The participation of women in the economic life of the society has a commendable living history of its own. In every economic system in the past women had been engaged in productive work and their contribution had been recognized as an indispensable factor. It has been said, that women were men's working partners even in the Indus culture of about 3000 B.C. Division of labour is reported to have existed even from that time, as seen from the fact that in Mohenjo-Daro and Harappa, "men delved and women spun, the former category of jobs depicting the harder and more masculine, the latter developed into the so-called women's jobs in modern factories" (124). In the Vedic period, women were taking an active part in the industrial life of the society. They were manufacturing arrows, bows, baskets, and outdoor agricultural work. It is important to note that the words like female arrow maker 'ishukar tryan' occurs in the literature during the Vedic period. In the Atharva Veda as well as in the Rg Veda, there are clear indications even at the dawn of Aryan civilization, the cloth manufacturing was treated as a task of women (73).

Women's work in the past had certain characteristics of their own. Their responsibilities were many rich
consisted of doing both economically productive work as well as raising a family. These two kinds of work became integrated into one way of life and it was purely domestic in nature. Many new developments were brought about by the Industrial Revolution. With the increasing technological developments, there was transformation in the process of production and place of production. Many of the tasks which were carried out in the home had to be transferred to the factory. Under the changed economic circumstances, it became a necessity for women to seek employment in the factories. Statistics reveal that in India the total employment of women in 1961 was 3.72 lakhs against 2.32 lakhs in 1950, which represents an increase of about 32%. (ILO Bulletin, 1981).

While employment of women in the Industry became a necessity, at the same time, it had created many problems for their employers and as well as for themselves. First, there was the growing contention regarding their unsuitability to jobs in Industry. Often it was attributed to their delicate system and their inability to stand any kind of stress or strain, cerebral, nervous or muscular. In their study of the Law and women's work, the ILO, has described some of the special problems arising out of women's employment. When she engages in manual work, she is exposed to special dangers which
threaten not only herself but also future generations*. The dual responsibility of domestic tasks as well as the job, at times made particularly heavy demands on her strength, and it often made her economic activity unsuitable and reduces her occupational value and her ability to defend her interest as a worker*. There was some speculation about the adverse effects of mother's absence from the house upon her children. Further the employment of women in industry necessitated certain special provisions for women workers and the employers contended that women were expensive. In spite of these oppositions, investigations on the comparative efficiency of men and women had proved that women are as good as men in many aspects.

On the part of women workers, the transition of work from home to factory had created many problems. She has the dual sanction of home maker as well as a factory worker. She has to adjust to the nature of the factory work and also to the social changes.

Industrialisation had far-reaching social and psychological effects on workers in general. First of all there was a disorganisation of the rural social set up. The traditional joint family with its reciprocal family and kinship obligations had gradually undergone a change (84). With a reduction in the family size, there
has been a decline in the old ties of kinship and loyalty (27).

Further industrialization produces a feeling of frustration, aggression on the part of workers, as the new industrial set up is vastly different from the old rural work they had been accustomed to (34). As such workers have to make a variety of adjustments to the industrial set up such as its hours of work, working conditions, the pressures of the working group and the work itself. These adjustments were not always found to be easy and sometimes they have to be done at the risk of heavy demands on the workers themselves.

In one study (109), nearly all the women reported that maintaining job and home was difficult and exhausting, and this was particularly obvious in the case of women with children. In another study (73) women have mentioned various problems as a result of the factory employment. These problems are, difficulties in attending to domestic work, lack of time to give adequate attention to children, inter-personal conflicts and irritation over trivial things.

There are also evidences to show that women suffer personal strain in their adjustment to the job and home. It was reported (110) that 81 per cent of women workers do their household work alone, and the nature of
the domestic work mentioned, seem to be quite strenuous by themselves (33). The decline of the joint-family has been a great disadvantage to women workers because most of them may not be able to get adequate assistance in the small family that has emerged, with the result the double responsibility of women as workers both in their home and outside has made heavy demands upon their health efficiency and attitudes.

As a result of their many responsibilities, women are likely to stay away from their jobs. Studies have reported higher absenteeism among women than men and especially more in the case of married women (75, 134). In another study (74) absenteeism was reported to reach the peak between 25 and 29. It was particularly more in the case of women who lived away from their places of work, those who had long hours of work, and in the case of women who worried about the conflict between their work and that they regarded as their true social role. Absenteeism as such may be an outcome of various factors, such as the strain involved in combining the duties at home and factory, health reasons, and personal attitude towards working.

An analysis of sickness absence has revealed that colds, influenza, digestion ailments and nervous disorders were found to be the reasons in order of rank (75).
How far the industrial environment itself is responsible for among women workers has not yet been conclusively proved. Kanguly and Hsu (116) in their study of the influence of factory work on the health of the women workers have revealed significant increase in vital losses to the woman on account of industrial work.

Further the most important point that creates problems are one's own attitude towards work, and the specific job orientation of workers. It is common knowledge that women's work in the factory had been necessitated mainly by financial reasons (116, 33).

The predominance of economic necessity in women's employment may suggest that women may view their job as a temporary phase in their life - a temporary necessity, not a permanent one with certain exceptions. The absence of specific job orientation has been well illustrated by Marri Jephcott (78) in her study on factory girls. She found that employment was considered by these girls as an unavoidable but temporary phase in their lives and sooner it came to an end the better. And was found to be related to the attitudes of women workers at cocoa works factory (Hall and Locke 58). "Among the 14-year old, work itself is a form of play with the foreman as a games leader. At about 16, work steps in to
the background and his girl or her boy becomes the chief interest. At 18, the average factory girl looks forward to marrying before she is 25 and grievances are ignored or borne cheerfully since she believes they will not be permanent. As her marriage approaches she tries to increase her earnings, and her interest in the firm except as a means of livelihood grows obviously less. The older women when unmarried either becomes more amenable and adaptable, showing an increasing satisfaction and pleasure in her work or she grows rigid and conservative resisting innovations and “going against their firm”. These varying attitudes of different age groups suggest the changes in the psychological needs.

Attitudes of women towards factory work may be important from the point of view of their satisfaction on the job. Women in India have imbibed within themselves the traditional ideals of womanhood and have been traditionally oriented. The concept of factory work as such may not be acceptable to many of them. Women who are tradition-bound may feel the factory labour to interfere with their tradition-oriented life. The attitudes of such women to arduous factory work are likely to be unfavourable because the workers suffer from a conflict between their concept of social role considered an ideal and their changed social role as workers in the factory. Especially women with children may tend to
feel that they are not able to look after their children properly due to their absence from home. Sometimes women's personal inclination to stay at home instead of working, may reflect the opinions of other members in the home.

In the light of such social and psychological factors, it will be interesting to study specific job attitudes and adjustment of women workers. Are women interested in their jobs? What interests them mostly on their job, and do they differ from men in some of their specific attitudes, are important questions to be considered.

Especially the relation of the sex of worker to job satisfaction had been the subject of many investigations. Stockford and Ruse concluded that women are more satisfied than men, while Cole reported women to be less satisfied than men (70). Hulin and Smith have made a study on sex differences in job satisfaction and have indicated that female workers tend to be somewhat less satisfied with their jobs than their male counterparts. However it has been argued as to how far this difference has been due to sex alone.

Apart from the fact that industrial work is so specialized and devoid of intrinsic interest, there
In some reason to believe that women's job may be less satisfying in themselves. Certain distinct characteristics of women's employment are that women are concentrated in low-skilled jobs with little or no opportunity for promotion except in certain cases. There may also be possibilities of their lay off in some industries. These suggest that women may tend to be less satisfied than men who are relatively placed in a better position.

Ranking of job factors from women workers have been obtained by some investigators that they have not been found to be uniform. In a study by Kytt, Langen and Stock (166) in order of importance of steady work, comfortable working conditions, good working companions were mentioned while easy work, good hours, opportunity to learn a job, opportunity to use your ideas, were in order mentioned to be least important. In a study by Blum and Hess (15) opportunity for advancement, steady work, good boss and high pay, lastly easy work were mentioned in order of importance. Jarvisen (30) found that women job applicants consider type of work, security and advancement to be the important factors in order while benefits were rated least important. The discrepancy in the ranking in the three studies may be due to the duration between the studies and more possibly due to the nature of the sample studied.
In Jurgensen's study, women were less interested than men in advancement, benefits, company and more interested in coworkers, hours, supervisor, type of work and working conditions. It was accordingly concluded by Jurgensen that women were particularly interested in short range of temporary facilities which increased the pleasantness of work whereas men were more interested in the factors of greatest importance for a lifetime of work to support them and their family. But in the study by Blum and Osser, except for the women rating supervisor ahead of salary and men rating pay ahead of supervisor, there was no other difference to be found as far as the overall ranking of men and women were concerned.

An analysis of the comments made by women and men pertaining to 37 common industrial topics revealed that women comment more than men about welfare overtime, rest periods and fatigue, social contacts, furniture, and fixtures, while men comment more than women about tools, trucks, advancement, education, life insurance and pension (8). It seems to justify that women may be more interested in factors of immediate consideration.

In his analysis of the hopes of industrial workers for their children, Davis (31) found that a majority of women mentioned 'healthy and pleasant work' while a majority of men mentioned 'chances of progress.'
It was revealed in a study (loc. cit.) that security and consideration from the supervision were very important to union members while factory life. The trade unions, works committees, the various social and recreational clubs lent little to the either by lack of time or desire or need for these outlets. "It seems to suggest that fact, mere means very little to them beyond its immediate security consideration."

It will be interesting to note in this connection the reluctance of some operative to supervisory or clerical jobs, etc., whatever might be the reason mentioned for their reluctance, it seems to indicate that opportunities for promotion not be seriously important to such workers. The operative might be more concerned about their personal experience, and take particular care to maintain it. The natural desire of the worker to frustrate may result in their dissatisfaction. Davis (op. cit.) reports that men have little objection than men to anything that distracted them from their personal appearance, conditions, for example that the smell of