

Attitude of the women workforce towards their own status in unorganized sector of Ludhiana district of Punjab

■ PARAMDEEP KAUR AND KANWALJIT KAUR

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See end of the paper for authors' affiliations

Correspondence to :

KANWALJIT KAUR

Department of Home Science
Extension and
Communication Management,
College of Home Science,
Punjab Agricultural University,
LUDHIANA (PUNJAB) INDIA
Email: kanwaljithsee@pau.edu

■ **ABSTRACT** : The study was conducted in three blocks and six wards of Ludhiana district of Punjab. Seven villages and eight localities were randomly selected from selected blocks and wards. A sample of 200 (100 Rural and 100 Urban) women was selected randomly according to the availability of workers in unorganized sector. Self constructed attitude scale was developed. The data were collected with the help of interview schedule. Majority of rural and urban respondents reported that the family expects them to prioritize household requirements followed by little or limited interface with outside world. Around hundred per cent of respondents favoured that family circumstances forces to work for meager wages and without social security. The attitudes of women workforce towards their own status did not differ significantly between the rural and urban category of the workers engaged in unorganized sector. Majority of the rural and urban respondents expressed unfavourable attitude towards their own status. There is a need to provide counseling to the women working in the unorganized sector so that they can develop their self esteem, confidence, respect and positive self image.

■ **KEY WORDS** : Attitude, Rural and urban women work force, Unorganized sector

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Traditionally, a woman's place was at home and her employment outside home was looked upon with disfavour, because of the tradition of women staying home while their husbands go to work. She moved within the narrow sphere of her kitchen, cookery, child bearing and rearing, catering to the relatives, in-laws and husband. Yadav *et al.* (1998) examined a study on familial constraints of working women and reported problems of negligence of duties, feeling fatigued when returned from job and did not get cooperation from husband and family members due to the household activities they had to perform employment activities. Singh (2004) said that among women who were working due to the economic necessity, majority were dissatisfied with the time they spent with their children and the time they allocated to their home.

No doubt employed women are financially independent, support their families and bring a positive change in the social status, but they are still ignored by different ways. Different problems such as attitude of the family and society members,

prejudices and unrecognition that the employed women encounter with regard to their status and role in the economic life, adversely affect the utilization of their talents and work capabilities. Keeping these in view, the present study was conducted to study the attitude of rural and urban women workforce engaged in unorganized sector towards their own status.

■ RESEARCH METHODS

The study was conducted in three blocks and six wards of Ludhiana district of Punjab in 2012. Seven villages and eight localities were randomly selected from selected blocks and wards. A sample of 200 women (100 rural and 100 urban) was selected randomly according to the availability of workers in unorganized sector. Data for the study was collected through interview schedule. Responses were measured on three point continuum *i.e.* favourable, undecided and unfavourable which was assigned the weight-age of two, one

and zero respectively. The scoring was reversed for negative statements. The collected data were analyzed by using frequency and percentages.

■ RESEARCH FINDINGS AND DISCUSSION

Keeping in view the present study, the results have been

reported under the following sub-headings:

The attitude of respondents towards their own status:

Table 1 presents data related to the attitude of the rural and urban women workforce towards their own status. Data showed that majority of the rural and urban respondents (70

Statements	Rural (n ₁ =100)				Urban (n ₂ =100)				Mean-score
	F	Un	U	Mean	F	Un	U	Mean	
	f (%)	f (%)	f (%)	score	f (%)	f (%)	f (%)	score	
Women's work improved the financial conditions of family	70 (70.00)	19 (19.00)	11 (11.00)	1.59	90 (90.00)	8 (08.00)	2 (02.00)	1.88	3.47
Family expects to prioritize household requirements	81 (81.00)	4 (04.00)	15 (15.00)	1.66	69 (69.00)	1 (01.00)	30 (30.00)	1.39	3.05
No freedom of going to men co-workers' place alone	29 (29.00)	-	71 (71.00)	1.42	31 (31.00)	2 (02.00)	67 (67.00)	1.36	2.78
Working women enjoy work more at workplace than sitting idle at home	33 (33.00)	13 (13.00)	54 (54.00)	0.79	75 (75.00)	4 (04.00)	21 (21.00)	1.54	2.33
Working women have little or limited interface with outside world	51 (51.00)	2 (02.00)	47 (47.00)	1.04	61 (61.00)	6 (06.00)	33 (33.00)	1.28	2.32
Women work not recognized	55 (55.00)	11 (11.00)	34 (34.00)	0.79	39 (39.00)	25 (25.00)	36 (36.00)	0.97	1.76
Working women get more economic hold in the family	23 (23.00)	17 (17.00)	60 (60.00)	0.63	23 (23.00)	36 (36.00)	41 (41.00)	0.82	1.45
Men have control over the income generated by women	67 (67.00)	3 (3.00)	30 (30.00)	0.63	54 (54.00)	13 (13.00)	33 (33.00)	0.79	1.42
Due to domestic work women unable to perform well at work	70 (70.00)	14 (14.00)	16 (16.00)	0.46	40 (40.00)	25 (25.00)	35 (35.00)	0.95	1.41
Women don't get time for social interaction and participation	71 (71.00)	-	29 (29.00)	0.58	60 (60.00)	12 (12.00)	28 (28.00)	0.68	1.26
Overload at the workplace results in conflicts with family due to neglecting household duties	48 (48.00)	38 (38.00)	14 (14.00)	0.66	64 (64.00)	18 (18.00)	18 (18.00)	0.54	1.20
Work at home is not economically productive.	64 (64.00)	3 (03.00)	33 (33.00)	0.69	69 (69.00)	16 (16.00)	15 (15.00)	0.46	0.89
Work for women is like hobby for women.	7 (07.00)	6 (06.00)	87 (87.00)	0.20	22 (22.00)	12 (12.00)	66 (66.00)	0.56	0.76
Don't get desirable work appreciation from family members	86 (86.00)	6 (06.00)	8 (08.00)	0.22	69 (69.00)	21 (21.00)	10 (10.00)	0.41	0.63
Women don't get time for household duties	82 (82.00)	1 (01.00)	17 (17.00)	0.35	84 (84.00)	9 (09.00)	7 (07.00)	0.23	0.58
Women's decision not included in the family	93 (93.00)	2 (02.00)	5 (05.00)	0.12	75 (75.00)	5 (05.00)	13 (13.00)	0.31	0.41
Large numbers of workers not aware of rights available to them	88 (88.00)	-	12 (12.00)	0.24	95 (95.00)	-	5 (05.00)	0.10	0.34
Women don't pay attention when they are sick	97 (97.00)	-	3 (03.00)	0.06	82 (82.00)	9 (09.00)	9 (09.00)	0.27	0.33
High divorce rates outcome of women working outside	96 (96.00)	2 (02.00)	2 (02.00)	0.06	85 (85.00)	12 (12.00)	3 (03.00)	0.18	0.24
Working women don't own any assets	87 (87.00)	13 (13.00)	-	0.13	98 (98.00)	2 (02.00)	-	0.02	0.15
Closely watched by family and society during late night hours at workplace	98 (98.00)	0 (00.00)	2 (02.00)	0.04	99 (99.00)	0 (00.00)	1 (01.00)	0.01	0.05
Family circumstances forces to work for meager wages and without social security	100 (100.00)	-	-	0.00	100 (100.00)	-	-	0.00	0.00

Z- TEST= 1.89, NS*. *Non-significant F- Favourable Un- Undecided U- Unfavourable

Level of attitude	Range of score on scale	Rural (n ₁ =100)	Urban (n ₂ =100)	Total
		f (%)	f (%)	f (%)
Most unfavourable	0 - 11	2 (2.00)	-	2 (01.00)
Unfavourable	11 - 22	92 (92.00)	87 (87.00)	179 (89.50)
Favourable	22 - 33	6 (06.00)	13 (13.00)	19 (09.50)
Most favourable	33 - 44	-	-	-

and 90 %, respectively) expressed favourable attitude towards the statement 'work improved the financial conditions of family' with highest mean score of 3.47. About 81.00 per cent of rural respondents and 69.00 per cent of urban respondents favoured that the family expects them to prioritize household requirements followed by statement 'working women have little or limited interface with outside world' because they spent maximum time at workplace. In both rural and urban category, working women stated that their work is not recognized in the family apart from long day hardship both at home and at workplace. Around 60.00 per cent of rural and 41 per cent urban respondents unfavoured the statement 'get more economic hold in the family' besides she earns may be due to this male dominant society. The finding were in line with the results of Yadav *et al.* (1998), Mathew (1999), Mittal (1999), Jan (2001) and Krishna (2001) who reported women's decision were not included in the family, work has improved the family conditions, women enjoyed more at workplace rather than sitting idle at home and overload at workplace results in conflicts with family due to neglecting household duties.

The calculated value of Z-Test (1.89) shows non-significant difference at five per cent level of significance. So it could be concluded that the attitudes of women workforce towards their own status do not differ significantly between the rural and urban category of the workers engaged in unorganized sector.

Level of attitude:

Attitude of the respondents towards their own status were determined with the help of a self-constructed attitude scale. The response to individual statement was made on a 3-point continuum. The responses were: favourable, undecided and unfavourable. Positive statements were scored +2 for favourable, +1 for undecided and zero for unfavourable statements.

The scoring pattern was reversed for negative statements. The scores of the respondents were from 0 to 44; above 22 were considered favorable and below 22 were considered unfavourable. The minimum score obtained on the scale was 11. Table 2 indicates that majority of rural and urban respondents (92.00 per cent and 87.00 per cent respectively) expressed unfavourable attitude towards their status, whereas, six per cent rural respondents and 13.00 per

cent urban respondents expressed favourable attitude. A negligible per cent (one per cent) of respondents expressed most unfavourable attitude towards their own status.

Taking into consideration the overall data in the Table 2 reported that 89.50 per cent of respondents expressed unfavourable attitude towards their own status. None of the rural and urban women worker expressed most favourable attitude towards their own status.

Conclusion and suggestions:

Majority of the rural and urban respondents expressed favourable attitude towards the statement that work has improved the financial conditions of family and family expects them to prioritize household requirements. Family circumstances forces to work for meager wages and without social security was favoured by around hundred per cent of respondents. Above 87.00 per cent of rural and urban respondents expressed unfavourable attitude towards their own status. There is a need to provide counseling to the women working in the unorganized sector so that they can develop their self esteem, confidence, respect and positive self image.

Authors' affiliations:

PARAMDEEP KAUR, Department of Home Science Extension and Communication Management, College of Home Science, Punjab Agricultural University, LUDHIANA (PUNJAB) INDIA
Email: param_kaur38@yahoo.com

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