ABSTRACT

Labour laws apply to that area of activity where workers are working under a contract of employment. As the workers are being subject to exploitation and discrimination and their human rights being violated so the need arose for enactment of the labour laws for their protection and security. Working women form a major thick peace of society. Amongst – labourers, the conditions of working women is particularly vulnerable. They belong to the weaker Section of the society. They need equal treatment and special protection under the law. This special treatment to women workers is due to the peculiar and psychological reasons, such as their physical build up, poor health due to repeated pregnancies, home drudgery and due to nature of occupation in which they are engaged. To protect this vulnerable group, many legislative provisions have been provided in almost all labour statutes which address problems of women labourers in their employment situation. The Second National Commission on labour, 2002 has also justified the protective discriminatory legislation in favour of women by recommending that all such legislations are necessary for women workers. Early measures for their protection were simple in character and were designed only to regulate the hours of work and employment. The establishment of the International Labour Organisation in 1919 influenced considerably the activities of the State in this field. Consequently, such laws were passed which not only regulated the hours of work but also contained provisions of health, safety and welfare of women workers and guarantees equality before law and equal treatment to women workers. Most of these laws have been inspired by the Conventions and Recommendations adopted by the International Labour Organisation. Besides, measures adopted by the Government for the implementation of these ILO Conventions, various other provisions have been made in the labour legislations for the protection and welfare of women workers. These labour welfare legislations are of two kinds. The first category contains those statutory enactments which are exclusively for women workers, e.g. the Maternity Benefit Act, 1961 and the Equal Remuneration Act, 1976. In the second category are included those labour statutes which provide measures for the workers at large but contain special provisions for the welfare of women workers. The Statute in the second category are (i) The Factories Act, 1948 (ii) The Mines Act, 1952 (iii) The Plantation Labour Act,

Objectives of the Study

➢ To know the industrial status of skilled and unskilled women workers in selected industrial units.
➢ To analyze the effectiveness of the industrial safety practices for women workers in the state of Maharashtra.
➢ To analyze the effectiveness of the different facilities and motivational practices for women workers in the state of Maharashtra.
➢ To study the corporate social responsibility practices towards skilled and unskilled women workers in the state of Maharashtra.
➢ To study the implementation of the different welfare schemes of central and state Govt. towards skilled and unskilled women workers.
➢ To analyze the awareness among women workers about the different legal provisions for them.
➢ To know the problems and prospects of women workers in industries and to suggest the suitable remedies to overcome the problems.

Research Methodology

1) Collection of data

The secondary as well as primary data has been collected for the study purpose. Primary data is collected by conducting the survey. The survey is conducted using structure questionnaire. Secondary data is collected through books, journals, reports and concerned websites.
2) **Sample Design**

The survey is conducted in the 7 districts of the Maharashtra.

100 women workers are selected from each district.

Thus sample size = 700 women workers.

The women workers are selected randomly.

3) **Data Analysis**

Mean, Percentage and standard deviation is used for the data analysis.

The hypotheses are tested by using Z-test and F-test.

**Scope and limitations of the study**

1. Only seven representative districts of the Maharashtra are selected for the survey.
2. The findings are based on the response given by the women workers.
3. The sample size is small compared to the size of population.
4. The women workers form the manufacturing units are considered for the study only.

**Findings**

1. **Hypotheses Testing**

   1. **Hypothesis 1:**

      Industrial safety practices for women workers are not effective in the industrial sector of Marathwada region.

      Z-test has been used to test this hypothesis.

      The hypothesis is accepted and we concluded that industrial safety practices for women workers are not effective in the industrial sector of Marathwada region.

   2. **Hypothesis 2:**

      Facilities and motivational practices for women workers are not effective in the industrial sector of Marathwada region.

      Z-test has been used to test this hypothesis.

      The hypothesis is accepted and we conclude that facilities and motivational practices for women workers are not effective in the industrial sector of Marathwada region.
3. **Hypothesis 3:**
   Women workers do not face any personal as well workplace problems. 
   Z- test has been used to test this hypothesis. 
   The hypothesis is rejected and we can conclude that the women workers do face many personal as well workplace problems.

4. **Hypothesis 4:**
   Women workers in the Marathwada region are not completely aware about different legal provisions for them. 
   Z- test has been used to test this hypothesis. 
   The hypothesis is accepted and we conclude that the women workers in the Marathwada region are not completely aware about the different legal provisions for them.

5. **Hypothesis 5:**
   There is no significant difference in the safety practices for women workers among districts of the Marathwada region. 
   F- test has been used to test this hypothesis. 
   The hypothesis is accepted and we can conclude that there is no significant difference between the safety practices for women workers among districts of the Marathwada region.

6. **Hypothesis 6:**
   There is no significant difference in the safety practices for skilled and unskilled women workers in industrial sector of the Marathwada region. 
   F- test has been used to test this hypothesis. 
   The hypothesis is accepted and we conclude that there is no significant difference in the safety practices for skilled and unskilled women workers in industrial sector of the Marathwada region.

**Overall conclusion:**
Government should invest liberally, rather than withdrawing in government educational institutions, providing technical/professional training; more specifically, training to females. Not only in universities but even at college and school levels,
there should be employment exchanges, which provides information regarding availability of jobs.

The focus should be to strengthen policies to empower women to emerge from the poverty syndrome and to increase access to better economic resources by encouraging them to participate in skill-based productive economic activities. Social security still eludes most workers in the informal sector. The problem is more acute for women workers. The lack of capital assets, low and irregular income, sickness and other contingencies, poor working and living conditions and lack of outside linkages and opportunities for skill upgradation- all these interlinked factors drag these women into deprivation, trapping them in the vicious circle of poverty. The success of labour welfare can be achieved through the combined effort of the government, the judiciary, the people, media, NGOs and last but not the least, the labourers themselves, who should be aware of their rights, and of course, their duties also. In the end it is suggested that rather than killing the public sector, its efficiency and performance should be improved. Because quality of employment in formal/organised work is for better than the quality of work/employment informal/unorganised sector. So educational infrastructure should be strengthened. Hence role of government is very crucial to improve quality education which leads to human capital formation, to be used in labour market. Private sector needs to be regulated to generate quality employment opportunities especially for the females.