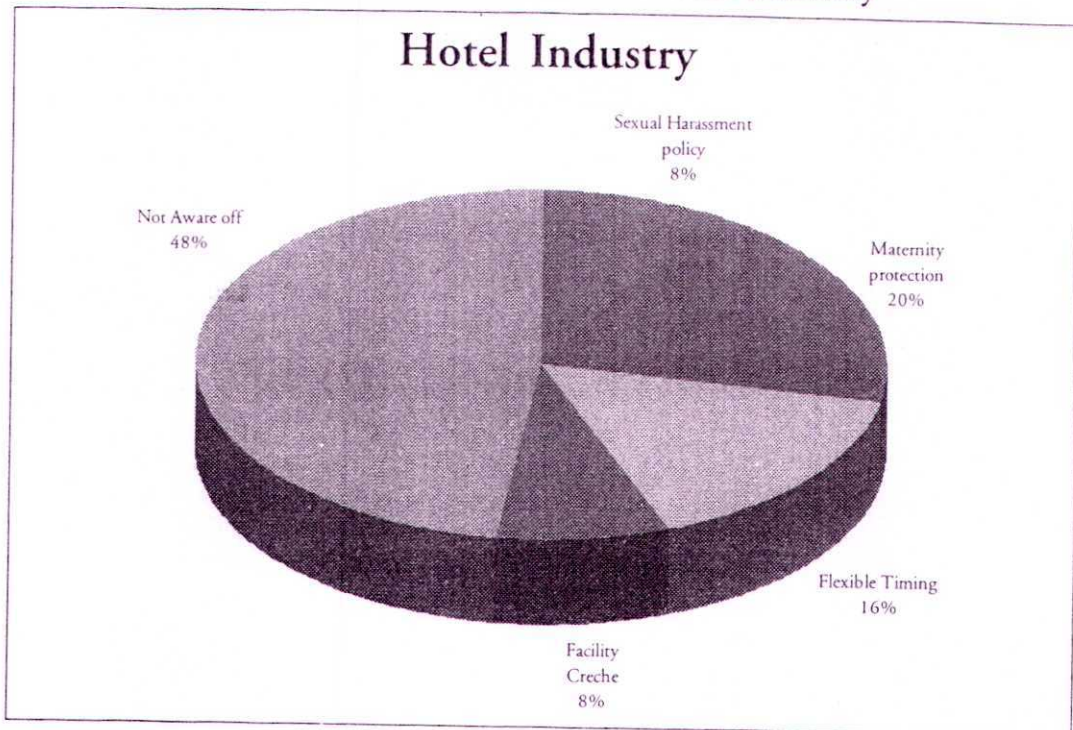
(In %)

Nature of Industry	Gender Sensitive Policies					
	Sexual Harassment policy	Maternity protection	Flexible Timing	Creche Facility	Not Aware off	Total
Hotel	8	20	16	8	48	100
Aviation	5	21	8	3	63	100
Media	11	56	15	7	11	100
Education	7	64	10	0	19	100

Source: Field Survey

Graph 4.1

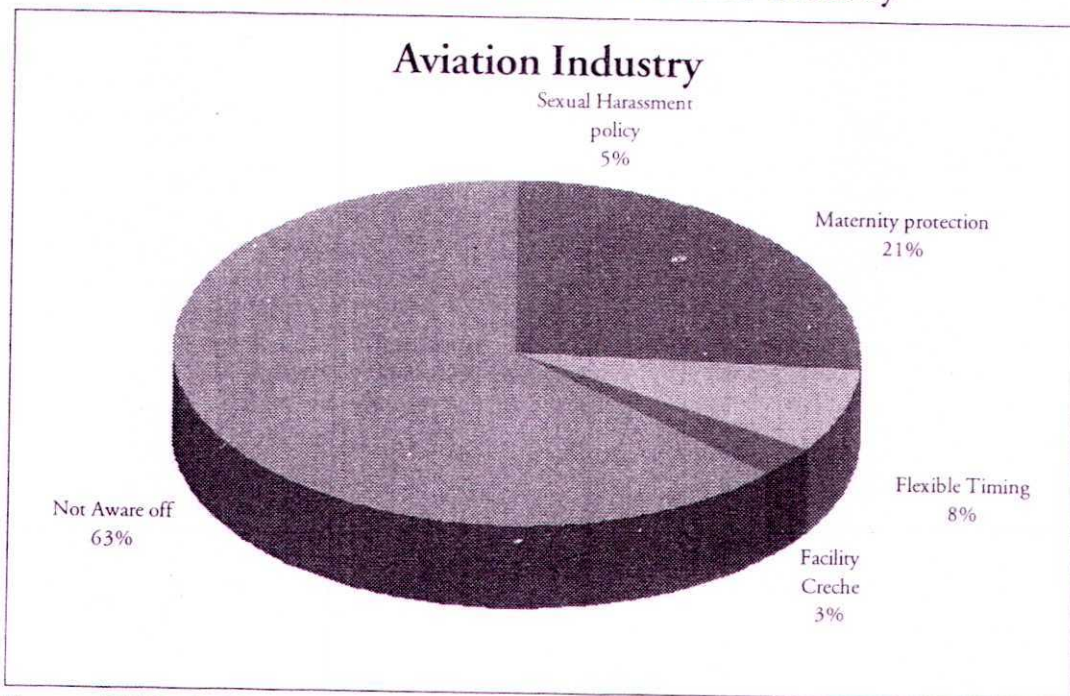
Gender Sensitive Policies : Hotel Industry



Source: Table 4.17

Graph 4.2

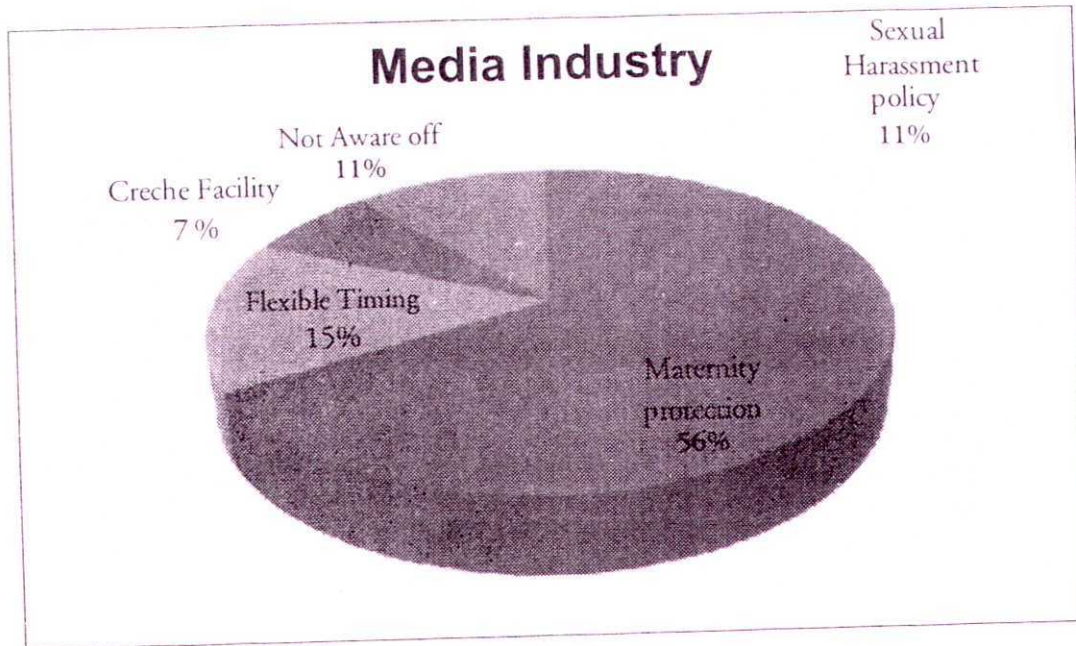
Gender Sensitive Policies : Aviation Industry



Source: Table 4.17

Graph 4.3

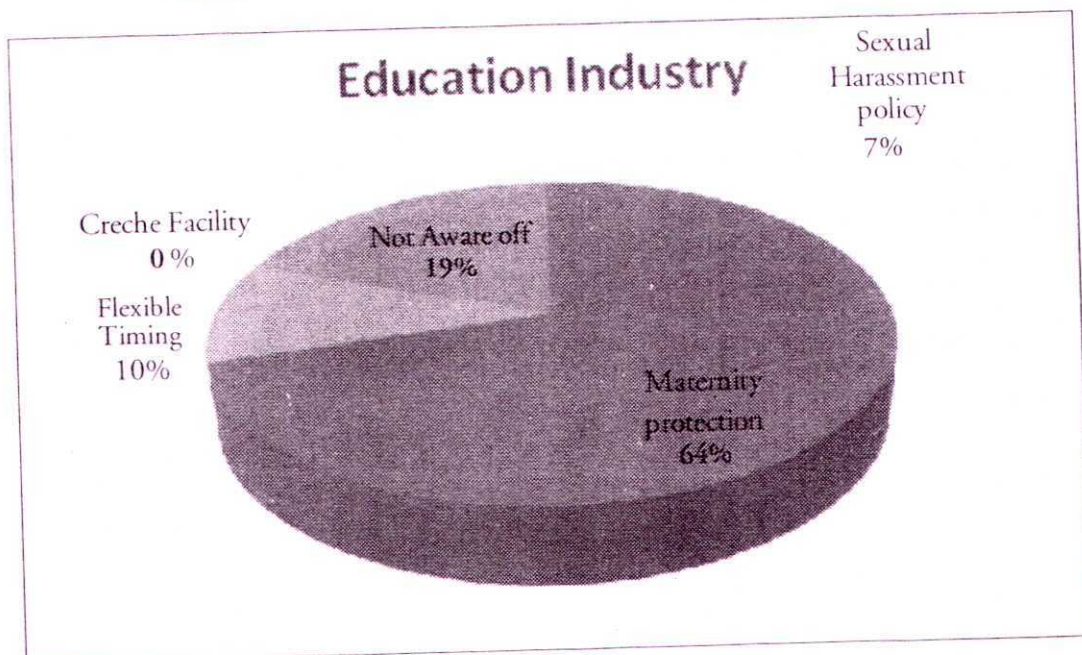
Gender Sensitive Policies : Media Industry



Source: Table 4.17

Graph 4.4

Gender Sensitive Policies : Education Industry



Source: Table 4.17

Nature of Health Issues

Table 4.18 projects the kind of health issues associated with their jobs. Out of those who responded, 8 percent of women working in hotels complained of body-ache. 18 percent felt exhausted and 14 percent complained of stress (both mental and physical) due to their hectic schedules. In Aviation 15 percent of those who responded complained of body-ache, 39 percent exhaustion, 3 percent sleep disorders and 11 percent of stress. While out of those working in media 20 percent complained of body ache, 11 percent of exhaustion, 3 percent of sleep disorders and 18 percent of stress, 12 percent of teachers complained of body-ache, 20 percent of exhaustion, 2 percent of sleep disorders and 15 percent of stress. Out of those who didn't complain or did not respond in the questionnaire, at the time of interview did express concern due to increasing 'burn outs', fatigue, 'stress' and health problems and issues arising due to long hours at work or too much pressure of meeting deadlines and targets.

Table 4.18

Nature of Health Issues

(%)

Nature of Industry	Health Issues					Total
	Body Ache	Exhausted	Sleep Disorder (Physical)	Stress (Mental,	No response	
Hotel	8	18	0	14	60	100
Aviation	15	39	3	11	32	100
Media	20	11	3	18	48	100
Education	12	20	2	15	51	100

Source: Field Survey

Kind of Insecurities and Vulnerabilities

The following table 4.19 describes the kind of insecurities. 26 percent of women working in Hotels, 45 percent in aviation, 23 percent in Media and 15 percent in Education named stress to be triggering insecurity or the cause of the same. 36 percent of those in Hotels, 29 percent in Aviation, 15 percent in Media and 24 percent in Education

Table 4.19
Kind of Insecurities and Vulnerabilities

Nature of Industry	Insecurities and Vulnerabilities								Total
	Stress	Balancing Work and Family	Sexual Harassment	No Permanency in Job	Travelling Late Night	Gender Discrimination	Dealing with Uncultured Customer	Not Response	
Hotel	26	36	2	2	8	2	0	24	100
Aviation	45	29	0	5	0	3	8	10	100
Media	23	15	3	3	17	8	0	31	100
Education	15	24	5	0	8	7	0	41	100

Source: Field Survey

found balancing work and family to be the cause of insecurity or vulnerability. 2 percent of those in hotels, 3 percent in Aviation and 5 percent in Education considered sexual harassment or fear caused due to it to be the cause of insecurity or vulnerability. While lack of stability or permanency in job was the cause of insecurity/vulnerability for 2 percent of respondents working in hotels, 5 percent in Aviation and 3 percent in Media, travelling late in night or working at odd hours disturbed 8 percent of those working in hotels, 17 percent in Media and 8 percent in Education. Prevalent gender discrimination at the work place was the cause of insecurity for 2 percent of hospitality, 3 percent of aviation, 8 percent of media and 7 percent of those working in Education sector.

Chapter-V

Case Studies

The following section on case studies is a compilation of the experiences and comments made by few females working in the Aviation, Education, Media and Hospitality sectors regarding the issues related to their work, work profile, work environment, work-family balance, policies at work place, gender bias or discrimination etc. As promised to the respondents, we are not disclosing their names or identities, however would like that as desired by these females, policy makers, employers and all those who read the report are able to identify with their problems and concerns empathetically and without passing any judgment. They are able to understand that these few females have vocalized the problems and concerns of a large number of females working in our country and by doing so they want that some solution and way out is found out by collaborative efforts of employers, policy makers and society.

Ms X, who has been working in Aviation sector for more than 15 years and is at a very senior level, feels that it is not easy for women to rise in this male dominated profession and extremely strenuous to balance work and family. Remembering the time she had joined as the 'head' of the unit, she said that men at all levels had doubts about her competency and many amongst them did not show the desired respect towards her. She says, 'I had to prove my competency and earn respect for my work and myself then and keep doing the same now also. Being vocal about my approach to bring positive changes in the department and increase output of the organization resulted in bad vibes and animosity from few same and senior level colleagues. Due to this I had to face a lot of mental stress and turmoil. My name was also wrongly linked with someone and forged photographs circulated in the office. Although very few people believed in them but it was belief in self and support of my husband, family and few colleagues which kept me going.'

Ms Y, a Senior Reporter with a popular magazine since 4 years says that commuting at night is a big problem. She says that once the clock strikes 9 pm (which is quite often) her pulse starts racing and deep down she feels a kind of discomfort and fear as She says, " Travelling at night is a real big problem in Delhi. Auto-rickshaw drivers are non-cooperative and ask for a much higher price than the actual fare, metro doesn't go till my place and my office doesn't provide conveyance facility to the people working at my designation. At my level the earnings are

not so much that I can afford a vehicle of my own. My constant late timings are a cause of worry and concern to me and my family.

Ms Z, a lecturer in a college is a victim of sexual harassment by her senior colleague. She filed a formal complaint with the authorities, but did not get justice. The person being well connected and holding a powerful position did everything possible to malign her reputation and fingers were even raised at her mental state. Although other female and male staff knew about the notorious character of the perpetrator and few women had faced some or the other kind of harassment at his hands, no one actually came out in open to support her. Her case is now lying with the Delhi State Commission and National Commission for Women and she has taken leave without pay and is sitting at home waiting for justice. She is under depression and feels that not only her own but her family's physical and mental health as well as financial resources, have suffered a heavy loss due to this. Her peace of mind is gone and future remains insecure.

Commenting about her previous job at a local news channel in her native North Eastern state, a journalist working in Delhi said that the work environment was not friendly and conducive for her and her female colleagues. Her boss, who was also the owner of the channel, was a womaniser and always made passes at all female workers. Work or no work he wanted some female to stay back after office hours. He did not sanction their valid leaves too. The salary was also much lower as compared to metros, as a result she had to leave the job and migrate to Delhi. In Delhi although she is happy with her work environment but finds it stressful and unsafe to travel after dark. Although she is not the only female who stays back till late at night, she feels very uncomfortable and tensed because of the same.

Ms X an Editor with a popular newspaper had freelanced till her children were small and joined a regular job after a long hiatus. Comparing freelancing with regular job she says that although now she has a higher and a fixed salary but she misses her independence and peace of mind as today's work environment is extremely strenuous. There are no fixed timings, too much competition and rivalry and maddening rat race in order to get a salary hike, better remuneration and important beats and assignments. She says that now a days one has to haggle a lot and do a lot of negotiations to get a hike in salary and back biting and politics is common amongst colleagues at all designations, which is the cause of a lot of stress and health related problems. She feels that it is indeed difficult for women in media to maintain family and work balance. She has been a witness to mood

swings, emotional outbursts and depression in her colleagues due to their inability to spend time or satisfy demands of their family members. Family members are normally unable to understand their predicament and also act tough towards them. She felt that inability of both men and women workers, to spend time with their spouses and families is one of the reasons leading to increase in extramarital relationships at work place. Also, as compared to earlier times, females especially the younger lot have lesser qualms about using their sexuality and charms to impress bosses to get promotions and better remuneration.

A woman reporter based in Kolkata feels that due to hectic schedules and constant deadlines, being a journalist becomes very difficult once a woman gets married and has children. Talking about her own case she said that although her husband is also a journalist and she has a full time maid, she is thinking of leaving her job and leaving this sector altogether before starting a family. She has good academic record and is sometimes invited to give lectures in a Private Institute, so after she has a baby she would prefer doing teaching job.

Ms V who is a trainee chef at one of the 5 star hotels feels that hospitality industry is prejudiced against women in kitchen. Men dominate the hotels kitchen and are biased and unfriendly towards girls and women. They have a preconceived notion that females lack dexterity, get tired soon and thus can't handle the heavy utensils or kitchen work. Quoting her own example she says that it has not been a very smooth ride for her till now as despite being dedicated and hard working she has faced hostile behaviour from both senior and junior staff working in the kitchen. She is quite stressed and has complained to her boss about it and is waiting for some solution to emerge.

As per a co-pilot working in a private airlines, Aviation is a great industry to work in with respect to pay and travel, however once one gets married and has a child it is very difficult to continue in it because of stretched work hours and staying away from home for short or long periods. She says, "This is the reason that though I had an understanding husband and a trusted help, I had left my job for 7 years after my son was born, Now I am flying on an International route, and though have to stay away from home for a few days on a stretch but do not feel so much stressed as before. Also the rest period and the mandatory offs we get as a pilot compensates for the absence."

Ms Z, a co-pilot with a private airlines says, 'As a pilot, a woman has to have a tough interior and exterior for it is not a profession for the

meek hearted. You have to take men's comments as trainers, bosses or colleagues in a stride. On duty you might be shouted at or harsh words be used towards you in the same way as are used amongst men-folk. So if one is sentimental or takes everything to heart, she will not be able to survive in this field for long and undergo unnecessary mental turmoil and stress.'

Ms M, a Flying officer with a Private Airlines says, "I feel married women and especially those having children are treated differently in my office and feel left out and disconnected. Now a days socializing with colleagues or with bosses has become a kind of trend and since being married and having a small child has changed my priorities and I am not the socializing kinds either, I do not find warmth in my environment. Also most male pilots do not appreciate a married woman's commitment towards her family and children and pass snide remarks that they ignore their duties as a pilot, which is a reason for stress and unhappiness. Asking for shorter duration flights or refusal to fly due to some unexpected issue like sickness of the child is also not appreciated. Being from defence background many amongst the male pilots feel that as employees women and men are the same and come what may, work is foremost and family comes later. However they forget that there is a difference between men and women which has been made by nature and women workers have different needs and requirements which must be understood and met at the work place."

Ms U working in a Private upcoming school says, "The school authorities are very strict. Various in-charges have been appointed to keep a tab on teachers activities. We are overworked and hardly get any free periods. We are not allowed to sit while teaching and even are not allowed to sit and talk with other colleagues. A constant watch is kept over our activities and we are reprimanded for small things in front of the students also. Normally the school hires young and unmarried teachers, however recently one of my married colleagues was told to resign on her own because she had become pregnant."

As per a teacher working in a school, over the years, teaching as a profession has undergone a massive change. A profession which was considered as less strenuous allowing women time to look after both family and work has become equivalent to all those professions where women spend eight to ten hours outside home. She says, 'I get up early in the morning at 5.30 am, prepare and pack lunch for my children, husband and myself. After waking up my children and

making them ready for school, I leave for my school. Out of eight periods in a day, I teach for six periods and most of the times the two free periods are also fixed up in arrangements. Even if I get those free periods, I have to check notebooks, prepare for my next day lessons or set exam papers or prepare for various kinds of activities and seminars, which keep occurring at regular intervals. There are parents' queries and complaints, which need to be looked into and so many other kind of duties, like house duties and bus duties. By the time I reach home, its 3 pm and I am dead tired. However I can hardly rest as lunch, dinner, children and other home issues need to be looked into. Normally I carry some or the other work home as one does not get ample time at school to finish checking copies or preparing test or exam papers. So late at night, after everyone sleeps, I do my work. By the time I sleep, it's usually past midnight. Although I have a understanding husband who does help me with small yet important chores like dropping children at the bus stop in the morning or making them finish their home work sometimes or helping me with preparation of dinner, I feel I am leading a very stressful, hectic and mechanized life. I have been looking out for full time maids but they are hardly reliable and responsible. Presently I have two part time helpers, however as I am not getting ample amount of sleep and physical and mental rest, my health is falling down. So many times I feel like leaving my job, but as having double income helps our children lead a comfortable life, I don't think I would ever take that step."

A senior male general manager working with an Airlines feels that since long, women have been using their sexuality and charms to impress and please their bosses in order to get promoted. There are many examples where they have been promoted despite not being suitable for the job. However, compared to yester years, now a days, females are cool and do not mind male gazes and advances. As per him, there has surely been an increase in percentage of those willing to make compromises to get an early rise in their career. Also many a times after the affair ends, women falsely implicate their male colleague with whom they were involved with before, in sexual harassment cases.

Regarding remuneration, Ms. X working in a news channel commented that in today's work scenario remuneration is not fixed for two people working at the same post and more than qualifications and capability, salary hike is based on the negotiating ability of the employee. She feels that including herself females are weak in negotiations and thus normally are paid less as compared to males. She has seen that in the

past few years this trend is changing though only in electronic media. Females who are committed, dedicated and hard working are being paid extremely well and many a times more than their male colleagues.

Ms. X working in print media as a senior journalist feels that the younger generation is really moving up faster as compared to them. There are more young women at the top as editors and heads of bureau. The reason, as per her is that today, females rely on their own choice in choosing a profession, are passionate about their work and thus are much better paid. Marriage has taken a back seat as career has become more important to them and they are not willing to forego their career for the sake of marriage or children.

Ms. X has worked as a Air hostess for more than 10 years with various airlines and is presently working as a trainer with a training institute. She says that as per her experience and observation about 90 percent of females get their due recognition, promotion and salary hike on the basis of merit and hard work and only 10 percent are ready to compromise and use their sexuality to climb the ladder. However as per her experience, as much as 90% of men as bosses want sexual favour and proximity from women employees and readily promote those who comply.

Ms Z presently a trainer with a Airhostess training institute, gave up the job as Air-hostess with a Private Airlines because it was very demanding, and she didn't get enough time for family and her own self. Also in her case too much stress and exertion led to a lot of health issues like arthritis (she got the problem when she was just 22), body weakness etc.

'I think today in electronic media there is stress beyond control and there is full probability of a 'burn out' due to extended timings of work and extreme mental and physical exertion', says Ms S working with a television channel in Hyderabad. Further for journalists like her there is hardly any social life. She says, 'I hardly get any time to meet my friends and vent out my feelings. Although I do have colleagues in the office who are friendly but they cannot be called as friends and relied upon. Not having friends also adds on to the stress.' Talking about the difference in work load of employees in Head office and regional office she said that although the work load is similar yet sometimes it becomes very challenging to originate new ideas for stories as canvas of news in Hyderabad is not as large as in Delhi or Mumbai, which is again a cause of stress. Also sometimes their being away from decision makers fetches them and their work less importance and

recognition as compared to journalists working in the head office. Ms V also narrated a freak incident. She said, 'Last year, in my office, a young cameraperson in his forties died due to heart failure while on duty. This created a sort of panic- both in the office and family. While my family members want me to opt out of a job where there is no time to eat, sleep and live peacefully, in the office we feel that due to the immense stress and strain associated with the job, journalists should be provided with medical insurance as risk to health and life is immense.'

Narrating her experience of working in a Private colleges Ms N says, "I have an experience of 16 years of teaching in various private institutes. Recently I was forced to leave my job because of the biased and discriminatory approach of the management towards female workers. My immediate boss was scolding, troubling and harassing me because of the reason that as compared to him I was a better worker. I was gaining more popularity and acclaim due to my hard work and efficiency, which really irked him. When I complained to the management, they rather than listening to me, heard my boss because he was close to them and dismissed my complaint. This led to a lot of distress and emotional turmoil and eventually I left my job. I feel that women do not get fair and equal treatment in Private institutes. The main reason for gender bias and discrimination to be prevalent is that the management of private institutes normally consist of business men who have no understanding of education, have rigid mindsets and less regard for women."

Ms G working in a newspaper as a senior journalist for over 15 years says, "Although I haven't faced sexual harassment but I have heard a lot of incidences and know that it is prevalent in media both overtly and subtly. However what is sad is that such cases are not reported and thus remain hidden and obscure" When asked as to why don't females, despite working in a powerful medium like media, complain to the authorities about the same, she replied, "Media is a small industry. Since such cases cannot remain hidden for long, females fear getting labelled either as a victim or as aggressive and revengeful, and getting branded harms her chances of professional growth. Further the journalists are aware that the victim rarely gets justice and rather is forced or cajoled into taking the complaint back. Probably females, in general, prefer not to make hue and cry about the same and so either try and sort the problem on their own or change their place of work."

Ms D has migrated from a small town in Uttar Pradesh to Mumbai and is working in a newspaper office. She says, 'It is so difficult to find

a decent and affordable accommodation in Mumbai. One it is so expensive and two the landlords ask so many questions and are unfriendly. Initially I stayed in a small room in the suburbs. I boarded the local train early in the morning at 7.30 am and by the time I reached back it was normally 9 pm at night. I had no time to cook and no time to relax. Also most of salary went in paying the rent and eating out. Now I am sharing a flat with two of my colleagues who have also come from other states. Although this mode is not comfortable but at least we are able to save some money and eat home cooked food, which we take turns in preparing.”

Mr X, an H R Manager with a five star hotel said that their office has a very clear policy on sexual harassment and do not take long to act upon the complaints filed by female workers, however as per him in most of the cases within few days of complaining the complainants only want to take the complaint back. The main reason as disclosed by the females to the H R department is fear of getting labelled and not being able to prove the charges and thus suffer stigma. Quoting an example of a young girl working in the massage parlour who was sexually harassed by her boss, he said, “The girl had to be continuously counselled to fight the case as after a few days she too wanted to take the complaint back. In her case the reason was that she did not have a supporting family and was afraid that her husband who was insecure and doubted her character, might come to know of the same and might not believe in her story, which would add on to her misery and turmoil.” Mr X said that it was a big challenge before them to convince her about continuing with the case but eventually she complied and won the case. The charges could be proven against her boss who was immediately handed over with his Termination letter.

Ms B has recently retired from a Delhi university college as a head of the Department. She has two daughters who are also working. Comparing her circumstances with those of present day working girls she replied that today's working women have a lot more freedom, facilities and support provided to them both at work place and at home, which is a welcome trend. Also it is very progressive that today's girls are career minded and take their careers seriously. She says, ‘For me working was extremely strenuous and difficult. There were a lot of hassles created due to chauvinistic attitude of my husband and non-cooperation of my in laws. I had the complete responsibility of looking after my children and home, which meant I physically exerted myself

beyond my capacity. However it feels good that today my daughter's husband treats her as an equal human being and helps and supports her in everything. They both jointly look after their home and child which makes it much easier for my daughter to not only work but steer ahead in life."

Ms B, working in a media house says, "I changed my previous job, which was in a advertising agency because there was too much socializing in the office even after office hours and my boss wanted me to be a part of it. Since I was not comfortable with alcohol being served and too much talking and laughing, I used to make excuses and go back home, which was not liked by him and my promotion got affected. Now I am working in a media house and here too there is a trend of smoking, drinking, staying back and pressure of hanging around with colleagues to discuss office politics and other irrelevant things. I find myself out of place here also as I am reserved by nature and cannot behave free and open with all. Also too much staying back in office is not appreciated at home and has created a rift between my mother and myself as she wants me to leave such kind of jobs and become a teacher. I feel extremely insecure and stressed due to it."

As per Ms H working in a Research organization, "Very few women become research scientists as it is very strenuous job and one requires immense dedication and hard work to excel in this field. Many of females leave their jobs or go on along hiatus after marriage or once they have children. When they join back after a gap it becomes difficult to establish themselves. Also in this field one needs an influential guide and mentor to promote their ideas or get funds for research projects. Since most of the guides are males, this sometimes leads to women being subjected to mental and physical harassment at their hands. Such cases have been reported, however a lot needs to be done to stop them from happening."

Ms K working as a Political reporter in a news channel in Kolkata says, "Kolkata is one city where there are maximum number of journalists, probably that is the reason that we are paid quite less in comparison to other metros. My salary has increased substantially after I changed from print media to electronic media, still there is a lot of difference in what a person at my position is paid in Delhi or Mumbai."

As per Ms S working as a Manager in a food joint, "By the time the joint gets closed, it is normally 11 pm at night. Since the office does not provide conveyance even at night, my parents come to pick me

up. The organization has various food joints and most of the girls working there have requested the Management to provide drop back facility at night. Although the office has provided us with assurances but till it is done, going back from office to home at night is like a nightmare for many as not everyone's parents or family members can come to pick them up at night."

As per Ms D working in a hotel, "I don't know how would I be able to manage with my job after marriage, as it is natural that there would be increase in responsibilities after marriage. Also as is reminded to me by my married colleagues, at the end of the day, ours is still a male dominated society and women are supposed to play the role of home makers."

Ms C left her job as a Guest Relations Officer in a famous hotel because she had no fixed timings and normally she reached home quite late, which was a matter of concern for her family and herself. Talking about the insecurity and vulnerability associated with the profession, she said that guests make undue remarks and passes at the girls who escort them to their rooms. Many times they make disrespectful gestures and passes in the lifts or rooms. This is a professional hazard associated with the industry and girls have to be smart and articulate enough to avoid such occurrences as even if the Management wants to safe guard female employees, due to the nature of the job, they can provide limited protection.

As per Ms G, who works as a hostess in the Food and Beverage Department of a popular hotel in Delhi, "Many a times we face this situation when a guest after getting drunk or just like that keeps calling female hostesses on one pretext or the other. What we do then is that we seek our Manager's help and the table is transferred to a male colleague. On rare occasions unmanageable guests have been told to leave the hotel premises."

"She was maneuvering the refreshments trolley down the narrow aisle in economy class when she suddenly felt a hand brush against her thigh. Pallavi (name changed), a 22-year-old air hostess with Jet Airways, had no choice but to carry on with her duties, seemingly unruffled by the humiliation. "I turned around and saw an elderly man who had probably touched me, but there was absolutely nothing I could do about it," she says.³²

A young and glamorous cabin crew, traversing both domestic and international skies, encounters a variety of in flight provocations. The

latest incident on an Indigo flight reinforces the stereotypes associated with the Indian flyer especially men: "They have money but no manners."

Bindu Ramachandran, aviation trainer with Frankfinn Institute of Air Hostess Training, and ex-cabin crew with Singapore Airlines, recalls with horror a flight on which a "totally smashed" passenger from Chennai asked for more liquor. "I still remember he was drinking cognac. I told him, gently, that I could only offer him a non alcoholic beverage. He couldn't handle the refusal, so he started spitting and using abusive language." Far from being intimidated, Bindu informed the rest of the cabin crew serving in economy: "There were eight of us we surrounded him and told him if he didn't stop hurtling obscenities; we'd have him arrested when we landed. That sobered him."

Young recruits at institutes like Frankfinn are often from small towns and need extensive counseling to deal with a job that promises only the good things travel and money in glossy brochures. "Dealing with aggressive passengers, or lecherous ones who want an air hostesses' phone number, is tricky because afford to lose her cool," says Bindu. For touchy-feely passengers, she suggests a firm reprimands that draws the attention of the rest of the cabin.

Unruly behaviour is not restricted to small-town flyers or those flying for the first time, overwhelmed by the perfumed and coiffured beauties who can be hailed at the press of a button. Ishita (name changed), flying to Mumbai on a Jet Lite flight teeming with the 'educated elite', recalls a passenger who called out to her with rude "Hey!" taken aback, she ignored him until he called out again. "I went up to him and told him that my name was written on my badge. He should either address me politely by name or press the service button. He apologized."

But not everyone is as fortunate as Ishita. Savita (name changed), a 23 year old aboard a spice Jet flight, is still shaken by the sudden aggression of a 40 year old man travelling from Ahmadabad to Delhi: "I was serving candy and he grabbed the whole basket and stuffed the candy into his bag. It was disgusting."

Sapna Gupta, founder and director of Air Hostess Academy Pvt. Ltd., says categorically: "Sadly, in our country, girls grow up being eve-teased in buses, on the streets, everywhere. So most of them can deal with it, even before we formally train them."³²

Chapter- VI

Summing up the Report

The present chapter discusses challenges and concerns of the respondents working in the sectors of hospitality, aviation, media and education. Since it was found out that irrespective of the metropolitan city they were staying or the sector they were working in, working women had similar challenges and concerns related to their work or family life. Thus a collective picture of issues and challenges is presented, however, wherever necessary, differences have been highlighted.

Nature of work

Majority of the 200 females interviewed had chosen the profession because of their interest in it. The nature of the work for some of them was contractual in basis; however the contracts got renewed after the fixed interval of time, which could be one, two or more years. Some of them had been made 'Permanent' by the organization, however most of the respondents interviewed said that permanency was only on paper. The reason quoted was that today's work environment was based more on meeting deadlines and showing results. If any person, whether permanent or otherwise could not prove his/her productivity the company did not take time in removing him or her from its rolls as the appointment letter always had a clause mentioning that both employer and employee could give a notice of two to three months and discontinue with the service. The employees also were very open to the idea of changing jobs and organizations, when they got an opportunity for promotions, better work conditions and remuneration, although as told by many respondents, as compared to men this tendency was seen to be less in females. It was observed that the employees working in all the sectors had accepted the norm and except teachers did not have hang ups about the same.

Most respondents belonging to all the sectors except Education, accepted that in today's times it is better to keep changing companies than to get permanent as it helped in professional growth specially with regard to increase in salary

Migration

Many females who were born in smaller cities and are now working in media, aviation and hospitality sectors had to **migrate** both for their professional degrees/diplomas and for their jobs as the avenues were

only available in metros or bigger cities. Only those working as schoolteachers were staying in their native cities. They were selected for their respective posts mainly via interview and very few got them because of some contact or friend working in the same office.

Work Timings, Commuting and Travel

Working hours except for those in education sector were not fixed. Females working as teachers in schools had fixed timings, however most of the Private schools had stay backs of 2 to 3 hours after the closure of the school on a few days, which were mandatory for all. **Excluding the stay backs, total time period of work was five and a half hours to six hours.** Further teachers carried work to home also as many a times checking note books, preparing exam papers or checking them or self study could not be done at school. The teachers of most private schools could avail the school bus facility, however if there was a stay back for any reason or they were called when the students were not, they had to **commute on their own.** When they were sent for any official work, then they were provided with conveyance facility. For those working in Private colleges or Research Institutes the work timings were 8 hours and not much stay back was required, however work had to be carried home. Most of the private schools and colleges had six days a week. Teaching as a profession does not require traveling to other places, except for excursions with the students, which are planned by the school authorities.

For females working in five star hotels as General managers, Public Relation Managers, Front Desk Executives, Receptionists or Chefs **timings of reporting were fixed, however the timings of going back were not.** The official timings were approximately of eight to eight and a half hours, which extended to ten to twelve hours on most of the days and it was a six day week for all of them. However females working in Human Resource Department normally worked within office hours and as compared to other departments their stay backs were minimal. The conveyance facility was only provided after 11 pm and as per the females working in various departments in majority of the hotels there was no night shift for them. For those working in food chains and smaller restaurants, timings were stretched out and it was quite late by the time they left their work place and drop back facility at night was not provided to them even after 11 pm. Very few women respondents had to travel to other places on a routine basis, however those who did reported that their travel and stay was looked after by the office only.

For females working as journalists in both print and electronic media, Anchors/Producers of television programmes in media houses the day

began late and there was some flexibility in reporting to the office, however there was no fixed time of going back home. It was quite normal for them to move out quite late, mostly after 8 pm.

As per most of the journalists, they were working 24 hours, as even when they went back home they kept thinking about their stories and sources and had to call and meet the concerned sources at the time convenient to them.

In electronic media shift system was there and the day was divided into three shifts of 8 hours each, however the shift normally got prolonged to 10 hours or so. The journalists in electronic media were provided with office conveyance for their work, however they had to commute from home to office and vice versa on their own for all the shifts except night shift. For print media journalists the transport facility was not provided for work purposes also until the place was too far or there was some sudden emergency situation, which required urgent reporting. However if the work hours exceeded 11 pm at night then the office conveyance dropped them at home. If they had to travel outside their city for some work assignment, the expenses incurred on their boarding, lodging and travel was taken care by the office, however most of the times the arrangements had to be made by them only. The travel was more for journalists working in electronic media than in print media.

For females working in Aviation sector as cabin crew and Pilots, the work hours depended on the flight's timings and it varied for National and International flights. For those in H R Departments the timings were the usual office timings of eight hours per day and they had to stay back sometimes. Those working as Flight Attendants and Pilots were as a rule provided with conveyance facility at all times. Similarly wherever they traveled for work, in India or abroad, the boarding, lodging and conveyance was taken care of by the office. Depending on the time they were in the air, they were, as per a rule provided with double the time for rest. Both pilots and cabin crew have fixed hours of flying in a month and if they are sent by the Airlines for longer than the stipulated hours, which, as told by the respondents, is very rare, it is counted as overtime and they are paid extra.

The study found out that today's work environment is not time bound and males and females are both putting in extra hours. Most amongst them are not paid extra for overtime.

Leaves and Holidays

Most of the females working in hospitality and media hardly took any leaves as per their wishes. Most of them were unaware of even the total number of leaves they were entitled for. Many working in the media felt that taking leaves was useless as even when on leave they were working only and calls kept coming from office or regarding office work and otherwise too since their work was normally not transferred to any one else in their absence, taking leaves meant increasing their workload. Most of them, especially those who were new to the organization, had to justify the reason for taking leave to their employers. As implied by the respondents, irrespective of the designation and the work profile, the complete responsibility of the job for which they are hired is to be borne by them only, and not much can be done by others in their absence from the office.

Females working in Aviation availed their leaves. Pilots have their offs and mandatory rest period after each flight, which is normally double the time one spends in the air. Teachers have maximum number of holidays in a year, which include summer and winter vacations, however teachers working in private schools were called to school even on holidays.

Trainings

Many respondents had done professional courses in their field of work before joining their respective work places, however those who had not were provided few months training after they joined office.

About trainings related to further growth, most females interviewed felt that regular trainings and updates about various aspects of their work are essential for excellence and growth in their professions.

For those working in Aviation as Pilots, it was mandatory to undergo trainings and keep giving fitness tests (for cabin crew also). For teachers too various workshops and seminars were organized in order to update them on their subject knowledge as well as improve their skills to manage work, stress, life etc. Females working in reputed five star chains also talked about regular trainings and workshops to update them on areas related to their work and also related to managing stress, learning yoga, meditation etc, however those in smaller restaurants did not receive these. Journalists did not talk about any kind of regular trainings and workshops but the younger ones who had just joined said that the first few months served as a kind of training only where they learned the practical aspects of the kind of beat they are covering and stories they

are going to write. However most of them said that they did not feel much need of any additional training apart from what they have already learnt via their Mass Communication or journalism courses.

All the females working in all the sectors said that similar training opportunities were provided to both male and female employees in their offices and they did not complain of any bias shown towards them regarding this. The office was also open to their suggestions of acquiring any kind of expertise, which could increase the output given by them.

Females working in all the sectors said that professional degrees/diplomas are important but actual knowledge comes from working in the sector. Most of the females also felt that looking at the changes that have occurred in the work scenario and work profiles, few changes are required in the course curriculum in order to make them more aware of the newer kind of challenges that have emerged after globalization.

Remuneration, Promotions and salary hikes

Getting remuneration appropriate to the workload or output given by them as employees is a major issue of concern with females working in all the sectors. Most of the females feel that they are hard working and dedicated workers and are even more responsible to their work as compared to men in their professions.

While most respondents expressed satisfaction that their work was appreciated by their bosses but they were concerned that the same is not translated in the form of pay hikes or salaries. This is felt more by the younger females, especially in hotels and media.

They found men to be better negotiators and well apt to talk about the salary related issues. Normally, men quoted a much higher salary as compared to women at the time of interview and negotiations for salary. They also did not think twice about leaving the job if they were offered a raise in salary by some other organization. Since in today's work environment there were no fixed scales and employers, at the time of interview, asked the employees their expectations regarding salary - clarity, confidence and negotiation skills played a very important role in deciding one's market price

As per the female respondents of all sectors, since males had better negotiation skills and confidence in talking about the salary part they got a better deal.

Also most of the females working in the four sectors did not feel that men were given promotions or rise in salary just because they were men. Many felt that the reason for both women and men getting promotions or salary hikes was based less on their performance or appraisals and more on the basis of pleasing their bosses and being in their good books. Few females in aviation and media also talked about sexual favours or affairs between the male bosses and female workers to be the reason for promotions or salary hikes.

Most of the teachers working in Private schools, irrespective of their being well qualified are not getting salaries as per the government scale. In various schools where a few respondents were working, the salary was as low as Rs 6000 a month. The reason as felt by the respondents is that there is no dearth of qualified female teachers and the school managements take undue advantage of this factor. Also they considered themselves as poor negotiators and thus unable to assert themselves on the point of salary especially at the point of interview. Even those females who are getting full pay scale are dissatisfied with the salaries that they are getting. The reason being that the work-load is immense and teaching is one of the low paid jobs and teachers do not get the desired respect because of the same. Most of the respondents expressed happiness at the recent hike in the pay scales of teachers, however many Private school teachers had apprehensions that they would be benefited by the same.

Majority of the females working in media shared that there were no fixed pay scales in their profession and that looking at the time and effort required in their jobs the remuneration should be much higher than what they were getting. The respondents who were working in the television and news channels and were new in the profession were getting paid between 10 to 20 thousand and others who had an experience of a few years were getting between 30 to 50 thousand. However in the electronic media the salaries were comparatively higher and the females more satisfied with the remuneration part. Few females who were producing the programmes or were heading the bureau were also getting near about a lac per month but their number is very less. Most of the women did not talk about any apparent bias in the salaries due to their sex, however they felt that men were better in negotiating salaries than women and this led to their salaries to be higher than females.

It was also seen that females preferred joining organizations, which had good reputation and name and once they liked the work environment, then many preferred staying in the same organization even if they got lesser salaries as compared to other organizations.

Many confessed to having refused the offers by other media houses even when they were getting a raise. Very few had changed their job only because of the reason that they got a raise in their salary.

In Aviation, females were comparatively better paid. The respondents working as Co pilots or Flying Captains in Private Airlines got approximately a lac of rupees per month, however as told by respondents the amount varied from airlines to airlines. Those working as cabin crew are paid less as compared to pilots. Recession seems to have affected the sector as the respondents did confess that there were indications of 5 to 10 percent cut in their salaries, although till now they were being paid as before.

Most of those working in hotels irrespective of whether they were working in 5 stars or food chains admitted that salaries in hospitality were not commensurate with the amount of hard work they put in. Most of the respondents, irrespective of their positions and designations were not satisfied with their salaries.

Many females belonging to the media and education sectors felt that the appraisals are not fair and people who get promotions get them due to their attitude of impressing and pleasing their bosses. Those working in aviation and in 5 star hotels were comparatively satisfied with the appraisal mechanism.

Sexual Harassment Policy

As regards awareness regarding policy of sexual harassment, most of the females were aware of the term sexual harassment, however most women school teachers felt that since theirs is a female dominated job and males were much lesser in number, especially in public schools, sexual harassment towards females did not find much relevance. However very few were aware of Vishakha judgement or Supreme court guidelines on sexual harassment at workplace. Few teachers did talk of cases where there were hushed talks about female colleagues being sexually harassed by the male Principal, however the teachers concerned did not make it a public issue or complain to the Management and rather left the job.

In Aviation, Hospitality and Media sectors women were aware of sexual harassment policy and in most of the organizations, except in smaller

restaurants, sexual harassment committee had also been formed. However those new in their professions said that they needed more awareness about the same. Also many females from the three sectors said that although the number of cases of sexual harassment per say had fallen down and instead there were increasing cases of sexual favours and affairs between male and female colleagues, however still many cases of sexual harassment did not get reported.

The reason for the sexual harassment cases not being reported was that females still had to face the brunt and there was normally lack of true moral support from her colleagues and family members including other females.

They were afraid of reporting the same as mostly the perpetrator was the boss or someone at the superior position or they got petrified of the case which would dwell into the details of the incident and also because this could result in mud slinging and negative publicity. HR Managers of a few hotels disclosed that in the few cases where females reported about sexual harassment, they had to be thoroughly counseled so that they pursued the case till the end and did not leave it in between. Many a times females backed off after complaining because of the fear of their being questioned and maligned. Most of the females working as Pilots and cabin crew in private airlines said that the policies of the Airlines were very stringent and male colleagues could get immediately suspended if any such complaint was made.

Most females said that they knew very well how to churn spurious advances made by male colleagues however when asked as to what would be their action if someone actually crossed limits of decency, they said that they would not like to report the cases to higher authorities but tackle it on their own. Few journalists said that it is better to change the job than to complain as there is a fear of getting branded and since the industry is small it would be difficult to tackle the piercing and questioning eyes of colleagues.

Maternity Protection and Flexible timings

Regarding the policy on Maternity Protection, most schoolteachers said that **stipulated paid maternity leave was only given if they were permanent**. They quoted of instances where their colleagues on probation were told to leave once the school management came to know about it. The reason being that management did not want to pay them maternity leave. Very few schools had crèche facility and the employers were not

very accommodating towards the mothers even at the time when their children were small. They were quite stringent about taking leaves and asked inhuman questions, which created a lot of stress and mental turmoil in mothers. However those permanent in their jobs were provided the benefit of free education to two children in the same school.

Most females working in the media, hotels and private airlines were unmarried, however they knew about the maternity protection policy of their office. Females working in media and hotels were provided with 3 months paid leave and when they joined after the leave, depending on the nature of their immediate boss they were given some flexibility like reporting a little late for their work or leaving early, but they had to ensure that they completed their tasks on time. However the pressure of work being immense on all workers and deadlines and targets to be achieved, most females who are mothers felt that going back home early added on to their stress, and preferred working from office only. Few electronic media houses had also started with crèche facility, which has proved to be a boon for mothers.

For those working as cabin crew or pilots in Aviation, the females stopped flying as soon as they reported that they were pregnant (due to threat of abortion caused by flying). While the cockpit crew normally went on paid leave, the cabin crew were given the option of taking up ground job instead. They started flying again after the delivery of the baby. Flexible timings could not be provided to them once they started flying which as per those interviewed made many colleagues go in for extended leave and sometimes opting out of the aviation career.

Majority of the females, except those working in education sector as teachers, admitted that it was not easy for working mothers to pursue their jobs after delivery with the same gusto and passion as it was natural for them to be near to their children especially in the early years. This led to guilt pangs, stress, extended leaves (which were many a times unpaid) and even leaving the job for sometime. Almost all said that their jobs were strenuous and managing work, marriage and a baby seemed like a Herculean task.

Very few women working in media and hotels said that if need be, they were sometimes allowed to work from home.

All the respondents found the policies of Maternity protection, crèche facility and flexible timings to be very relevant for female workers, however they felt that a lot needs to be done in order to ensure that

working females can actually avail of them and get benefited. Flexible timing facility can only be availed if the organization was empathetic and more so if the immediate boss was accommodating. However if a female is given the flexible timing facility, it does leave a bad taste in the mouth of others, which includes both male and female colleagues.

Trade unions

As per majority of respondents, Trade Workers Union formation and its very concept has become obsolete in today's workplace as the work environment, rules and regulations regarding appointments, benefits, permanency etc have changed. Now a days majority of workers are having contracts, which might mention permanency but actually it is on paper as 'hire and fire' has become the norm today, where based on the employees performance s/he is hired and if s/he doesn't perform s/he is fired.

Although many expressed that in the present scenario the stake of an employee on an organization has indeed decreased and an employee can be sacked on flimsiest of grounds by the employer still they felt that Trade unions could not serve any positive purpose. They felt that in the organizations where Trade Unions were prevalent, they were not effective in addressing the problems of employees as they politicized the matter rather than solving it.

Even the few females in whose organization Trade union was formed preferred complaining about the grievances or complaints to the employer than going to the union people. There were women present in their union but they were hardly active.

Complaints and grievances

As regards reporting complaints and grievances to the management and the management's response towards the same, majority of the females working in media, aviation and hospitality sectors expressed that they were heard by their bosses, however whether the complaint could be solved or not depended on the nature of complaint. However as reported above females observed caution when complaining about any spurious advance by any male colleague or any kind of sexual harassment and tried to solve it on their own. As per most of the teachers interviewed, most of the private school's environment is very closed and not open towards sharing and solving teachers problems. As discussed by many teachers, the management considers teachers to be having a magic wand to solve all kind of student and parents problems and do not feel that the teachers themselves could have work

or family problems. However if their immediate in-charge is understanding, then their grievance could be heard. The teachers felt that they are overworked and too busy with myriad kind of work and with advent of globalization and information technology their job has become more demanding and multifarious, and even if they complain nothing much can be done by the management to help them.

As per the respondents working in the hospitality or aviation sectors, for the complaints related to sexual harassment there are committees and if there is any problem related to salary or work environment or schedule, they could discuss with their immediate bosses, which was given a patient hearing. However they were not too happy with the end result.

Work environment and attitude and behaviour of male colleagues/ gender bias

There has been a marked shift in the attitude and behaviour of male colleagues towards their female counterparts as in today's work environment apparently not many males show any kind of disrespect or unhelpful behaviour. There is a healthy environment at the work place and though there exists rivalry and competition, but that is not male versus female but worker versus worker and many a times female versus female.

Most of the females working in Media especially Electronic felt that the reason for lesser gender bias being visible or work environment not being sexist was that there were equal number if not more females than males in their offices plus thanks to the medium of electronic television females had proved their mettle in all kinds of reporting, probably their male colleagues had developed a healthy attitude towards them.

Few felt that not that the attitude of male chauvinism or superiority has vanished altogether but since now the number of female bosses has increased in their office thus it is a kind of compulsion for the males to respect them and their colleagues.

As per the work environment, they did not term it as unfriendly or uncomfortable but they were apprehensive of calling colleagues as friends in the true sense of the word. Many of them confessed that although there was a lot of team work required but very few actually understood the meaning as the credits and rewards hardly got shared and only the chosen few got the same. There were a few favoured people in the office who got away with almost anything by being in the good books or after having acquired celebrity status. Although they did not resent their success but did concede that because of these

many other deserving people irrespective of gender did not get fair amount of chance to showcase their talent. However in a media house, more so in electronic media, there is a constant pressure of filing stories and broadcasting them and also due to fierce competition among channels to be the first to break any important or current news, many a times tempers fly, however as told by the respondents normally male and female colleagues take it in their stride and consider it as a professional compulsion.

In teaching profession especially in Private schools as per the respondents since the number of females outnumbered males, the behaviour of male and female colleagues was respectful and cordial, rather the behaviour between female colleagues was many a times stingy and disrespectful. As per the work environment, outwardly there was peace and calm but otherwise there existed back biting (complaining about the colleagues to bosses), politics, competition and rivalries. There was group formation and many a times members of one group did not gel well with the other. The school teachers talked about another practice being adopted by the management of a few middle rung private schools especially those who were not paying due salaries to the teachers which did not allow teachers to mix with each other so that they could not form any group and raise voice against the practice. Few teachers also talked about autocratic and insensitive behaviour of their incharges and bosses where they scolded and rebuked them in front of parents and other colleagues for any minor or major complaint or problem. They conceded that now a days students and parents were treated as demi Gods and teachers hardly had any respect. For those of them working in private colleges the work environment was healthy, however the number of females was comparatively less to those of male lecturers.

One of the research scientist working in a research Institute said that the environment was not so friendly as there were lots of obstacles in the way of growth and progress of all scientists, however since females were lesser in number, they faced more difficulties in making their problems vocal. Funding for projects was a major issue and it was only possible if one had the right contacts and had an influential mentor. She also added that although she herself had not faced sexual harassment and bias but it was prevalent in the Institute and few senior women had taken up the cause to the higher authorities. As a result awareness has increased within female colleagues and they are more vocal about their complaints and grievances.

The work environment in five star hotels was friendly and being in hospitality sector made the colleagues quite courteous towards each other. Although being in a profession where apart from the male colleagues females had to interact with strangers everyday, females had to be wary of unwanted attention from various quarters. **Females working in Food and beverage department as hostesses told about the various incidents where their male colleagues had come to their rescue when guests, sometimes drunk, made passes or beckoned the services of female hostesses unnecessarily.** Those at Front Desk also quoted of instances when male guests came up with repeated queries about any facility or gave them undue calls from their rooms. However the females said that being in hospitality sector, they have to take care that they tactfully handle the issues on their own but if the situation is threatening or unwarranted, help is available to them from their bosses as well as male colleagues. They talked about instances when the guests who had misbehaved with female workers were told to leave the hotel premises. Females working in smaller hotels and restaurants said that the attitude of the bosses and colleagues was overall friendly, however most of them said that tackling unwanted male attention of the customers sometimes caused a problem and they had to become very tactful to avoid any issue to get out of control.

Females working in Aviation as pilots and cabin crew also talked of cordial relations amidst male and female colleagues and said that on the flight they were quite supportive of each other.

Few female pilots having children felt that their problems are not understood and received well by their male as well as female colleagues. If they ask for a change in flight or some flexibility in their work schedules, they are made to feel that they have become unserious after marriage, which is not the case.

As per the behaviour of the passengers on the flight they said that since the nature, upbringing and background of the passengers was different they had to tackle them differently. Those traveling on international flights did talk of a few incidences where male passengers after taking drinks misbehaved and had to be warned about the same. Female staff also told that there were strict guidelines on curtailing misbehaviour of passengers towards hostesses and action can be taken towards such passengers by the Airlines.

Most of the female respondents from all the sectors emphasized that females have a sixth sense which warns them about intentions of males

and if they want no one can take undue advantage of their femininity.

Insecurity and Vulnerability

Many females working in all the professions felt that today's job environment where there is no permanency and too many deadlines to meet, lots of pressure and stress, rat-race, less free time to spend time with family and no time to enjoy life makes them insecure about their health and future. This sentiment was felt by both freshers and seniors, more from the sectors of Media, hospitality and aviation.

Teachers working in private schools were more insecure regarding their not being given any job security and full pay scale.

Travelling alone from home to office in public transport at night time was another matter of concern for young girls who were journalists or working in hotels. Journalists also talked about some feeling of insecurity and physical vulnerability when they were covering riots, floods or any emergency situation. This was felt more by those in print media.

Health related issues

Keeping and maintaining good health is a major cause of concern for women working in all the sectors. Erratic and elongated timings, hectic work schedules, meeting deadlines, lesser holidays, no social life, lack of time to pursue activities of interest or to do exercise and yoga, too much ambition and competition, lack of true camaraderie within office colleagues, back biting, pleasing bosses, lack of family support, staying away from family, managing family and home, working on computers are few of the reasons which are causes of various health problems originating in females of all ages. **Few of the common health problems mentioned by females working in all sectors include backache, headache, fatigue, stress, cervical spondylitis, eyesight related problems, digestion related problems, insomnia etc.** Women in Aviation have to be very careful about health related issues because it is mandatory for them to fly and also because flying and breathing artificial oxygen might lead to dehydration, jet lags, bloated uterus, conceiving problems. Also wearing high heels and standing for such a long time could lead to circulation or back and spinal cord related problems or pain in legs. Females working in hotels also shared having similar problems as those of the aviation sector due to standing for long or wearing high heels.

Recommending profession to others

When asked whether they would recommend their profession to their younger sisters or friends, except teachers most of the females in all the professions said that although they liked their professions but not all are fit to be Air hostesses, Pilots, journalists, Sales/Marketing persons, chefs etc.

They said that young girls joining these professions should have a know-how of the industry they are entering and the kind of pressures one has to deal with in it for if they don't they will not be able to stay long in the industry or will not be able to rise in the same or would become stressed and depressed.

Regarding marriage, balancing work family

One major issue of concern, which emerges out of the findings, is that institution of marriage is taking a back seat. The age of getting married has risen and females are postponing getting pregnant after marriage, much to the distress of their family members causing stress and turmoil in relationships. Those who are married and especially with small children do find it more strenuous and feel that they need more time to spend with their family. Many, especially those staying in nuclear families, despite having house hold helps and getting cooperation from their husbands are finding it too strenuous and demanding to be able to continue and are willing to leave or change the jobs. Although they are putting up a brave front but many suffer from stress and guilt pangs for not being able to give time to their children.

Looking at the mechanized and tough life of their senior counterparts, many amongst those who are unmarried have opined that looking at their work schedule they would think many times before getting married. Since one thing either work or married life is bound to suffer and as presently work is priority for them, they would wait till they have achieved their ambitions, which normally are hefty package of salary and high position at work place.

Those of them who were unmarried said career in media, hospitality and aviation are very demanding and hectic and require 10 to 12 hours outside home. That is the reason that they would not want to marry till they achieve a certain amount hierarchy in their jobs. Few of them were not interested in getting married as they were too much in love with their careers and felt that managing career and family is sort of impossible task today. They felt that Indian family system is although showing

some signs of change and society and men (in-laws and husbands) have become understanding, however the major burden and responsibility of managing lies on females whether working or non-working. Those in media said it's a twenty-four hour job. Many young females also opined that marriage and especially raising kids in itself is a full time job. Without support system at home or good household help, which is more and more difficult with time, one cannot manage home or raise children. Few married women even conceded that even if husbands are supportive, nature has given females the motherly instinct and they can only raise children in the proper and required way. Few of those married but not having children felt that they would not have children for a period of time as it would harm the growth in their careers.

Those who had in-laws at home although seemed less stressed out due to the fact that the grandmother was taking care of the children but they were not very satisfied with the rearing and upbringing of their children and had a number of complaints and grudges due to it.

Creches at work place, as per many working females, is a good option as it would encourage females to get married without having to forsake their careers. However crèche facility is available in only one or two media houses and a few schools in Delhi. They also felt that the employers could provide working mothers with the option of flexible timings and working from home, although this would only suit those working in Marketing or Human Resource or few other departments. Another option suggested was of providing extended maternity leave (one media house is providing 6 months paid maternity leave to its female employees which is a step to be emulated by others) or giving them the option of working for shorter duration each day with some cut in their salary.

Many working mothers working in all the sectors said that since their bosses and colleagues were understanding they were provided with flexibility to the extent that they could come late in situations like sickness of the child, meeting with the child's teachers etc. Few bosses also allowed females to bring their children with them on Saturdays (although this is not the policy of the organization).

Teachers however had an advantage as the employers of few schools provided the teachers children (two) admission in their schools and did not charge them with the tuition fee. Also most teachers did not complain of not being able to do justice to their role of mothers. Although they did say that in the past few years their work load has increased and they are required to stay back after school hours, however

no one said that they are neglecting their children or are not being able to devote time to them.

Conclusion and Suggestions

The research has once again reiterated the modern and educated women's resolve to forge ahead in their work life, irrespective of the challenges present for them just because they are women. On the positive side, the research brings out very clearly that today's females have a mind of their own and are clear about their career and goals from very early in their lives. They are choosing the professions of their choice and pursuing them not out of compulsion but out of the interest and great enthusiasm they have for their work. However on the bleak side the research concludes that too much of work pressure, elongated work hours, travelling alone at odd hours, competition and rat race to forge ahead in their work places, less time for rest, enjoyment and looking after self and family, might result in health and psychosocial problems for females of all ages and professions.

The research underlines that the need of the time is to ensure that all women work in safe and secure work environment get paid as per their calibre, qualifications and expertise and get avenues to grow and realize their potential. The findings reveal that irrespective of the sector and metropolitan city most amongst those interviewed have similar kinds of problems, issues and concerns. They are mainly related to elongated work timings, travelling back home at late hours and managing work family with equal gusto and passion. Apparently today's women are putting a brave front but multi tasking and hectic schedules and lifestyle is taking a toll on their physical and mental health.

Most of the working females who are married and have children, irrespective of the sector, place, work profile designation need empathy and support from policy makers and employers, who should understand their predicament. Nature has given women dual responsibility and after marriage and children it is natural that they require flexibility and more time off paid work. However quitting job or telling them to leave the job is not the solution. Also after getting educated and having worked, staying at home without any mental stimulus is difficult. Thus a way has to be found out by the employers at their level and some changes be made at the policy level for helping women like them cope up with work and family duties.

Following are the few suggestions, which have emerged as an outcome of the study and might prove useful for the employers and policy makers:

- Some regulation, to ensure that employers do not misuse the clause of termination as per their whims and fancies has to be made.
- Since young females are migrating from their home towns to work in the sectors like media, aviation and hospitality and are finding it difficult especially in media to find suitable accommodation, it becomes important that facilities of affordable and safe housing near the work place be made available to them by employers only. This would save them a lot of inconvenience and prove to be beneficial for the employer too in the long run. However looking at the high rentals another option could be that the decent accommodation be arranged at some other place but transport facility especially if they are travelling at odd hours, be provided to them.
- Some regulation to keep a tab on the work timings of all organizations has to be made by the Government. It should be ensured that no worker is forced to stay back after work and if workers are doing overtime they be paid accordingly.
- As expressed by women across the country, sectors and ages conveyance facilities after a stipulated time in the evening need to be provided by the employers. Drop back facility could be made available from 7 pm onwards and after 10 pm it should be mandatory for all offices to provide office transport to female workers back home.
- Employers should ensure that employees be provided with and also allowed to take the stipulated amount of leaves and holidays and those employees who do not avail should be paid for their leaves.
- As suggested by females working in all the sectors that since lot of changes have occurred in the past few years in the work scenario and work profiles, few innovations and changes are required in the course curriculum in order to make them more aware of the job challenges.
- Getting appropriate remuneration as per their qualifications, work profile and work-load is a major issue with females working in newspapers, news channels, smaller hotels and schools. They grudged that depending on an employee's negotiation skills and personal rapport with the bosses and management, different salaries are being provided to different employees at the same

designation. Since most of the employees including females are not satisfied as employees due to this, a way out should be found out by the employers, where salaries of the employees and incentives given to employees be based on measurable basis and be similar for all working at the same levels.

- Awareness regarding Sexual harassment policy needs to be given to both male and female employees from time to time. Sexual harassment committee needs to be formed and proper functioning be ensured. Since many females are apprehensive of reporting the cases to employers and even after reporting are cajoled or threatened to take the case back, State and National commission for women should step in to bring a positive change. They should encourage women to directly approach them and ensure that the employers pursue the case seriously and the perpetrator be punished.
- The employers need to be empathetic and realistic about the work timings. They need to understand the harmful effect lack of sleep, too much work load, erratic food timings, constant deadlines etc have on the health of a worker. Thus they should find out ways that the employees adhere to work timings and do not suffer from 'burn outs' or health related problems.
- As confessed by most of the working females, keeping and maintaining of good health is becoming difficult, thus employers need to be providing some kind of exercising, yoga and meditation facilities to their workers. The employees should be made to attend self improvement seminars and sessions on reducing stress, managing work family etc.
- Maternity leave should be extended for females working in hospitality, aviation and media sectors. As suggested by many respondents that after they join the office, their workload should be lessened for some time and they should be provided with the option of less working hours and working from home.
- Opening crèches at or near the work place is a good option as it would encourage females to get married at the right time and have children at right age without having to forsake their careers. Thus crèche facility should be made available to all working mothers as this would remove a major tension off their minds and they would be able to work at peace and with complete dedication.

- Employers could provide working mothers with the option of flexible timings and working from home, although this would only suit those working in Marketing or Human Resource or few other departments. Another option suggested was of providing extended maternity leave (one media house is providing 6 months paid maternity leave to its female employees which is a step to be emulated by others).

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Annexure-I

Changes in some features of women's participation in the labour market- selected countries

Countries	Labour force participation Rates					Wage Employment				
	Women					Women outside Agriculture				
	Women's Minus Men's rates									
	1990	2000	Change	1990	2000	1990	2000	Change		
Developed										
France	57.2	61.7	4.5	-17.8	-12.7	---	---	---	---	
Greece	35.4	38.9	3.5	-30.4	-25.1	36.3	39.8	3.5	3.5	
Ireland	35.7	46.0	10.3	-33.3	-24.1	41.7	46.1	4.4	4.4	
Italy	35.8	35.3	-0.5	-28.4	-27.3	36.0	39.8	3.8	3.8	
Netherlands	53.1	64.4	11.3	-26.9	-18.2	41.7	43.9	2.2	2.2	
Portugal	49.9	52.7	2.8	-24.0	-17.5	44.5	45.8	1.3	1.3	
Sweden	71.2	66.6	-4.6	-6.3	-6.8	50.5	50.6	0.1	0.1	
United Kingdom	53.1	54.5	1.4	-22.3	-17.1	---	---	---	---	
Australia	51.9	53.2	1.3	-23.0	-18.8	---	---	---	---	
Canada	58.5	59.5	1.0	-17.6	-13.0	46.9	48.4	1.5	1.5	
Japan	50.1	49.3	-0.8	-27.3	-27.1	38.0	40.0	2.0	2.0	
United States	57.6	60.2	2.6	-18.9	-14.5	---	---	---	---	
Transition										
Hungary	47.7	45.4	-2.3	-20.1	-16.0	---	---	---	---	
Poland	57.3	49.6	-7.7	-17.3	-14.9	47.3	46.9	-0.4	-0.4	
Romania	54.6	56.3	1.7	-12.3	-15.1	43.0	45.5	2.5	2.5	
Russian Federation	60.1	51.8	-8.3	-16.3	-15.3	---	---	---	---	
Asia										
China	73.0	---	---	-12.0	---	---	---	---	---	
Hong Kong, China	46.6	48.5	1.9	-32.0	-27.0	---	---	---	---	

Countries	Labour force participation Rates					Wage Employment			
	Women					Women outside Agriculture			
	Men's rates					Change			
	1990	2000	Change	1990	2000	1990	2000	Change	
Korea, Republic of	47.0	47.4	0.4	-27.3	-27.0	37.8	40.0	2.2	
Bangladesh	65.4	55.9	-9.5	-22.6	-32.9	---	---	---	
India	40.3	---	---	-45.6	---	---	---	---	
Pakistan	11.3	15.2	3.9	-73.6	-67.2	---	---	---	
Indonesia	44.6	51.5	6.9	-38.1	-33.1	---	---	---	
Malaysia	45.2	44.7	-0.5	-36.7	-38.1	---	---	---	
Philippines	47.5	50.0	2.5	-34.3	-31.8	40.4	41.1	0.7	
Singapore	50.3	51.3	1.0	-28.9	-26.2	42.5	45.4	2.9	
Thailand	76.3	64.2	-12.1	-11.4	-16.1	---	---	---	
Caribbean									
Dominican Republic	34.1	41.4	7.3	-51.7	-45.1	---	---	---	
Jamaica	62.4	57.6	-4.8	-14.5	-16.0	---	---	---	
Trinidad and Tobago	37.9	46.6	8.7	36.4	-28.4	35.6	39.9	4.3	
Latin America									
Brazil	44.0	52.8	8.8	-40.6	-29.2	42.8	45.4	4.3	
Chile	31.8	36.5	4.7	-43.3	-37.9	---	---	---	
Costa Rica	32.5	38.5	6.0	-50.0	-43.0	37.2	39.3	2.1	
Ecuador	28.2	52.2	24.0	-53.8	-29.9	---	---	---	
Guatemala	28.0	45.6	17.6	-61.6	-42.3	---	---	---	
Mexico	21.6	38.5	16.9	-53.9	-45.3	36.5	37.3	0.8	
Peru	29.3	58.1	28.8	-50.5	-21.3	---	33.3	---	
Uruguay	42.8	49.2	6.4	24.2	-24.6	---	---	---	
Africa									
Ethiopia	57.9	71.9	14.0	-28.1	-28.1	---	---	---	

Countries	Labour force participation Rates					Wage Employment			
	Women		Women's Minus Men's rates			Women outside Agriculture			
	1990	2000	Change	1990	2000	1990	2000	Change	
Mauritius	34.7	---	---	-45.9	-45.9	---	---	---	
Rwanda	83.7	85.1	1.4	-9.9	-9.9	---	---	---	
Tanzania, United Republic of	83.4	---	---	---	---	---	---	---	
South Africa	45.6	43.9	-1.7	-34.3	-34.3	---	---	---	
Ghana	81.8	---	---	-0.6	-0.6	---	---	---	
Mali	72.9	---	---	-17.3	-17.3	---	---	---	
Middle East									
Iran, Islamic Republic of	21.4	10.6	-10.8	-59.1	-64.2	---	---	---	
Israel	40.8	47.3	6.5	-21.5	-13.4	---	48.3	---	
Jordan	17.3	11.6	-5.7	-58.2	52.0	---	---	---	
Lebanon	24.2	18.7	-5.5	-50.0	48.6	---	---	---	
Saudi Arabia	14.6	---	-14.6	-70.1	---	---	---	---	
Syrian Arab Republic	23.6	16.7	-6.9	-54.7	---	---	---	---	
North Africa									
Egypt	26.7	19.6	-7.1	-46.5	-51.9	20.5	20.9	0.4	
Morocco	38.8	30.3	-8.5	-41.2	-49.0	---	---	---	
Sudan	23.1	29.1	6.0	-52.1	-45.6	---	---	---	

Note: 1990= data for 1990 or the closest year available; 2000 = data for 2000 or the latest year available. ^a Labour force participants rates taken from 15+ age group, except for those for France, Malaysia and the Netherlands, which are taken from the 1.5-64 age group. ^b Women's wage employment outside agriculture = women's wage employment in the non-agricultural sector as a percentage of total non-agricultural employees. This is of the Millennium Development Goal indicators. Blank spaces = information not available.

Source: ILO: key indicators of the Labour Market (KILM) 2001-2002 (Geneva, 2002), KILM 1; and ILO Labour Statistics Yearbook Database (LABORSTA)

Annexure-II

Unemployment differentials between women and men- selected countries

Countries	1990				2000				Change
	Women	Men	Women's minus men's rates	Women	Men	Women's minus men's rates			
Developed									
France	12.0	7.0	5.0	11.9	8.5	3.4	-1.6		
Greece	11.7	4.3	7.4	16.5	7.0	9.5	2.1		
Ireland	13.8	12.6	1.2	4.6	4.8	-0.2	-1.4		
Italy	17.6	7.8	9.8	15.7	8.7	7.0	-2.8		
Netherlands	10.6	5.4	5.2	4.9	2.7	2.2	-2.5		
Portugal	6.8	3.1	3.7	4.8	2.9	1.9	-1.8		
Sweden	1.8	1.8	0	6.7	7.4	-0.7	-0.7		
United Kingdom	4.8	8.3	-0.5	5.1	6.7	-1.6	-1.1		
Australia	7.1	6.9	0.2	6.7	7.2	-0.5	-0.7		
Canada	8.1	8.2	-0.1	6.7	6.9	-0.2	-0.1		
Japan	2.2	2.0	0.2	4.5	5.0	-0.5	-0.7		
United States	5.5	5.7	-0.2	4.6	3.7	0.9	1.1		
Transition									
Hungary	1.4	1.8	-0.4	6.3	7.5	-1.2	-0.8		
Poland	7.1	5.8	1.3	18.5	15.2	3.3	2.0		
Romania	4.0	2.2	1.8	6.2	7.4	-1.2	-3.0		
Russian Federation	5.2	5.2	0	13.1	13.6	-0.5	-0.5		
Asia									
China	1.2	0.9	0.3	---	---	---	---		
Hong Kong, China	1.3	1.3	0	4.0	5.1	-1.1	-1.1		
Korea, Republic of	1.8	2.9	-0.9	5.1	7.1	-2.0	-1.1		

Countries	1990				2000				Change
	Women	Men	Women's minus men's rates	Women	Men	Women's minus men's rates			
Bangladesh	1.9	2.0	-0.1	2.3	2.7	-0.4	---		
India	---	---	---	---	---	---	---		
Pakistan	0.9	3.4	12.3	14.9	4.2	10.7	-1.6		
Indonesia	---	---	---	---	---	---	---		
Malaysia	---	---	---	---	---	---	---		
Philippines	9.8	7.1	2.7	9.9	10.3	-0.4	-3.1		
Singapore	1.3	1.9	-0.6	4.6	4.5	0.1	0.7		
Thailand	2.4	2.1	0.3	3.0	3.0	0	-0.3		
Caribbean									
Dominican Republic	33.1	12.5	20.6	28.6	9.5	19.1	-1.5		
Jamaica	23.1	9.3	13.8	22.5	10.0	12.5	-1.3		
Trinidad and Tobago	24.2	17.8	6.4	16.8	10.9	5.9	-0.5		
Latin America									
Brazil	3.4	3.8	-0.4	11.6	7.2	4.4	4.8		
Chile	5.7	5.7	0	7.6	7.0	0.6	0.6		
Costa Rica	5.9	4.2	1.7	8.2	4.9	3.3	1.6		
Ecuador	9.1	4.3	4.4	16.0	8.4	7.6	3.2		
Guatemala	---	---	---	---	---	---	---		
Mexico	4.23	2.5	1.7	2.6	1.8	0.8	-0.9		
Peru	7.3	4.8	2.5	8.6	7.5	1.1	-1.4		
Uruguay	10.9	6.9	4.0	14.6	8.7	5.9	1.9		
Africa									
Ethiopia	---	---	---	---	---	---	---		
Mauritius	---	---	---	---	---	---	---		
Rwanda	---	---	---	---	---	---	---		

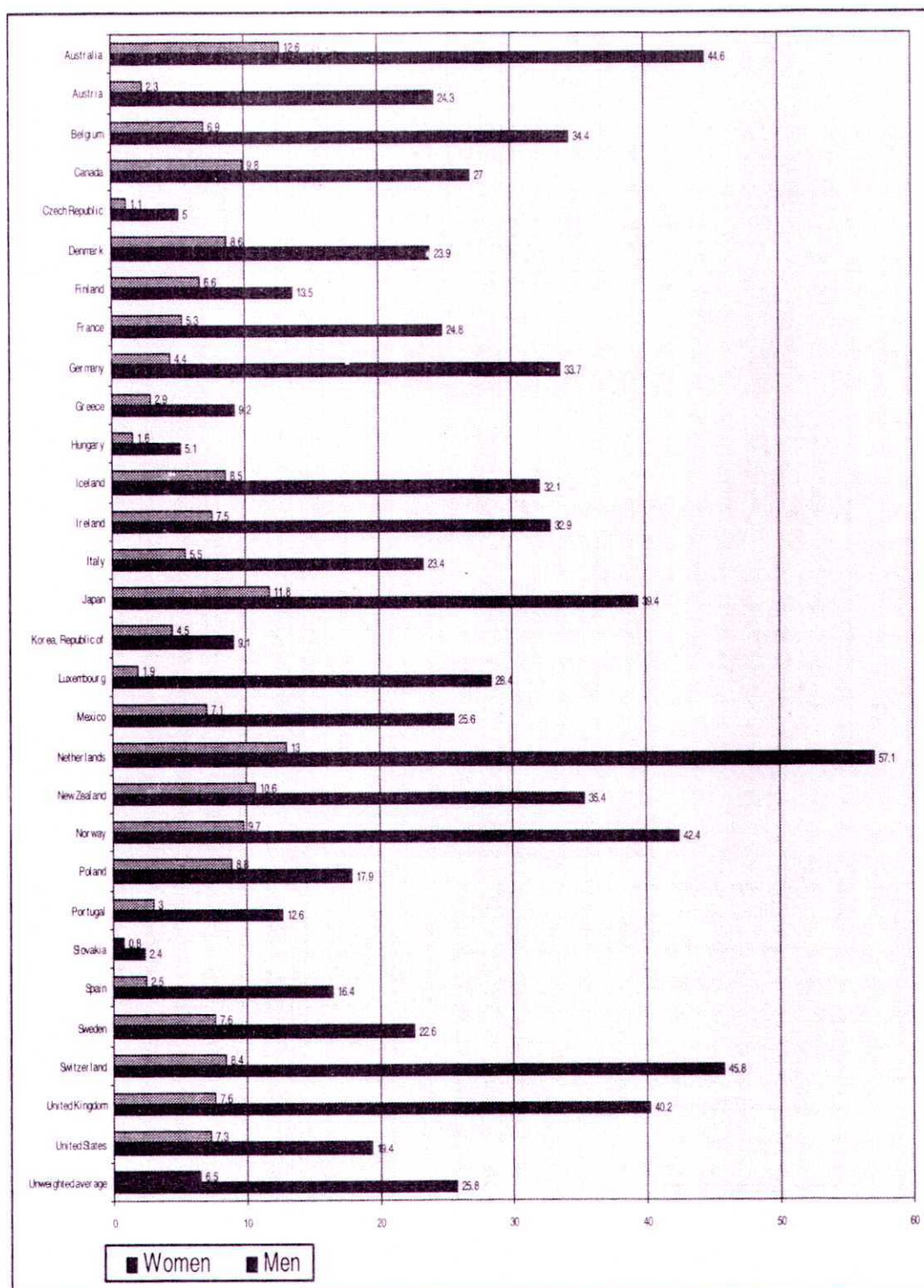
Countries	1990				2000				Change
	Women	Men	Women's minus men's rates	Women	Men	Women's minus men's rates	Women	Men	
Tanzania, United Republic of	4.2	2.7	1.5	---	---	---	---	---	---
South Africa	---	---	---	27.8	19.8	8	---	---	---
Ghana	---	---	---	---	---	---	---	---	---
Mali	---	---	---	---	---	---	---	---	---
Middle East									
Iran, Islamic Republic of	---	---	---	---	---	---	---	---	---
Israel	11.3	8.4	2.9	8.1	8.5	-0.4	---	---	-3.3
Jordan	---	---	---	20.7	11.8	8.9	---	---	8.9
Lebanon	---	---	---	7.2	9.0	-1.8	---	---	---
Saudi Arabia	---	---	---	---	---	---	---	---	---
Syrian Arab Republic	14.0	5.2	8.8	---	---	---	---	---	---
North Africa									
Egypt	17.9	5.2	12.7	19.9	5.1	14.8	---	---	2.1
Morocco	20.4	14.2	6.2	27.6	20.3	7.3	---	---	1.1
Sudan	---	---	---	---	---	---	---	---	---

Note: 1990= data for 1990 or the closest year available; 2000 = data for 2000 or the latest year available; Blank spaces = information not available.

Source: ILO: KILM 2001-2002 (Geneva, 2002), KILM8.

Annexure-III

Figure: Percentage of women/men working part time in total female/male employment, 2002 (persons aged 15-64)



Source: OECD: Employment Outlook 2002 (Paris, 2002).

Annexure-IV

Country	Latest year	Number of occupations sampled	Number of gender-dominated occupations			Percentage of total labour force in gender dominated occupations	Percentage of male labour force in male-dominated occupations	Percentage of female labour force in female-dominated occupations	Percentage of non-agricultural labour force	ID
			Total	Women-dominated	Men-dominated					
Major Europe										
Austria	2000	71	31	3	28	53.2	53.8	10.1	43.3	0.569
France	1999	119	62	8	54	44.9	49.6	30.7	45.5	0.554
Germany	2000	80	49	8	41	48.9	48.6	37.5	43.0	0.537
Major non-Europe										
United States	2000	104	47	15	32	36.8	33.1	33.3	47.2	0.463
Central and Eastern Europe										
Poland	2001	100	47	15	32	52.1	51.9	43.8	45.3	0.616
Belarus	1999	100	43	28	15	62.3	60.1	56.1	51.1	0.647
Russian Federation	2000	30	8	5	3	35.2	33.7	29.7	48.2	0.501
Asia										
Hong Kong, China	2001	122	75	5	70	40.6	40.5	32.1	45.3	0.503
Korea, Republic of	2000	149(41)	---	---	---	40.7	56.0	4.9	36.1	0.549 (0.431)
Pakistan	1998	25	25	0	23	92.8	97.6	0	4.9	0.455
Thailand	2000	111	23	5	20	25.0	31.5	12.3	48.2	0.405
Middle East 13.1										
Iran, Islamic Republic of	1996	26	20	0	20	85.2	92.8	0		0.639

^a The index of dissimilarity (ID) measures the proportion of one sex that would have to change occupations, holding employment of the other sex constant, in order to achieve gender equality in employment. The ID has values that range between 0 (no segregation, implying that is an equal percentage of women and men in each occupation) and 1 (complete segregation, implying that all female workers are in occupations where there are no male workers). The ID is used here to illustrate the level of segregation, but it should be borne in mind that in investigating occupational segregation it is important to look at several different types of statistics. ^b Calculations for number of occupations sampled and ID are based on two different sample sizes. Blank spaces = information not available.

Source: R. Anker and H. Melkas: Gender-based occupational segregation, Background paper prepared for this fourth Global Report (Geneva, ILO, 2002). Calculations are based on occupational data from the ILO SEGREGAT database (as updated in 2002).

Annexure-V

Share of female administrators in countries with ISCO-88^a data, 2000^b

Region	Administrators as a percentage of the total labour force	Percentage of female administrators
Developed countries	8.1	27.6
Transition economies	6.7	32.9
Asia and the Pacific	5.6	15.3
Latin America and the Caribbean	5.0	32.8
Middle East and North Africa	5.9	28.1

Notes: ^a International Standard Classification of Occupations (ISCO-88), major, sub-major and minor group. ^b More disaggregated data would show even greater vertical segregation (see H. Melkas and R. Anker: Gender-based occupational segregation, Background paper prepared for this fourth Global Report, Geneva, ILO, 2002)
Source: ILO Yearbook of Labour Statistics, 2001 (Geneva, 2001).

Annexure-VI

Women in "new" occupations of computer programmer and systems analyst, 1990-2000

Country	Latest year	Percentage of women in "new" occupations (latest year)	Representation ratio ^a (latest year)	Change in percentage of women in "new" occupations, 1990-2000 ^b
Belarus	1999	50.9	1.00	-
France	1999	19.6	0.43	-2.3
Germany	2000	18.0	0.42	-
Hong Kong, China	2001	23.8	0.54	1.9
Korea, Republic of	2000	23.4	0.65	-
Poland	2001	25.0	0.55	-44.1
Thailand	2000	47.7	0.98	-
United States	2000	28.5	0.60	-5.3
Average (unweighted)		29.6	0.65	-12.5

Notes: ^a The representation ratio is per cent female in an occupation divided by per cent female for entire non-agriculture labour force. It shows the extent to which an occupation is more (when value is above 1.0) or less (when value is below 1.0) feminized than usual for the country. ^b The percentage of change is adjusted to a ten-year period (e. g. if change is measured over a five-year period, the value would be doubled; if over a 20-year period, it would be halved). Change data are available for France (1990-1999), United States (1991-2000), Poland (1994-2000) and Hong Kong, China (1991-2001). - = Figures not available.

Source: H. Melkas and R. Anker: Gender-based occupational segregation, Background paper prepared for this fourth Global Report (Geneva 2002).

Annexure-VII

Nature of Industry	Education Qualification	Category			
		SC	ST	OBC	General
Hotel	Below graduate	0	0	0	100
	Graduate	0	8	8	84
	Post graduate	0	0	20	80
	Higher education	0	0	0	100
	No response	0	0	0	100
Aviation	Below graduate	0	50	0	50
	Graduate	8	0	8	84
	Post graduate	0	0	0	100
	Higher education	0	0	0	100
	No response	0	0	0	100
Media	Below graduate	0	0	0	100
	Graduate	0	0	0	100
	Post graduate	0	12	0	88
	Higher education	0	0	4	96
	No response	0	0	0	100
Education	Graduate	67	33	0	0
	Post graduate	3	20	3	74
	Higher education	12	15	5	68
	No response	0	0	0	100

Source: Field Survey

Annexure-VIII

Nature of Industry	Status of Work	Working Hours						No Response	Total
		1 - 4 Hours	4 - 8 Hours	8 Hours to above	No Fix Time				
Hotel	Permanent	0	14	79	7			0	100
	Contact base	0	30	70	0			0	100
	No response	0	67	33	0			0	100
Aviation	Permanent	4	7	74	4			11	100
	Contact base	0	9	73	18			0	100
	No response	3	8	73	8			8	100
Media	Permanent	0	26	65	7			2	100
	Contact base	0	31	69	0			0	100
	Daily wages	0	100	0	0			0	100
Education	No response	0	0	0	100			0	100
	Permanent	11	71	18	0			0	100
	Contact base	21	68	11	0			0	100
	No response	34	33	33	0			0	100

Source: Field Survey

Annexure-IX

Nature of Industry	Working Hours	Monthly Remuneration						
		Below 10,000	10 to 30 thousand	30 to 60 thousand	60 to 90 thousand	Above 90 thousand	No Response	Total
Hotel	4-8 Hours	29	36	0	0	7	28	100
	8 Hours to above	23	20	0	0	9	48	100
	No fixed hour	0	0	0	0	0	100	100
Aviation	1-4 Hours	0	100	0	0	0	0	100
	4-8 Hours	0	67	0	0	0	33	100
	8 Hours to above	4	7	4	18	0	67	100
	No fixed hour	0	0	0	0	0	100	100
Media	No response	0	67	0	0	0	33	100
	4-8 Hours	11	24	6	0	0	59	100
	8 Hours to above	13	18	8	0	7	54	100
	No fixed hour	0	50	0	0	0	50	100
Education	No response	0	0	0	100	0	0	100
	1-4 Hours	10	40	10	0	0	40	100
	4-8 Hours	33	30	2	0	0	35	100
	8 Hours to above	11	44	12	0	0	33	100

Source: Field Survey

Source: Field Survey

Annexure-X

Nature of Industry	Status of Work	Working Hours			
		Yes	No	No Response	Total
Hotel	Management	55	45	0	100
	Administration	75	25	0	100
	Hostess	45	55	0	100
	Training Department	29	71	0	100
Aviation	Management	67	33	0	100
	Administration	0	100	0	100
	Hostess	100	0	0	100
	Training Department	100	0	0	100
	Pilot	67	33	0	100
	Other Cabin Crew	81	19	0	100
	Teacher	0	100	0	100
Media	Administration	100	0	0	100
	Training Department	60	20	20	100
	Reporter	98	2	0	100
	Editor	100	0	0	100
	Producer	100	0	0	100
Education	Administration	17	83	0	100
	Teacher	4	96	0	100
	Field work	0	100	0	100
	library	0	100	0	100
	No response	0	100	0	100

Source: Field Survey

Annexure-XI

Nature of Industry	Status of Work	Working Hours			
		Drop facility	Self Transpor facility	No Transport	Total
Hotel	Management	50	40	10	100
	Administration	83	9	8	100
	Hostess	27	46	27	100
	Trainee	43	57	0	100
Aviation	Management	67	33	0	100
	Administration	0	100	0	100
	Hostess	100	0	0	100
	Trainee	100	0	0	100
	Pilot	67	33	0	100
	Cabin	69	31	0	100
	Teacher	0	100	0	100
Media	Administration	100	0	0	100
	Trainee	60	40	0	100
	Reporter	93	2	5	100
	Editor	72	14	14	100
	Producer	100	0	0	100
Education	Administration	17	83	0	100
	Teacher	4	96	0	100
	Field work	0	100	0	100
	library	0	100	0	100
	No Response	0	100	0	100

Source: Field Survey

Annexure-XII

	Working Hours	Sexual Harassment Policy	Maternity Protection	Flexible Timing	Creche Facility	Not Aware Off	Total
Hotel	Management	10	25	20	5	40	100
	Administration	3	0	25	8	64	100
	Hostess	0	36	9	0	55	100
Aviation	Trainee Department	14	14	0	14	58	100
	Management	0	33	0	0	67	100
	Administration	0	0	33	0	67	100
	Hostess	50	50	0	0	0	100
	Trainee	0	0	0	0	100	100
	Pilot	8	25	0	0	67	100
	Other Cabin Crew	0	19	0	0	81	100
Media	Teacher	0	0	0	0	100	100
	Administration	0	67	33	0	0	100
	Trainee Department	20	40	40	0	0	100
	Reporter editor	14	51	12	9	14	100
	Producer	0	86	14	0	0	100
Education		0	67	0	0	33	100
	Administration	0	50	17	0	33	100
	Teacher	8	65	10	0	17	100
	Field work	0	0	0	0	100	100
	Library	0	100	0	0	0	100
No response		0	100	0	0	0	100

Field Survey

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