CHAPTER 5

WORKING CONDITIONS
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5.1 INTRODUCTION:

"Working conditions are the actual conditions under which workers perform their tasks after they have been recruited and placed on the job. These conditions include a wide variety of conditions pertaining to cleanliness, lighting, supply of drinking water, length of the work day, hours of work, work by shifts, physical hazards etc. All these directly influence a worker's happiness and satisfaction or dissatisfaction at work. Unsatisfactory working conditions, also are attributed to inefficiency, lack of interest in work, deterioration of the mental and physical fitness and also a high rate of labour turnover and absenteeism."  

If the atmosphere is congenial the efficiency of the worker can be increased and fatigue with all its evils can be minimized. Congenial working conditions help to create a favourable atmosphere on the job. As for women employees, conditions under which they work should also

1. Dr.C.B.Memoria:-Industrial labour, Social Security Dr. Satish Memoria: and industrial peace in India, Published by Kitab Mahal-15, Thornhill road, Allahabad 1984, P.159.
include various facilities that would directly give certain benefits to them, helping to reduce their physical and mental exertions and tensions.

These facilities are:

(a) Transport.
(b) Creches.
(c) Separate restrooms.
(d) Housing or working women's hostel etc.

Job satisfaction is very closely related to various factors including working conditions, job situation and personal attributes of employees. It refers to a person's feeling of satisfaction on the job which acts as a motivation to work. "Mr. Keith Devis" asserts that job satisfaction is the favourableness or unfavourableness with which an employee views her/his work and is the result of various attitudes possessed by an employee. It is viewed in relation to an employee's satisfaction with her home life and Community life.

The two factor theory given by Hereberg, Mauser, and Snyderment has also stated one set of factors as contributing to satisfaction and other to dissatisfaction. One set of factors is related to the nature of job and the other to environment in which the job is done^2.

In recent years, the interact theory of Dr. Vroom has been widely accepted as an explanation for the term job satisfaction. Dr. Vroom contends that explanation of satisfaction requires the use of work role and also personality variables. These two sets of variables always almost interact with each other. The satisfaction that the individual derives from a work role is assumed to be a function not only of the objective properties of that work roles but also of the motives of the individual.  

Smith, Kendall and Hulin have used a descriptive model and have used a job satisfaction index by mentioning the following five different areas:

(a) Satisfaction with work
(b) Satisfaction with Salary
(c) Satisfaction with Co-workers
(d) Satisfaction with Supervisor
(e) Satisfaction with promotion prospects

3. Indrani Mukherjee, Industrial Workers in a Developing Society, MITTAL PUBLICATIONS, 1985, P.50.
4. Indrani Mukherjee, Industrial Workers in Developing Society, MITTAL PUBLICATIONS, 1985, P.85.
Working conditions are the environmental factors under which jobs are done, and job satisfaction or lack of it may result therefrom. In the case of women employees job satisfaction index here used is as follows:

(a) Personal factors and job satisfaction
(b) Satisfaction with the facilities provided by employer.
(c) Satisfaction with salary
(d) Satisfaction with promotion prospects.
(e) Satisfaction with job equality principles.

Along with the above factors we have also discussed here, various issues such as night shifts, night hauls, touring jobs, job security and job safety.

Satisfaction with the job and congenial working conditions may help to have a stable female labour force on the job. Increasing participation of women in economic life of our country has become a need of the day. The position of women in the economic life of our country has altered profoundly in the present century. It may be stated that with the rising tempo of industrialisation in the country and the consequent
development of trade, commerce, social and commercial services, the number of women workers is bound to increase. Moreover, the changes which are taking place in our social attitude would help to accelerate women's employment in all spheres of the economy. The growing size of female labour force indicates its increasing importance in the economic and social structure of modern communities.

Attention is to be given not only to encouraging the employment of women in different spheres of employment but it is also essential to create positive atmosphere which will help to retain in employment women who join the labour force.

The problems and difficulties of working women are multidimensional and it is essential to study them in detail. These problems are environmental, social psychological and in the case of each of them there are two situations under which they emerge, one is the home and the other is the work. The social, physical, psychological, environmental problems and difficulties are faced by the working women both
at home and at work. The problems are mainly two fold, one is of an inner conflict due to dual commitment and concern, and the other is at a practical level viz; the practical difficulty of continuing in work due to commitment to their role at home. Strain of work at home and office coupled with the lack of household amenities and the job facilities are major causes of difficulties faced by working women. 5

5.2 **FACILITIES NEEDED BY WOMEN-EMPLOYEES:**

Job facilities are essential because they help to reduce the physical exertions and mental tensions of the women workers. It has been observed all women are interested in getting non-material benefits. Some of these benefits are covered under the "welfare aspect". These benefits are:

1. Transport facility
2. Creche
3. Separate rest-room
4. Housing
5. Medical assistance
6. Educational opportunities
7. Recreational facilities.

It has been observed that all facilities are not available to all women employees. This will be clear from the below and the diagram that follows:
Table No. 5.1

Availability of facilities to women employees:
(Figure's show percentage of respondents getting a facility)

<table>
<thead>
<tr>
<th>Facilities</th>
<th>Percentage of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Transport</td>
<td>30</td>
</tr>
<tr>
<td>2. Creche</td>
<td>13.33</td>
</tr>
<tr>
<td>3. Separate latrines and Urinals</td>
<td>70</td>
</tr>
<tr>
<td>4. Separate rest-rooms</td>
<td>13.33</td>
</tr>
<tr>
<td>5. Canteen</td>
<td>30</td>
</tr>
<tr>
<td>6. Housing</td>
<td>20</td>
</tr>
<tr>
<td>7. Medical Assistance</td>
<td>100</td>
</tr>
<tr>
<td>8. Educational Facilities</td>
<td>12</td>
</tr>
<tr>
<td>9. Recreational facilities</td>
<td>12</td>
</tr>
<tr>
<td>10. All</td>
<td>12</td>
</tr>
</tbody>
</table>
Note: The diagram is based on figures in table 5.1
From the above table and diagram, it is clear that all facilities are available only to 12 percent of the women employees. Considering the different types of duties performed by women at home and in the work place it has been observed that if certain essential facilities are given, it will help to lesson their physical and mental exertions and also tensions. Each facility has its own benefits and has a capacity to relieve tensions of an employee, particularly women. Views of the respondents about the above-mentioned facilities and the benefits therefrom are as follows:

(1) **Transport:**

This facility is available to only 30 percent of the women employees. From among them 64 percent depend on state transport, and the remaining 6 percent are using their own vehicles.

It has already been observed that the two industrial areas (Satpur & Ambad) are 8 to 6 K.M. away from the city, and a high percentage of women depend on state transport. They have to run and rush to catch the bus. It has also
been observed that all employed women are not from Nashik town proper. Those coming from outskirts of Nashik such as Deolali, Bhagur, Dindori etc. constitute 12 percent of these employees. Women who depend on state transport have said that this dependence means uncertainty of reaching the factory or home in time. If the right bus is missed, delay becomes unavoidable, as other means of transport are very expensive. Regarding the expenditure on transport women respondents (particularly from small units) said that earnings are low and hence it is beyond their capacity to spend daily Rs. 2 to 3 on transport. They felt that it would be indeed better if transport facilities are available at concessional rates or even free of charge.

Those who are using their own vehicles said that it would be better if transport facilities are provided, because driving 15 to 20 k.m. daily is both very strenuous and dangerous.

Those who use transport provided by the employees found this facility definitely useful as;
(a) It saves time and energy
(b) Reduces physical exertions and mental tensions
(c) Keeps them more fresh
(d) Helps them to be punctual on the job.

It has also been observed that those who get transport facility are working in the large scale units. Medium and small scale units do not provide this facility.

It has been suggested by many respondents that in all areas of industrial concentration the state government and local authorities should expand the local transport services and improve their functioning and if the local transport services are inadequate the employer should provide the transport facility. One idea mooted was of, even employees starting transport services on a co-operative basis. Efforts at all levels should be undertaken to give the maximum possible assistance to industrial workers to reach their place of work in time. This applies especially to women workers for reasons already mentioned. What is more, such a facility, by providing a greater opportunity for relaxation,
may help in reducing the rate of absenteeism.

(2) Creche facility:

It has been brought out by the survey undertaken by this researcher that all the units employing more than 30 women employees have provided the creche facility. There is a statutory provision to this effect as under:

"In any factory, where more than 30 women workers are ordinarily employed, they shall be provided with suitable room or rooms for the use of children under the age of 6 years. Such rooms must have adequate accommodation shall be adequately lighted and ventilated. They shall be maintained in a clean and sanitary condition. Such rooms shall be under the charge of women trained in care of children and infants, facilities must be provided to mothers to feed their children at necessary intervals. Suitable provisions must be made for washing, changing the clothing of the children and for the supply of free milk ".

Where the number of women is less than 30, they do not get creche facility and they have

to face the problem that arises due to non-availability of creche facility in the workplace itself. In the selected sample, 19 percent of the women need creche facility but only 13.33 percent of the women get the facility provided by employer and 5.67 percent women are found to be facing the problem, which solve by using creches provided by private parties.

Those who do not get the creche facility provided by the employer have said that:

1. Their morning & evening duties include additional duty to keep the children in a private creche and again to take them back.
2. Private creches are costly,
3. It would be better if the creches are available to them at the workplace itself. So that they can take children with them and can feed them properly.

It has been observed that small units or units employing less than 30 women did not provide creche facility. It is true that if the employers are expected to bear the cost of creches, they would be reluctant to employ women workers, assuming that they are able to get male workers.
at the same cost this facility be provided by state government or by municipal body or by collective social service agencies. A probable solution is that all working women should get these facilities that will definitely remove to a great extent the anxieties of working mothers.

(3) Separate rest rooms and toilets:

"The provision of separate latrines and urinals on the prescribed scale for the use of women workers in factories, mines, plantation is a statutory obligation upon employers. The employers are also required to provide washing facilities exclusively for women workers."

It is seen from responses of women employees interviewed that facility of separate latrines and urinals are available to 70 percent of the women employees.

The remaining 30 of the women employees have said that they have to use common latrines and urinals. They naturally expect

7. Dr.C.B.Memoria, Dr.Satish Memoria, Industrial Labour Social Security & Industrial Peace in India, Published by Kitab Mahal, 15, Thornhill Road, Allahabad, 1984, P.140.
to have separate latrines and urinals, particularly during menstrual period.

Separate rest rooms are available only to 13.33 percent of the women employees and all of them are found to be working in the large scale units. Majority of women have demanded separate rest rooms where they can relax freely and can take rest.

It may be noted that as the number of women employed in the industrial sector is increasing, intensive efforts should be made at all levels to provide at least the essential facilities that would be conducive to maintainance of their health and efficiency.

(4) Canteen:
This facility is available to 30 percent of the women employees and 70 percent of them have to go without this facility. The purpose behind having the canteen is "To introduce an element of nutritional balance and to provide cheap and clean food and an opportunity to relax in comfort." This

(5) **Housing**

Housing is a primary need of a human family. In a civilised society housing has a wider connotation. It implies the development of residential areas in such a manner as to provide for the people hygienic dwellings in pleasant and healthy surroundings.

Although it is one of the basic facility, 92 percent respondents are not interested in getting housing facility of accommodation, as they are staying either with their parents or husbands.

Only in the case of those who have come to Nashik for employment from different areas, regions, states, we come across the view that housing accommodation was essential. In selected sample only 8 percent women came to Nashik for the employment. They are staying as paying guests, or on lot basis or in a women's hostel. They expressed their opinions as follows:

(1) Industries in Nashik have given them employment but not housing accommodation.
facility is thus an essential part of an industrial establishment providing undeniable benefits from the point of view of health, efficiency and well-being.

"According to section 46 of the Factories Act, a state government makes rules for provision of canteen by the occupier in any specified factory wherein more than 250 workers are ordinarily employed." 9

The responses of the women-employees interviewed reveal that they are not very much interested in getting this facility. They still prefer to bring their own tiffins. They prefer home made food, to canteen food. It is however, recognised that if they forget to carry tiffins or if they do not get time to prepare food to be carried to workplace then there is a problem because an industrial estate area hotels are far away and employees do not get enough recess to go out for lunch. So they accept that in such exceptional circumstances they can take advantage of canteen facility. If the facility was available.

(2) Staying as paying guest, or on a cost basis or in hostels is very costly.

(3) These accommodations are insufficient in number.

(4) In many places the facility of cooking is not given.

(5) The above mentioned accommodations are available in the proper city, so they have to go to industrial area and back again, consequently, they have to spend 2 to 3 Rs. daily on transport.

It is seen that some of the employers were giving housing allowance to employees.

In selected sample 20 per cent women working in large scale units, and those who are included in the category of "Permanant" employees are getting housing allowance upto Rs. 45 to Rs. 50 per month. This allowance is variable; it varies with the status of women on the job. In any case 80 percent women do not get the allowance. Majority of them are working in small units and medium scale industries. Thus grant of housing allowance is limited to a small group of women employees.
Suggestions were also made about the provision of working women's hostel in the industrial area. As economic pressures cause women to come out of their homes in search of employment, and some of them take shelter in working women's hostel. About 12 percent women who are coming from outskirts of Nashik, said that provision of working women's hostel in industrial area would greatly relieve them from tensions and physical exertions. However, to increase the mobility of women employees, housing accommodation or working women's hostel is essential and non-availability of that acts as a major deterrent and comes in the way of stability of employment.

(6) Medical facilities: The importance of medical facilities for women employees hardly needs any emphasis. A working woman has to manage both the house and the work with the result that, due to over work, negligence of health, repeated pregnancies and drudgery at home her health goes on deteriorating. Special efforts need to be taken to maintain the health and efficiency of women employees.
In selected sample 40 percent women have been covered under employer's State Insurance Scheme, and 60 percent get medical facilities provided by employers. Thus medical facilities are available to all. Then again, women employees who have worked for 6 months, are entitled to get maternity benefits from the employer.

In this matter, women employees have not demanded any types of special facilities. They said that medical facilities were available to them, either through employer's State Insurance Scheme or through the employer.

(7) **Educational opportunities and Recreational facilities:**

12 percent women in the sample were getting educational allowance and recreational facilities. These are benefits voluntarily provided by employers. All the same, our data reveals, that women employees have not shown much interest in getting the educational and recreational facilities.

In summery, we can conclude that women employees are interested in getting the facilities
of transport, separate rest-rooms and toilets and creches. Their demand is that the above mentioned facilities be provided by the employer. These facilities directly give benefits to women employees. These save time and energy and reduce exertion and anxieties of women employees.

5.3 MEASUREMENT OF JOB SATISFACTION:

Many simple as well as complicated methods and techniques have been applied to measure job satisfaction for e.g.

"Frank Friedlander used 17 sources of satisfaction items to measure job satisfaction. Seventeen items were divided into three meaningful factors. Factor one refers to Social & technical environment, Factor II - Self actualisation work aspet, Factor III - recognition through advancement".  

"Mr. L.A. Miller and John E. Mthard used Job satisfaction inventory covering the following areas:

(1) Physical and mental exertion.
(2) Relations with associates.
(3) Relations with employer.
(4) Security and finances.
(5) Interest in, liking for emotional involvement in job.

10. Indrani Mukherjee, Industrial Workers in a Developing Society, MITTAL PUBLICATIONS, 1985, P.56.
In order to measure the job satisfaction level of women employees with the industrial job, we have modified job satisfaction index of Smith, Kendall, and Hulin by including items like personal factors, facilities on job, transfer policies and discrimination on the job. As stated in section 5.1 above our job satisfaction index is as follows:

(1) Personal factors and job satisfaction
(2) Satisfaction with the facilities proved by employer.
(3) Satisfaction with the salary
(4) Satisfaction with transfer policies
(5) Satisfaction with the prospects of promotion
(6) Satisfaction with Job equality principles (non-discrimination).

1. Indrani Mukherjee, Industrial workers in a Developing Society, MITTAL PUBLICATIONS 1985, P.56.
(1) Psychological factors
(2) Environmental factors
(3) Social factors
(4) Economic factors.

The following points are considered to find out the level of satisfaction:

<table>
<thead>
<tr>
<th>Psychological</th>
<th>Environmental</th>
<th>Social</th>
<th>Economic</th>
</tr>
</thead>
<tbody>
<tr>
<td>1) attitude</td>
<td>1) family background</td>
<td>1) Social mobility</td>
<td>1) Total income</td>
</tr>
<tr>
<td>2) capacity</td>
<td>2) educational qualification</td>
<td>2) Laws &amp; privileges</td>
<td>2) Economic status</td>
</tr>
<tr>
<td>3) desire</td>
<td>3) Job opportunities</td>
<td>3) Social change</td>
<td></td>
</tr>
<tr>
<td>4) involvement in the job</td>
<td></td>
<td>4) Religious and customs</td>
<td></td>
</tr>
<tr>
<td>5) Job sincerity</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6) willingness to do the job</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
It is concluded from the opinions of the respondents that 70 percent women are satisfied with the job and their psychological, social, economical and environmental background has developed a positive attitude towards their employment, but 30 percent of them expressed dissatisfaction. They are dissatisfied because:

(a) they do not like the industrial job itself.
(b) they have accepted the job only because easily they got the job.
(c) they are reluctant to work for long hours;
(d) Educational qualifications, being of a general type, allow them greater opportunities to move to jobs in other fields
(e) they are dissatisfied with the salary they are getting.
(f) family members are also dissatisfied with the industrial job, because extremely long hours they are away from the home from early in the morning to late in the evening.

(2) Satisfaction with the facilities provided by the employer.

It is evident from the study that only 12 percent women are getting all the facilities as transport, creche, canteen, medical, recreational etc. and they are satisfied with the facility they are getting.
(3) **Satisfaction with the salary obtained:**

It has been observed that salary structure includes: basic wages, dearness allowance and other allowances (Housing, Canteen, conveyance, Tea, Lunch, Medical, Shift, Educational), in the case of small units generally consolidated salaries are given.

No discrimination was found with regard to salaries given to male and female employees. Inter-industry difference in the salary-structure for the same type of job, for same number of hours of work and for employees with the same qualifications was observed, but this is because of the difference between the large, the medium units and the small units.

The data collected revealed that 40 percent of women employees are satisfied and 60 percent of them, dissatisfied with the salary they are getting. The reasons for this satisfaction of 40 percent are tabulated below:
<table>
<thead>
<tr>
<th>Percentage of Respondents</th>
<th>Reasons for Satisfaction with salary:</th>
</tr>
</thead>
<tbody>
<tr>
<td>14</td>
<td>Holding higher post and getting salary above Rs. 2500/- per month.</td>
</tr>
<tr>
<td>20</td>
<td>Employed in large and medium scale units. Salary obtained, above Rs. 1500/- per month.</td>
</tr>
<tr>
<td>6</td>
<td>Working in small units but as supervisors, Accounts Officers; Salary obtained Rs. 1000/- per month. They have accepted the job to utilise the time available.</td>
</tr>
<tr>
<td>Total 40</td>
<td></td>
</tr>
</tbody>
</table>

The reasons for dissatisfaction are given in the table below:
Table No. 5.3:

Dissatisfaction with Salary:

<table>
<thead>
<tr>
<th>Percentage of Respondents</th>
<th>Reasons for dissatisfaction with salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>40</td>
<td>Employed in Small units; Salary ₹500/- per month.</td>
</tr>
<tr>
<td>15</td>
<td>They have accepted the job as a stop-gap measure. They are not satisfied with the salary given for such long hours of work (7.30 a.m. to 4.45 p.m. over 9 hours a day)</td>
</tr>
<tr>
<td>5</td>
<td>Shown total dislike towards industrial job; dissatisfied with salary, hours of work, nature of job promotion prospects.</td>
</tr>
<tr>
<td>Total 60</td>
<td></td>
</tr>
</tbody>
</table>

From the above tables it is seen that a large percent of women employees are dissatisfied with the salary they obtained. They also said that with several adjustments on account of (domestic work, having to look after children,
in-laws etc.) they have accepted the job, and in reality their personal sacrifice is more than the gain they derive. They have also said that they are giving the best days of their life to industries. For all these reasons they felt that salary should be encouraging and there should not be any type of feeling that they have been exploited by the employer. Those who are satisfied are fortunate enough to get employed themselves in large and medium units where salaries and other benefits (transport, canteen, creche, toilets, rest-room) are given by the employer to the employees.

(4) **Satisfaction with the Transfer Policy:**

"Transfer means shifting of an employee from one job to another with change in duties and responsibilities or without change in duties and responsibilities".  

It appears from the data collected from respondents that, 15 of them (i.e. 10 percent of the sample) are holding transferable jobs. The jobs of the remaining 135 women employees (90 percent) are non-transferable.

12. T.N. Bhagoliwal, *Economics of Labour and Industrial Relations*—Published by Sahitya Bhawan—Hospital Road, Area—1985 P.114,
It is revealed that those who are working in small units or doing clerical jobs are in the workers' category hold jobs which are non-transferable. Women-employees concerned stated that only inter-departmental transfers are possible.

Those who are holding the posts of executives, managers, design engineers, said that they have to face the problem of transfer from Nashik to head office or to other units established in Bombay, Pune, Delhi, Bangalore. Two percent of the sample women said that they had refused to go to other places, missing as result chances of promotion.

They were asked to accept inter-departmental transfer, on the same scale. According to them, if husband and wife were working in the same unit and were transferred together then women would willingly accept the transfer order; but it is impossible for a woman alone to accept the transfer order. They held, therefore that in view of this
limitation on a woman employee, promotions should not be adversely affected by the refusal of transfer. It has also been noted that women employees holding higher post have said that management should consider the problems of women and should see that transfer orders are not given to women.

(5) **Satisfaction with promotion prospects:**

Promotion is defined as a movement to a position in which responsibilities and presumably prestige are increased, involving also an enhancement in salary and rise in rank. In brief, promotion is regarded as charge that results in higher earnings.

In our survey 60 percent of the women said that they did not have any chance of promotion 40 percent of them saying that they had chances of promotion. The relevant data are presented in the following table.
Table No. 5.4
Chances of Promotion:

<table>
<thead>
<tr>
<th></th>
<th>Chances of Promotion</th>
<th>Reasons</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>(1) Number of respondents giving the answer</td>
<td>(2)</td>
<td>(3)</td>
</tr>
<tr>
<td>Percentage to Total</td>
<td>40</td>
<td>60</td>
</tr>
</tbody>
</table>

N.B. In the case of columns (2) and (3) percentage in the second row is total number in the sample (i.e. 150) for columns (4) and (5), the percentage is to total who said yes (i.e. 40).

From the above table it may be observed that 60 percent of women did not have any chances of promotion. As for reasons for promotion 30 percent of those with chances of promotion stated that promotion were on merit, indicated by superior educational qualifications and greater efficiency in job. The remaining 10 percent of women said that seniority was the decisive factor.
(6) **Discrimination on the job:**

"One of the most powerful and hard to remove obstacle - in achieving as much success as possible in these unusual occupations for them, is the indirect discrimination against women."

"ILO Report of the International labour conference on women workers in the changing world which report that with regard to discrimination two aspects emerge clearly one is that while formal discrimination in employment based on sex is tending to persist, the other is that the residual forms of discrimination tend to operate formally and informally at a higher level in the occupational pyramix often blocking the advancement of women on the grounds of their individual merit and irrespective of sex and in many countries may employer prefer men to women worker if they have choice to do so."

(ILO Report, 1963, P.57)

10 percent women employees said that discrimination existed; belong to officers' category and they felt that discrimination existed at all stages viz;

selection, confirmation and promotion. It was observed that right at the time of selection, if men and women applicants had the same qualification, men would get the job much more easily than the women. This discrimination then continues at all stages. Women employees also said that discrimination existed because employees feel that employment of women means

(a) more cost,

(b) more (employment) turnover, and

(c) more absenteeism.

These are the main factors cited as causing discrimination in selection, confirmation and promotion.

Those women who are holding higher posts said that they have been often discouraged since challenging jobs are given to male workers even which they are subordinates. They also added that male subordinates were reluctant to take orders from women employees in higher positions, that is, from "Sareed boss". So discrimination still existed if not in the theory, certainly in practice.
Overall job satisfaction of women employees:

An attempt was made to find out overall job satisfaction of women employees. It was found that 57 percent of women employees were satisfied and 43 percent were dissatisfied.

Those who expressed satisfaction with the job stated that they were satisfied with salary or facilities provided by employer or with transfer policies or with non-discrimination on the job. On the other hand, the group dissatisfied also mentioned salary obtained, facilities provided and promotional policies of the employer, as factors causing dissatisfaction. The following diagram shows the overall job satisfaction level of the women employees surveyed.
CHART 5.1
JOB SATISFACTION LEVEL

LEVEL OF JOB SATISFACTION

LEVEL OF JOB DISSATISFACTION

57.7% 43.3%
5.4 OTHER CONDITIONS OF SERVICE:

In the interviews of women employees an attempt was made to find out their opinions regarding night shifts, touring and night haults, job security and job safety. Their opinions are as: 98 percent of women employees are doing the job in the first shift (8 a.m. to 5 p.m.) and the remaining 2 percent, that in the second shift (2 p.m. to 10 p.m.). Night shifts jobs are not given to women employees, as there is a specific statutory provision in this respect as follows:

"Employment of women is legally prohibited between 7 p.m. and 6 a.m. in factories, mines and plantations under the factories Act, 1948, the Mines Act 1952 and the Plantation Labour Act 1951. The state governments in the case of factories and the central government in that of mines are empowered to relax this restriction and to permit employment between 5 a.m. to 10 p.m.

Of the sample, 5 percent women employees holding the higher posts of executives, managers, design engineers have to go on touring with the night haults. According to them touring is unavoidable, so they have to accept it as a part
and parcel of their duty. About job security almost all women respondents said that jobs are insecure, it totally depends on the decisions of employer, level of production and even on changes in the statutory provision as more and more protection is given to women employees by statutory provisions, it would adversely affect the employment of women in industries. Women from large and medium scale units also mentioned that often break are given after one to two months. In small units more of unorganised women workers are found to be working, many of them are not even included on pay roles, and always they, said that there is a danger of unit being closed down. This indicates that jobs in industries are insure. Regarding the job safety respondents on the whole have said that statutory provisions and it's implementation has made the industrial jobs safe considering women employees the factory act, 1948, lays down certain standard of safety to be adopted by the factories covered under it are as:

(1) Prohibition of employment of women near cotton openers.

(2) Prohibit employment of women in dangerous operations which expose them to a serious risk of bodily injury, poisoning or disease. Thus, women are not allowed to clean, lubricate or adjust heavy machinery while it is in motion.
(3) To safeguard women against the dangers arising out of lifting of heavy weights the factory act authorises the appropriate Government to fix the maximum load that may be lifted by women.

Majority of women respondents are doing jobs such as those of telephone operators, telex operators, typists, steno-graphers, data entry operators, supervisors, store-keepers, etc. Very few (10 percent) women are observed to be directly operating machines. As most of the women employees perform routine type of jobs, they did not make any complaint about job safety.