

Research Paper :

Awareness in rural and urban adolescent girls of Uttar Pradesh about the rights of women at work place

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ABSTRACT

The present study was undertaken to explore awareness in rural and urban adolescent girls of Uttar Pradesh about the rights of women at work place. A structured interview scheduled with close ended questions was used for data collection through survey method in the study. The sample comprised of 200 adolescents girls of the age group 12-18 years. 100 from rural and 100 from urban areas, which were selected randomly. The results showed that the difference of knowledge regarding directive principles that concern women workers, equal remuneration act, maternity benefit act, sexual harassment include unwelcome behaviour, were found to be non significant in urban and rural girls. Amount of sexual harassment and wage discrimination against women were found to be significant in urban and rural girls. It can be concluded from the study that there is a great need to develop the appropriate educational packages and programmes for the girls who can provide them right knowledge and will protect them from the exploitation.

Key words : Adolescents girls, Women right, Workplace.

Adolescents form about 22% population of the country (22%). Development of a country depends upon them. But they face many problems related to sexual issues and rights. Teachers and parents do not provide adequate information about these issues. Literacy rate in females are lower than in males. Girl's education level has still not improved. In addition, adolescent girls particularly between age group of 14-19 years are more prone to gender discrimination, early marriage, early pregnancy, sexual harassment, unpaid workers, etc. and unawareness of their rights (UNICEF, 1998). Women represent a disadvantaged section of society. Glaring inequalities in the social, political and economic spheres are manifested in the adverse sex ratio, poor educational and nutritional status inequality in wages and prevalence of violence against women, including trafficking.

The present study was taken to explore the awareness in rural and urban adolescent girls of Uttar Pradesh about the rights of women at work place.

METHODOLOGY

To access the differences in knowledge related to women worker's rights of urban and rural adolescent girls, a structured interview scheduled with close ended questions was used for data collection through survey method in the study. The sample comprised of 200 adolescents girls of the age group of 12-18 years with 100 each from rural and urban areas. The urban colonies and villages were selected randomly from selected cities.

Further, the sample of 100 from both urban and rural area each was selected through random sampling.

FINDINGS AND DISCUSSION

On asking about the 'Equal Remuneration Act', the girls of both urban and rural area had knowledge about equal remuneration act. In urban area, the percentage of girls knowing this (69%) was little more than the girls in rural area (68%). The difference was found to be non-significant as shown by the X^2 value of 0.023 in Table 1.

The girls were enquired about 'Maternity benefit Act', (Table 2). Firstly, asking about the 'Maternity benefits to be provided on completion of', both the girls of urban and rural areas, 10% and 7%, respectively had less knowledge about this. The difference was found to be non-significant as shown by X^2 value of 0.579 in the Table. For further details, asking about 'the maximum period for which any women be entitled to maternity benefit shall be', in this also both urban and rural adolescent girls had less knowledge. The percentage of girls having knowledge in urban and rural areas was 15% and 10%, respectively. The difference was found to be non-significant as shown by X^2 value of 1.143. But both the girls of urban and rural areas had the knowledge of 78% and 63%, respectively, about claims for maternity benefit becomes due on. The difference was found to be significant as shown by X^2 value of 5.409.

On going into further detail *i.e.* on asking about 'sexual harassment at workplace' (Table 3), majority of