Radhika
Research Scholar, Department
of Sociology, CCS Haryana
Agricultural University, Hisar,
Haryana, India

Dr. Jatesh Kathpalia
Assistant Scientist, Department
of Sociology, CCS Haryana
Agricultural University, Hisar,
Haryana, India

Meera Rani
Assistant Professor, Department
of Home science, Kurukshetra
University, Kurukshetra,
Haryana, India

A study on social problems of women laborers in rural and urban communities

Radhika, Dr. Jatesh Kathpalia and Meera Rani

Abstract
Labour is one of the key concepts of production and is considered to be most important not only because it is productive, but also because it activates other factors and makes them useful for production purposes. The study was conducted in Hisar district from rural and urban areas was drawn randomly Khrara of Haryana. Sixty women labourers were selected from rural area on the whole, to make sample size of women labourers. Women labourers play a multidimensional role like allied activities and domestic activities in addition of agriculture activities also. Women play a crucial role in agriculture activities like main crop production, livestock production, horticulture, post-harvest operations, fisheries etc., and allied activities the women involved such as management of dairy animals starting from collection and cutting of fodder to feeding, cleaning of cattle and cattle shed milking etc.
Most of the agricultural women labourer's works is unpaid and they are ignored from the policy makers. To study the socio problems faced by women labourers in rural area. Data were collected on a pre-tested structured interview schedule which covered different aspects of problems. Researcher visited all the areas before data collections, Researcher himself gathered data by having interaction with respondents & these families that social problems more weighted mean was secured by rural respondents i.e. no provision of maternity leaves and got 1st rank followed by job insecurity, discrimination at workplace, medical aid is given in case of injury or any accident, work as much as male colleagues, mental harassment, gender based wage differentials, lack of family support, hesitant with male colleague, workplace adjustment and suffer from any health problems.

Keywords: Labour, agriculture, multidimensional, workplace, women laborers

Introduction

Agriculture, the single largest production endeavour in India, contributing about 18% of GDP, is increasingly becoming a female activity. Agriculture sector employs 4/5th of all economically active women in the country. 48% of India's self-employed farmers are women. There are 75 million women engaged in dairying as against 15 million men and 20 million in animal husbandry as compared to 1.5 million men. Women labourers play a multidimensional role like allied activities and domestic activities in addition of agriculture activities also. Women play a crucial role in agriculture activities like main crop production, livestock production, horticulture, post-harvest operations, fisheries etc., and allied activities the women involved such as management of dairy animals starting from collection and cutting of fodder to feeding, cleaning of cattle and cattle shed milking etc. Most of the agricultural women labourer's works is unpaid and they are ignored from the policy makers (Rajanna, 2017) [4]. The National Commission for Women estimates that 94% of the total female workforce is to be found in the unorganized sector. (Manju 2017) [1] Women labour play multi-dimensional role like allied activities and domestic activities in addition to agricultural activity also. In spite of these, they face number of problems such as, exploitation, long working hours, unhealthy working condition, in security of Job, low wages, health hazards and low socio economic status etc. Women also work as home maker and day started from cleaning home, transporting water, collecting fuel and fodder, doing laundry, preparing food for family childcare and carrying out agricultural duties she work as inside the home and outside of home. Women agricultural labours face a lot of difficulties or problems and women does not known about how to face the problem like unpaid work, wage discrimination, low wages, dual responsibility, traditional bounded, hard work, no transfer facility, low standard of living, drinking habit of husband, lack of time, absence of decision making process, inside the home and outside the home, seasonal unemployment, male dominated society etc. (Rajanna, K.A 2017) [4].

Corresponding Author:
Radhika
Research Scholar, Department
of Sociology, CCS Haryana
Agricultural University, Hisar,
Haryana, India

Review of literature

Panda (2012) [2] conducted a study in Mewat district of Haryana state among Scheduled caste girls. Poor landless agriculture labourers (50.6%) were found dependent on daily wages for employment during the agriculture seasons and struggled hard for their livelihood in off agriculture period and a majority (33.7%) had stated to be earning and spending on food etc. below Rs.2.000/- per month.

Anu Rail *et.al* (2012) [3] conducted a study on construction sector; it has the largest number of unorganized labourers after agricultural sector in India, a sample of 100 women construction workers were selected in Kolkata, West Bengal and it was found that almost half the workforce were unskilled women without any professional elevations. Their multifaceted problems related to work, *viz*., lack of continuity, insecurity, wage discrimination, gender and sexual harassment, unhealthy job relationship, lower wages, and poor job satisfaction. There is a need to give due attention to the factors which are directly or indirectly influencing the problems of women's laborers.

Materials and Methods
Locale of the Study
The study was conducted in Hisar district of Haryana. From Hisar district rural area was selected for the purpose of the study.

Selection of areas
From Hisar district rural area villages was drawn randomly i.e. Khrara for the study. Sixty women labourers were selected from rural area on the whole, to make sample size of women labourers.

Statistical Analysis
The data thus, collected were computed, tabulated and analyzed using frequency, percentage, mean score, independent sample t-test and chi square.

Tools and techniques for data collection construction of interview schedule
The study needed both primary and secondary data for the research. This gave many aspects having vital social implications out of which aspects having more practical bearing were selected for interview schedule. So, analyzing research publications, text books, expert opinions, interview schedule etc. were used. A self-structured interview schedule was prepared to gain information from respondents about the nature and extent of social psychological and economic problems with causes. Interview schedule included questions on general as well as specific information about respondents pertaining to the independent variables.

Data were collected on a pre-tested structured interview schedule which covered different aspects of problems. Researcher visited all the areas before data collections, Researcher himself gathered data by having interaction with respondents & these families. There in the village. Information was collected directly from the respondents but whenever doubt aroused, it was clarified from the secondary source and through cross questioning with the respondents. Only the reliable and valid answers were noted in the respondent's schedule. Personal observations were given due importance and later on incorporated in the margin and backside of the schedule as specific noting, if any made. Editing of schedules was done in the field itself to check any discrepancies in the data for omission and clarification.

Statistical Analysis
The data thus, collected were computed, tabulated and analyzed using frequency, percentage, mean score, independent sample t-test and chi square.

Frequency
The number of times an individual item is repeated in a series is called its frequency. The way in which the observations are classified and distributed in the proper class intervals is known as frequency distribution.

Percentage
Percentage is a number or ratio expressed as a fraction of 100. It is often denoted using the% sign, "%", or the abbreviation "pct."; sometimes the abbreviation "pc" is used in the case of quantities in economics. A percentage is a dimensionless number (pure number).

Weighted Mean Score (Mean)
The weighted arithmetic mean is similar to an ordinary arithmetic mean (the most common type of average), except that instead of each of the data points contributing equally to the final average, some data points contribute more than others. The notion of weighted mean plays a role in descriptive statistics and also occurs in a more general form in several other areas of mathematics.

Rank order
Rank order means that the observation having highest score among all other observations is assigned as rank I.

t- test: As the two samples were equal in the present study, hence independent T-test was used for testing difference between means of these samples. In present study this test was used for awareness of rural and urban respondents regarding acts.

$$t = \frac{\overline{X} - \overline{Y}}{\sqrt{\dfrac{1}{n_1} + \dfrac{1}{n_2}}}$$

Where,

$$\frac{S\,(X_1 - \overline{X})^{-2} + S\,(Y_1 - \overline{Y})^2 \text{ ssp}}{n_1 + n_2 - 2}$$

Where,

X_1: Mean score of first sample X_2: Mean score of second sample n_1: First sample size
n_2: Second sample size
S_1^2: Variance of first sample S_2^2: Variance of second sample

Result
Social problems faced by women labourer in rural area
Data presented in table-1 highlighted the social problems faced by rural women. Results revealed that 58.33 percent respondents work was not recognized always followed by seldom (31.67%) and never (10%). 46.67 percent women labourer seldom faced hesitation with male colleagues whereas, 31.67 percent always and only 21.67 percent never feel hesitation during work. Further, women also face abusive nature at work about half of the. (46.67) women labourers seldom face abuse at work followed by never (35%) and

always (18.33%) abused. During work women were provided by first aid facilities only if there was any injury occurred with the labour so, according to results it was concluded that 61.67 percent women always received first aid facility followed by seldomly (28.33%) and only 10 percent women

never received any medical facilities in case of injury. Women also suffered from health problems at workplace and 60 percent women never suffered from any health problems, 30 percent were seldom suffered from health problems and only 10 percent always suffered from health problems.

Table 1: Social problems faced by women labourer in rural area

Problems	Always (3)	Seldom (2)	Never (1)	WMS	Rank
No provision of maternity Leaves	51(85.0)	6(10.0)	3(5.0)	2.80	I
Job insecurity	40(66.67)	15(25.0)	5(8.33)	2.58	II
Discrimination at Workplace	37(61.67)	18(30.0)	5(8.33)	2.53	III
Medical aid is given in case of injury or any accident	37(61.67)	17(28.33)	6(10.0)	2.51	IV
You work as much as your male colleagues	35 (58.33)	19(31.67)	6(10.0)	2.48	V
Mental harassment	32(53.33)	21(35.0)	7(11.67)	2.41	VI
Gender-based wage differentials	27(45.0)	29(48.33)	4(6.67)	2.38	VII
Lack of Family Support	26(43.33)	22(36.67)	12(20.0)	2.23	VIII
Feel hesitant to work with male colleagues	19(31.67)	28(46.67)	13(21.67)	2.08	IX
Workplace Adjustment	11(18.33)	15(25.0)	34(56.67)	1.61	X
Suffer from any health problems at workplace	6(10.0)	18(30.0)	36(60.0)	1.50	XI

Figures in parentheses indicate percentages

Table Further revealed that, 48.33% women seldom faced gender based wages difference, 45% always and only 6.67% women never faced gender based wage differences. Women also faced adjustments problems at their workplace area like cultural differences and high expectations so as per findings. It was observed that 56.67% never, 25% seldom and only 18.33% women always faced problems in workplace adjustments. Further, respondents were also insecure regarding their job so it was observed that 2/3rd of the respondents (66.67%) always felt insecure followed by seldom insecure (25%) and never (8.33%). Reasons for insecurity were removal of services without any notice or difficulty in finding job as reported by the respondents.

As far as maternity leaves were concerned, it was revealed that 3/4th of the respondents (75%) always had no provision of maternity leaves followed by seldom (10%) and never (5%). Women also need family support when they are in job so according to results it was observed that 43.33% women did

not get family support followed by 36.67 percent seldom and never (20%). During work women also face mental harassment. Results clearly depict that maximum number (43.33%) of respondents always suffered from mental harassment, 36% women seldom faced and only 20% women never faced mental harassment during work. Women also faced discrimination at workplace so it was clearly showed in study that 61.67% respondents always, 30 percent seldom and only 8.33% respondents never faced discrimination at workplace.

Table revealed that social problems more weighted mean was secured by rural respondents i.e. no provision of maternity leaves and got 1st rank followed by job insecurity, discrimination at workplace, medical aid is given in case of injury or any accident, work as much as male colleagues, mental harassment, gender based wage differentials, lack of family support, hesitant with male colleague, workplace adjustment and suffer from any health problems.
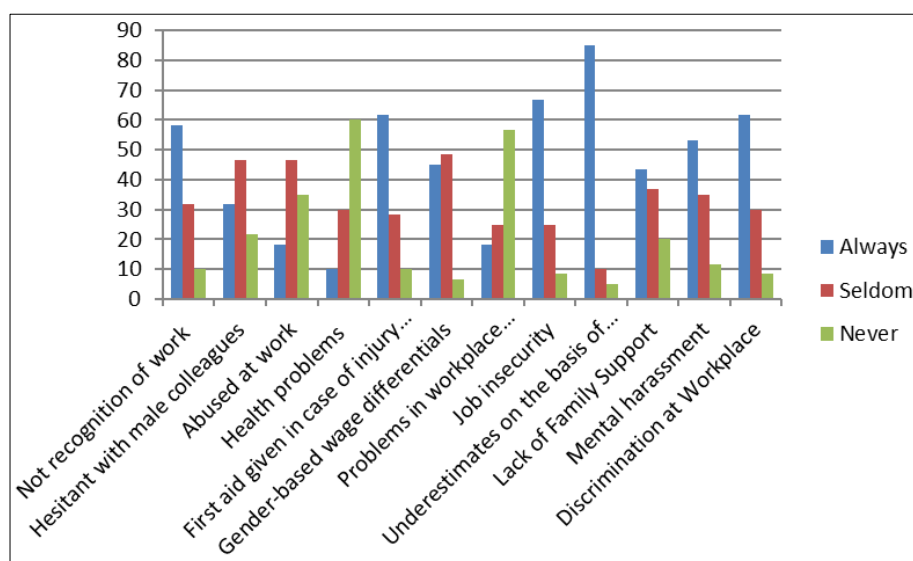

Fig 1: Socio problems faced by women labourers in rural area

Social problems faced by women labourer in urban area
Data presented in table 2 depict the social problems faced by urban women during work at workplace. As per results it was perceived that 50% of the respondents work was not recognition followed by seldom (38.33%) and never

(11.67%). Never about fifty percent women always, 30% women always and 26.67% women never feel hesitate when did work with male colleagues. Further, results revealed that 48.33% women seldom, 36.67% women never and only 15% women faced abuse at work. Majority (63.33%) of the

respondents always got first aid facilities in case of injury during work, 30% women seldom received medical facilities in case of injury during work and only 6.67% respondents received medical facilities in case of injury during work. Further, 46.67% women seldom faced gender based wage differentials, 41.67% respondents always and only 11.67% women never faced gender based wage differentials at workplace. 63.33% women always faced workplace adjustment followed by 28.33% respondents seldom faced and only 8.33% respondents never faced workplace adjustments. Further with regards to job security, overwhelming majority (86.67%) of the respondents always felt insecure followed by 13.33% respondents seldom felt insecure for their job. It was also observed that 41.67% women had no provision of maternity leaves followed by 40% women always had no provision for maternity leaves and only 18.33% women had no provision for their maternity leaves.

Further, 56.67% women always had low family support followed by 36.67% respondents seldom received family support and rest 6.67% respondents received lack as family support. Respondents faced mental harassment during work, as per results it was concluded that same percentage i.e. 45% women had faced always and seldom mental harassment and only 10% respondents had faced never mental harassment at workplace.

Data presented in table clearly showed that more problems were faced by urban respondents as per rank i.e. Job insecurity, medical aid is given in case of injury or accident, workplace adjustment, lack of family support, work as much as male colleagues, mental harassment, gender based differentials, no provision of maternity leaves, hesitant to work with male colleagues, abused at work, suffer from health problems.

Table 2: Social problems faced by women labourer in urban area

Problems	Always	Seldom	Never	WMS	Rank
Job insecurity	52(86.67)	8(13.33)	-	2.86	I
Medical aid is given in case of injury or any accident	38(63.33)	18(30.0)	4(6.67)	2.57	II
Workplace Adjustment	38(63.33)	17(28.33)	5(8.33)	2.55	III
Lack of Family Support	34(56.67)	22(36.67)	4(6.67)	2.50	IV
You work as much as your male colleagues	30 (50.0)	23(38.33)	7(11.67)	2.38	V
Mental harassment	27(45.0)	27(45.0)	6(10.0)	2.35	VI
Gender-based wage differentials	25(41.67)	28(46.67)	7(11.67)	2.30	VII
No provision of maternity Leaves	24(40.0)	25(41.67)	11(18.33)	2.21	VIII
Feel hesitant to work with male colleagues	18(30.0)	26(43.33)	16(26.67)	2.03	IX
Faced abuse at work	9(15.0)	29(48.33)	22(36.67)	1.78	X
Suffer from any health problems at workplace	7(11.67)	20(33.33)	33(55.0)	1.56	XI

Figures in parentheses indicate percentages

Overall level of social problems faced by women labourer in rural areas

Results in table 3 showed overall level of social problems faced by women labours. It was revealed that out of total sample, 45% women faced high level of social problems followed by medium (32.5%) and low level (22.5%). Further, comparative results revealed that more percentage (46.67%) of rural women faced high social problems than urban women. Again it was found that 33.33% urban respondents faced medium social problems whereas, 31.66% rural women faced medium level of social problems.

Table 3: Overall level of social problems faced by women labourer in rural areas

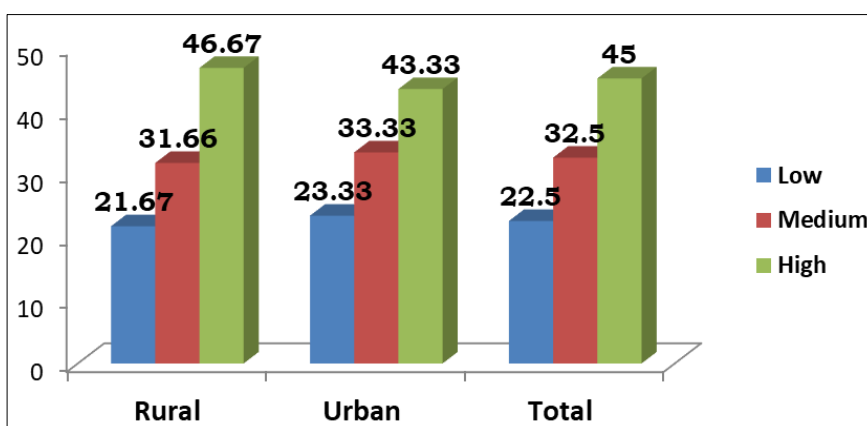| Social problems	Rural (n=60)	Urban (n=60)	Total (n=120)
Low (up to 11)	13(21.67)	14(23.33)	27(22.5)
Medium (12-22)	19(31.66)	20(33.33)	39(32.5)
High (23-24)	28(46.67)	26(43.33)	54(45.0)

Figures in parentheses indicate percentage

Fig 2: Overall social problems faced by working women at work place

Area wise comparison of social problems faced by women labourer

Results presented in table 4 highlighted the area-wise comparison of social problems faced by women labour. Results found significant mean differences in gender-based wage differentials ($t=6.56^*$), Workplace Adjustment ($t=7.10^*$), Job insecurity (3.00^*), No provision of maternity Leaves (5.09^*) and lack of family support ($t=2.29^*$) whereas no significant mean differences was observed in worked as much as your male colleagues, felt hesitant to work with male

colleagues, faced abuse at work, suffered from any health problems at workplace, first aid is given in case of injury or any accident and Mental harassment.

Table 4: Area wise comparison of social problems faced by women labourer

Problems	Rural		Urban		t-value
	Mean	Sd	Mean	Sd	
Not recognition of work	2.43	0.69	2.38	0.69	0.39
Hesitant with male colleagues	2.11	0.73	1.03	0.75	0.60
Abused at work	1.83	0.71	1.76	0.69	0.51
Health problems	1.50	0.67	1.56	0.69	0.53
First aid given in case of injury or accident	2.53	0.67	2.56	0.62	0.28
Gender-based wage differentials	1.38	0.61	2.31	0.67	6.56*
Workplace Adjustment	1.61	0.78	2.55	0.64	7.10*
Job insecurity	2.58	0.64	2.86	0.34	3.00*
Underestimate on the basis of gender	2.78	0.52	2.18	0.74	5.09*
Lack of Family Support	2.21	0.76	2.50	0.62	2.29*
Mental harassment	2.41	0.69	2.35	0.65	0.53

Discussion
Social problems faced by women labourer in urban areas
As per results it was perceived that 50% women's work was not recognized that always followed by seldom (38.33%) and never (11.67%). Maximum number of (43.33%) women always feel hesitate when they do work with male colleagues. Further, results revealed that 48.33% women, faced abuse at work seldomly. About two-third of (63.33%) respondents always got first aid facilities in case of injury during work. Further, 46.67% respondents seldom faced gender based wage differentials while 63.33% women always faced workplace adjustment followed by 28.33% respondents seldom faced and only 8.33% women never faced workplace adjustments. Further with regards to job security, majority (86.67%) women always felt in secured. It was also observed that 41.67% women labourers had no provision of maternity leaves. Further, 56.67% women always had low family support followed by 36.67% (seldom) and only 6.67% women received lack of family support. Women faced mental harassment during work, as per results it was concluded that equal% age. (45%) of respondents had faced always and seldom mental harassment and only 10% women had faced never mental harassment at workplace. Similar results were observed by Rajanna (2017) [4] which shows that reasons for not satisfaction of the work of respondents. Out of total respondents, 48% of respondents were agreed low wages, no transport facility (32%) of respondents are agreed with male dominated, 24% of respondents are agreed with wage discrimination, 22%% of with hard work, 14% of respondents were agreed with over working hours, 12% of respondents were agreed with low quality food (12%) and 10% of respondents were agreed with rash behaviour of the landlords.

Overall level of social problems faced by women labourer in rural areas
Results showed overall level of social problems faced by women labours. It was revealed that out of total sample, 45% respondents faced high level of social problems followed by the medium level of (32.5%) facing the problems and low level (22.5%) of social problems. Further, comparative results revealed that more% age (46.67%) of rural women faced high social problems than urban women. Again it was found that 33.33% urban women faced medium level of social problems whereas, 31.66% rural women faced medium problems. Observed that more then1/3% (36.67%) of the respondents perceive high level of problem faced by the women workers in the construction sector in social factor. Over shelving majority (93.37%) of the respondents perceived low level of problems faced by the women workers in the construction sector.

Area wise comparison of social problems faced by women labourer
Results highlighted the area-wise comparison of social problems faced by women labourers Results revealed significant mean diiferences in gender-based wage differentials (t=6.56*), Workplace Adjustment (t=7.10*), Job insecurity (3.00*), No provision of maternity Leaves (5.09*) and lack of family support (t=2.29*). Manju (2017) [1] support this study.

Conclusion
It is concluded that maximum number (43.33%) of respondents always suffered from mental harassment. Women also faced discrimination at workplace so it showed clearly in the study that 61.67% respondents always faced discrimination at workplace. It was found that majority of women worked in unorganized sectors for low wages due to low level of skills, illiteracy, ignorance and surplus labour and thus faced high level of exploitation and it was found that. The social and economic profile of female worker was greatly affected by the nature of industrial sector where they worked.

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