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## A STUDY ON SOCIO-ECONOMIC CONDITIONS OF WOMEN WORKERS IN PAPAD INDUSTRIES OF HYDERABAD KARNATAKA

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### ABSTRACT:

*Women play an important role in every family In India, but in the ancient period women were dependent on men. Historically women have been discriminated against men in our male dominated society. Most of the girls were married when they were in their childhood or teenage. Widow Remarriages were considered to be a social taboo, education beyond the primary or at the most school level was rare. Girls, especially in rural areas and small towns were deliberately*

*undernourished and denied access to the outside world and women were considered to be fit to food but not work in business establishments. Papad making is a labor intensive industry more than 95% are women from socially and economically backward communities in rural and urban areas. The important objectives of the study are to study the working conditions of women workers in papad industries, to analyze the income and expenditure pattern of women workers in papad industries, to analyze the problems of women workers of papad industries, to identify the living conditions of women workers of papad industries in Gulbarga District. Since the objective of the study is to find out the socioeconomic conditions of women workers in papad industries, the researcher has adopted convenient sampling technique for data collection. The researcher has collected 150 samples for the present study.*

**KEYWORDS:** *Historically women , rural areas and small towns.*

### INTRODUCTION

Women play an important role in every family in India, but in the ancient period women are dependent on men. Historically women have been discriminated against men in our male dominated society. Most of the girls were married when they were in their childhood or teenagers. Widow Remarriages were considered to be a social taboo, education beyond the

primary or at the most school level was rare. Girls, especially in rural areas and small towns were deliberately undernourished and denied access to the outside world and women were considered to be fit to food but not work in business establishments. In modern age, discrimination against women is vanishing and they are occupying equal status along with their male counterparts. Today's girls are better educated, more assertive and bolder. Added to this is the woman empowering movement has protected and improved the life of women. Employment is

considered to be an important indicator of women's achievement in the economic condition. In the services of professional and industrial sector employment of women has increased rapidly. Work participation rate for females has shown as increasing trend in the unrecognized sector both in the rural and urban areas. In factories such as papad, cashew industries, coir industries, readymade garments and clock manufacturing, the labor force mainly of women. More than 95% are women from socially and economically backward communities in rural areas.

Papad is a popular and tasty food item in the Indian diet since many centuries. Combination of pulses, cereals, processed cereals, fruits, roots and tubers used for preparation of papad varies from one region to another depending upon the preferences of local people. Market for papad is steadily growing across the country. There are a couple of national brands available, but the market is predominantly controlled by the local brands. Manufacturing of papad is yet to pickup and prospects for new types of papads are bright, provided good quality is maintained and prices are competitive.

### OBJECTIVES OF THE STUDY

The following are important of the study

1. To study the working conditions of women workers in papad industries.
2. To analyze the income and expenditure pattern of women workers in papad industries.
3. To analyze the problems of women workers of papad industries.
4. To identify the living conditions of women workers of papad in Hyderabad Karnataka.

### HYPOTHESES OF THE STUDY

The following hypotheses were framed for the present study;

1. There will be no significant difference between age of the women workers and level of satisfaction.
2. There will be no significant difference between education of the women workers and level of satisfaction.
3. There will be no significant difference between marital status of the women workers and level of satisfaction.
4. There will be no significant difference between Nature of family of the women workers and level of satisfaction.

### METHODOLOGY

The present study based on both primary and secondary data. For the purpose of collecting primary data with regard to the socioeconomic conditions of pre-tested, structured questionnaire and interviewed respondents personally in Bidar, Gulbarga Yadgir and Raichur Districts.

### REVIEW OF LITERATURE.

**Nandini (2014)** studied the profile of famous women entrepreneurs in India and analyzed the sectors preferred by women entrepreneurs in India. It further studied the promotional efforts of government for the growth of women entrepreneurship. It was suggested that empowering women with the entrepreneurial skills, information technology, micro and macro finance options will foster economic growth of the nation.

**Jennings and Brush (2013)** conducted a study to document the development of the body of work known as women's entrepreneurship research. In this study through the broader entrepreneurship literature the contributions of this work was assessed and discussed how this broader literature poses challenges (both difficulties as well as opportunities) for scholarship on female entrepreneurs. It was found that this sub-area has come a long way in a very short period of time, surpassing many of the developmental milestones as the broader field of entrepreneurship despite its more recent origins.

**Mahajan (2013)** attempted to identify the status of women entrepreneurs in India and also studied the success story of Hina Shah the most successful women entrepreneurs of India in plastic packaging and Founder of ICECD. It was revealed that a major change in traditional attitudes and mindsets of people in society is required for the elimination of obstacles for women entrepreneurship rather than being limited to only creation of opportunities for women and it is imperative to design programmes that will address to attitudinal changes, training, supportive services. Sanchita (2013) [7] analyzed the socio- economic profile of the woman entrepreneurs and interpreted the management problems of women entrepreneurs of small-scale sector in Haryana. The study was based on primary

data which was collected by the researcher by conducting a survey of 210 women entrepreneurs of small-scale sector in Haryana (out of the list of 321 made available by the directorate of Industries Haryana, Chandigarh) by personal interview method by using a comprehensive interview schedule. It was recommended that to harness the potential and continued growth and development of women entrepreneurs and to formulate appropriate strategies for stimulating, supporting and sustaining their efforts to run smooth functioning of enterprises, we need to provide them level -playing- field for healthy competition.

**Kumar and Jayachitra (2013)** assessed the problems, issues, challenges faced by women entrepreneurs, how to overcome them and to analyzed the policies of Indian government for and problems faced by them while pursuing their business. It was concluded that women entrepreneurs must be moulded properly with entrepreneurial traits and skills to meet changing trends and challenging global markets, and also be competent enough to sustain and strive in the local economic arena.

**Rahman and Sultana (2012)** focused on contribution of Shri Mahila Griha Udyod Lijjat Papad Society on Women Empowerment. The data was collected by conducting a survey of 60 respondents from Shri Mahila Griha Udyod Lijjat Papad Society in Hyderabad District through structured questionnaire. It was found that it has positively contributed in the psychological, social and economic factors in empowerment of women through Shri Mahila Griha Udyod Lijjat Papad Society. Further, it was concluded that women empowerment means a lot, but the ultimate goal is materialize only when her complementary role is recognized by the society. Lijjat's contribution is only a step towards empowerment, but more such organizations should come forward.

**Adeel Anjum et. al. (2012)** made an attempt to analyze and highlight the problems and prospects for women entrepreneurs. It is a case study of Quetta City in Balochistan province of Pakistan. The study was exploratory in nature. Primary and secondary data was used for the purpose of the study. Through a structured questionnaire a sample of 100 women entrepreneurs was surveyed. It was concluded that the policy makers should develop a comprehensive National Policy for Women by involving real stakeholders and its implementation should be ensured by provinces by devising Strategic Plan of Women Development and Social Welfare.

**Jamali (2009)** examined the interplay of constraints and opportunities affecting female entrepreneurship in developing countries. The paper adopts an integrative multi-level research design and an interpretive research methodology, capitalizing on in-depth interviews with ten women entrepreneurs to explore their perceptions and interpretations of constraints and opportunities facing female entrepreneurship in the Lebanese context. It was found the relevancy of micro, meso, and macro-level factors in entrepreneurship research and the usefulness of integrating multiple lens and units of analysis to capture the complexity of the women entrepreneurship experience in any particular context.

### **ANALYSIS OF THE STUDY.**

The present study is an analysis of the socio-economic conditions of women workers in papad industries in various aspects.

### **AGE OF THE WORKERS.**

Age is the important factor to select a work. The distribution of cashew industries' women workers on the basis of their age is presented in Table 1 below.

**Table 1: Age wise representation of the Workers.**

Sl No	Age (Years)	No. of Respodents	Percentage
1	Below 20	18	12.00
2	20-30	82	54.65
3	30-40	30	20.00
4	40-50	14	09.35
5	Above 50	06	04.00
	<b>Total</b>	<b>150</b>	<b>100</b>

It is clear from Table 1 that, 62 workers (54.65%) are in the age group 20-30, 30 workers (20%) are in the age group 30-40, 18 workers (12%) are in the age group below 20, 14 workers (9.35%) are in the age group 40-50 and only six workers (4%) are in the age group above 50. It is clear that majority of papad industry women workers are in the age group 20 to 30.

### EDUCATION LEVEL OF THE WORKERS.

Education is the important social factor. The distribution of women workers in papad industries on their educational qualification is presented in Table 2 below.

**Table 2: Education Level of the Workers.**

Sl No	Education	No. of Respondents	Percentage
1	Illiterate	21	14.00
2	Primary	38	25.35
3	Middle High school	63	42.00
4	High school	14	09.35
5	Degree	28	18.65
	<b>Total</b>	<b>150</b>	<b>100</b>

From the above Table No. 2 it is clear that, 63 workers (42%) had middle school education, 38 workers (25.35%) had primary school education, 28 workers (18.65%) had high school education and 21 workers (14%) were illiterate. It is clear that majority of papad industry workers are qualified with middle school education.

### MARITAL STATUS OF THE WORKERS

Marital status is the important factor for selecting a job. The distribution of papad industries' women workers on their marital status are presented in Table 3 below.

**Table 3: Marital Status of the workers.**

S. No.	Marital Status	No. of Respondents	Percentage
1	Married	70	46.65
2	Un-Married	80	53.35
	<b>Total</b>	<b>150</b>	<b>100</b>

From Table 3 above it is clear that, 80 workers (53.35%) were un-married and 70 workers (46.65%) were married. It is clear that majority of papad industry women workers are un-married.

### NATURE OF FAMILY OF THE WORKERS

Nature of family is the important factor for status of women and to distribute their wages. The distribution of papad industry women workers on the basis of nature of family is presented in Table 4 below.

**Table 4: Nature of Family of the Workers.**

S. No.	Nature of Family	No. of Respondents	Percentage
1	Nuclear	110	73.35
2	Joint	40	26.65
	<b>Total</b>	<b>150</b>	<b>100</b>

It is clear from Table 4 that, 110 workers (73.35%) were from nuclear family and 40 workers (26.65%) were from joint family background. It is clear that majority of papad industry women workers are live with nuclear family.

### EXPERIENCE OF THE WORKERS

Experience makes a perception of work. Working experience of the papad industry workers are indicated in Table 5 below.

**Table 5 Work Experience of the Workers**

S. No.	Nature of Family	No. of Respodents	Percentage
1	Less than two year	21	14.00
2	Two to four years	57	38.00
3	Four to six years	35	23.35
4	Six to eight years	20	13.35
5	Eight years and above	17	11.30
	<b>Total</b>	<b>150</b>	<b>100</b>

Table 5 above reveals that, 57 workers (38%) have been working in the papad industries for the period of two to four years, 35 workers (23.35%) have been working in the papad industries for the period of four to six years, 21 workers (14%) have been working in the papad industries for the period of less than two year, 20 workers (13.35%) have been working in the papad industries for the period of six to eight years and only 17 workers (11.30%) have been working in the papad industries for more than eight years. Hence it is clear that majority of papad industry workers have been working in papad industries for the period of two to four years.

### DAILY WAGES OF PAPAD INDUSTRY WORKERS.

Daily wages refers to the wage obtained for the daily work in the industry. The daily wage to the papad industry women worker is presented in Table 6.

**Table 6: Daily Wages of Papad Industry Workers.**

S. No.	Wages	No. of Workers	Percentage
1	Below Rs.150	12	08.00
2	Rs.150 to Rs.200	78	52.00
3	Rs.200 to Rs.250	46	30.65
4	Above Rs.250	14	09.35
	<b>Total</b>	<b>150</b>	<b>100</b>

Table 6 above reveals that, 78 workers (52%) earned the daily wages between Rs. 150 to Rs. 250, 46 workers (30.65%) earned the daily wages between Rs. 200 to Rs. 250, 14 workers (9.35%) earned the daily wages of above Rs. 250 and only 12 workers (8%) earned the daily wages of below Rs. 150. It is clear that majority of the papad industry women workers earned the daily wages between Rs. 100 to Rs. 150.

### MONTHLY INCOME OF THE WORKERS.

Income is the important factor to find out the standard of living of the particular family. The income level of the sample workers is given in the Table 7.

**Table 7: Monthly Income of the Workers**

S. No.	Wages	No. of Workers	Percentage
1	Below Rs.4500	12	08.00
2	Rs.4500 to Rs.6000	78	52.00
3	Rs.6000 to Rs.7500	46	30.65
4	Above Rs.7500	14	09.35
	<b>Total</b>	<b>150</b>	<b>100</b>

From Table 7 above it is evident that, 78 workers (52.00%) had monthly income between Rs. 4500 to Rs. 6000, 46 workers (30.65%) have monthly income at the range of Rs. 6000 to Rs. 7500, 14 workers (9.35%) have monthly income of above Rs. 7500 and only 12 workers (08.00%) have monthly income at the range of less than Rs. 4500. It is clear that majority of the papad industry women workers have monthly income at the range of Rs. 4500 to Rs. 6000.

### MONTHLY EXPENDITURE PATTERN.

A study on the expenditure pattern of papad industry workers will throw light on their living conditions. The pattern of consumption expenditure determines the economic status and life style of the people. The monthly expenditure pattern of the sample papad industry workers are given in the Table 8.

**Table 8: Monthly Expenditure Pattern**

S. No.	Expenditure on	Expenditure in Average (In Rs)	Percentage
1	Food	4500	75.00
2	Clothing	400	05.00
3	Medicine	200	03.00
4	Education	500	08.00
5	Electrical	300	05.30
	Others	300	03.70
	<b>Total</b>	<b>6200</b>	<b>100</b>

Table 8 above reveals the monthly expenditure pattern of papad industry women workers. A large portion (75.00%) of the income is spent for food, 8.00% of the income spent for education, 5.00% of the income spent for cloths, 3.00% of the income spent for medicine 5.30 % of the income spent for electrical and 3.70% of the income spent on other expenditures. It is clear a large portion of income spent for food.

### PROBLEMS FACED BY PAPAD INDUSTRY WORKERS.

The papad industry workers face lot of problems. They were analyzed with the help of Garrett Ranking Technique.

**Table 9: Problems Faced By Cashew Industry Workers.**

S. No.	Problems	Average (Garrett Mean Score)	Rank
1	Very Low Wages Long	65.23	I
2	Working Hours	58.98	II
3	Low Entertainment	48.01	VI
4	Disease affected	53.88	V
5	No Government Support	55.12	IV
6	Poor Working Conditions	57.25 I	II

Table 9 reveals that, majority of papad industry women workers (Avg. Score 65.23) faced the problem of very low wages with first rank, at second rank (Avg. Score 58.98) was of long working hours, third rank (Avg. Score 57.25) was poor working conditions, fourth rank (Avg. Score 55.12) was of no Government support, fifth rank (Avg. Score 53.88) was that of various disease affected and last rank (Avg. Score 48.01) was that of low entertainment. It is clear that majority of papad industry women workers faced the problem of very low wages.

### LEVEL OF SATISFACTION

The papad industry worker satisfaction depends on a working conditions and wages. The overall level of satisfaction of cashew industry workers are presented in the Table 10.

**Table 10 Level of Satisfaction**

S. No.	Level of Satisfaction	No. of Respondents	Percentage
1	Highly Satisfied	05	03.33
2	Satisfied	21	14.00
3	Moderate	44	29.33
4	Low Level	40	26.67
5	Very Low Level	40	26.67
	<b>Total</b>	<b>150</b>	<b>100</b>

Table 10 above clearly shows that, for 44 respondents (29.33%) level of satisfaction was moderate, 40 respondents (26.67%) showed very low level of satisfaction, 40 respondents (26.67%) showed low level of satisfaction, 21 respondents (14.00%) showed satisfaction and only 5 respondents (3.33%) level of satisfaction is high. It is clear that majority of cashew industry workers are not satisfied with their work.

### SUMMARY OF FINDINGS.

Following were some important findings from this study.

It was found that majority of papad industry women workers are in the age group 20 to 30. Majority of papad industry workers are qualified till middle school education. A simple majority of papad industry women workers were unmarried. The present study revealed that majority of papad industry women workers were from nuclear family. Majority of papad industry workers have been working in papad industries for the period of two to four years. Majority of the papad industry women workers have the daily wages between Rs. 150 to Rs. 200. Majority of the cashew industry women workers have monthly income at the range of Rs. 4500 to Rs. 6000. Majority of papad industry women workers faced the problem of very low wages. In overall the papad industry women workers are not satisfied with their work. It was found the standards of living of the papad industries women workers are very low and their socio-economic conditions are very poor.

## SUMMARY OF SUGGESTIONS

The present study reveals about the socioeconomic condition of papad industry workers in Hyderabad Karnataka. The researcher observed various problems of the workers and summed up them.

The government should fix the minimum wage system in order to cater the needs of the women workers. The government should arrange education of Women workers so that, the workers get necessary information from these education. The Government should necessary take steps to ensure regular supply of electricity. The government should give necessary training to the women workers to increase the efficiency of the women workers. The papad industry should provide bonus to the women workers regularly. Employee State Insurance Scheme can also be introduced for the welfare of the workers in the papad industry. The cashew industry may provide necessary working facilities to the workers in the working hours. The industry should modify the wages system in order to meet the present condition of expense. The papad industry may introduce EPF facility to the women workers. The cashew industry may reduce the working hours because majority of workers feels that long working hour.

## CONCLUSION.

The study on socio-economic conditions of women workers in papad industries of Hyderabad Karnataka brought out standard of living of women workers, working condition and problems faced by the women workers. The rising cost of living compels the workers to take up the job. Unfortunately women are facing a lot of problems in their working environment. Their socio-economic status will be improved only if adequate measures are taken to overcome their problems. The state and central government should formulate many policies to increase the welfare of the workers. This study helps to suggest increasing the socio-economic conditions of women workers of papad industries.

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