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Problems of rural working women: A literature review

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Abstract

For any research, review of literature is considered an important part of a research. This paper present the views of various thinkers related to the problems of rural working women. The transition of their role brings more complications especially for the married working women due to their role expectations which provoke adjustment issues. Working women have dual role, dual burden and dual responsibilities. Performing a dual duty at their workplace and on the domestic front, 97.25 per cent had never participated in any political campaign or public assembly. The modern age had become very complex the financial demands on the Indian families are increasing day by day. They are enough capable to prove their efficiency. Women are constantly under stress either at home or at workplace.

Keywords: Working women, problems and empowerment

Introduction

Women is pure creature of God. They are image of beauty, softness, sacrifice, kindness, and godness of power as well as darling of her parents. Women are one of the most important wheels of society, without women the foundation of society would not be possible (N. Andal. 2002) ^[1] Second name of women is 'world maker'. She makes the world (Sharma, A. 2002) ^[19]. Single women had different forms. Since her birth, she had been connected with other relations like daughter, sister etc. The after marriage she had been connected with new relations like wife, mother (Majumdar.M (2004) ^[20]. In the history of India there are many reasons and problems forced Indians women to work. The modern age has become very complex the financial demands on the Indian families are increasing day by day. The cost of living expenses on education of children and cost of housing properties in Indian raised and these reasons forced every family in India to look for ways and means of increasing the household income. The dual roles of the working women's are leading to stress in their lives. Women are still considered responsible for the majority of household labor and management, child care and employed women work to the equivalent to full time job (Demeis and Perkins, 1966). The transition of their role brings more complications especially for the marries working women due to their role expectations which provoke adjustments issues. In today time, Rural Women are managers, secretaries, assistants, clerks, operators etc. While doing these jobs they have to face lot of problems.

Material and Methods

The review of literature was collected from various journals of National and International level. Related to the problems of rural working women. The present systematic review included the studies conducted on problems of rural working women. No limitations in terms of publication data was considered in the research strategy.

Review of various studies related to Rural Working Women

Lal and Khurana (2011) ^[6] revealed that contribution of women in farming sector. They talked about campout roles and problems faced by females in the areas of employment, wages, dual responsibilities, education level. Except had a high share in farming and working for more hours as compared to men but still getting less pay than males for similar work. Women were treated inferior because of existing belief that women are only a home maker. They finally came to the conclusion that as a result of absence of knowledge about their rights rural farmers. Women work force was exploited by their landlords.

Rajasekhar and saikala, (2013) ^[5] concluded that working women faced stress because of family responsibilities, job insecurity, workplace, culture and high demand of job performance.

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They also stated that overcoming of stress involves understanding nature of stress directing stress for productive purposes and making the occupants know about their strength and encouraging them to develop strategies for coping with stress.

Bhuvaneshwari (2013)^[3] showed that the reasons for stress in working married women that were due to various family and official commitments, harassment at work place, working for long period and improper work life balance, as a result prolonged headaches, hypertension and obesity were observed in women. She stated that stress can be relieved by balancing work and family by spending time with family and performing physical exercise.

Quires (2005)^[7] discussed in his paper 'Role of Rural Women' that the part played by women in farming was an crucial as that of men, moreover women should educate themselves in farming. He also enlightened the role of education to rural female and suggested to educate women in the field of floriculture and food preservation.

Balaji (2014)^[4] investigated different aspects causing work family conflict and stress observed by women. He stated that married women employees experience work family conflict because of time they had to work outside their home, flexible or inflexible hours, members of dependents of family and size of family. These factors have bad impacts for the mental distress and well being of married working women.

Srivastava (1988)^[8] worked on "Women of Rural India" stated that rural women were obliged to earn money for the family as well as look after the family. Despite of their crucial roles they were unable to become a part of Panchayat. Ignorance of women's contribution in domestic labor, child care and other activities reflects the reinforcement of gender inequities at ideological and practical levels as well.

Suman and Chatterjee (2015)^[9] in their article "psychological and physical well-being" compared the level of fitness in working and non-working women. It was also clear from the study that because of less physical functioning making and role limitations, housewives faced less problems as compared to working women.

Sharma and Dhawan (1986)^[10] wrote on "health problems of Rural Women" in Health and population: Perspective and Issues. The study was carried out in two villages of Hisar district (Haryana) to know about the nature and extent of health problems rural women. About the data were collected from one hundred randomly selected women were interviewed with the help of an Interview Schedule developed for the purpose. The identified health problems were classified. The results of the study showed a number of health problems among women and a need was felt for their education on health aspects. More common problems were bronchitis, conjunctivitis, dandruff, tooth deposits on teeth, skin diseases, gynecological diseases and some other like rheumatism, arthritis etc. The government hospital in the village had no association of significant level with health problems of Rural Women.

Mehrotra (2004)^[11] discussed the nature and type of disability affecting the individual and life of a women in Rural Haryana, both, in physical and mental parameters. It also enlightened some family and community strategies in supporting disabled women in negotiating family, work, economy and society. It also showed the social effect of physical disability on number stages of their life cycle, expected through life histories of women from different age groups and different castes.

Singh (2005)^[12] in his book "Rural Development and women

empowerment" said that women employee empowerment results into development of small scale and rural development. The book would that the labor rights to women provided social protection, increased work opportunities and all increasing voice could help women to participate women equally in productive employment. Gender equality associated women's empowerment was seen major aspect of economic growth more over contribution of women's development had to economic growth of nation.

Kaur (1987)^[13] in her book "women in rural development" focused on the role played by women in development of rural area. The book defined that the economic roles played by women shows clearly district trends. In old village community, women played a clear and challenging role in the process of earning a livelihood by taking part in production as well as marketing of agricultural and handicraft products. The book put emphasis on different tasks done by women employees such as cleaning Jhumland, sow seeds and harvest the crops. The book also provided suggestions for combining rural women in development process.

Devi and Kiran (2013)^[14] observed that construction industry provided employment to skilled as well as unskilled work force. The workers had to face issues related to health, job stress and injuries at work place were the major concern of the researchers. According to them women worked as unskilled labor and had to face more difficulties and sexual harassment, gender biasness, wages discrimination and women remained at the same level of skill despite working for few numbers of years.

Singh (2012) talked about the health conditions of rural women and come to the conclusion that food is a basic thing for the survival of human beings and those food habits were transferred from the family but most of the women were believing that the main cause for their health issues or diseases were anxiety and family tensions and some causes like improper care in early ages, hereditary and bad sanitation affected the health of women.

Bagha (2014) studied different problems faced by women in rural India, it was believed that rural women were the most neglected section of the society as they were economically backward. Women could only change their identity and destiny with help of education only. There was a strong need of government welfare schemes to provide improvement in the quality of life of such a disadvantaged group.

O'driscall, *et al.* (1992)^[15] arrived at the judgment that mutual disputes, work overload and role conflict that psychological exhaustion. When talking about families, findings shown that high mental workloads in family and at work were linked with increased psychological distress and goal less mental stress was causing a variety of problems.

Dhanabhakyan and Malarvizhi (2014)^[16] expressed a positive relationship between family difficulties and stress in working females. Which meant that increase in work family conflict had to increase in work stress and vice-versa in married working women. It was noticed that women who were at dignified job positions were more likely to experience work family conflict and work stress.

Alam (2006)^[2] in his article "Production hazards, Marketing risks" stated that most of the women were self employed and worked in hazardous conditions. They grew grain, cotton, fiber, fruits and vegetables and their routine work included looking after livestock at farms. The crop farmers plants, fertilize, sprays, harvest pack and stores the product. The livestock farmer feeds and cares for animals, while the

horticulture farmer produced plants and nursery products. Tripathi and Bhattacharjee (2012) ^[17] revealed that “A study on psychological stress of working women” studied the main causes of existing problems faced by working women. It also focused on finding solutions which were practiced in another places and were to be experienced in other forms. The study was basically based on explorative research on the anxious areas that were related to working women’s stress felt by them the research should the influence of full time working mother on her child’s study were similar to growing in single parent family. The end results showed more stress was experienced by working women then working men. Sidhu and Satyomoorthy (2014) studied that the factors had to stress their coping strategies among women managers in

India. As stated that by them role conflict, role ambiguity and work family conflicts leads to stress among women managers and to overcome this strategies. Such as stress management intervention programs, carrier planning and redesigning the job to reduce stress should be followed.

Vandana (2012) ^[18] managed a study on women workers in unorganized sector. The main focus of this was on female construction workers, agriculture workers and domestic workers. The purpose of the study was together information about socio-economic, working and living condition of workers. Worker faced problem like disparity in wages were paid less. Working hours were not fixed and harassment was commonly observed at work place.

Table 1.

Author	Mean of Publication	Sample Size	Study Population	Study Area	Other Outcome	Results
Lal and Khurana	2011 ^[6]	Secondary Sources	-	-	More work and less play	Status is low by all Social, Economic, Political
Dhanabhakyan and Malarvizhi	2014 ^[16]	1000 married working women	-	Udupi (Karnataka)	Women stress, work, family conflict	Occupational Stress and family difficulties in working women, work- family conflict.
Rajasekhar and saikala	2013 ^[5]	Secondary Sources	-	-	Family Responsibilities, job insecurity	Occupation Stress grow, Physically and psychologically stress
Balaji	2014 ^[4]	Secondary Sources	-	-	Work life Balance	Family conflict and work demand
Bhuvaneshwari	2013 ^[3]	30 married working women	-	Agni college of technology, OMR, Chennai	Health Problems, harassment problems	Work causes many health issue, Sexual harassment at work place
Tripathi and Bhattacharjee	2012 ^[17]	Secondary sources	-	-	Psychological stress	Women feel all type of stress
Kalpana Devi and Kiran	2013 ^[14]	Secondary sources	-	-	Construction Industry, Job Stress, injuries	Women worked as unskilled labor and had to face more difficulties as sexual harassment, gender biasness, usage discrimination
Sharma and Dhawan	1986 ^[10]	100 working women	-	Two villages of Hissar	Health problems	More common health problems bronchitis, diarrhea, dandruff, skin problem etc.
Srivastava	1988 ^[8]	SF-36 questionnaire	-	-	Work pressure increase	Compare the work pressure working and non- working women
Alam, A	2006 ^[2]	Secondary Sources	-	-	Self-employed working women	Long time work, Agriculture labor
Sidhu, S and Satyamoorthy	2014	Secondary Sources	-	-	Stress, Family conflict	Work family and work family conflict leads to stress among women
Vandana, D	2012 ^[18]	350 female workers	-	Urban and rural area of 3 districts of Haryana namely Panipat, kaithal and kurukshetra	Harassment lets pay	Disparity in wages, Harassment was commonly observed
O’ driscall	1992 ^[15]	Secondary Sources	-	-	Work overload, Psychological exhaustion	Work overload and mental stress causing variety of problems
Kaur S	1987 ^[13]	Secondary sources	-	-	Role in agriculture, Economic role	Economic role played by women in agriculture sector
Singh B	2005 ^[12]	Secondary sources	-	-	Labor rights, empowerment, economic growth	Women empowerment was seen major aspect of economic growth of nation
Mehrotra	2004 ^[11]	Secondary sources	-	-	Disabled women, discrimination	Disabled women faced more discrimination due to their role and expectation

Conclusion

The problems of working women were manifold and multi faceted. Married working women had dual responsibility to balance their family and job. According to various studies the data revealed that if the work pressure increased, it resulted in psychological well being of working women. Various authors said that high stress causes a person to physical, psychologically and behaviorally upset. Stress problems were the main problems among working women.

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