

CHAPTER 2

REVIEW OF LITERATURE

2.1 Introduction

Developing countries in the world are characterised by low social and economic status of women, as they are treated as subordinates in the family. Even though women are given a higher status in the earlier Vedic period, traditionally Indian women are only the bearers and carers of child, having no career for them, doing menial household works that are non-recognisable. As a developing country like India where social and economic hierarchy prevails, women are deprived of equal position. There is a major part of women workforce in small industries in India. Handloom sector is one of them. There are numerous studies conducted in social science that explains women issues to the higher level. The available literature in this matter not only discusses women issues and empowerment, but also about women in small industries and Handloom sector.

2.2 Review of literature

Bergamann (1986) have written a book on “The Economic Emergence of Women”. In this book the author examines the economic and social role of women in the contemporary society, covering changes in job structure and technology, birth and divorce rates, education, sex, roles and the family, and assesses the domestic pressure on men. The book has also explained about the difference in status and opportunities between today’s women and those of the 1800s appear enormous. Higher level of education is available to women in the present time as to men. And women’s confidence and self-esteem are far higher than 1800s. More kinds of job are open to women now. Women don’t have to stay at home after they marry, isolated from business, the professions, the chance to earn money. The book also goes towards the negative side of women employees, today women still are at a considerable economic disadvantage relative to men. And marriage is the only route to

parenthood that promises a comfortable life: and women still have less access to many jobs. The book also confines the opinion of working women who believe that they are unjustly treated despite the continued insistence of some academic economists that the job market is perfectly fair. Women's groups, along with some unions, are demanding pay equity, that means pay scales be revamped to raise the wages paid in the traditionally female occupations. Another thing is increasingly women are trying to overcome the barriers to jobs that have been off-limited to them. The book also includes meaningful conclusion.

Irene Tom (1989) in his book "Women in Unorganised Sector" has focused on various sectors of economy and their treatment towards women employees. It had given detail information about women employees working in unorganised sector in the Silk industry in south India. The partial treatment towards men and women employees, their wage payment system and so on is systematically elaborated in this book. Irene Tom has contributed well enough in studying women employees in unorganised sector. The book elaborated several aspects of women employees in unorganised sector and some intelligent suggestions to minimize the gap between men and women employees.

Jose (1989) in his book "Women Workers in Rural India" has analysed the structure of women's labour force participation in India. The general theme which runs in the entire book is that increase in workers participation rates of women, especially within the non-agricultural sectors of the economy, marks a major turning point in the evolution of labour markets and that such an increase is concurrent with a dynamic growth process within the economy. The book also studies the structure of women's labour force participation in various regions of India with a view to assessing the determinants as well as the consequences of their entry in to the labour force. The main crux of the study is to identify factors and force which impede the development of labour markets and thereby highlight

the case for public policies which can promote the entry of women in to the labour force, in particular in to the more skill intensive sectors of the labour force. The book gives an insight in to the extent and nature of female labour participation and wages in the context of the different agro-climatic regions, cropping patterns and population composition in rural Maharashtra, during the period from early 1970s to the early 1980s and the book gives an appropriate conclusion also.

Jaiswal (1993) in his book “Professional Status of Women” elaborated the organizational discrimination between men and women employees. He found out that women face strong prejudice and discrimination at every stage of their professional career. The book also covers various aspects of women employees. It gives an idea about the different profession in which women employees are treated very differently. The book includes some excellent suggestion and conclusion which is more practical.

Chauhan (1996) in her book *Lengthening Shadows: Status of Women in India* explains the fundamental rights of women employees with practical application and implication. This is a kind of book that covers several articles on provision for women and children in India. And she stated gender differentiation is one thing that affects the development of any economy badly. The book elaborates the treatment of both the sex and its negative impact on performance of women employees at work place.

Sen (1999) in her book “Women and Labour in Late Colonial India” explains the history of labour women in Calcutta in the late 19th century and early 20th century considers how social constructions of gender shaped their lives. The book demonstrates hoe in contrast to the experience of the male counterparts the long term in the Indian economy devalued women’s labour, establishing patterns of urban migration and changing gender equations within the family. The author relates these trends to the spread of dowry giving, enforced widowhood and child marriage. The book also provides insight in to the trials and

tribulation of poor urban women who were often perceived as prostitutes by the middle classes and upper classes of society. The book has made a significant contribution to the understanding of Indian social and economic history and to notions of gender construction. And the book added valuable suggestions and conclusion.

Mahalakshmi (2012) has done a study on the “Socio-Economic Status of Women Employees in Tea Plantation Industries”. The study area is Tamil Nadu, Kerala, and Karnataka. A cross-sectional research method is used in this paper which allows the researcher to integrate the related literature, the in-depth interview, the pilot study and the actual survey as the main procedure for data collection. For data collection, the researcher is using an interview method that includes the parameters like Living conditions, earning and wages and social security benefits of the women workers of Tea Plantation Industries. By these three factors the author is trying to predict the socio-economic status of women workers at the tea plantation sectors. In the first part, author was giving some facts about Plantation Industries of south India. Kerala is known for coffee, tea, rubber, spices and Tamil Nadu for Tea and Karnataka for coffee. Author has given the labour status in south Indian Tea plantation that shows 63% of the labour force is women. Coming to the socio-economic status of women employees 86.7% are married and only 13.3% are unmarried. 63.3% of them are having permanent job and remaining 36.7% are on temporary basis. Coming to the educational status only 56.7% are literates and 43.3 are illiterates. Author has divided family size in to three; small (1-3), medium (3-5), and large (above 5). 70% of them are from small families and 20% are from medium families, 10% from large families. 66.7% of them are getting salary on monthly basis and 30% on weekly basis, 3.3 % on daily basis. Provident fund deduction is there for 58.3% of them and the rest don't have. 60% of them are getting bonus payment and 40% are not getting that. According to this study 98.3% are not getting adequate wage and only 1.7% are getting adequate wages. All

of the taken samples in the study are provided with housing facilities by the industry. In case of maternity benefit 76.7% are provided with and 23.3% are not getting maternity benefit. Crèche facility is provided for 96.7% of them and remaining 3.3% are not provided. The researcher has made an in-depth analysis of socio-economic status of women employees in Tea plantation. It is found that the nature of work is very hard, as they are engaged in eight hours of work. And the employees have no business other than plantation work. The region under study is underdeveloped, so that the employees are not able to find other sources of income. Only thing the workers appreciate that they have free rented house and tax free water. But they are disappointed with the salary structure; they are trying for increment in salary. The researcher concludes that the women employees in Tea plantation are having a poor status.

Minimol and Mukesh (2012) have done a work on “Empowering Rural Women in Kerala: A Study on the Role of Self Help Groups. The research paper focuses on identifying the profile of the SHGs and its members, the level of personal, social, economic and financial empowerment achieved by the members of SHGs, the nature and extent of group-related and personal problems faced by the members of SHGs, and to test the association between group characteristics and empowerment. Exploratory research design is used for the study, and sampling techniques like multi-stage, stratified, judgement sampling were used in the study. Data were collected from three strata like Kudumbasree, groups sponsored by NGOs, and groups sponsored by other types. Primary data is collected from 200 samples with a structured interview.

Premsundar and Kannan (2013) have studied about women in handloom industry: problems and prospects. The study explains women workers in handloom sector, skill development and women handloom workers, conditions and problems of women handloom workers, suggestion for the social and economic empowerment of women

handloom workers. Author says that nearly 2.57 lakh handloom workers preferred alternative livelihood and it may be doubled or thrice in the future, unless it is protected by and nursed by the government of India. And this decline exhibits the social and economic insecurity in handloom weaving though the skill development programmes are initiated by the government of India. The author gives suggestion that only long term vision, strong policies and schemes can protect this age old custodians, in particular, the exempted art and its barriers from the list of endangered traditional arts.

Shazli and Munir (2014) in their study “Female Work Participation in Handloom Industry-A Case Study of Mubarakpur Town, Azamgarh District, U.P” explained socio-economic profile of women working in Handloom Industry. Objectives of the study are to analyse the socio-economic conditions of female weavers in Mubarakpur town and to get remedial measures for their betterment. The study is Mubarakpur, a town which is dominated by Muslim culture. The study is based on the primary sources of data. And direct questionnaire method is used to collect data related to the socio-economic conditions of the female weavers in Mubarakpur town. 300 handloom households have been taken as sample from 6000 handloom households, using random sampling techniques. Tabulation method is used to analyse the data. The study gives an idea that textile female weavers of Mubarakpur town are very poor from economic point of view. The sample of the female weavers are suffering mainly due to the handicraft industry in Mubarakpur town has declined in the last few decades, reasons are intra muslim riots which has hampered the trade and invasion of powerloom in the adjoining regions like Mau. This decaying of handloom industries has badly affected the income of weavers. From past few decades, the share of female has increased after the decline in this sector; this is mainly to raise family income in a situation of low income. This decline of the handloom industry also affected health of the female weavers as they are forced to work more hours. The status of

education and health facilities are also poor in female weavers of the town. Author of the paper gives suggestions to solve the problem of female weavers, through handling by qualitative modification, guidance and protection for the balanced development by the government in handloom industry.

Bhat (2014) have done a study on Gender Bias and Socio-Economic problems of women in India. Author have objectives like studying gender inequality of women in India, analysing the findings of Census 2011 data to understand current status of women in India, studying the various social and economic issues which the women are facing in India, and suggesting guidelines for the eradication of gender bias in India. This study is mainly based upon the collection of secondary data. These data are collected from various sources of publications such as Magazines, Journals, Research articles, Internet and published records. Socio-economic issues of women in India outlined by the author are Poverty and Hunger, Educational Problems, Domestic Violence, Crimes against women, Problems of Working Women, Trafficking of Women and Children. As nearly 38% of India's population is poor, author says that poverty affects the status of women as they are denied education, healthcare, nutrition, good sanitation. Educational problems of the women are high because the literacy rate of women is low and enrolment of girl child is also low. Domestic violence is most vigorous problem of women in India. And crime against women are also increasing, Trafficking of women and children is a major problem in India. Author concludes that the mind-set of the people is needed to be changed.

Rajeshkumar and Rajendran (2014) have done a work on problems and perspective of unorganised women workers in India. The study gives insights in to the definition of unorganised labour, organised and unorganised sector employment in India, prospective of women workers, problems of women workers with the help of secondary data. The author says that the work participation rate of women has increased from 19.67% in 1981 to

25.63% in the year 2001. And women are more employed in unorganised sector rather than in organised sector; 90% of the female forces are engaged in unorganised sector. Women are predominantly engaged in agriculture and informal household labour. Unlike organised sector this sector is having workers with low profile. The problems of unorganised sector workers are diverse which includes varieties of issues most notably food security, health, security, nutritional security, housing security, job, security, wages security, life and accident security, and old age security.

Mohapatra (2015) have made a study on “Female Workers in the Unorganised Sector in India”. The author studies mainly two things they are the condition of working women worldwide, and condition of female workers in India using secondary data. Author says that the working women today aid the economic status of the household and the society as a whole. Technology has been introduced in areas where women worked, women labourers have often been displaced by men. Violence against women and girls is the most pervasive human rights violation in the world today. The work participation rate among rural women is higher than the urban women according to this study. Most of the women are found to be employed in the unorganised sector. Author says that women’s economic dependence on men is determining factor as to their power within the family. Author says that if all economic activities including maintenance of kitchen, gardens and poultry, grinding food grains, collecting water and firewood, etc. are taken in to account the 88 percent of rural housewives and 66 percent of urban housewives can be considered as economically productive.

Rajeshwari Shettar (2015) has done a work on issues and challenges of women empowerment in India. This paper analyses the status of women empowerment in India and highlights the issues and challenges of women empowerment. This study is purely based on secondary data where it gives insights in to crime against women, present

situation of women, need for women empowerment, government schemes for women empowerment, status of women empowerment, details of gender gap index, constitutional provisions for empowering women in India and suggestions. The paper finds out that the attainment in the field of income, employment and education and women empowerment is very low in India. The author finds out that the ranking and scores for India amply proves that it is found in the lower rank even compared to Sri Lanka in all sub-indexes of gender equality. The author finds out that Globalisation, Liberalisation and other Socio-Economic force have given some respite to a large proportion of the population. However, there are still quite a few areas where women empowerment in India is largely lacking.

Garg (2016) has worked on the socio-economic status of women: a study with special reference to Mahendergarh. This study is based on both primary and secondary data about status of women. In this paper the process of women empowerment is conceptualized in terms of personal assessment, self-esteem, confidence, and ability to protect themselves as women attaining socio-political participation, economic independence and ownership of productive assets. She finds that the socio-economic status of women in Mahendergarh is low because of many reasons. In the primary survey she finds that early marriage is one of the major reasons behind the low status of women. Females who got married before 18, their status is low compared to other females. Caste is also important which affects women status. In her study she finds that general caste women are having higher status rather than women in OBC and SC category. Another reason behind the declining status of women is low mental status of women.

Hirschman (2016) in his paper Gender, the Status of Women and Family Structure in Malesia addresses the question of whether the relatively high status of women in pre-colonial South-east Asia is still evident among Malay women in twentieth century Peninsular Malaysia. The author explains about higher relative status of women in pre-

colonial south-east Asia, measuring patriarchy, the household division of labour, the significance of women's economic participation, traditionally high divorce societies, women in political roles. The paper is more of a theoretical one.

Mini has done a work on an analysis of income and expenditure patter of working women in the context of emerging consumer culture. The study discusses the women's contribution to the total household income and their relative freedom to spend money for their personal choices and the influences, which affect their spending choices. And the paper also looks in to the mechanics of running the households by women even without a regular income. The study uses data collected from the census, Panchayat Development Report and other documents available in the panchayat, and the primary data collected from the households through surveys. The study explains the age group, family size, head of the family and who manage the family, land holdings by households, nature houses, educational qualification, occupation, marital status, average income, expenditure pattern, savings and debt, influence of media and preferences of working women in Ayamanam panchayat and Kumarakam panchayat of Kottayam district of Kerala.