

# Capacity building of women of Mangali village, Hisar through time management and entrepreneurial training for making bead crafts

■ Ekta Melkani, Kiran Singh and Manju Mehta

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■ **ABSTRACT** : The plight of the women workers is reported worse in the small scale industries. Bead making, a small scale enterprise, is commonly practiced in North-Western part of Haryana where bead making from wood is the main source of livelihood for more than 70 per cent of the households in Mangali village. All the family members have been involved in various activities of bead making. However, women's involvement was higher in making beads and string (*mala*) making (Gandhi *et al.*, 2017) who spend 8-12 hours daily for bead string making at one rupee per string. Seasonal calendar and activity profiles of 50 purposively selected women from *Surtiya* Panchayat of Mangali village were recorded for the assessment of the working hours of the women involved in bead string making. The work-rest ratio of the average respondents in minutes was calculated to be 20:3, which was not satisfactory for the long hours sitting work. Trainings with time management, bead products like jewelry making, curtains, bead vases, and other bead craft techniques was given to the women for eight months at intermittent intervals. The similar work is recommended to be introduced on large scale and a proper channel can be devised to sell the products and benefit the enterprise. More time management trainings need to happen at village levels to reduce the unnecessary drudgery of the rural women and employ their precious time in quality and productive works. This will ensure that the diverse designs and market colour trends would have wide range of customers resulting in good returns for the bead making enterprise.

See end of the paper for authors' affiliations

**Ekta Melkani**

Department of Family Resource Management, C.C.S. Haryana Agricultural University, Hisar (Haryana) India  
Email : ektamelkani@gmail.com

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The workers are the directing forces of the national thrift. Industry, workers and management have a very important role in the buildup or enhancement of the country. Estimates convey that more than 1000

million people over the world are engaged in small-scale industries. In many countries, people get their job and income opportunities from a range of home manufacturing operation such as clothes, shoes, furniture,

handcrafts, or foods. Trending industrial distress is a serious problem of the world. According to late Shri Rajiv Gandhi - "To move the country towards the 21<sup>st</sup> century it is absolutely essential that our labor is organized, disciplined and trained. We cannot move forward without the satisfaction of labour."

According to the provisions of the Factory Act, 1948, if workers work for more than 9 hours in a day or for more than 48 hours in a week, are entitled to overtime and its rate should be twice of the ordinary wages. "Unfortunately, several researchers have reported that most small business owners did not pay for overtime as per the legislative provisions. Employees are either given a cup of tea or food for their overtime at normal rates only, that too, if given at all. That is why it is said that labour laws in small-scale industry are not only easy and neutral but cheaper also. The employees should also be given paid benefits for time not worked. Time-off benefits include payments for rest periods, lunch periods, wash-up time, clothes-change and get-ready times. The small-scale enterprises restrict paid holidays to the employees and no weekly off days are given to them in a year. The plight of the women workers is even worse. They are doing the labour work along with the household responsibilities and very less time is left for them self.

Mangali village of Hisar, Haryana is a village of population about 7000 people and is constituted of five panchayats. Wood bead manufacturing has been an age old profession of more than 70 per cent income holders of the village. With the advances in time and technologies this profession has lost its magnificence and the earning capacity. All the family members have been involved in various activities of bead making. However, women's involvement was higher in making beads and string (*mala*) making (Gandhi *et al.*, 2017) who spend many hours daily for bead string making at one rupee per string. String of 108 beads is sold at minimal rates. All their efforts and labor don't pay back much to them. The full utilization of women's untapped potential can play a pivotal role in benefitting their economic conditions. It is evident that with proper time management and making products employing less effort and more profits shall help the women take hold of the entrepreneurial success. Making products with high craftsmanship and with self marketing practices women can help them be independent and stress free from the contractors.

Utilizing their time properly with income generating activities and high value bead crafts can bring astonishment to their livelihood along with their occupational health.

## ■ RESEARCH METHODS

Seasonal calendar and activity profiles of 50 purposively selected women from *Surtiya* Panchayat of Mangali village were recorded for the assessment of the working hours of the women involved in bead string making. Trainings with time management, bead products like jewelry making, curtains, bead vases, and other bead craft techniques was given to the women for eight months at intermittent intervals. Marketing opportunities at local level were provided to women for marketing exposures. Women were made to see the difference that how the new activities differ with the former ones in terms of saving time and earning more income. Raw materials for the advanced activities were provided to women initially and women were made aware to the collection places of raw material at better prices and were trained for the effective bargaining skills.

## ■ RESEARCH FINDINGS AND DISCUSSION

The results obtained from the present investigation as well as relevant discussion have been summarized under following heads :

### Place of work:

Majority of respondents (92%) worked from the home itself as women prefer to work along with other household responsibilities whereas the other respondents (8%) worked from workplace or contractor's place.

### Working hours/day:

Table 1 reveals the data about working hours of the women respondents along with the rest they take at various intervals. Maximum number of women (38%) worked for 8-12 hours per day which was the average working duration by women. It was followed by respondents working for 3-6 hours per day (28%), 6-18 hours per day (21%) and less than for 2 hours per day (20%). A small number of respondents (2%) worked for even more than 12 hours per day. All these working hours were related to the bead work activities only excluding any other household activity.

Table 1 : Working hours and rest hours per day of the respondents				(n=50)
Sr. No.	Working hours/day	Frequency	Rest hours between work	Frequency
1.	<2	6(12.00)	<1	12(24.00)
2.	3-6	14(28.00)	1-2	21(42.00)
3.	6-8	10(20.00)	3-5	15(30.00)
4.	8-12	19(38.00)	6-8	1(2.00)
5.	>12	1(2.00)	>8	1(2.00)

### Rest hours between works:

Along with these activities women perform household activities and take care of their family members. Rest hours became an important issue to carry out the health status of women. Around less than half of the respondents (42%) took rest for 1-2 hours of the day at various intervals followed by respondents taking rest for 3-5 hours per day (30%) and even less than 1 hour per day (24%). Only a small number of respondents took rest for 6-8 hours or for more than 8 hours (2% each).

Most of these rest hour works involved household tasks like tea making, meals preparation, cleaning, dusting, washing clothes and dishes, children responsibilities, even their social responsibilities pushing job activities to night hours making it more difficult. Hence, the personal rest hours for actual rest are highly recommended.

The work-rest ratio of the average respondents in minutes was calculated to be 20:3, which was not satisfactory for the long hours sitting work. Per-capita working hours of respondents in a day was found to be 10 hours in comparison to the 1.5 per-capita rest hours/day of respondents.

The approximated income generation after the intervention was found to be 5 times the former one per day. The time involving the income generating activities was reduced to two hours per day as the new materials like earrings, necklace, bracelets, bead curtains are easy to be made and qualitative to earn more. The efficiency of women for making the crafts and other bead products was enhanced day after day with the practice. It was easy for them to understand that the more the efficiency and finishing, the more will be the profits shared.

### Conclusion:

It is recommended that the rest pause should be about 20 per cent of the total work time when the workers perform the work at 50 per cent of their maximal work capacity (FAO, 1992). Working hours for majority of the women was 8-12 hours per day while only 1.5

hour of rest was observed among 42 per cent of the respondents followed by rest of 3-6 hours per day among 30 per cent of respondents. Considering the ratio of rest to work hours, it was revealed that the workers had taken rest for only 15 percent of their total work hours. Hence, it may be stated that the rest time was less than it was required (20%); also, these rests for women included their other household and social responsibilities. Sunita *et al.* (2015), according to her study has contradicted the observed per-capita hours for work and rest *i.e.*, 10 and 1.5 per-capita hours/day, respectively. The complaints regarding overload of work were found quite well hence causing fatigue while supporting the data of Yamada *et al.* (2001).

After the training and intervention process, 92 per cent women were satisfied with the verbal management techniques which were provided to them during the training and worked hard to employ the new changes in their working patterns. Whereas, 78 per cent women found the trainings to be involving, motivating and income generating with least efforts. Women were enthusiastic with the new patterns of work and to learn the new activities. Most importantly, they could perform all these activities along with the household responsibilities and without any pressure from the contractors. Other women Universities in India can also be approached to do the similar activities in their field of work and come up with new ideas to provide sustainable development.

### Recommendation:

- Future links with government organizations to support funds and marketing for bead products can be approached.
- Start-up India scheme is being considered to get recognition and raw material funds as soon as possible to rural entrepreneurs.
- Permanent source of product marketing needs to be identified which can be online or offline.
- Reputation of women, who worked till now for

contractors only at a minimal wages, can get income without being dependent over any other person and technical training about marketing can exclude the role of middlemen too.

– Training done to improve bead workers' skill and efficiency for making value-added products can be used for further income generation opportunities in future.

– More time management trainings need to happen at village levels to reduce the unnecessary drudgery of the rural women and employ their precious time in quality and productive works.

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Authors' affiliations:

**Kiran Singh and Manju Mehta**, Department of Family Resource Management, C.C.S. Haryana Agricultural University, Hisar (Haryana) India (Email : manjujmehta19@gmail.com; sggandhi3@gmail.com)

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