Chapter 6

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

This chapter includes the summary of the chapters, conclusions and recommendations.

6.1 Chapter Summaries

The study was undertaken with a view to study the socio-economic profile, working conditions and problems faced by the women working in the selected industries in the industrial estates in Goa. The study consisted of six chapters, which have been summarised below.

Chapter 1: Introduction

This chapter covered the following:
A brief introduction to Goa - Scope and relevance of the study - Objectives of the study - Methodology - Limitations of the study
Chapter 2: Review of Literature

This chapter discussed the following points: Status of women – Theories of women’s employment - Reasons for the employment of women - Working conditions - Problems of working women - Legislative reforms for women – Summary.

Some of the conclusions drawn from the chapter are:

1. The status of women in India is low.
2. Women’s work is largely marginalized.
3. The various theories have not succeeded in giving a clear reason for the discrimination of working women.
4. Economic necessity is an important factor that leads to women’s employment.
5. Women are employed at the bottom of the occupational hierarchy.
6. Women are employed in limited number of occupations.
7. Many prejudices against women exist even today.
8. Role conflict is an important problem women face in their lives.
9. The physical conditions of work are not attractive.
10. Technological development has resulted in women’s unemployment.
12. Occupational segregation exists in the country.
13. The wage rates of women are considerably lower than that of men.
14. Legal protection is inadequate and there are a number of loopholes in the law.
Chapter 3: Socio-Economic Profile of Working Women

This chapter has been divided into two broad sub topics: 1) Social profile 2) Economic profile.

The social profile discusses Age - Qualifications - Marital status - Social background - Religion of the respondents - Transit time - Family structure - Family educational background - Reaction to the women's decision to work. While the economic profile includes: Prior work experience - Current position and tenure - Job compatibility - Recruitment methods - Remuneration - Control over earnings - Parents’ occupations - Family income – Summary - Conclusion.

The main findings of the chapter are:

1. Majority of the respondents, both male and female, are in the young age group of 20 –24. A greater percentage of them have completed their HSSC and some males have technical education. A majority of the females have grounding in computers.

2. Most of the respondents are unmarried, Hindus, from nuclear families and are from the rural background, with little or no prior work experience.

3. Many of the respondents have to travel a distance of more than 3 km and they spend around an hour and a half daily travelling by the local buses.
4. The parents of the respondents have lower educational levels. The parents of the respondents are employed in a wide range of occupations, but the annual family income is very low. However, the family reactions to women working are positive in practically every case.

5. The married respondents have one or two children, and spend considerable time (two-three hours daily) looking after them.

6. Most of the females are found working in the clerical posts, while the males, depending on their level of education, are employed in manual or managerial capacities.

7. Although a majority of the respondents have secured jobs through interviews, in some of the industrial estates, relatives and friends have also played an important role.

8. A majority of the respondents are employed in a temporary capacity with a monthly salary between Rs. 1000-3000.

9. Most of the female respondents have control over their earnings, although they usually contribute partially towards the family budget. They are of the opinion that, the job they are doing is suited for their qualifications.
Chapter 4: Working Conditions of the Respondents

This chapter has been divided into two broad sub topics: tangible features and intangible features of work.

Tangible features of work include: Facilities at the work place - Promotion avenues - Incentives - Training and indoctrination - Shifts and transfers - Holidays - Leave facilities - Increments - Work allotment across genders - Overtime and additional workload - Accident compensation. While Intangible features include: Motives for taking up work - Job satisfaction - Exhaustion due to job - Appreciation of efforts - Expectations from male co-workers - Adverse remarks from management - Summary - Conclusion.

The main findings of the chapter are:

1) It was noted that, the allotment of work between the male and female respondents was similar in the industries.

2) A majority of the respondents were satisfied with the lighting and ventilation facilities available in the industries but the major sources of dissatisfaction were the lack of potable drinking water, sanitation facilities, safety measures and crèche facilities.

3) It was seen that, most of the respondents had not received formal training at the time of joining the industry.

4) The overwhelming majority of the workers did not have to work in shifts.
5) Promotional avenues were lacking for the workers in the factories.
6) Increments were either not forthcoming or else negligible in most cases.
7) Sundays and festivals were the major holidays enjoyed by the respondents.
8) Other facilities such as bonus, provident fund and medical facilities were also lacking in most of the industries surveyed.
9) Most respondents reported that, they were not taken to task severely for non-completion or late completion of the work.

Chapter 5: Problems faced by Working Women

This chapter has been divided into two subtopics: problems faced by the women in the place of work and problems faced by the women at home.

Problems faced by women in the workplace include the following: Problems with co-workers - Adverse health effects - Transportation difficulties - Grievance redressal system - Other workplace related issues. While problems faced by women at home include the following: The dual role problem - Tension due to role conflict - Time spent on managing home/children - Miscellaneous - Summary - Conclusion.

The following were the main findings of this chapter:

1. Majority of the working women not adversely affected by working in the firm in the form of weaknesses or allergies suffered.

2. Majority of the respondents cited, lack of transport as one of their major problems to reach the workplace on time.
3. Lack of cooperation and harassment from seniors were found to be the main problems faced in the place of work with colleagues.

4. Lack of promotion, lack of training facilities and overwork were some of the major problems faced by them in the place of work.

5. Majority of the respondents could approach the supervisor in case of any grievance and majority of the respondents replied that, their grievances were promptly attended to.

6. Majority of the respondents are of the opinion that, a woman should work as it leads to financial independence for her.

7. Majority of the respondents did not face any difficulties and tensions while attending to their home and outside work.

8. Majority of the married respondents devoted around three hours for looking after their children and besides family members majority of them did not have anyone to attend to the work of the children.

9. Various household chores such as cooking, washing and shopping were performed by the working women and they had help in attending to these chores.

10. Variety of gadgets such as mixer, gas, iron and pressure cooker were owned by the respondents, to lighten the drudgery in the kitchen and the home.

11. Majority of the respondents are satisfied with the time devoted by them in the house for the household work and an overwhelming majority of the respondents are found not to be participating in any recreational activity.
Chapter 6: Summary, Conclusions and Recommendations

This chapter, that is the present chapter, gives a summary of all the other chapters and highlights their major findings. It also includes the conclusions and recommendations based on the findings.

6.2 Conclusions and Recommendations

Based on the above findings, the following conclusions have been drawn:

A majority of the women working in the industrial estates are relatively young, single, less educated with minimal work experience and from the lower economic strata of the society and hold jobs on the lower rungs of the occupational ladder. From this we can conclude that, the type of jobs available for women is on the lower rungs of the occupational ladder. The number of women employed at the higher levels is relatively low, and it is very rare that, women are found to be employed at the higher rungs. From this we can conclude that, in the industrial estates the jobs for women at the higher levels are relatively few.

From the findings, we can also conclude that, there is no upward mobility due to lack of opportunity for the women to improve their qualifications to rise to higher posts. The women also seem to be satisfied with their present position and there seems to be a lack of ambition to rise higher. This could also be due to the temporary nature of the jobs.
The findings also show that, the remuneration paid is low. This could be because of the type of jobs held by the women, the temporary nature of the jobs, and the readiness of the women to work for low wages due to economic necessity.

With regard to working conditions it was found that, other facilities such as drinking water, sanitation, crèche and maternity leave are lacking in the industrial estates. Although the working conditions are far from satisfactory, and there are many facilities lacking, the women respondents are forced to accept these jobs, and they did not seem much perturbed with the lack of facilities, due to the lack of alternative employment opportunities. There is also a lack of awareness among the workers. Raka, S. (1985) in her study on Indian Women Workers has come to the same conclusions.

With regard to the problems faced at the workplace, it has been found that, besides the problem of lack of promotional avenues, training, low wages, which have already been mentioned above, women workers felt that, they were overworked and sometimes harassed by co-workers.

It has also been found that, the women workers in these industrial estates being largely unmarried did not have the dual responsibility of looking after the family and work. However, the few married women that, are there, although they faced some problems on this front, the problem was not acute as their families supported them to balance the house and the work and they also had the help of labour saving gadgets with them. In this respect, Goa seems to be different from other states.

However, in Goa the situation is different. Since Goa was under the Portuguese rule for the last 450 years, this has had an important impact on the mind set of the males where they look upon the females in more equal terms than in the case of males in other parts of the country. Therefore, women receive more cooperation from them in managing the house and thus they can manage both the house and the work, without being overburdened. The literacy levels in Goa being high have also had an impact on the mindset of the people, and so their approach towards a working woman is positive.

Based on the conclusions drawn from the findings of chapters five and six, the following recommendations are made.

There is evidently a gap of understanding (communication) between the factory owners and the women workers. In Goa, due to the many unique factors pointed out in earlier chapters, the women are prepared to work sincerely and committedly at their jobs. They do not view a job as a stopgap arrangement to be cast aside upon marriage. On the other hand, the industrialists still subscribe to the ideology that, women workers are likely to be more family-oriented and less
committed to their work. This probably is one of the reasons why they are not employed at the higher levels. This misconception needs to be cleared.

More employment opportunities should be provided for women at the higher rungs of the occupational ladder.

The women employed in the lower rungs of the occupational ladder seem to lack the initiative to rise higher in their jobs. Adequate incentives should be provided to motivate them towards upward mobility in the form of regularising their employment, providing incentives for improving their qualifications like promoting the workers who attain a higher qualification, increase in their wages, and the like.

The women should be made aware of their rights, as it will help them to avoid exploitation, which may be unperceived by them currently. The Industrial Development Corporation and the labour department can organise programmes where such awareness is created among the women workers.

The provision of essential facilities should be made mandatory for each firm. Essential facilities such as transport, canteen, sanitation and crèche should be provided either by the individual firms or on an estate-wide basis by the government and Goa Industrial Development Corporation.