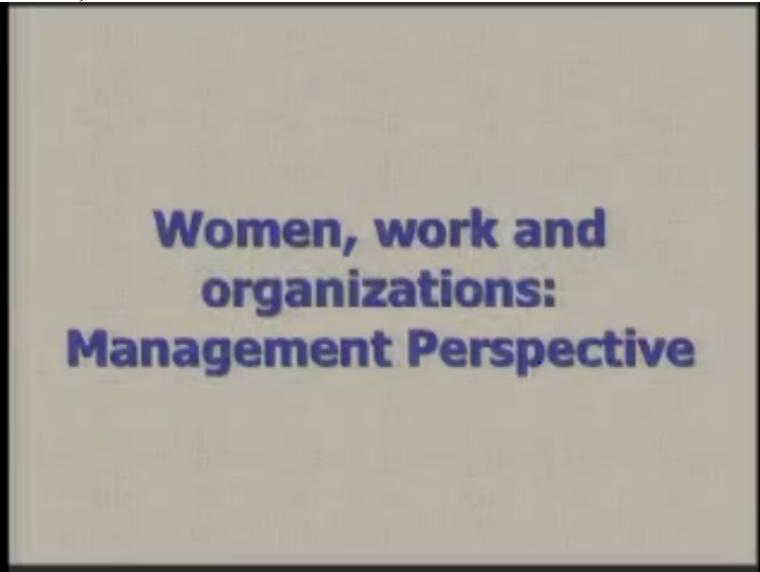


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A Video Course
On
Management Science
BY
Prof. Anuradha Sharma
Department of Humanities and
Social Sciences, IIT DELHI
Lecture # 31
Woman, Work and
Organization: Management
Perspective**

In this section we are discussing about woman and work in organizations
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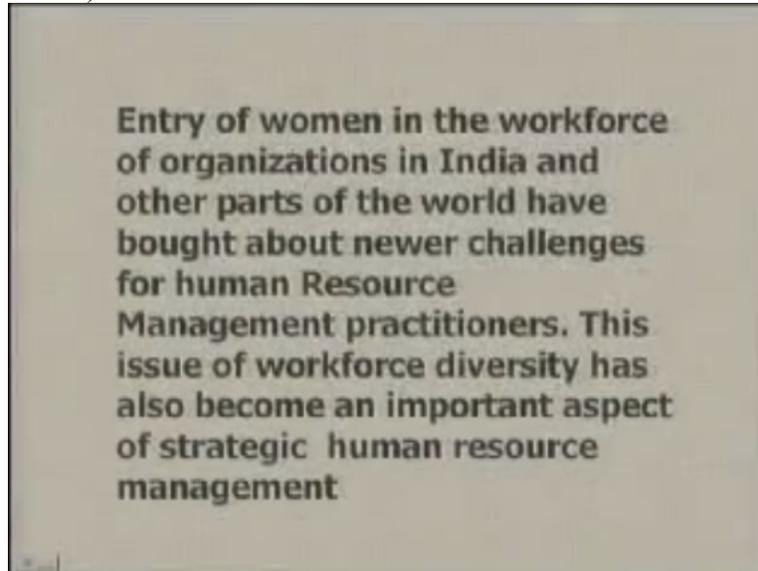
**Women, work and
organizations:
Management Perspective**

As we understand that one of the important factors in diversity is the gender difference. In our last chapter we were discussing about gender and this becoming an important parameter in the understanding of work force in the whole world and of course in India today. With all the kinds

of social change that, which are taking place we find that woman are becoming important work force.

That is why perhaps no management course could be complete unless we do talk about this, this a special work force that in woman. So here we will emphasize on what people believe about woman as work force various perspectives and few research studies. So let us move on to the understating of woman as work force in Indian organizations with special defense organizations but I will be talking to you about other theories as well. So the entry of woman in the work force of organizations of India.

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And other parts of the world have brought about other new challenges for human resources, management practitioners and others. So this issue of work force diversity as also become an important aspect of strategic human resource management. Will be discussing about strategic management once again we had a very brief discussion on that during our introduction sections. So we have to understand and we have also discussed about what is the meaning about human resource management in our earlier discussions. So here we are looking at a special group that is woman, also we will be comparing the gender differences.

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'Women and Work' is an emerging aspect of Human Resource Management (HRM). Women will be the equal sharing workforce in the next century.

Some of the discussions you may see some of the tables that we are trying to prepare about the gender difference and how managers believe that men are better or woman are better are whatever. Okay, does that look amusing perhaps we have to change our mindsets, so woman and work is an emerging aspect of human resource management?

And woman will be the equal sharing work force in the next century or this millennium we can say this century in fact. Okay, so or in third millennium that we are talking about, yet other subject are as a field of knowledge the gendering issues in organizations have not received much systematic attention. In fact we are trying to emperies on the gendering practices in the police making in the whole management perspective. Okay, this is also deflected by the fact that most of the management theorizing.

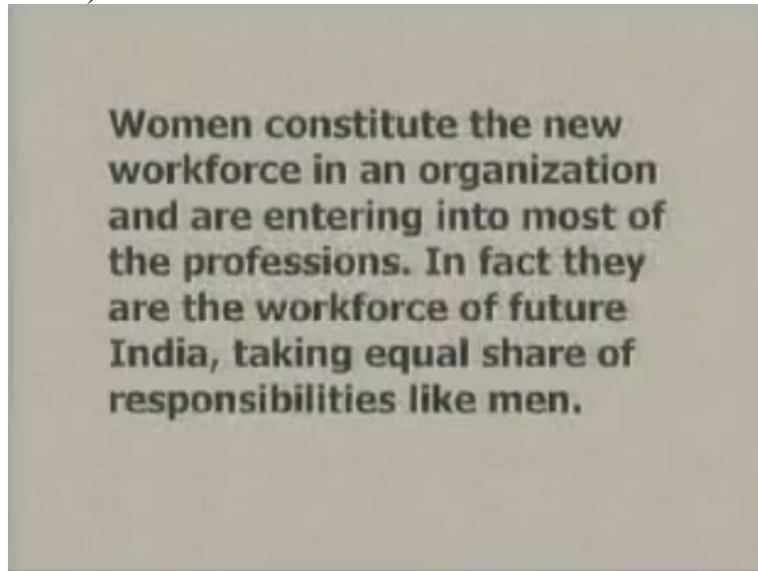
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This is also reflected by the fact that most of the management –theorizing about human resource issues realization the in the recent years has brought about 'gender' as an important correlate of the work system

About human resource issues realization and this is the realization in the recent years is about the gender and this an important correlate of the work system. Earlier we were not really looking into that, but I am sure you are aware of this fact that we have different kinds of police making

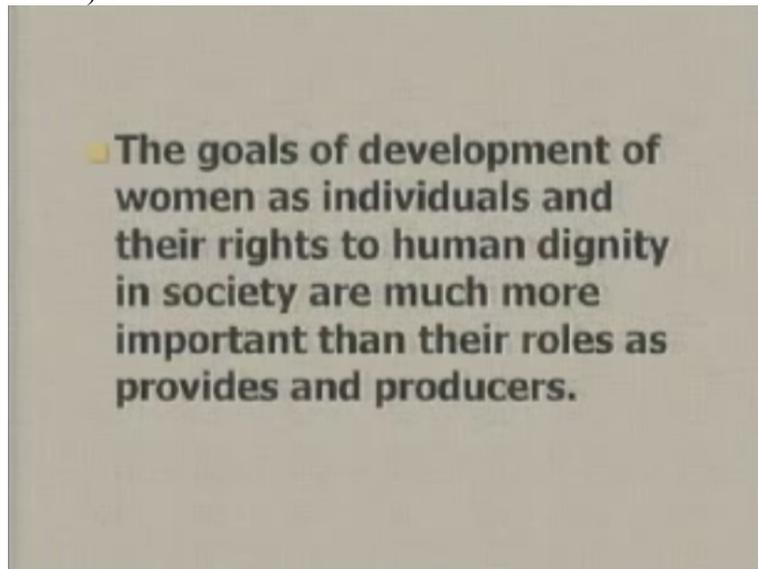
these days and there many rules which relate to gender differences. I am not suggesting that every rule must look into that but there is couple of situations where an organization has to look into that.

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So woman get constitute the new work force in an organization and are entering the world of most of the professions and this show you few tables which I could wave my hands on, which are talking about which professions woman have entered an approximate numbers under the feeds their education is on. In the later part of our discussions I am going to show you couple of tables also so taking equal shares in the responsibility like men.

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The goals of development of woman as individuals and their rights to human dignity in society are much more important than their roles as provider and producers. Okay,

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- **This concern about 'status of women' is expressed by researchers and women's groups with concern.**

So discussion about a status of woman we are in terms of organizations and in terms of management practices is expressed by researchers and woman groups with great concern. When we conduct some researches we find that there are many issues which actually creep into whole practice of gender role in organizations.

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- **Indian constitution's concern about status of women in India, 1988-2000 National Perspective of women plan for women and declaring year 2000-2001 as the 'women empowerment year' aim at economic development, depicting thereby.**

In fact in the Indian constitution as well there is concern about status of woman, in India and there is a national perspective of woman plan. That was the (1988-2000) plan referring to for woman and declaring the year (2000-2001) as the year of woman's empowerment. This aim of this was the economic development and there by depicting that we have concerned for woman. So what we are trying to discuss is that woman are important contributors in our economic and they are, they also the future work force in Indian society.

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- **These attempts are also attempted towards equity, equality and justice for women.**

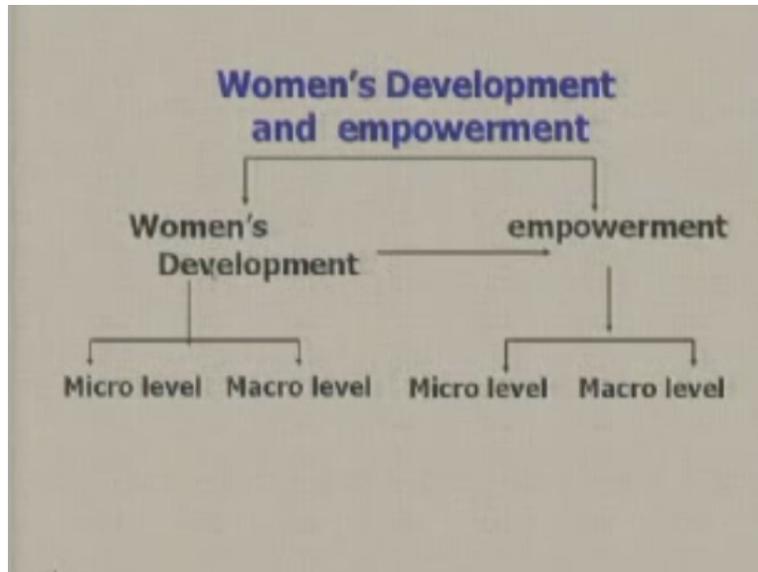
So these attempts are also made towards equity, equality and justice for woman. Equity, equality and justice for woman at the place of work. When of course we mean in society but at the movement our concern is about the place of work in industries, in organizations, in offices and so on.

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- **Thus these concerns lead to unfolding analysis of women's empowerment which emphasizes on creating conditions where women may be able to exercise their rights freely in various spheres of life.**

All these analysis and this concerns be to unfolding of the analysis of woman's empowerment which emphasizes on creating conditions where woman may be able to exercise their rights freely in various spheres of life. And so if we look at the issue of woman in organization we find that there is one aspect that emphasizes on the development.

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The other one is emphasizing on empowerment, and in development there are micro level issues as well as there are macro level issues. Similarly in empowerments there are micro level issues and there are macro level issues, in micro level issues we can look at the person and the perceptions of people and the values and that the macro level. We can look at the economic development the social development how the society values woman's development. Because if you look at the issue of woman's development we have many social issues which, I am sure all of you are aware of I do not need to really repeat these issues and these also relate to woman at the place of work. But woman enlarge in our society I would not emphasize much on that because I looking at woman at the place of work and so I am looking at woman's empowerment at the place of work. And here I again divided by emphasizing into macro and the micro level issues the organization in perceptions organization in policies and also the individual level factors. So when we are looking at the analysis of woman, work and organizations we have to look at both micro level factors as well as the macro level factors. Whether we are talking about over all development or we are talking about the issue of empowerment at the place of work. So from here we move on to understand fore there coordinate of these whole issue.
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Even though the importance of gender at workplace is not considered as an important aspect of human resource management by most people, this is gradually creeping into the world of work, which calls for an understanding of the gender processes and gendered practices in organization.

Even though the importance of gender as work force is not considered as an important aspect of human resource management by most peoples this is gradually creeping into the world of work. Which called for an understanding of the gender processes and the gender practices in organizations, in fact now number of publication are also coming in terms of the gendered practices in organizations and we have number of books many research projects. And I was fortunate enough to get one research project from the department of science and technology that was regarding the education of science and technology graduates. In fact science and technology and engineering graduates from various institutions their life what are they doing their satisfaction, their job satisfactions and performances and the management strategies and their perseptions so this was the trajectory which I completed couple of years ago. If may be I might discusses in about this project in the later part of my discussion.

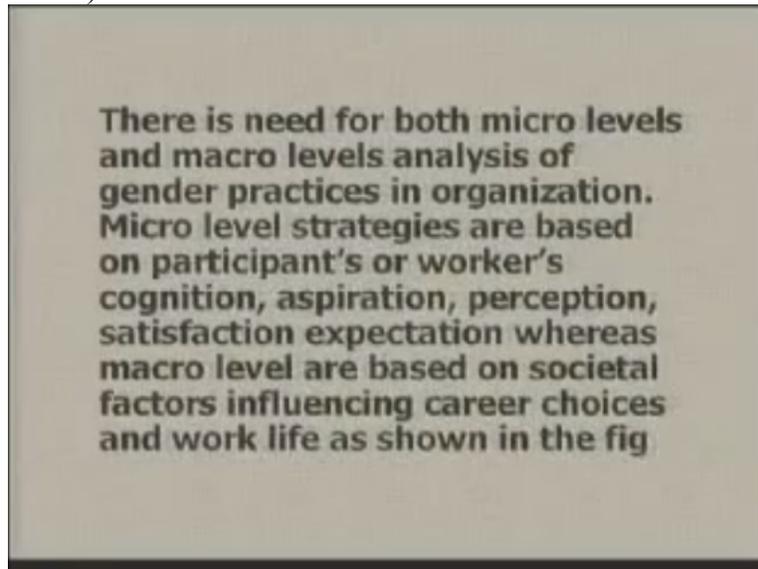
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It is being realized that in spite of cultural roots of gender hierarchies, women make a mark in their performance. Therefore, this area of human resource management demands sensitivity and readiness on the part of managers, employers, parents and husbands to develop gender neutral attitudes.

So we move on is, it is being realized that in spite of cultural roots of gender hierarchies, woman make a mark in their performance. This hierarchies if we say this gender hierarchies is enough

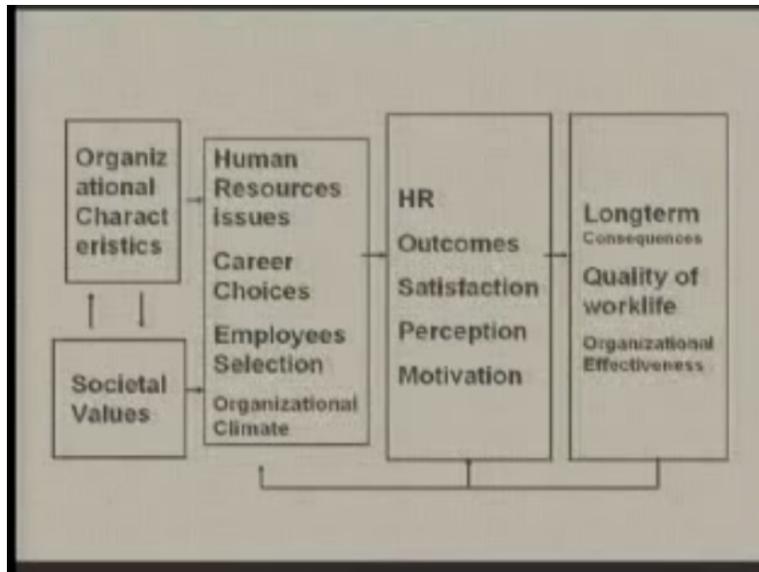
really biological but social because biologically male, females okay, the two different we can say set of characteristics. Okay, and god has made that, but socially we have made that hierarchies, and that hierarchies percolates down into the minds perhaps most of the people and gradually we are trying to wash that out because when woman. When we find that woman are equally competent in doing some job, why not give them their fortunate. So that is a real major issue of social change, so mangers have to gear up for that because whether they like it or not you will find that woman, like many other countries in india also will make them mark in a very very soon. We see that also in the high school results and so many other you know places where we will find the achievements so manger factor really prepared for this particular issue. That may force challenge for some of the mangers, okay, so therefore this area of human resource management demands sensitivity of the manger and the readiness of the manager, what I explained just now. And the employees, the parents, the husbands to develop the gender neutral attitude and one of the major objectives of this discussion in a course in management is that, there is time that we all develop gender neutral attitude. Okay

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So there is need for both micro level and the macro level analysis of the gender practices in organizations and as I was discussing micro level strategies are based on the participants of worker cognition, aspiration, perceptions, satisfaction, expectation etc..., whereas the macro level factors are based on the societal factors, influencing the career choices and work life okay, as I have already shown in the figure which I discussed earlier. So when we are looking at this issue of woman work and organization.

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Once again I bring you to another figure that is talking to you about that how the HR strategies are actually designed keep in view the micro level and the macro level factors this is just to reiterate the whole issue okay, so you can see here that the relationship or in other words this is an extension of the earlier model that I just now shown to you. Okay
(Refer Slide Time: 17:11)

Gender studies have become an important aspect of human resource management (HRM). In the recent years some of the major challenges of HRM are the issue of the work design, motivation and human resource development

So the general studies have become an important aspect of human resource management and in the recent years some of the major challenges of human resource management are the issues of the work design, motivation and human resource development.
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**It has been realized that
without a committed work
force there cannot be any
national development**

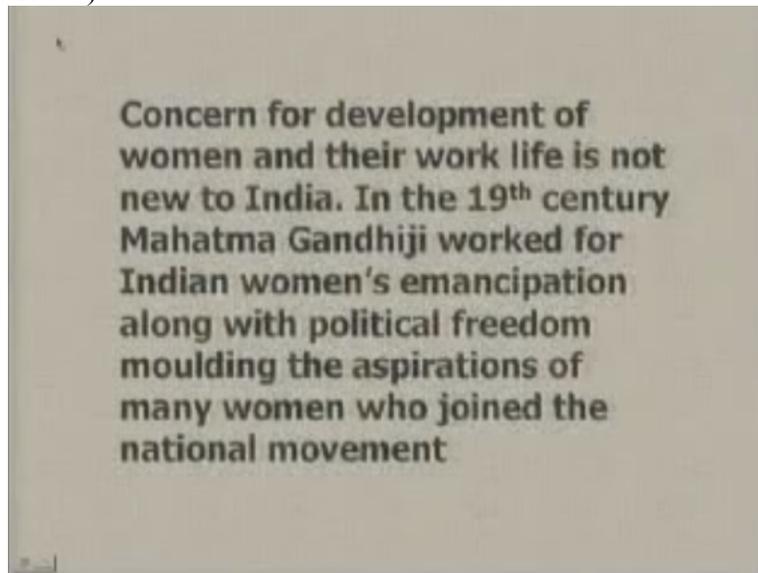
It has been realized that without a committed work force there cannot be any national development I was just trying to create this link when I showed that first model and I was trying to talk about the development from human development only we can achieve the national development. So as a manager we are not looking at only the issue of development within the organization but we are also looking at the larger issue. So that is what we are trying to discuss here.

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**Gender is more than individual
characteristics of females and males,
and more than a role assumed by
assigned to women and men. Gender in
families and organizations include
structural constraints and
opportunities, beliefs and ideology,
actual arrangements of activities,
meanings and experiences, diversity
and change and interaction and
relation" (Thompson & Walker, 1989)**

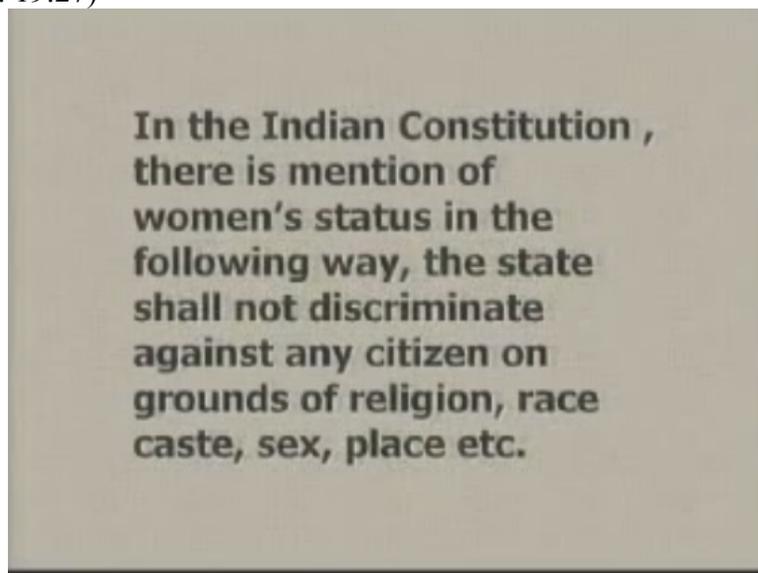
So the gender is more than perhaps the individual characteristics of females and more than perhaps the role which are assumed by female or assigned to women and men. I am talking about gender when we are using gender, we are trying to make the difference between the two. Okay, gender in families and organization include the structural constraints and opportunities, beliefs and ideology, actual arrangements of activities, okay, meaning and experience, diversity and change and interaction and relation that what you know Thompson & walker when there are talking about the issue of gendering they have human as this.

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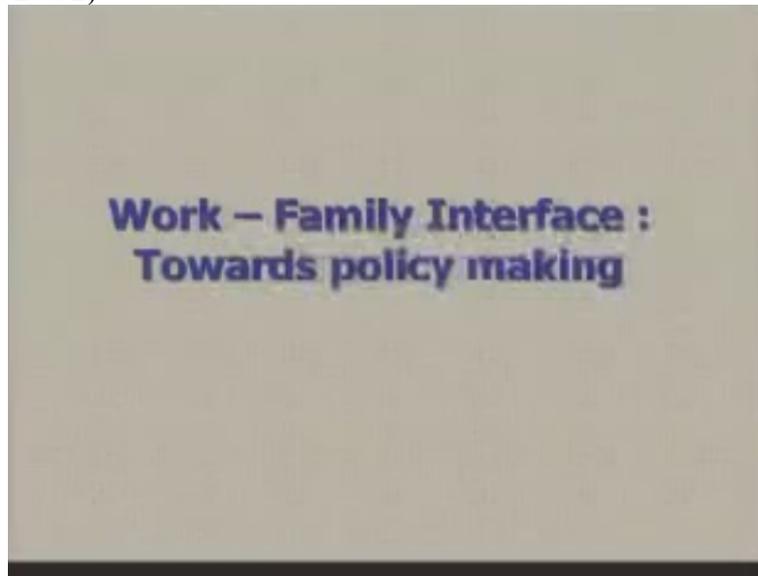
So the concern of development of women and their work life is not new in india in the 19th century mahatma Gandhi worked for Indian women's emancipation along with political freedom moulding the aspirations of many women who joined the national movement.

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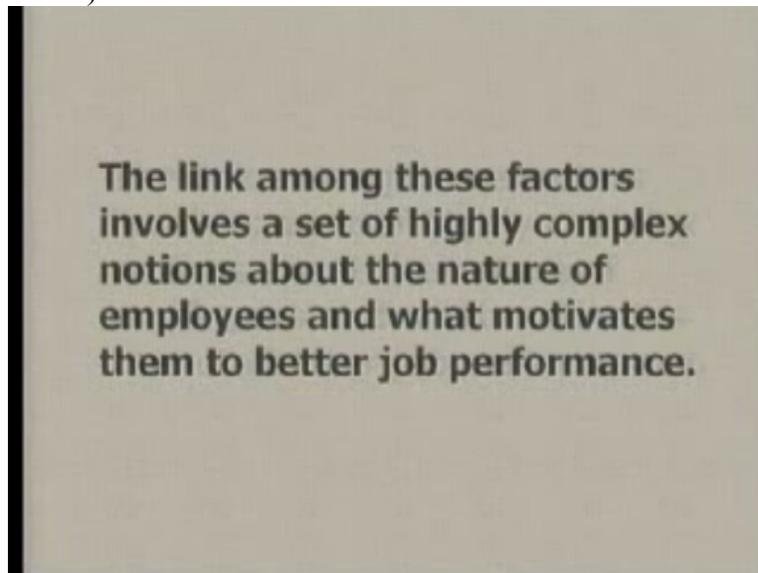


In the Indian constitution also there is reference about women, in Indian constitution the mentioned about status of women's in general in society in the following way that this state shall not discriminate against any citizen on the grounds of religion, race caste, sex, place etc., so when we look at that our government, our national priority also look is into the gender difference as one of the social factor of discrimination. Okay, so never the less we find whatever is written there but sometimes we still find that people do discriminate against this group. In organizations as well as in the families you can see, the family rights you can see and many other place and I do not want to repeat so many thing here but all of you are aware of some many other place where discrimination is taking place.

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So the work family interface and when we are looking at towards the policy making.
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We move on to talk about the link among these factor which involve a set of highly complex
notion about the nature of employees and what motivates them to better job performance.
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Schools of Thoughts

There are number of school of thoughts, school of thought when I say various philosophy is schools of thoughts various prospective under we look at them how they are look at women or gender at the place of work. And what are they suggesting let us look at some of these.
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The liberal feminist theory was evolved during, the seventeenth and eighteenth century during the time when industrialization was starting. Women's status was that of non-persons under the funded systems. They had no voting or property rights.

There has been many ephasisno and many perspectives and first we look at the liberal feminist theory that was evolved during the seventeenth and eighteenth century during the time when industrialization was just as starting and women's status was that of perhaps non persons I am talking about all over the globe perhaps, I am not talking about just india at that time, so under this was under the funded system. So they had no voting around and they had no property rights.
Okay
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The concept of equality evolved as a result of realization that women cannot find full satisfaction of the life exclusively in their roles as wife and mother, and a rational and just society allowed fulfillment of every individual through a system of individual rights.

Then concept for the equality this evolved as a result of realization that women cannot find full satisfaction of the life exclusively in their roles as wife and mother, and a rational and just society allowed fulfillment of every individual through a system of individual rights. We are talking about some sort of a development that has taken place all over the globe they finally where do we stand now that what is the thing we are discussing.

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The emphasis in this theory is on incompletely as a result of system of male domination which is the fundamental principal of patriarchal society.

So the emphasis of this theory is on incompletely as a result of system of male domination which is the fundamental principal of patriarchal society. Okay which may still go on in india in certain parts

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Freudian and psycho-analytic theories looked at the difference in feminist roles because of specific social arrangements affecting psychological development. For example, the structure of patriarchal family results into general gender development and subordination of women to men.

We have Freudian and psycho-analytic which looked at the differences in the feminist roles because of specific social arrangement affecting psychological development. For example this structure of patriarchal family which results into general gender development and subordination of women to men. So contrite you have heard about Sigmund Freud, he was a psycho-analytic and of course he had been practicing psycho-analysis and admin helping people and he was also looking into many aspects and so from his perspectives this is what is about the gender difference. (Refer Slide Time: 24:45)

In a healthy society there should be no gender structuring. It is also expected that in today's society since both the parents are working they share equal responsibility of children's upbringing.

In a healthy society there should be no gender structuring, and it is also expected that in today's society since both the parents are working they share equal responsibility of children's upbringing. (Refer Slide Time: 25:03)

Marxist feminist theory, however, considered gender as structural and materialistic, similar to class characterized domination and approach. As a synthesis of Marxist, psychologist and radical feminism, Jaggan(1983) emerged with the socialist feminist theory.

The Marxist feminist theory, however, consider gender as structure and materialistic, similar to class characterized domination and approach, as a synthesis of Marxist, psychologist and radical feminism, so jaggan emerged with the socialist feminist theory.
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Gender, according to this approach, is considered a result of social relationship based on perceived differences. It is believed that organization, families and societies can be understood as separate sections as they constitute gender relations.

And the gender according to this approach, is consider a result of social relationship based on perceived difference. It is believed that organizations, families and societies can be understood as separate sections as they constitute gender relations.
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Post modern feminist theories emphasize on social reality and subjectivity. Women's experience and standpoint provide an important strategy for organizational discourse.

Most modern feminist theories emphasizes on social reality and subjectivity. Women's experienced and standpoint provide an important strategy for organization discourse. Which is the subject matter of our discussion today, okay,
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The third World post colonial theorizing considers the constitution of complex subjectivity beyond Western conception of sex /gender focusing on gendered aspects of globalization processes.

So the third world post colonial theorizing considers the constitution of complex subjective beyond western conception of sex/gender focusing on the gendered aspect of globalization processes.
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As the ideas in the work-related feminist theories were developing all over the world, in India too there was great concern about the issue. Vivekananda called this as Shakti-worshipper- one who knows that God is an omnipresent force and sees in women the manifestation of that force implying that women are great forces and could be prime movers of society.

So as we have seen these work related theories and the theories which are still developing in the minds of people and perhaps in aware publishing some of these theories because of the fast social change that is taken place in societies particularly in india so as the ideas of these work related feminist theories have been developing all over the world in india too there as been great concern about, the issue of undevelopment and when we look at Vivekananda well concert authorizing we can say. He called about the shakti-worship one who knows that god is an omnipresent force and sees women as manifestation of the force implying that women are the great forces and could be prime movers of society. How does that sound is in that what we are trying to imphasize here that the status of women and women at the place of work. When we look at today is much more different than even what Vivekananda said such a long time ago. Because he was a looking at the women has the great power and great force, and perhaps prime mover of society. Can we look at women like that even at the place of work, so we have looked at these theories from various perspectives.

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Gender looked upon women as the companion of men and gifted with equal mental capacities. India's constitution also says that "there shall be equality of employment for all citizens" and "The State shall not discriminate against any citizen on grounds only of religion, race, caste, sex, place of birth or any of them.

And so the gender looked upon by women as the companion of men and gifted with the mental capacities, and india's constitution also say's that there shall be, that I am repeating once again, that there shall be equality in the employment of all citizens and the state shall not discriminates against on the grounds of religion, race, caste, or sex, or the place of birth and so on. So what we are trying to understand in these few minutes about that what people think about women. (Refer Slide Time: 29:49)

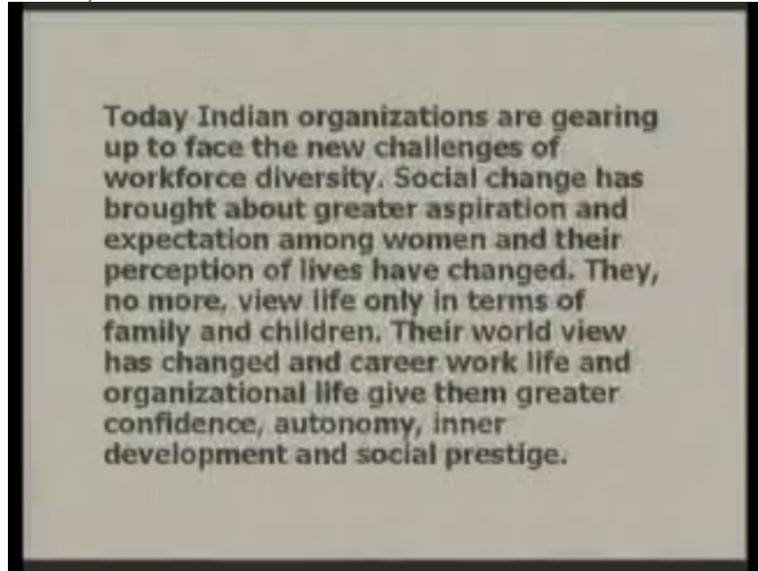
Today Indian organizations are gearing up to face the new challenges of workforce diversity. Social change has brought about greater aspiration and expectation among women and their perception of lives have changed. They, no more, view life only in terms of family and children. Their world view has changed and career work life and organizational life give them greater confidence, autonomy, inner development and social prestige.

As the worker as the contributor to organizations so in turn you know as the contributors overall economy and development of the country very perspectives that we are discussed the from various schools must have thought and also we have added the Indian constitution, we also talked about mahatma Gandhi's views and we have talked about Vivekananda. And we look at the whole aspect of women at work from very positive perspective. So there is need that today's manager has to look into this with very positive mind, only then organization will achieve and also we can have very active and healthy society. Here the choice

is not with us, we cannot stop any women from working so the choice is only that the organization have to design the system in such a way.

We will be discussing work designs also may be in our next lecture, that is what kind of work design there and what kind of work design could be formed.

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So today Indian organizations are really looking upon to face these new challenges of work diversity, do you recollect the last lecture on work force diversity? And we are taught about the different sources of work force diversity.

General being one of the most important factors, so I am trying to link these to the earlier lecture that we had so the social change has bought about greater aspiration among them and their prospection of their life have changed.

So women themselves had changed, we are not only looking at the organization have to look into that, because women themselves have changed and the society also accepting that partially I amusing though.

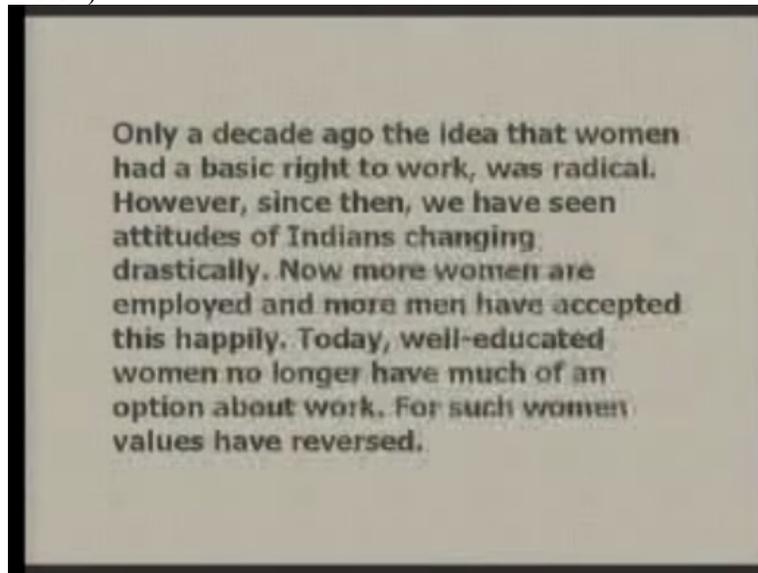
So the manager come with very closed mind, and if they start believing that women are no good, and they are not going to get the best results, because at least in certain sectors, you will find women are doing extremely well even though they have entered most of the field but certain sectors you will find they are doing much better but there are mindsets, there are creations and there are stereo types. I will be discussing it in the later part of the lectures.

So this overview has changed and the career and the work prospection and the life and the organizational life has also changed which gives them more confidence, more autonomy, inner development and social prestige.

You know why people work? I conducted a study also, taking men and women, why do you work ? just discussion and very interesting it's just came out, I will be discussing that in the later part, why people work? And also why women work?

Is it for money or is it for social prestige, is it for inner development, is it for what? We will try it to find the answer to this discussion may the later of my discussion, so only a decade ago, the idea that women had a basic right to work.

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This was considered as very radical. However today we are finding that very things has changed and the attitudes of the Indians changing very drastically and now more women are actually employed in the most of the organization.

Under which organizations are also accepted happily and women also accepted very happily and today well educated women no longer have much of their option about work, because women have reversed their values.

The choice of course is with the women she may do her business just like men or she may do some think you know sitting at home like computer related jobs or she may be employed so the choice may be what kind of work design they want adopt for themselves.

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It is not only assumed that they are employed but considered almost abnormal if they are not these basis, the social change I am talking about issues in organizations so as perception is changing. when I am started to prepare for work and take up a career is not as common as for today.

They are employed if they are not really employed people consider that there is not something normal. In a survey of girls studying you know in Indian institute of technology, Delhi. I teach I found that 100 percent of girls are looking for world to a challenging career.

I was just trying to find out these women you know perceive themselves as part of the work force so I conducted a survey and I found that 100 percent of girls they believe that they have a active career, that means they are going to be the active work force of the future.

So what do we do? Do you have any choice that we will take them say we will not take them, they are ready equally prepared and trained for becoming the active work force.

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It is being realized in the recent years that women are important participants in the development process. However, there has always been a discrepancy between the idealized notions of the status of women and the real life perceptions of women themselves all over the world.

In recent years women became the important participants in the developing world. However they are always been a discrepancy between the idealized notions of the status of women and the real life perception of women themselves all over the world. So the choices of course the career seeker, the worker the work force .

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Indian scenario has been different than the other countries in terms of rigid hierarchical structures in which women were denied opportunities of intellectual pursuits, education and creativity. As a result of the joint effect of neglect of education, customs and attitudes degradation in the status of women in India became evident.

In Indian scenario has been slightly different than the other countries in terms of rigid hierarchical structures in which women were denied opportunities of intellectual pursuits, education and creativity. As a result of the joint effect of neglect of education, customs and attitudes degradation in the status of women in India became evident.

So that is why I am saying there is a social change and today women 100 percent they would like to make a career and so the managers, they are doing very well in terms of education, and so the managers they want a really well trained work force they have no choice they have to employee women and once they employee women they have to look after the overall quality of life of women as well so here I am trying to give you,

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Perception	Female Role Playing
Soft Spoken	Good Communication
Interested in own appearance	Tactful communicators
Believes in luck/God	Gentle
Orderly habits	Quite
Not competitive	Religious/God fearing
Need for security	Aware of feelings of others
Introvert	
Interest in art and literature	
Emotional	
Expresses tender feelings	
Caring	

The perception of the female traits and their roles and you can see that how perhaps managers will perceive the female traits and the roles in they play.

So you can see the perception that how women will work because assumption is women have to undertake the responsibilities of families all over the world that is true also, they have to take responsibilities of children, that is also true all over the world.

But that does not mean that they do not work they do work and also perhaps to manage their very submissive they are not arrogant and something like that, so these are some of the assumption that we have in about female work force in the organizations.

For example they will say they are more caring, so you can see some of the aspects of the managers will believe that women will be like this, what is your opinion about women? You must have interacted I am sure from your kinder garden you had women tutors teachers; I was just asking my IIT students that how do they feel me being the women professor how was their perception?

Most of the students told that they cannot find any difference because teaching from childhood when we went to kinder garden most of the places in schools also we have met many women teachers so the student said that we do not find much difference so far he teaching is concern in terms of male and female professors.

Some of these personality aspects might differ that's why managers may have some kind of mindset I mean the closed mind, we call it closed and open mind, so one could have in a very closed mind set in order to make better utilization of work force in the years to come.

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Perception of Male Traits		
Perception		Male Role Play
Aggressive	May use harsh words	Feelings not easily hurt
Independent	Security is not the concern	Adventurous
Less emotional	Impulsive	Makes decisions easily
Emotions not expressed		Never cries
Objective	Extrovert	Acts as a leader
Not easily influenced		Self confident
Dominant	High male chauvinism	Ambitious
Likes maths and science	Believes in hard work	Not concerned about appearance
Active		
Competitive		Thinks men are superior to women
Logical		Uses strategies and facts
Workily		
Skilled in business		

Similarly we have another table that talk about perception of male traits, again you can see in the perception of male traits for us they may believe that more, I mean there are more in number of traits I have listed here.

You can see that, should I read the aspects for sometimes? The rules related to the traits, the idea here to, I am trying to present to you that the mindsets are different, that is why we starts believing that males are like this and females are like this.

So males are will, I am not trying to say that males are identical in all the kinds of characteristics , they will differ in fact you know in every two will differ and gender differs is also there but that's not mean that ,males are good in sometimes and females will be very good in sometimes.

Actually try to find out optimized the capacities in do certain things, for example you look at a job, of which need a lots of patience, you will find that women are much better, doing a job of patience, for example.

I am ensure that women are to doing jobs like hobby netting that Is something with great patience, usually you will not find any men in that, so there are many situations that lot of patience is required you will find women could do it better caring, patience so they have certain qualities.

So we can do what we can select people doing certain jobs and not that the total miscommunication has to be there in terms of jobs of what we find and there is a total discrimination in certain jobs you will find many women in fact most of the women.

Say the health caring you must have seen, there is certain situations you will find only men but women can also do this work, men can also do this work, what we are trying to understand is that a manger you have to look at individual and you must have a neutral attitude.

You have to look at the characteristics in individual whether man or women, and then place them at the job whatever the requirement and that is why in our next few sessions coming to recruitment selection and training, so at that point we look into the recruitment selection when we are doing that how do we actually allocate jobs to the employees.

What we are trying to debate today is in the diversity at the place of work does gender make any difference and we are trying to say yes they are different yet both are valuable human resource and organization is it clear to us.

So it depends on the manager to actually use the manager skill to decide about the allocation of work to men and women. If there is any question let us discuss because many of you all re smiling look like many of them or not convinced about it.

I am sure you have seen women doing so many jobs which may consider in the past, but today women are entering into the all kinds of jobs, also you can see the astronaut in world and women has gone to space.

So we have so many examples where we are finding that women are doing equally well or sometimes even much much better we have many prime ministers, we have so, many good decision makers, well and other places of course you find.

Women are doing extremely well so there is no difference actually, so we are saying in spite of logical difference, there is no difference for us our work prefer is concerned and this is what managers have to realize, believe, accept and perhaps use as a good management.

So from here I am also trying to present this scenario to you,
(Refer Slide Time: 48:45)

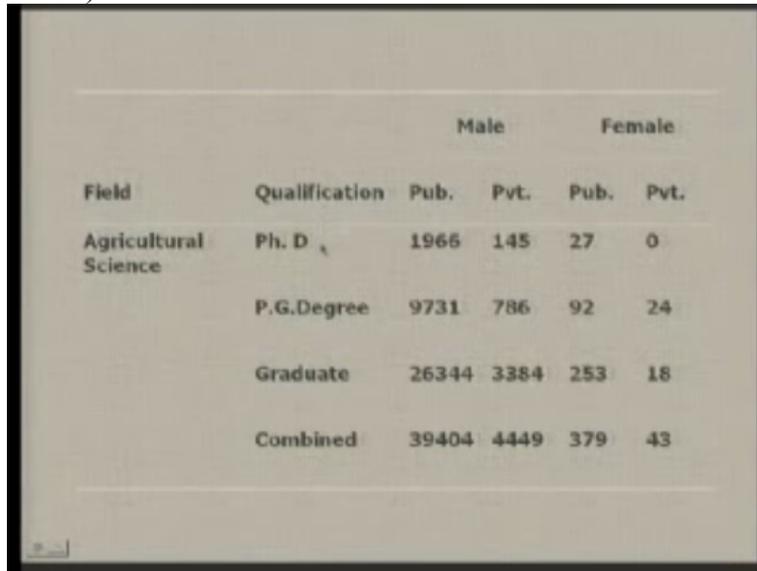
Field	Male		Female	
	Pub.	Pvt.	Pub.	Pvt.
Agricultural Science	39404	4449	379	43
Science	211923	70165	27693	11316
Veterinary Science	11343	728	125	5
Engineering & Technology	227566	63298	3233	1415
Medicine – Allopathy	31863	4274	7411	1748
- others	9301	1807	779	262
Nursing	488	101	4384	1361
Education	71535	34907	18560	14148
All combined	663452	203980	64660	31194

I will go slight quickly I am trying to present just a little scenario, that how women employment is seen in different sectors, you can see that in different sectors how many women are employed even though as you can see it is much lesser but even then we find women have entered into all kinds of whether you are talking about any I have given you a long list say from education to nursing, to engineering to technology to agriculture.

I have given you a long list, here you can see that how males and females makes a difference in terms of numbers you can see there will be men employee, but they are actually employed in all these sectors, that we are talking about okay.

This is just to give you an idea about the employment, similarly I have bought some more two three tables to give more idea about where do we stand in terms of women at the place of work, in the organization.

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Field	Qualification	Male		Female	
		Pub.	Pvt.	Pub.	Pvt.
Agricultural Science	Ph. D	1966	145	27	0
	P.G.Degree	9731	786	92	24
	Graduate	26344	3384	253	18
	Combined	39404	4449	379	43

So this is about the qualifications how many Phd and other qualifications. You can see the male in female in the terms of qualifications, so women are may be in behind, in some of these, because of the social factors.

Not that they do not want to do sometimes the opportunities are not there, some of the social factors becomes important, but the social changes are taking place, they are taking it in greater enthusiasm because women are coming up in all sectors.

All the programs that we have you know in most of the sector. Then again we have the similar discussion on the similar issue male female, different fields are given there and qualification and then there are details of their qualifications and employment.

Again I have given that, I think it becoming a bit too much you may not able to remember all these figures, I did not expect you to remember these figures, but what I expect you to remember is the scenario I am presenting here, that how women and men are there in different sectors of employment and with different qualifications.

(Refer Slide Time: 52:33)

Field	Qualification	Male		Female	
		Pub.	Pvt.	Pub.	Pvt.
Veterinary Science	P.G.Degree	1457	100	33	2
	Graduate	8440	546	81	3
	Combined	11343	728	125	5

The similar thing for different sector am discussing here, sector or field being in different how many are in different graduates.
(Refer Slide Time: 52:56)

Field	Qualification	Male		Female	
		Pub.	Pvt.	Pub.	Pvt.
Engineering & Technology	Ph. D	2011	523	39	3
	P.G.Degree	11283	4471	168	44
	P.G.Diploma	3190	1376	124	64
	Graduate	87696	27769	905	396
	UnderGraduate	123141	29090	1994	907
	Combined	227566	63298	3233	1415

I will quickly go because it's just to give an idea that women are doing recently well in most of the fields even though the numbers may be more than men, that is the idea, but just to give an idea while I go,
(Refer Slide Time: 53:25)

Field	Qualification	Male		Female	
		Pub.	Pvt.	Pub.	Pvt.
Medicine Allopathy	P.G.Degree	9284	1348	2023	417
	P.G.Diploma	3730	473	1253	271
	Graduate	17433	2186	3934	1013
	Combined	31863	4214	7411	1748

So I will quickly go through the tables.

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Field	Qualification	Male		Female	
		Pub.	Pvt.	Pub.	Pvt.
Education	P.G.Degree	16290	7926	3683	2594
	Graduate	54620	26632	14691	11490
	Combined	71535	34907	18560	14148

You can see these tables,

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The Different constituents of S & T Women Personnel by their fields of Specialization

So after showing you some of these tables I am trying to present a scenario that women had entered into, this is a past, but I look at into the future, then perhaps may be different and much better I have to say, this is about the data taken a few years ago.

So things are changing and the profiles are changing, and women are entering into work as important work force in all sectors so, the different constituents of science and technology in personnel by their fields of their specialization, these tables are there in now, I am going fast now,

(Refer Slide Time: 54:34)

Field	Percent
Agriculture	3.6
Science	41.02
Veterinary Science	0.82
Engineering & Technology	24.6
Medicine Allopathy	5.48
Indigenous Medicine	2.6
Dentistry	0.19
Nursing	0.48
IIT certificate holder	11.03
Education	10.67

Some of these tables shows the different fields and the percentages, of men and women. According to the qualification of women a general table.

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According to levels of qualifications of women

Level	Percent
Doctorate degree holder	1.24
Post Graduate	15.76
Graduate	57.38
Diploma holder in technical & professional field	14.03
Others like ITI certificate holders	11.59

Doctorate and graduate and all that, women are employed.
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TABLE 1 Employment Overview

Male / Female	Total Population	Total workers	Main Workers	Marginal Workers	Non - Workers
Total					
Person	1,025,252,859	462,512,190	313,173,394	89,330,796	622,738,869
Males	538,422,415	275,463,736	240,520,672	34,943,064	254,856,679
Females	486,830,444	127,048,454	72,652,722	54,395,732	367,780,190
Rural					
Person	746,255,371	316,655,339	229,672,348	86,982,991	429,600,032
Males	386,438,194	199,199,462	169,733,233	29,466,229	181,238,592
Females	359,817,177	111,455,877	60,339,115	51,116,762	248,561,440
Urban					
Person	284,995,688	91,856,851	63,501,046	8,355,805	192,138,327
Males	149,984,221	76,284,134	71,187,489	5,096,645	73,720,987
Females	135,011,467	15,592,717	12,313,607	3,279,110	119,418,750

Again we are getting you into the overview table, it will need little more time to go through, the idea is again that you understand that how women are in placed so while.
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...While we delineate the integration of 127.22 million women workers in the production structure, we should necessarily remember that we are unable to account for the entire female workforce and are quite unable to appreciate their contribution to our national wealth

We delineate the integration of so many million in the production structure, we should necessarily remember that we are unable to account for the entire female work force and are quite unable to appreciate their contribution to our national wealth.

We have to look into that , they are also contributing to our nation and we have to create opportunities to them also

(Refer Slide Time: 56:29)

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The economic position of a woman gets institutionalised in many different ways. Women's employment in manufacturing and services sectors gets characterised by their workplace, tasks assigned to them and their job contracts. Women are mostly employed in petty, undercapitalized, unregistered and many illegal firms.

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Unfortunately, despite unionisation and legislation the women *beedi* rollers remain poor and exploited. The organization of production in such that establishing an employer-employee identity becomes difficult

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According to NASSCOM, by 2008, there would be around 12 lakh employees in call centres. At the moment women's share in the total employment is around 30 to 40 per cent. This proportion is expected to rise in the future

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...the IT industry as a whole and call centres in particular are exempted from all labour regulations

Because in sector they are regulation. So we have to now look after some of these factors, from next onwards I am going to share with you a number of researching studies and we will talk about the status of women work and organization in India with help of these studies which we have conducted in the literature. So today we will close with that, we will see remaining in the next lecture.
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