



# An Economic Study on Women Labourers in Super Market of Nagercoil Town in Kanyakumari District

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## Abstract

*The women workers occupy a place not only subordinate to men in society but also to their female counterparts from other strata of society. The women worker constitute a labour force within the frame work of the society that gives them the responsibility for the happier living of middle and upper class families. No recognition however is given to them as a labour force. Instead they are looked down upon, as most of them belong to socially inferior castes entrusted with heavy and disgraceful work. The working women come from poor family background with no education. Moreover, devoid of any skills they become an easy pray for exploitation. They have no legal protection of trade unions to demand their rights and duties. In Kanyakumari District the increase in the demand for unorganised workers arose due to the changes brought about by industrialization, especially in the urban areas. Many women from the middle class now have taken up jobs outside their homes. It is for these people that the unorganized worker is an inevitable necessity. Consequently no labour legislation is applicable to the women workers. As a result there is no implementation of rules and regulations protecting their basic rights like provident fund, annual or maternity leave, medical facilities etc. This fact subjects the domestic worker to more exploitation than unorganized workers. Hence this study aims at investigating the working conditions of the women workers in supermarkets at Nagercoil in Kanyakumari district.*

## Introduction

Historically, women had no real power in the outside world, no place in decision-making. Women are an integral segment of society and they make almost half of the total population of our country. One can hardly ignore the multidimensional role of women in every society. Today, ecology speaks for the earth, for the other in human/environmental relationships and ecofeminism by speaking for the original others seeks to understand the interconnected roots of all domination and ways to resist and change. It has been seen in

general that women work with greater dedication and more meticulously than a man, where in majority of the women suffer from malnutrition, illiteracy, poor health, inadequate housing, unemployment, insecurity and denial of the legal rights. The reason for this situation is that majority of women are still not aware of their legal rights. So they are unable to demand their due right. By participating in environmental stand-offs against those who are assuming the right to control the natural world, they are helping to create an awareness of domination at all levels. From this perspective, consensus decision making and non-hierarchical organization become accepted facts of life. Female labour has been an important segment of the work force in India. With the changing socio economic scenario, women's productive roles have assumed new dimensions. The observance of the International Women's Year in the last quarter of the 20<sup>th</sup> century was a historic land mark in the calendar of women's progress. Women's participation has always been necessary for the success of social and economic development. The main objective of the policies of the Government of India with regard to female labour has been to remove the handicaps under which they work, to strengthen their bargaining capacity, to improve their wages and working conditions, to augment their skills and to open up better employment facilities for them. To help women develop the relationships that they need to get ahead. Women tend to focus on doing a good job first, then working on relationship-building, whereas men are more likely to seek out relationship-building opportunities, such as attending client meetings, earlier on. As a manager, reach out to the female employee. Their working hours do not be below the level of eight however it may go up to ten hours a day.

### **Women Employees in Super Market**

Women are placed in huge numbers in supermarkets due to varied reasons. Generally employers invariably exercise control over the employees. They should avoid too many rules and regulations and to empower employees to use their choice in many situations with customers. Indeed employees are important for the organization whose opinions should be paid due weightage so as not only to satisfy them but also for the organisational growth. It is necessary for greater employee and customer satisfaction; frontline employees must have interpersonal skills such as eye contact and body language. The management should encourage nepotism: satisfied employees are the best developers, especially among other family members. They have the pep and interest to work hard and to deal with the public efficiently. Women are an under privileged segment in the society. But this is gradually vanished over a period of time. However, they need compulsory education, upgrading of skills among employed women, national labour legislation supporting part time employment, gender neutral selection of employees for training, alleviation of wage discrimination in the private sector, elimination of gender stereotyping of domestic work, expanded accessibility to health facilities, for integrating women in development. Economic development of the family can be achieved by the contribution of women. The employers make use of this work force which deserves for various fabulous reasons. They should be family treated in terms of salary, recognition, promotion etc. So that the larger proportion of available human resources could be integrated into the development process.

## Challenges for Working Women

The vital problem of working women starts after the ringing of marriage bells. Problem of integration work and family life are more severe for women because have traditionally been assumed to be available during the day to care for the children and to do household work. Young women especially those who are interested in having career, readily admit that they are concerned about combining their work and family life. The majority of women want to have both the responsibilities. They want to learn the strategies of combining the two areas of life, and more over concerned to see the effects of job career on their children and marriage life. Work and family interdependence is important because there are two areas of life that make the largest contribution to life satisfaction. There are the two areas of life that take up most of people's time. It is a generally accepted fact that the participation of women in employment outside the home has greatly changed their family position. Perhaps the most far reaching effect has been the economic independence attained by working women.

The independent financial base provided by employment, provides women with increased sense of competence gives women more power within the marriage life and increases her influence in decision making. The extent of change in family life styles may well be determined in large measure by the fact of women employment. Most obviously an extra income facility is used in making good residence and the acquisition of more consumer goods. Working women have the opportunity to develop a taste for material goods used by colleagues whose life styles differ from their own. Their employment familiarizes them to new settings and women who work outside the home appear to be less reluctant to enjoy the leisure activities outside the home. Employment demands a minimum level of education. Women with education and employment do not remain simply women but become persons with personality. By virtue of this added quality they have developed a clear cut sense of liking and disliking. Employment of women, her higher education and economic independence are sometimes cited as reasons for tension in the family. But these factors have been usually overcome with the absolute economic necessity. Tradition bound people regard a woman who works as one, who has missed her role in life for them there is nothing more sacred and respected than to be a good mother and a good wife. This view is of course losing ground since so many women who work, have nevertheless provided that their role as a mistress of the house need not be affected if they work. Their prestige in society is not lowered and at times the husband is glad to have an earning partner.

## Objectives of the Study

1. To study the economic condition of the respondents.
2. To know the working experience of the respondents.
3. To identify the problem faced by the respondents.

## Methodology

This study mainly depends on primary and secondary data. A suitable questionnaire is constructed to collect the primary data. The study is carried out on the basis of convenient random sampling method. Data have been collected from fifty supermarket workers in Nagercoil town. The secondary data is obtained from the materials published in journals, magazines books and reports.

## Analysis of Data

### Age Wise Classification

One's physical ability depends upon one's age. Age influences the productive capacity of labour. Table 4.1 shows the age wise classification of respondents.

**Table 1 - Age Wise Classification of the Respondents**

Age	No. of Respondents	Percentage
Below 20	5	10
21-30	22	44
31-40	17	34
41-50	6	12
<b>Total</b>	<b>50</b>	<b>100</b>

Source: Primary Data

Table 1 shows that 44 per cent of the respondents are between the age group of 21-30 and 10 per cent of the respondents are below 20 years of age.

### Marital Status

Generally the needs of married person differ from the unmarried person. The marital status of the respondents is shown in Table 2.

**Table 2 - Marital Status of the Respondents**

Marital Status	No. of Respondents	Percentage
Married	32	64
Unmarried	18	36
<b>Total</b>	<b>50</b>	<b>100</b>

Source: Primary Data

Table 2 shows that 64 per cent of the respondents are married and 36 per cent of the respondents are unmarried.

### Educational Qualification

Education is considered as an important parameter of economic development. It provides better social status and individual development.

**Table 3 - Educational Qualification of the Respondents**

Educational Qualification	No. of Respondents	Percentage
Secondary	28	56
Higher Secondary	12	24
Degree	10	20
<b>Total</b>	<b>50</b>	<b>100</b>

Source: Primary Data

The above table 3 shows that 56 per cent of the respondents have secondary education and 12 per cent of the respondents have higher secondary education.

## Experience

Experience shows one's efficiency in his job. It makes the person perfect, more skillful, knowledgeable and confident.

**Table 4 - Experience of the Respondents**

Experience (in Years)	No. of Respondents	Percentage
Below 3	30	60
3-6	11	22
7-10	4	8
Above 10	5	10
<b>Total</b>	<b>50</b>	<b>100</b>

Source: Primary Data

The table 4 reveals that 60 per cent of the respondents have below 3 years of experience and eight per cent of them have 7 - 10 years of experience. Experience marks them to be capable in their carrier.

## Monthly Income

Income and expenditure are the two edge of life. The purchasing power of an individual is based on income.

**Table 5 - Monthly Income of the Respondents**

Income (in Rs)	No. of Respondents	Percentage
Below 4000	10	20
4000 – 6000	27	54
6001– 8000	6	12
Above 8000	7	14
<b>Total</b>	<b>50</b>	<b>100</b>

Source: Primary Data

The table 5 shows that 54 per cent of the respondents are having income between ₹ 4001-6000 and 14 per cent of them having income above ₹ 8000.

## Sources of Saving

The source of saving is much more important than the amount of saving. Nowadays there are so many sources both are attractive and great utilities. Hence one should select the source of saving very carefully.

**Table 6 - Sources of Saving of the Respondents**

Sources of savings	No. of Respondents	Percentage
Bank	12	63
LIC	5	26
Post Office	2	11
<b>Total</b>	<b>19</b>	<b>100</b>

Source: Primary Data

The table 6 shows that 63 per cent of the respondents save through bank and 26 per cent of them save through LIC. From this it is clear that the respondents have chosen bank which is riskless.

## Occupational Structure

Occupational structure includes super market assistant, accountant and manager.

**Table 7 - Occupational Structure of the Respondents**

Position	No. of Respondents	Percentage
Super Market Assistant	36	72
Accountant	7	14
Manager	7	14
<b>Total</b>	<b>50</b>	<b>100</b>

Source: Primary Data

The table 7 shows that 72 per cent of the respondents are super market Assistants 14 per cent of the respondents are Manager and Accountant.

## Health Problem

Every mankind faces health problems in their day to day activities. Sickness is expected to decrease work productivity and life expectation to reduce economic development.

**Table 8 - Health Problem of the Respondents**

Health problem	No. of Respondents	Percentage
Leg Pain	31	62
Back Pain	9	18
Head ache	10	20
<b>Total</b>	<b>50</b>	<b>100</b>

Source: Primary Data

The table 8 shows that 62 per cent of the respondents have leg pain and 18 per cent of the respondents have back pain. Continuous standing at a place leads to leg pain.

## Findings

- Forty four per cent of the respondents are between the age group of 21-30 years.
- Sixty four per cent of the respondents are married.
- Fifty six per cent of the respondents have been educated upto secondary school level.
- Sixty per cent of the respondents have below 3 years of experience.
- Fifty four per cent of the respondents have the income ranging between ₹4001-6000.
- Sixty three per cent of the respondents save through bank.
- Seventy two per cent of the respondents are super market Assistants.
- Sixty two per cent of the respondents have leg pain.

## Suggestions

- ❖ Women workers should be organized as Trade Unions so as to improve their collective bargaining power.
- ❖ Minimum wages for the women workers should be fixed.
- ❖ Employees State Insurance (ESI) facilities should be provided to them.
- ❖ Weekly leave, medical leave, maternity leave, etc. should be granted with wages.
- ❖ Welfare Board for women workers should be established.



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