Chapter 1

INTRODUCTION

This chapter covers the following:

A brief introduction to Goa - Scope and relevance of the study - Objectives of the study – Methodology - Limitations of the study.

1.1 A Brief Introduction To Goa

Goa is geographically situated between 15° 48’ N and 14° 53’ N latitude and 74° 20’ E and 73° 40’ E longitude. It has a length of 105 km from north to south and a maximum width of 60 km from east to west. Its total area of 3701 square km is divided into 2 districts and further subdivided into 11 talukas. It has the state of Maharashtra as its neighbour in the north, while on the east and south it shares its boundaries with Karnataka. The west coast is bordered by the Arabian Sea. The climate of Goa is generally humid due to its proximity to the sea. The temperature varies between 20 ° C and 34 ° C, and the average rainfall is around 350 cms. The rainfall bursts over the territory begin in early June and withdraw by early September.

The techno-economic survey of Goa (1964) had described the union territory of Goa, Daman and Diu as “a hilly county full of lush green valleys and mountains, quick flowing streams, forests, coconut groves and rice fields.”

This can be seen from the fact that Goa is famous for its natural beauty, which, along with its ancient temples and churches, has made it a preferred tourist destination not just in India, but also across the world. According to Richards, J. M. (1995) the
Chandernath temple near Quepem in Goa, dates from the Kadamba period and that was about two centuries before the Portuguese came to Goa. Besides, Mangueshi, Mardol, and Saptakoteshwara temples are also very famous all over the world.

Its mountains peaks such as Sosogad, Vagheri, Dudsagar etc, are full of flora and fauna. A number of rivers criss-cross the state, making Goa verdant and beautiful. Some of the minor rivers are Terekhol, Colvale, Sal, Talpona, and Galjibag. Besides, there are the two major rivers Mandovi and Zuari. These abundant waterways facilitate the carrying of ore by flat-bottomed barges and have thus helped the state to retain its competitive edge in mining, by reducing the distance between the mining pitheads and the Marmagoa harbour. According to Gune, V.T. (1979) the major mining deposits in Goa are iron, manganese, bauxite, high magnesia, limestone and clay. But at present, iron and manganese mining are the only major extractive industries.

Goa is particularly known for its beaches, such as Calangute, Baga, Harmal, Colva, etc which entice the tourists with their white sands and palm trees. Some of the lakes such as Karmali, Mayem, Benaulim, etc, are also famous; these attract birds from all over the world, much to the delight of ornithologists. The state also boasts of the Salim Ali Bird Sanctuary, which is on the island of Chorao.

Goa is internally well connected by road and it is connected to the neighbouring states through the national highways, NH 4A and NH 17. The commencement of the Konkan railway in recent years, has expedited transport of passengers and goods all over the country.
As per the results of the population census 2001, discussed in the Economic survey 2003-04, Goa has a population of 13,43,998 inhabitants and the literacy rate of the state is 82.32 %. Konkani is the official language of the state, while Marathi and English are also widely spoken. Goa is also the only state in the country to have a uniform civil code. This was introduced by the Portuguese and is in force even today in the state.

Goa has emerged as one of the leading progressive states in the country and many agencies such as the Eleventh Finance Commission, National Population Commission, and a recent study commissioned by ‘India Today’ Magazine, have ranked Goa as the number one state in the country with regard to infrastructure and all around development.

Tourism is one of the key contributors towards foreign exchange. Over 10% of the foreign tourists visiting India have Goa as their destination, besides the host of domestic tourists who descend on the state every year. Goa is also an important exporter of iron ore and around 60% of India’s iron ore exports come from Goa. Thus, though Goa is a small state, its contribution to the national exchequer is significant.

The techno-economic survey (1964) found that the industrial structure was weak; and that apart from a few export oriented industries (such as cashew processing and fish canning) and consumer goods industries (such as rice milling, manufacturing ice, matches, tiles etc) there was no other important industrial activity in the state. They found that “barring mining and other related industries, all other sectors of the economy were sadly neglected under the Portuguese rule.”
According to Noronha, S. M. (1990), prior to liberation, the industrial sector in Goa comprised of a few traditional industries such as, basket making, bamboo mats, coconut/cashew distillation, sugarcane juice extraction, solvent extraction of oil cake, salt extraction, rice milling, coir industry, canning and cashew nut industry. In the 50’s, the mining industry was the only large-scale industry in Goa.

During the last four decades, the industrial sector has grown rapidly. At the time of independence, the industries in Goa were limited to cashew processing, fruit and fish canning, laundry soap making, and the like.

Today Goa has over 6000 small-scale units and 154 medium- and large-scale units in the organised sector. Prior to liberation uneducated women were mainly employed in menial jobs like domestic servants or in agriculture and educated women worked as nurses and teachers. With the establishment of industries it would be interesting to know if women could find gainful employment in industry.

1.2 Scope And Relevance Of The Study

This study has examined the employment of women in some industries in selected industrial estates in Goa. Goa is divided into two districts; North Goa and South Goa. The industrial estates selected cover both the districts.

The study examines whether, women in Goa, have benefited from industrialisation and whether they have succeeded, in finding good jobs, with decent salaries, in the industrial sector in Goa.
By highlighting the type of jobs women are employed in, at present, in the industries and also the type of jobs they can potentially be employed in, this study will make women aware of the type of job opportunities available for them.

The study will be of great use to the employers, as it will enlighten many of them regarding the problems women are facing in the workplace; and may motivate some of them to improve the facilities in the workplace.

The study will also help the Government to undertake appropriate policies regarding the welfare of the women workers in this sector. It will also help them to analyse the present policies regarding women workers and block the loopholes in them.

As of the present date, no study of this type has been conducted in Goa. This study seeks to fill this gap.

1.3 Objectives Of The Study

The following are the objectives of the study:

1) To examine the socio-economic conditions of the working women in the selected industrial estates in Goa;

2) To examine the types of jobs in which women are employed in these industries;

3) To analyse the conditions of work in the workplace;

4) To examine the problems faced by working women in the workplace and at home;
5) Based on the findings, to draw relevant conclusions and make appropriate recommendations to ameliorate the lot of the women workers in this sector.

1.4 Methodology Of The Study

Data for this study was collected from both primary and secondary sources. The primary data was collected through interview schedules. Since the universe for the sampling was not available, two non-probability methods, namely the convenience sampling and snowball sampling methods, were used. The secondary data was collected from books and journals. The data has been classified as per the industrial estates and gender and tabulated for facilitating the analysis.

For this study, 25 percent of the industrial estates were selected. Goa has 18 industrial estates, two of which were not functioning at the time of data collection. A functioning industrial estate, for the purpose of the present study, has been defined as one in which the industries were set up and actually producing the products. Hence, four out of the 16 functioning industrial estates were chosen for the study. These were Tivim industrial estate, Verna industrial estate, Corlim industrial estate and Mapusa industrial estate. From these industrial estates, five percent of the functioning industries in each of them were chosen. A functioning industry, for the purpose of the present study, has been defined as, an industry, which is set up and is actually producing the products. These industries have comparable proportions of male and female workers. The Tivim industrial estate had 88 functioning industries, and four were selected from them. The Verna industrial estate had 104 functioning industries,
and five were selected from them. The Corlim industrial estate had 60 functioning industries, and three were selected from them. The Mapusa industrial estate had 26 functioning industries, and two were selected from them for the study. From each of the selected industries, a ten percent sample of the males and females were considered.

The data with regard to the total number of workers in the various industries selected for the study in the industrial estate was collected from the Industrial Development Office and from the respondents. From this total, a ten percent sample was selected. In Tivim, 34 out of the 336 males and 31 out of the 311 females were chosen. In Verna, 17 out of the 169 males and 21 out of the 213 females were chosen. In Corlim, 9 out of the 90 males and 7 out of the 69 females were chosen. In Mapusa, 15 out of the 153 males and 16 out of the 159 females were chosen.

The respondents were interviewed during their free hours and not in the factory premises. They were contacted at the bus stops, on the buses, at tea stalls and at their homes wherever possible, so that they were able to give a clear and unbiased picture of their working conditions and the problems faced by them.

1.5 Limitations Of The Study

The conclusions arrived at are based on the findings in the chosen industries in the industrial estates, thus they may not apply to all industries. In addition, the survey was contingent upon the willingness of the respondents to answer. However, a fair sample was chosen and based on that, the conclusions were drawn.