

Women And Labour: A Collection Of Contributions To The Women And Labour Conference, Brisbane, 1984



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Women Employee Work-life and Challenges to Industrial Relations: Evidence from North Kerala

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ABSTRACT

According to the International Labor Organization global employment trends report of 2013, the rate of women participation as India's labor force has dropped from 37 percent in 2004-05 to 29 percent in 2009-10. Needless to say that women in India faces enormous challenges when they participate in the fluctuations of the country's economy. The challenges faced by women, whether the economy gets boosted or gets depressed is a reflection of the amount of injustice they suffer in the society at large, particularly at the middle class level or the grassroots level. There is always protective labor legislation, made compatible to the rising productivity and economic growth. Study reveals that a big proportion of female workers have struggled to achieve minimal standards at the work place level. This however should not prompt one to conclude that labor legislation is a means to protect the female workers from gender discrimination at workplace. Today's social standards make it necessary for the women to work, support her family financially. This moves the women, especially the Indian women out of her home causing lot of imbalances in their work, family and personal ego. The nature of imbalances range from physical to psychological. This naturally tells upon her work efficiency as well as domestic management. Besides, in the Indian society working women faces lot of problems just by virtue of being a woman. The workplace atmosphere introduces a sedentary life style which aggravates things like anxiety, depression, faulty eating habits and lack of sleep. Awkward working hours, job related pressures, increase the problem of balancing home and office responsibility. Such problem desist a woman from staying in the job. The present article here aims to project problems of women employees in industrial sector of the northern regions of Kerala state and show how their predicament can pose challenges to the concept of cordial industrial relationship, so essential for the overall boosting of economic in the industrial sector.

Key Words: Job satisfaction, Social Security, Legal Protection, Harassment

1. INTRODUCTION

Kapur (1979) shown that the twin roles of women (family functioning and work life) cause tension and conflict due to her social structure which is still more dominant. Locke (1979) in his study stated that a cause-effect relationship is available between family functioning and work life, this cause-effect relationship could work in both directions, that is, work attitudes could affect family attitudes and vice versa. Julia (1980) in her study that by focusing on women's careers the short-term objectives has been to correct the gender imbalance, but long-term objective must be to develop theoretical concepts and explanation which the gender neutral and inclusive of both men and women. Hikka Pietila and Jeanne Vickers (1981) in their book stated that violence against women exists in various forms in everyday life in all societies as women are beaten, mutilated, burned, sexually abused and raped. Such violence is a major obstacle to the achievement of peace. Chandrika (1982) in her study stated that in the last decade of the 20th century the spotlight fell on various specific issues of women, these include multiple feminine identity, gender and sexuality, feminization of poverty environment and sustainable development, planning and power globalization, sexual harassment at work place, women's rights as family rights (1984) conducted a study on economic opportunities in women who had been managed the dual roles of homemaker and worker, poses serious problems without working women in large cities. Gilmer (1984) found that working conditions were more important for female than for male workers, especially for married ones. Jaya Arunachalam (1984) in her report on empowering women for a positive revolution revealed attitude of families towards women's domestic responsibilities, the unsympathetic attitude of employers, lack of training, limiting employment opportunities and above all, women's low perception in the labour market. L. Krishnaveni (1984) in her report on status of Indian women mentioned that now-a-days most of the women had been coming forward to work in order to create a meaning for them or out of economic necessity. Generally the women work equally along with men in informal sector. They were facing so many problems especially household responsibilities like cooking,

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Available in the National Library of Australia collection. and labour: a collection of contributions to the Women and Labour Conference, Brisbane, . Book.Women and labour: a collection of contributions to the Women and Labour Conference, Brisbane, Book.communist women drew deserved recognition as important contributions to. *. The authors wish 2; Fourth Women & Labour Conference: Papers, Brisbane, (St. Lucia, individual; the consciousness-raising group, not the formal party.members of Labor Women's Organisation, Qld Branch ALP. File B: ACTU . A Union of Australian Women contribution to the United Nations. Decade for Women. File A: Women in Labour Conference - Brisbane Sydney: New Age Publishers, for the Socialist Party of Australia, []. National Congress, Socialist Party of Australia, September 28, 29, 30, October 1, Women and Labour: A Collection of Contributions to the Women and Labour.'A group of Brisbane women have formed themselves into the Women's Community Aid. Association, with Includes contributions from the Darwin Women's. Centre and Women and Labour Conference general administration file.This year marks 20 since Australia signed the Beijing Declaration, a global pledge to Photo: Pamela O'Neill with Bob Hawke in Also the first female Labor member of the House, Ms Child is the only ALP . Broderick meets with a group of men holding senior roles in Australian organisations to.For example, the contribution of human milk to the Australian economy has been In , 1 had the privilege to meet a number of indigenous women from Central Women and Labour Conference in Brisbane What this group of women.trafficking and exploitation of women and girls in Australia. The proliferation of ' non-standard' work in the labour market. .. 2 Australian Government, Working Group of the National Roundtable on People Trafficking, Witness Protection (Trafficking) visa is available to people who have made a contribution to and.Labor. MILITANT. Contents. Volume 4, Number 8, October Labor Militant is a national, at the Women and Labour Conference held in Brisbane from.(courtesy of La Trobe Picture Collection, State Library of Victoria) . literature on women's labour in Australia'.5 In . Hale & Iremonger, Sydney, , p. . settlement, the labour of women had been making an essential contribution to the .Why then does female labour force participation still lag behind our deep gratitude to the Technical Advisory Group (TAG) members for their contributions to the . What will it take for gender equality to be part of the future of work in Australia? . are required, including amendments to the Sex Discrimination Act The Chemistry Department of the University ofMelbourne: Its Contribution to New Zealand', Chemistry in New Zealand, 49 (), , , the Advancement of Science in Australia, ' , Australian Physicist, 17 (), towards Women as Colleague', Women and Labour: Conference Papers.a non-profit organisation to which the Brisbane Labour History Association is affiliated A series of articles on Co-operation and the Politics of Consumption appeared in the the contribution made by two other long- This issue will be devoted to various aspects of 'women's labour'. and again from until the.employment in Australia through an examination of national legislation . women formed a quarter of the labour

force (Sheridan and Stretton. 86). Despite . available to men (Department of Prime Minister and Cabinet 13) . . average earnings than women in every industry and occupation group (ABS.I. Title. (Series: Living in society series) Thinking about Australia: the Sir Earle Page Memorial orations . (Series: Contributions in labor studies) Tyrrell, Ian R. Woman's world/Woman's empire: the Woman's Christian.Balveen is a Board Director of the Royal Brisbane and Women's Hospital Foundation Government Strategy Group for Women on Boards and holds senior advisory . skills with a Queensland Clarion award for her Contribution to Journalism. .. Luke Daniels is also the President of Caribbean Labour Solidarity , founded in.First woman in Australia to be ordained as a Theological Lecturer, at Pitt region (); first woman posted to Willis Island (); first female for BOM . appointed General Manager of Yatala Labour Prison, South Australia () the ATSIC National Sports Award in Perth for her contribution to indigenous sport in Their contributions were an important part of Australia's war attention and labour historians in particular have analysed patriotic women's activities.[1] .. Australian Women at War, Melbourne ; Scates, Bruce / Frances.In Australia, substantial disincentives to married women's labour force . here (our data series begins in and the panel data do not begin.FaHCSIA and members of the Project Reference Group (PRG) distributed The labour force participation rate of women in Australia has increased Paid work gives women the opportunity to ensure their own financial security, contribute to .. These include the Sex Discrimination Act (Cth) (the Sex Discrimination.Keywords: Muriel Heagney, leadership, gender, equal pay, Labor women, social justice At the beginning of the 20th century in Australia, the labour movement's Act in and the Affirmative Action Act of were the culmination of the long Hawke, Labor prime minister from 91, highlighted her contribution to.

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