

“PROBLEMS AND CHALLENGES FACED BY WORKING WOMEN IN KOTA CITY”

(A Geographical Study)



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Thesis

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in

Geography

Under the

Faculty of Social Science

Submitted by

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**INDIA
April, 2025**



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I feel great pleasure in certifying that the Ph.D. thesis entitled "**Problems and Challenges Faced by Working Women in Kota City (A Geographical Study)**" submitted by **Mrs. Preeti Nagora**, (Registration No. RS/2421/18) to the University of Kota in the partial fulfillment of the requirements for the award of the degree of Doctor of Philosophy is based on the research work carried out under my guidance.

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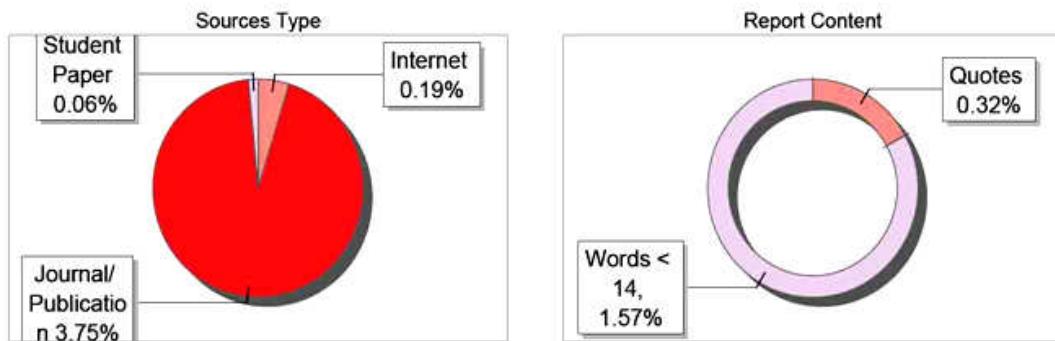
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Preeti Nagora

Abstract

In the current scenario, India as a country is glowing at a fast rate. And, the growth is contributed by both man and women from a small town that is Kota city. Women are leading in every working field being as doctors, engineers, nurses, bank officials and contributing to the economic value of the growth and development taking place at city level, state level and central level. The number of women has risen specially in white collared jobs in the recent two decades due to the expansion of educational awareness.

With the change in the educational sphere from rock bottom of the society to the upper classes. The work participation of women in the workforce has risen leading to economic shift primarily male dominated sectors to females accruing jobs in those sectors. This is a drastic change for Indian society, where women work either marginal workers or as home makers. As, women have turned from being traditional as to become bread earners; Their role of homemaker is in a widest of cultural breakthrough. The acceptance level of the society at large and family as a unit is under chaotic situation. As, the roles of women are changed. But, the patriarchal mindset is working under the set guidelines for women. The role of women as a traditional home maker counts first and work becomes secondary. Relatively, work-life conflict begins and she has to bear type multiple responsibilities of both work and house. Moreover, it can be said the issue of work-life conflict is related to demographic, economic and cultural diversities.

The women working in service sectors have to work under the conditions of extreme work pressure, inflexible working environment with full efficiency as their male co-workers.

Working women concentrating at two frosts i.e. work and home are labelled as inefficient workers due to their excessive responsibilities and lack of concentration. Being responsible and accountable become a huge task for working women to perform.

This study is focussed to explore on the Problems and Challenges faced by working women in Kota city; Majorly with white collared jobs. Men/women are paid

same; resultantly the organisations demand same work accountability from women. But, it has to be stated that similar work criteria is only at their workplace. At, home they have other accountabilities of being wife, mother etc. So, it is dissimilar at home front creating an imbalance between work and household responsibilities.

But, the study conducted that supportive environment at workplace and at home creates magic and increases the capacities and capabilities of women. In general, women is half a population, human resource with wind and soul born with sincerity and a manager for sure. And, employee retention is the key point of human resource management. The main reasons for rejection are negative work environment, unfair treatment, work pressure.

The biggest challenge for women is how to create a balance between household responsibilities and career. The study discusses work-life conflict, marital status, child care as the major challenges. But, the major goal is to find job satisfaction which depends on pay scale, promotional opportunities, educational qualifications, nature of work. A happy and contented person can contribute more to each place he or she visits. So, job satisfaction is to derive happiness and contentment to be described as the most important step towards women empowerment.

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Chapter - 1

INTRODUCTION

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- 1.2 Importance of the Study**
- 1.3 Objectives of the Study**
- 1.4 Research Methodology**
- 1.5 Design of Investigation**
- 1.6 Review of Literature**
- 1.7 Conclusion Drawn from Literature Review**

Chapter - 1

INTRODUCTION

1.1 Introduction

Women and Men are two sides of the same coin with different roles to play in the natural setup and in man build society. The part of that women play in the new changing society is changing too. The growth and development of any community depends on the equal involvement of women in family affairs socially and at economic front, so women holds her position at domestic front additionally at social front.

In India, since our ancient times our society is patriarchal and role of women is limited to homely affairs. Women owe many responsibilities related to household chores, raising the children, taking care of the elderly etc. Since time immemorial, the duties of women are considered unproductive while men enjoy important place in the society due to their economic responsibility and contribution towards it. Relatively, women are considered inferior to men. Economic dominance of men over women has made women economically dependent over men. Resultantly, the choices towards life, education and occupation rests with males. As, males hold the decision making power in their respective homes. Women, are wholly engaged in the household activities and they are non-recognized in Indian society. They are now called homemakers instead of house-wives i.e. a step ahead to recognize their work and position in family and society as a whole. The status of women is towards change with changes and advancement within the society. In traditional terms, man works as a breadwinner and woman as homemaker. On the contrary, change is seen in terms of the financial contribution of women towards family and its well being and welfare. Therefore, the phenomenon of working women is a big social change within our Indian Society.

In India, formal higher education is the promoting factor for change. Education, allows women to own the independence of finance and equally provide the financial responsibility. Higher education that is formal is the key towards employment outside the homely arena. Education has brought considerable social shifts in economic terms.

The all Indian survey on Higher Education (AISHE) 2019-20 reports that India's Gross Enrolment Ratio (GER) rose to 27.1 percent in 2019-20 from 26.3 percent throughout that year period. This is nearly 49 percent out of all the students enrolled at 2019-20 comparatively more than 41.5% during the year 2010-11.

Women are contributing to the workforce in various fields in the current changing environment. Today, women are working for several reasons like to lessen the strain of family expenditure, to maintain living costs, to maintain a high quality of life and for financial stability too. The participation of women in the workforce boosts national economy by increasing the GDP, HDI (Gross Domestic Product), (Human Development Index) and the nation's GII (Gender Inequality Index). M.C. Kinsey Global Institute in 2015, stated that, equal economic participation by women might boost India's GDP by as much as 60% by 2025. Therefore, women can have a major role in India's prosperity.

Women Workforce Participation – A female has to ask her family, community to pursue education, for employment etc. especially from the male members of the society. The 2011 population census indicates, amongst female population only 21.9% women are a part of entire workforce. Females employed are 43.88% of the entire workforce in (2021) Rajasthan. Despite the equal remuneration Act of 1976, women are paid lower wages, occupy lower skilled jobs, have less access to skill training and promotion and it is found in Kota city is also.

In fact, women's education, their employment and labour in a community indicates nation's progress. So, the other half of the country population's role in social, economic political activities is a must case for proper human resource usage. However, we live in a patriarchal setup. Where women employees generally are not given due consideration by their higher authorities in offices and in communities at large. Traditionally, Indian women are homemakers but in recent times due to education and to maintain the quality of life has forced them to move out of their residences for work. Women are working in various arenas be it Education, health, Police and numerous others departments but the attitudinal change in the mindset of people is still needed.

When, we talk about working women status in society. Women are considered suitable for non-decision making jobs and men do not accept their managerial workmanship. Highly qualified, highly capable females are also not given responsibilities at different stages of their work profile. Women have to manage the manifold responsibilities at workplace and at home. But, the social structure of our Indian Society does not allow men to assist with the tasks around the house.

Women face discrimination at every forward move women, are still reaching at higher positions in politics, technology, business etc. Women work as doctors, managers, officers etc. Be it manufacturing or any type of quaternary job, women have created a niche for them. Now days society has began to accept face of females as “working women”. However, women since centuries are known as weaker sex and have experienced exploitation of every sense. In current situation, it can be said that they have developed the courage to fight the innumerable difficulties and issues at work and at home based on their intellect and awareness. It has been reported that women at workplaces deal with psychological distress, sexual harassment and security concerns etc. (Martin, 1989), Women stepping out of their safe arenas and changing their role of homemakers to women who work is a big social change in Indian Society.

Women in their workplaces faced inequality in the wages, working hours, but with the passing of Equal Remuneration Act, 1976 women and men are to be provided equal remuneration a prevention from discrimination on the basis of sex this has been passed to empower women. Empowering women, economically, socially and politically is a must act for the advancement of the society. Traditionally, women led an exploitative life with no social, economic status. Now, with the growing awareness special rights are reserved for women to investigate the opportunities of life, as a human, disparities in gender in our culture are determined by social, cultural and economic aspects determining their decision making in marriage, child bearing etc. Economic well being of women defines her self-esteem and reinforces its effects to the community in larger dimension. The factor determining women's empowerment is the disparity between the two sexes in terms of property ownership and control of it. Women, is considered as the backbone of every family. Their role as a wife, mother, daughter mark the very structure of the society. Women have always

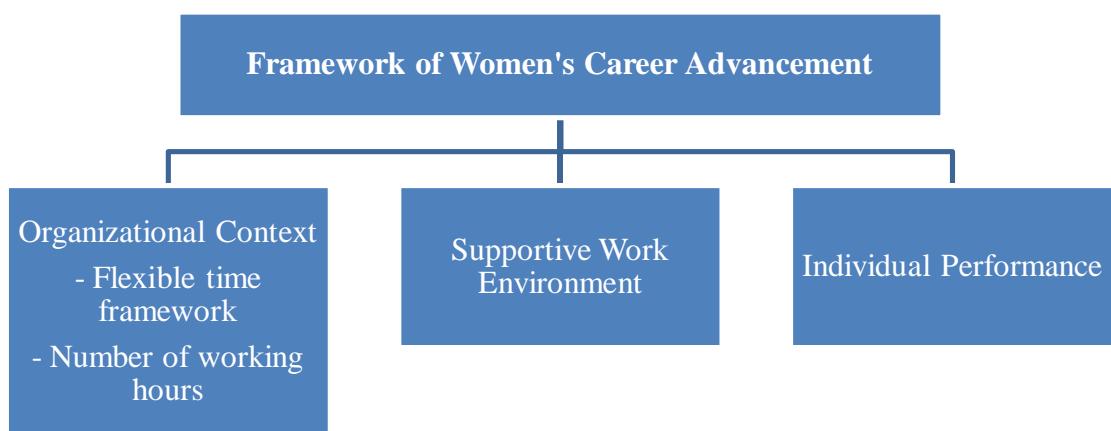
stood by their families in crisis and mishappenings. And, employed women in these conditions prove their merit in the conventional patriarchal setup, A society without exploitation and prejudice has to be urgently catered, to build an equal society for both women and men.

1.2 Importance of the Study

This study women is portraying their duties at their homespaces and at workplace being challenged by high workload. Therefore, they have to complete office related tasks and related responsibilities at home but maintaining a balance in between those two circumstances in today's competitive world maintaining characteristics like being talented, skillful, tactful and cautious. Women have come up with higher responsibilities. There are several kinds of private methods or actions that women can use. She can balance the duration and schedule of her work day by supervisions, She can make a choice of a job, number of working hours or choose a residence nearby the working place to lessen the time schedule, she has to spend journeying to and from the workplace daily for justifying their duties with less adaptable schedules.

Different factors across three levels play a role to determine the progress of women through organizational hierarchy (Ines Wichert, 2017)

Fig. 1.1 : Framework of Women's Career Advancement



Therefore, this study focusses on finding out organizational setup most suitable for working women's life to make more productive towards the organization

and to find out the problems, working women face in the urban scenario especially in the white collared jobs.

Women, throughout the world, are often seen as the nurturers of life, yet also as fragile entities within the natural world. This characterization holds both empowering and limiting undertones.

Change is inevitable in nature. So, do humans are changing though. The role, image and position of women is changing in the society. Education and self awareness has played an integral role in providing a status to women in the whole world. Education has invoked a thought process among women. Therefore, they have become aware of their rights and duties, women are becoming an evaluation identity in the society. They are coming out of their biological roles and questioning their existence in the society. Their, biological role is now in a redefined state. In the course of this evaluation and change, women are facing a lot problems at home and at workplace. Today's women have a new status because they are juggling both their careers and home lives. The primary issues pressurizing working women stem up from their combined duties. Their has been a little change in the perception of female and their place in the household. The responsibility of women has increased manifold but the function of men is still the same rather men enjoys a social status with no household responsibility. Therefore, women becomes a multitasker overburdened with work. In such state women experiences psychological problems, physical problems, develop guilt for not sewing the needs regarding their families especially their children. This study explains the justification for the employed women problems stating them as economically independent but also, experiencing major problems in their daily lives affecting their family life and work to a large extent. Therefore, this study is focused to learn the problems employed women encounter in the urban scenario especially in the white collared jobs in Kota city.

1.3 Objectives of the Study

Kota city holds a very important place in Rajasthan. Presently, It is famous as an 'Education City' all over India. It is also referred as 'Kanpur of Rajasthan' due to its industrial growth. Kota city has seen many phases in the history of Rajasthan. Kota city, being an important Riyasat is upholding its economy based on industries and education.

Kota, formerly known as Kotah is a growing city in terms of economy particularly. The literacy rate of Kota was 82.80% and females it is 75.33% and Sex Ratio is 895 according to population census (2011). These two determinants show women in Kota are getting educated and therefore the number of females in the workforce are also increasing in the city. Therefore, the main aims and objectives of this study is to give attention to the issues faced by employed women in Kota city. This study seeks to provide a comprehensive analysis of women in the workforce. Central Government and State Government both are taking steps to improve working women conditions in all spheres. This study aims to draw inferences, to take recommendations that will be helpful in improving the working women's conditions. It is also arrived to ascertain the favourable conditions at homespaces and at office supporting or inhibiting working women responsibilities and capabilities. Following primary research objectives are attempted to be addressed by the study:-

1. To identify the problems and challenges faced by urban working females at their workplaces;
2. To assess extent of constraints influencing their status at the workplaces;
3. To study the contribution of employed women in changing the social and economic stature of the community in the research area;
4. To assess the extent of job satisfaction;
5. To find out the function of education in creating awareness for females to explore career opportunities;
6. To identify the socio-economic profile of females in the study area;
7. To provide the potential fixer and ways to getover the issues of problems of working women;

Therefore, the study's goals reduce around the function of education in creating awareness among females to explore job opportunities. And, how jobs have affected the social and economic women's status in society. Result only work comes with issues and difficulties defining their job satisfaction levels. And the society also paves the path for the preferable solutions for the working females.

1.4 Research Methodology

This study is focused on urban working females in white collared jobs particularly the samples were taken from Govt. School, Govt. offices, Govt. Bank and private school. In this study mainly primary data is required. The data is taken from 16 wards out of total 150 wards and each ward contributes 40 samples from each ward. The study based on questionnaire survey and in person interviews. Based on population, size of ward, age pattern and literacy rate of the ward, based on stratified random sampling. The following variables were considered for the research:-

1. Age of the Respondents;
2. Marital Status;
3. Educational Level;
4. Types of family;
5. Nature of job;
6. Women friendliness with workplaces;
7. Health status;
8. Working Hours;
9. Women Safety cells at workplaces.

Secondary data was gathered from Mahila Thanas, complaint cells at workplace, self help groups and other women empowered groups.

Therefore, the study's goal revolves around function of education in creating awareness among females to explore job opportunities. And, how jobs have effected the women's social and economic status in society. Resultantly, work comes with issues and difficulties defining their job satisfaction levels. And, the society also paves the path for the preferable solutions for the working females.

1.5 Design of the Investigation

The researcher in the present research work has made efforts by contacting many government institutions and collected data from them. The work plan has been divided in 8 chapters.

Chapter-1 – The present chapter deals with the basic information of the research work, i.e. Importance of the study, Objectives of selecting the study, Review of the work done earlier on this subject, Methodology and Sources of data.

Chapter-2 – The second chapter deals about the physical features of the city. The physical aspects include physiography, relief, drainage, climate, vegetation etc. Therefore the physical features of the place decides the growth and development of the city and this can be explained in non-suitability leading to the adverse impact on the environment of the areas.

Chapter-3 – Discusses about the economic structure of the city. It gives the details of the economic activities done majorly by the population of Kota City. And, the resources available in Kota City for the economic activities developing in the current scenario.

Chapter-4 – Discusses about the Demographic Structure of the Kota City. It provides the details of Population of the city, Population Growth, Sex-Ratio, Literacy Rate of the Kota City and Women participation in different fields.

Chapter-5 – Discusses about the Research Methodology and Data collection of the working women in different sectors referring to their population according to the variables mentioned in the first chapter.

Chapter-6 – Focusses on the Analysis of the data gathered and usage of hypothesis testing techniques.

Chapter-7 – Deals with development and growth contributed by working women.

Chapter-8 – Focusses on the findings, results and conclusion of the research topic.

1.6 Review of Literature

The review of literature shows that the focus is on working women mainly employed in the organized sector i.e. white collared jobs. Eggins (1997) advocates for more facilities to women in the workplace, suggesting that “It is an important part of developmental strategy as well as an act of social justice”. The world bank (2011) estimates that Indian women make up for least of the employed sector. Singhal (1995)

is of the opinion that, “Participation of women in workforce is essential for economic development and population planning”.

Skinner and Peacock (2008) Found out the relationship between work overload, work schedule control, work hours and work-life conflict among full time employees. The findings says that, “There is a strong association with work life conflict being determined by work overload, followed by work schedule control, work hours and work hours fit. The findings necessitated work life balance policies and procedures to be adopted for effective management of work overload to support a healthy work-life relationship.

Ahmad and Aminah (2007) did a study on married female production operators on work-life conflict. In the findings, “The women experienced more work interference with family than family interference with work.” About two thirds of the women indicated, on leaving their job after having the second child, mainly due to the rising cost of child care services. They received the least social support and had to cope with the conflict between work and life.

Ming (2007) did a study in the manufacturing line. In this study, he examined the relationship of self-efficacy, work life conflict, social support, gender role attitude, role model and career aspiration. Data were collected from 109 married women in middle management at eight private manufacturing companies located in Bangi and Rlilai. In his study, he found out that, self efficacy and gender role attitude were the most significant antecedents of career aspiration among women in middle management in manufacturing line.

D. Jamali, et al. (2006) He did a study in the Lebanese banking sector, by taking a sample of 61 top and middle level women managers. This study was made to study and to explore glass ceiling type barriers in the banking sector and he found out that the precepts of the glass ceiling theory were not supported in the contact of lebanese banks in relation to their work environment and daily work experiences.

Mathur Helm (2006) – did a study on the women’s low numbers in the top management jobs in South Africa’s four major retail banks. A total of 40 women managers were interviewed to examine the reality of the glass-ceiling phenomenon.

The study concluded that the decentralized organizations who support women at top positions will help in breaking down the glass ceiling, and also their own efforts to grow and develop are the most countable points for women to reach top positions.

Lilly and Duffy (2006) winter that “work – family conflict occurs for men and women both who are working. They have to cope simultaneously with the demands of both”. It has been recognized that long hour work culture does not support appropriate parenting.

Ali, Sophiya (2011) found out the challenges faced by women in career development. Women were dissatisfied with the career development programme flamed for their career advancement. It was found out that women were milling to do training programmes and they faced there major problems such as outdated attitudes towards women, lack of leaving experiences among women, lack of management skills among women.

Avais, Wassen and Shah (2014) in their study “A case study on problems of working women in city Sukkar” was conducted to find out the various types of problems working women face at home front and at work front. The working woman have different roles to play and they have to handle out the issues like sexual, emotional and financial and many others the study mainly focused on sexual harassment of working women of sukkar. And it has come out as a serious problem to be dealt and requires a need for the implementation of the legislation passed by the government.

Nawaz, Afzal and Shehzadi (2013) in their study “Problems of Formally Employed Women : A case study of Bahawal nagar, Pakistan” focuses on the problems faced by working women informal sector in Bahawal nagar. Study was conducted by stratified random sampling method, from four public sector departments like as police, nursing, teaching and college lecturers. The study was conducted by using descriptive analysis method on 100 sample size and the result revealed that women in police department had to face low social status, nurses are overburdened with work load of long working hours and low wages and school teachers want higher wages for their work. The study aims to find out the social and domestic problems of women. The study find out that working women has to face many problems like long

working hours, job insecurity, lack of transportation facilities, low allowances, gender discrimination, police women majorly developed work stress due to their spontaneous and long working hours.

Rami (2013) in her study titled “Marital Adjustment problems of working and non-working women, in contrast to their husband” tries to focuss on the marital adjustment issues of working women teachers. A sample, study was conducted on 80 respondents by random sampling method with 40 working women category and 40 non-working women category. The study revealed married working women have dual responsibilities and expectations both at home and in work spheres. The overburdened responsibilities make married working women overburdened and less time for spouses and children at home. This causes marital maladjustment.

Nisa (2013) did a study titled as “Triple constraint of working mothers – a sociological study it focusses on the triple role of working women, as housewives, mothers and workers the study examines the relationship between working mothers work status and family environment and it is having all effect on the adjustment of their children about 96% of the respondents revealed that they did not get sufficient time to spend with their children and, about 94% of respondents mentioned that after returning from office they could not attend their children due to the daily routine workload. The analysis revealed that mother’s presence is necessary for children’s mental and physical well being.

Dudhatra and Jogsan (2012) in their work “Mental Health and Depression among working and Non-Working women”. This was a comparative study to find out the mean differences between working and non working women in mental health and depression. The study was focused on 40 working and 40 non-working women. And, it was found out that working women are non depressed and mentally disturbed as compared to non-working women due to the dual responsibilities.

Zhang (2010) studied the level of work stress among women academicians in the universities of China. The study revealed that women faced more difficulties in completing their tasks in comparison to men.

Zarra et. Al. (2010) revealed by using correlation and regression analysis, that there is a positive relationship between the levels of occupational stress and family difficulties in working women.

Mavric, Alp and Kunt (2017) in the study titled as “Depression and life Satisfaction among Employed and unemployed married woman in Turkey”. A Gender Based Research conducted in a traditional society”. The study analyses find out the basis of gender in discriminating the division of labor that affects the mental health of women. The study focuses on level of depression and life satisfaction among married employed and unemployed women. During, the study quantitative methodology was adopted to state the significant relationship between depression and life satisfaction revealing that the levels of depression in employed and unemployed women were different.

Temitope (2015) in “Effect of stress and anxiety on general life satisfaction among working mothers in Ado-Ekiti, Ekiti state Nigeria” study examined the relationship between anxiety, stress and level of satisfaction among working mothers with the help of survey research. The help of perceived stress scale (pss), Hamilton Anxiety Rating Scale (HAM-A) was taken to conduct the study. The satisfactory level was checked by using satisfaction with life scale (SWLS) among one hundred working mothers in AsoEkiti. The study revealed a positive relationship between stress and satisfaction levels. The major cause of the stress was dual role of working women but the levels of anxiety and life satisfaction varies from individual to individual.

Sultana et.al. (2014) conducted a study titled “Women in the teaching profession : Impacts and challenges”. Women contribute financially to their families. Despite, this, their role is unimportant and becomes stressful as they have to fulfill loads of expectations both at work and for family. The study recommends that organizations and employers should take steps to promote family friendly policies that can support and inspire women to take up more and more jobs in Malaysia.

Delina and Raya (2013) did a study named “A study of work life balance in working women”. In this study, they stated that work life balance is the utmost necessary condition for working women to achieve a quality in living. This study was

conducted among married working women of Pondicherry. Sample of 180 married working women was selected from academic, IT and health care sectors. Its study focused on married working women problems. And, it revealed that they were unable to strike the balance between the two.

Loana Lupu and Mayra Ruiz Castro (2021), In their study titled, “Work-life Balance is a Cycle, Not an Achievement”. Working long hours can be harmful to employees and employers, many professionals struggle badly to overcome their assumptions and their bad habits which are deeply ingrained around work hours. This research includes 200 in depth interviews with 78 professionals from London offices of a global law firm and an accounting firm. The research found that changing work patterns or taking on a new role that's designed to be less time consuming can both be effective strategies, as long as they're implemented in a sustainable manner. Such as, self-imposing boundaries, choosing not to work on certain days, weekends or during holidays, refusing to accomplish the duties given to you, for example, new projects, and travel requests. Asking your supervisor to give you more flexible working hours is likely to result in more lasting change.

Kakul Agha (2019), In her study titled “Work Life Balance among Teachers Employed in Higher Education in Oman: Emerging Issues & Challenges”. This study focuses on the work life balance issues of the university teachers and contextual factors. It has attempted to capture work life balance among the university teachers across the Sultanate, and finds out the impact of the difference in gender, nationality Omani or non-Omani, private or public sector institution. The study consists of a cross sectional design, the data was collected from 621 teachers employed across Omani higher educational institutions based in Muscat and other cities in the Sultanate. The research shows that significant differences lie among genders, nationalities and place at work. Also, work practices need to be managed in the correct way to create an efficacy of Work Life Balance program.

K. Agha, F. T. Azmi, and A. Irfan (2017), In their research study titled “Work-Life Balance and Job Satisfaction: An Empirical study focusing on Higher Education Teachers in Oman”. The objective of study is to measure work-life balance, teaching and job satisfaction of teachers in the higher education institutions in the Sultanate of Oman to explore the relationship between work-life balance, teaching

satisfaction and job satisfaction. A total of 1769 teachers from private institutions were contacted, and out of the total of 2717 employees in the government institutions, 1500 could be approached owing to a refusal of certain institutions to participate in the survey. Data was collected from the sample organizations primarily through postal mails, e-mails (2000) and personal visits (1269). The mail methodology has also been used by other researchers in this area of study. Findings of the study revealed that while work interference with personal life and personal life interference with work had a negative relationship with job satisfaction, work and personal life enhancement had a positive relationship with job satisfaction. Thus, the findings of the present study corroborate with previous research evidence. Thus, we can safely conclude that work and personal life needs to be integrated and balanced by organizations through work-life balance initiatives.

Dr. Ahmed M. Asfahani, (2021), In his study titled “Work-Life Balance and Role Conflict among Academic Staff in the Middle-East”, The main aim of this research was to find balance between work and life. An imbalance in the work-family relationship can cause health problems and decrease performance outcomes at work. The information for this study was collected from past studies and reviews on work life balance and Role Conflict among academicians from Middle-East. This study finds out, the levels of work-life balance and role conflict vary with culture. The change in levels is influenced by gender equality, individualism/collectivism, and the power distance dimension of culture.

S. Hashimi (2021), In his study revealed that the research is to evaluate the factors impacting work-life balance of female employees in private higher education institutions in Kabul, Afghanistan. A sample of 219 female employees were targeted and exploratory factor analysis (EFA) has been employed in order to ascertain the factors impacting the work-life balance. The study found seven factors like, non-supportive job environment (job nature), poor family and work support system, working hours, work overload, family domain, burdened role and job sharing and ineffective work life balance policy as the antecedents impacting work life balance of female employees in private higher education institutions in Afghanistan.

Gunavathy and Suganya (2007) did a study on married women employees of Business Process Outsourcing companies and found out the causes, consequences of

work-life imbalance and interventions for work-life balance. Two third of the respondents stated that the experienced work life imbalance primarily on account of work interference with personal life. The causes for work-life imbalance were classified as organizational and personal factors. The organizational factors include such as work related factors, time related factors and relationship related factors. The personal factors include lack of family support, marital conflicts and work stress leading to change in sleeping patterns. The three main consequences of work life imbalance were stress and burnout, ill health and poor work performance.

Priya (2013) “A study on job stress of women employees in IT and ITeS industries, Tamil Nadu” used the sample of 384 respondents to analyze the impact of job stress on physical and psychological condition of women employees. Many reasons were counted for work related stress like job insecurity, long working hours, dual role of women at workplace and home. The study revealed that meeting deadlines is the most stressful condition to manage at workplace. The study suggested that support from management can reduce work stress for women.

Nagaraja and Nandini (2013) did a study on the women employees of insurance industry. The study aims to find out the effects of age on occupational stress. With the help of random sampling method data of 100 respondents of insurance sector has been collected. The questionnaire prepared to determine the stress levels and the satisfaction levels of working women. The study revealed long working hours associated with field work and unattainable targets leads to work stress and this effects their family life, mental health, and work capacity. Some coping methods were also suggested like meditation, exercise, morning walk which help in releasing stress.

Joshi et al. (2014) did a study in the education field. The sample utilizes the sample of 50 assistant professors of different streams of Bhilai Mahila Mahavidyalaya hospital sector, Bhilai overburdened work responsibilities and the work related stress made them anxious and depressed. They have a dual role to perform i.e. at home and in offices.

Suman and Chatterjee (2015) did a study titled as “Psychological and Physical well being in working women”. It was a comparative study of the health

status of working and non working women by using standard short form SF-36 questionnaire. The study found out that, if the work pressure on working women reduces, then it has positive impact on the psychological well being of working women. The study compared working women with homemakers, as homemakers work according to their priorities and multi tasking is limited in their sphere they face limited problems in comparison to working women.

Krishnan (2014) – The study was conducted on 100 working women in different sectors of Bangalore city on the basis of stratified random sampling. The study revealed that work pressure is the result of multiple role demands and limited expectations. Multitasking at home and at office is the key reason for the stress.

Kawatra, Kaur and Raghuvansi (2012) did a study titled as “Psycho – Physiological problems among dual career women : A cause of stress.” The study focusses on the causes of conflict between work and non-work activities. The study calculated parameters like blood pressure, pulse pressure, heart rate, respiration rate and temperature to measure the psychological and physical condition of the population. The study concluded that the perception of a problem defines the levels of stress or no stress state among working women. There is a need to adopt confidence building measures and awareness among the people to improve their work efficiency.

Tripathi and Bhattacharjee (2012) conducted a study titled as “A study on Psychological stress of working women” examined the root causes of the problems of working women. The study found out that impact of full time working mothers and single parent family is similar on the children’s education.

Nagaich and Sharma (2014) in their study titled as “Is literacy a cause of increase in women work participation in Punjab (India) : A Regional Analysis?”. This study aimed to study education as a key determinant for work participation role of women in India particularly in Punjab. The study took the hypothesis that increasing women work participation rate with increase in literacy rate. Correlation analysis was done to establish the correlation between women work participation and literacy rate but work it did not show any significant correlation. The study stated that women work participation rate of women is not increasing with the rise in level of education. Not one district in Punjab supported higher women work participation rate as

compared to work men. The study recommended vocational training and high level education for women workers. Women should be given freedom and autonomy to decide for herself and proliferate her hidden abilities and capabilities.

V. Sathya Moorthi (2017), In her study “Women Employees Attitude About lack life Balance in service sector” found that enhancing balance between work and personal lives result in genuine paybacks both for employees and employees. Work life imbalance organizational outcomes like elevated rates of absenteeism and turnover; decreased productivity; dwindled job satisfaction; growing healthcare costs and reduced levels of organizational commitment and loyalty.

Pavithra. G (2020) in her study on "Work life balance of Women Employees" revealed that role overload, dependent care issues, quality of health, problems in time management and lack of proper social support are the major factors influencing the work life balance of women employees in India.

Kumari, K.T. and Devi, V.R. (2015) conducted a study titled as “A study on work life balance of women employees in selected service sectors”. This study covered banking, insurance, IT, BPO, health care and education sector in Bangalore city. The study analyzed various factors affecting work life conflict based on the sample of 360 women. Data was collected through a questionnaire. It was revealed that the work life balance of women employees in different service sector was different. Employer and employee hold joint responsibility to ensure strong work life balance to give positive results for organization and for employees too.

Dr. Renu Parek, Nimmi Singh (2016) In his study titled “Work-Life Balance and Job Satisfaction among the Women Employees in Education sector”, the main aim of this research was to administer an exploratory survey on work-life balance to teachers and analyze their relationship with job satisfaction. Specifically, we wanted to investigate whether teachers" job has a detrimental (work-family conflict) or beneficial effect (work-family enrichment) on family life, and vice-versa (family-work conflict, family-work enrichment). The study is a descriptive survey study. Primary data is collected through self-structured questionnaire and Standard Deviation is applied in this paper to check the authenticity of data given by the respondents of both sectors. The final questionnaire consists 19 questions/statements,

each with four options. Finding of this study recognizing what is important and necessary and striving for what is valued will make a work-life balance feasible. Utilizing management skills will enable you to have job satisfaction and a balance between work and home life.

Rakesh Belwal, Shweta Belwal (2017), In their study titled, “Employers' perception of women workers in Oman and the challenges they face”. The aim of this study is the participation and productivity of women in Oman's labor force are very low and heavily skewed toward the government sector. There are few women in the private sector and the reasons for this are not well-known. Data collected by interviewing the top executives (employers) from 28 organizations in two major cities in Oman were analyzed qualitatively, grouped into emerging themes, triangulated, and discussed. The results indicated that employers, in general, are impressed by women workers Oman. However, they identify a number of challenges women face. This study synthesized and grouped employers' perceptions of these challenges in the following categories: women's natural and physiological composition, their attitude at work, post-marital challenges, socio-cultural barriers, nature and place of work, organizational preparedness and governance, biases or prejudices of employers, and work-life balance issues facing them.

Laxmi Devi Sharma & Nisha (2021), In their study titled “WORK-LIFE BALANCE: A LITERATURE REVIEW”, the aim of the paper is to understand firstly the concept of work-life balance, the effect of work-life balance in various professions mainly focusing on education sector and also to know the influence of work-life imbalance on the well-being of the teachers. The study reviews literature from articles, books, journals, conference proceedings etc. It has been tried to find out the concepts and areas where studies were reviewed on work-life balance and its future scope for research. They found the proper balance between work and personal life help in attaining both organizational and personal goals. The work-life imbalance affects negatively both professional and personal life, leading to decrease in the productivity of the employees. The work-life balance has become an issue both in manufacturing and academics' sector. The teachers are also facing the problem of work imbalance.

Dr. G. Balamurugan, M. Sreeleka (2020), In their study titled “A study on work life balance of women employees in it sector”, the purpose is how the women employees are balanced and satisfied in IT sector and the factors that affect the work life balance of women employees are working hours, Job satisfaction, working condition, etc. and find out the women employee job satisfaction were analyzed by using statistical method that is Chi-square and Correlation test. The primary data were collected through the structured questionnaire. The study found the work life balance of women employees plays a vital role in IT sectors. So, mostly in IT sector the women employee faces more difficulties in managing their personal life and professional life. The work life balance is influenced by different factors demographic variables, individual variables.

Ms. Vani Bharadwaj, Dr. Meera Shanker (2019), In their study titled “Women at Workplace and Work Life Balance: A Literature Review”, the purpose of this study is the various aspects of work life balance of women. This literature review throws light on definitions and theories related to work life balance, variables of work life balance, challenges related to working women, work life initiatives and strategies for work life balance and outcomes of work life balance. The study reviews literature from articles, books, journals, conference proceedings etc. It has been tried to find out the concepts and areas where studies were reviewed on work-life balance and its future scope for research.

1.7 Conclusion Drawn from Literature Review

The above mentioned empirical studies have portrayed the problems working women face. The dual role of working women creates dual responsibilities and expectations at both the scenes to be assessed. Present study is women oriented in nature. And, women is the most important part of the society. Women, contribute at home and in fields collectively since ages. Books like "Women's Role in Economic Development", "Women Empowerment & Economic Development" defines the emerging education rise in girl child and their contribution in terms of Gross Domestic Product (GDP) growth. Therefore, the role of education has lot to do with the generation of employment for them in the current scenario. Some of the works like "The Psychology of Women", "The Handbook of Women Psychology, and the Law", provide an insight amongst men and women about women's unique thought

process and inherent managerial skills. While studying the various Research Papers describing about the work life problems of women across the world. It was found out, that women are coming out of their 'shells' but still, there is a long way to go for achieving the state of 'Human' instead of being female in the eyes of society.

Research Gap

Literature review is an insight towards the issues and difficulties women encounter i.e. psychological, social, sexual harassment at workplace, wage discrimination but the rules to maintain the working conditions of organization are still to be revised for women to function and carry out her responsibilities in fulfilling and safe atmosphere. The issues faced by employed women are manifold and multidimensional. So, the policy makers should concentrate over the demands of the Human Resource i.e. women over issues like maternity leave, child care leaves, building crèche facility in the working places with the developing stress in the new class of our community i.e. dual earning class in the social arena.

Theoretical Orientation of the Problem

The issues faced by employed women are examined by adopting various approaches i.e. physiological, psychological, sociological to ascertain the causes of the various problems. Women, being one, but having many roles to define at work and in family overburdens them. There are different criteria to examine these problems.

- 1. Functional Criteria** – This criteria is seen in the works of Talcott Parsons, Robert Merton, Emile Durkheim, Herbert Spencer. According to this thought, society consists of many interconnected parts. Every part has a role to play and all parts of the society are influencing each other fulfillment at workplace transcends at home and vice-versa.
- 2. Conflict Criteria** – This concept was defined by Greenhouse and Beatall in 1985 identified work – family conflict and Karl Marx explained it in two terms have's and have – not's i.e. work provides economic and social benefits and also discusses problems like sexual harassment also.

3. **Spillover Criteria** – This criteria explains the effect of work and family life on each other in positive and negative manner. This criteria was developed by Edward and Rothbard (2000), William and Alliger (1994), X4 (2009), Kumar and Janakiram (2017). This explains satisfaction and achievement in work affects the family life and similarly, difficulties and depression in family life affects the other one.
4. **Segmentation** – This criteria is based on Boundary theory of Ashforth et. Al, 2000 and Borda theory of Clark, 2000. The, aforesaid theories separate work and family life work and family both are separate entities and function in their own individual sphere.
5. **Social Identity Theory** – This theory was put forth by Burke and Reitzes, 1981 and Rincy and Panchanatham, 2014. This theory is based on the idea of self – concept and group behaviors. Every person in the society has to play multiple roles with importance attached to it. And, on the basis of importance, role is defined.
6. **Role Theory** – was put forth by Ralph Linton in sociology and George Herbert Mead in social Psychology. According to this theory, every individual being part of the society performs many roles, associated with different social positions.

After studying the literature on working women problems and the theories adopted to study them. The present research aims to find out the different aspects of the working women problems transcending in our developing society as a whole and to focus on the suggestions to improve the working conditions of women because the dual working class is the new norm of the growing society. And, it needs to be tackled in an evaluative manner for the forthcoming generations to find sorted balance between work and home.

Chapter - 2

GEOGRAPHICAL INDIVIDUALITY

OF THE STUDY AREA

2.1 Introduction

2.2 Historical Background

2.3 Geographical Location of the Area

2.4 Geology and Relief

2.5 Drainage

2.6 Climate

2.7 Soils

2.8 Natural Vegetation

Chapter - 2

GEOGRAPHICAL INDIVIDUALITY OF THE STUDY AREA

2.1 Introduction

Geographical features do play an important role in the growth and development of any City, including both physical and human factors, Kota City, provides favourable conditions to flourish itself. The favourable conditions are natural vegetation, water resource, relief and soil, and all are collectively responsible for the growth of the city. The economic activities like agriculture, industrialization, transport, commerce and other demographical structures of the city has contributed in the development of the city. All these variables has created a base for the city to prosper and spread its wings latitudinally and longitudinally. The cumulative effect is depicted in Kota's contribution towards the state of Rajasthan's economy as a flourishing "educational, industrial and tourism city of Rajasthan".

2.2 Historical Background

The south-eastern region of Rajasthan is known as Hadoti plateau region. It accompanies Bundi, Baran, Jhalawar and Kota, a land of rich heritage which dates back to 800 years old. Kota City, situated on the banks of river Chambal has its origins in Vindhyan. Its name Kota' is named after Bhil chieftain 'Kotya bhil'. He built a small fort at Akelgarh about 800 years ago, which was protected by a mud-wall around it all the way to Retwali. The city got its name 'Kotya village' around 1342 A.D. and Akelgarh was made its capital, which was later named as 'Kotah', presently known as Kota.

This area has Charmanyawati, Kali Sindh, Parwan, Ghodapachar, Mej rivers. And, the rivers caused the region to flourish. From the antiquity point of view, paintings made by human from the historical period have been found at many places. Evidences of Aryan civilization has been found in Kaithun and Gangdhar. Near Kota City, Badwa place has reported to have found "yajna offerings" of 295 Vikram samvat - Maukhri Vansh. In Mukundra and Charchoma, there are famous temples of Gupta period and in Kolvi (Jhalawar) these are Buddha caves of 6th Century.

Kota city is growing since it's establishment. Starting from Rampura, as a settlement the city expanded to include Mokhapada, Shripura, Ladbura. Ladbura was named after the daughter of the chief administrator Jhalajalim i.e Lad Kanwar.

In the modern settlements area like Chhawani, Gumanpura, Vigyan Nagar, Talwandi, Basant Vihar are included. From the beginning of the establishment of the city by Rao Jaitsi, the principality of Kota state was governed under Bundi state. But later in 1546 A.D., the Pathan brothers (Kesar Khan and Dokar Khan) captured Kota state from the ancestors of 'Jaitsi Kingdom'. But, this victory did not last for longer period of time, because the mighty king of Bundi king Surjan defeated (Kesar Khan and Dokar Khan). Pathan brothers gave the Kota region to his son 'Bhoj', to be ruled as a separate state. After the death of Maharao Bhoj, his elder son Rao Ratan Singh ruled Bundi state and younger son Hridyanarayan ruled Kota. But, Kota was again given back to Rao Ratan as, Hridyanarayan left the battlefield.

Madho Singh was the son of Rao Ratan Singh. He was known for his bravery all over the place. He helped Shahjahan during his captivity by his son Jahangir. Later, in the year 1632, Khurram Khan (Shahjahan) declared Madho Singh as Kota's full fledged ruler. After Madho Singh, Mukund Singh became it's ruler, who died fighting with Aurangzeb.

In the later period, Bhim Singh, Arjun Singh, Durjanshal, Ajeet Singh, Shatrushal, Guman Singh, Ummed Singh, Kishori Singh become 'Kota State' rulers. Charles Metcalfe and Kota's state administrative signed a treaty giving all the powers to Charles Metcalfe. In order to regain the power, battle of Mangrol was fought in 1821 between the rulers and administrators. In this battle, the famous historian Col. James Todd was also present. Maharaj Umed Singh II was the longest ruling ruler of Kota. He ruled from 1889 to 1940. His contributions for the growth and development of Kota state are most prominent. In his reign, Kota developed Rail service, Postal service, Telephone, Banks, Water Supply and Electricity Supply. In his reign, his two assistants Diwan Munshi Shivpratap and Chaubey Raghunathdas contributions are upheld. After the demise of Maharao Umed Singh, Maharao Bhim Singh became the ruler of Kota state in 1940. It was in the year 1948, Kota state merged with Rajasthan after India's independence.

2.3 Geographical Location of the Area

The geographical location is the site and situation of that particular place or region. 'Site' is the absolute location of a place and 'situation' on the other hand, refers to a place in reference to the physical and cultural characteristics of that place or region in particular situation explains the morphology of the city with its expansion plans and prospects with respect to the transport patterns.

Considering, Kota City's site and situation its location is eccentric. With the total one of 221.36 sq. km. The city is situated at 25°11' north latitude and 75°51' east longitude on the banks of Chambal river, in the North-west of district Kota. The city is situated at the average height of 253.33 metres or 831.14 feet above the sea level. The following figure 2.1 shows the location of Kota City.

Kota has Sawai-Madhopur in the north, Bundi and Tonk in the North-west, Chittorgarh in the west, Jhalawar in south, and Baran in the east of the district Kota. Ancient Kotya village is situated near Akelgarh, three kilometres to the South-west of the present Kota city. Kota city is the plain region of the Hadoti plateau.

Kota's transportation is well connected to all parts of the country. Kota is 240 km. away from Jaipur, 470 kms from Delhi and 920 kms from Mumbai. The Kota - Banswara National Highway and national highway (76) connects Pindwara-Shivpuri. This provides good connectivity throughout India. Therefore, Kota is a junction between Delhi and Gujarat. Bundi is the nearest situated city at the distance of 35 km on Kota-Jaipur National Highway, to its north-west. The distance of the city from nearby cities is Ajmer-185 kms, Tonk-140 kms, Jhalawar-85 kms, Baran-80.5 kms. and Sawai-Madhopur-208 kms.

Kota is connected to other railway junctions through Delhi-Mumbai railway line. There are two more railway lines that are Kota-Bina railway line and Kota-Chittorgarh railway line. Therefore, Kota holds a conspicuous position from the regional point of view and from the availability of transportation facilities. At present, the Kota City has been divided into 150 wards with 70 wards in Kota north and 80 wards in Kota South. These wards are well depicted in Figure 2.2 and Figure 2.3.

LOCATION MAP

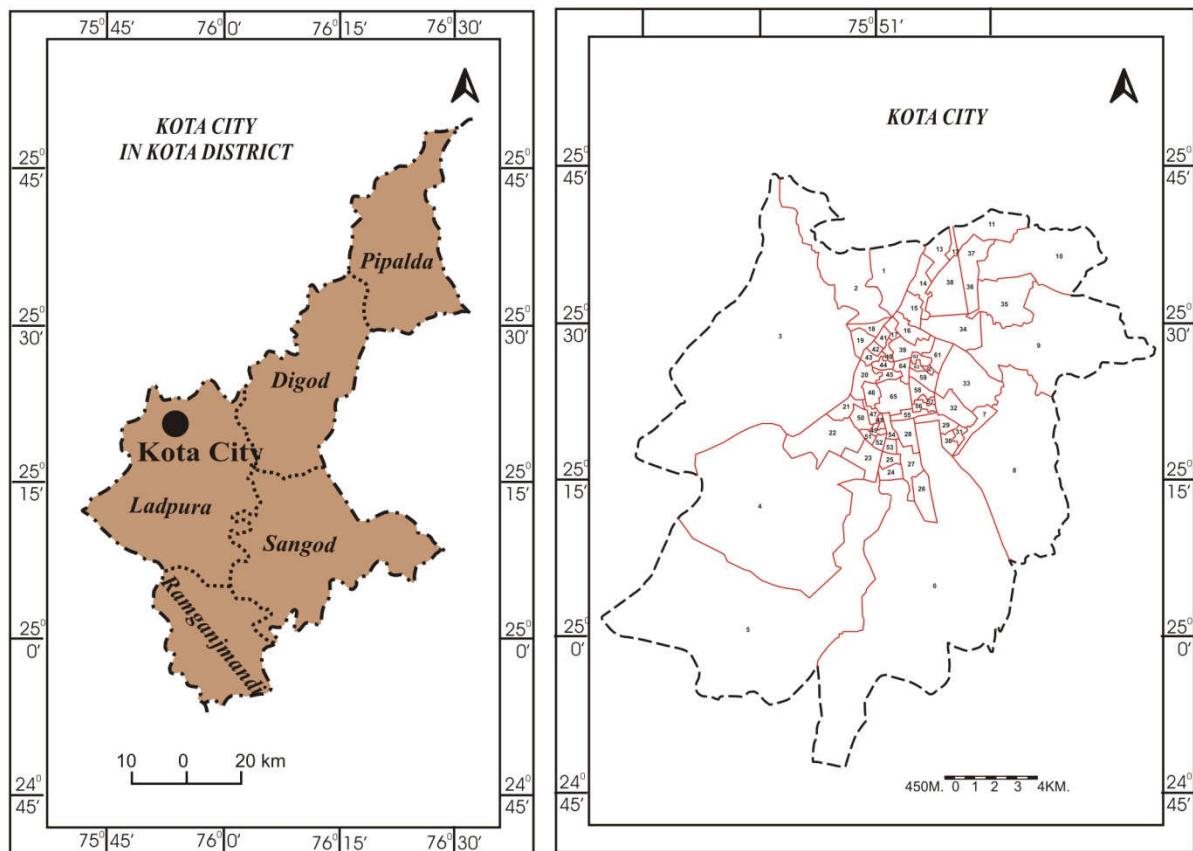
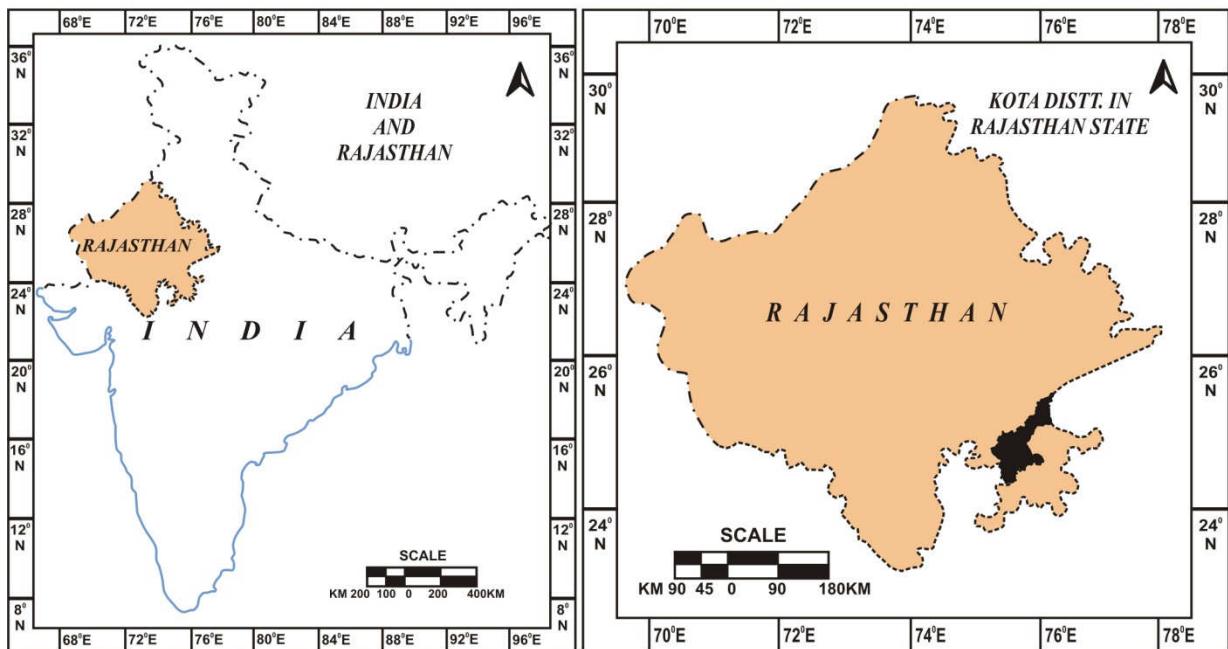


Fig.-2.1

Table 2.1 : Kota City - Situation of Wards

S. No.	Year	Ward
1	1970	33
2	1992	45
3	1994	60
4	201	65
5	2020 Kota North	70
	2020 Kota South	80

Source : Municipal Corporation, Kota

Table 2.2 : Full Demarcation Boundary Details of the 65 Wards

S. No.	Ward Number		New Ward Population	Complete Ward Assessment
	New Ward	Old Ward		
1	1	1	16990	This ward includes Bapu Colony, Balita, Madia Basti, Ramchandrapuria, part of Adarsh Nagar, Suman Nagar, Balita Town, UIT Colony
2	2	2	15466	This ward includes Vikas Nagar, Krishna Nagar, Krishna Vihar, Housing Board Colony, Chambal Vihar, Kamala Udyan, Riddhi-Siddh Pratham, part of Adarsh Colony, surrounding area of St. John School, Girdharpura, Gordhanpura, Devnagar, Ganeshpal, part of Naya Kheda.
3	3	4	15844	This ward includes Hanuman Basti (Kali Basti), Thermal Plant, entire Nanta, Karni Nagar, Badgaon, Ramnagar, Patthar Mandi, Shambhupura, part of Abheda Mahal.
4	4	5	13855	This ward includes areas like Daulatganj, Patwar Ghar, DIET, Swami Vivekanand Colony, Rojdi, Aonli etc.
5	5	5	13979	This ward includes areas like Vinobha Bhave Nagar, Ajay Ahuja Nagar, Bombay Yojna, Ganesh Nagar, Khade Ganeshji Temple, Village Bandhadharmapura, Rathkankara, Day Boarding Shivjyoti School etc.
6	6	29	16407	This ward includes Indraprastha Area, Kheda Jagpura, Bhimpura, Ummedpura, Ranpur and Lakhawa Village, Kali Pada, Bhamashah Mandi, Anantpura Square etc.

7	7	30	15835	This ward includes Indira Gandhi Nagar, Ashok Nagar, partial Raipura etc.
8	8	31	16738	This ward includes Deoli Arab, Rajnagar, Sukhpura, Kanwarpura, Dhakadkhedi, Dadhdevi, Shriram Nagar, Raipur etc.
9	9	40	16693	The villages of this ward are Manpura, Arjunpura, Daslana, Jhalipura, Mandaniya, Hathikheda, Borkhandi, Hanumant Kheda, New Nohra, Borkheda Tiraha etc.
10	10	41	15430	This ward includes the entire part of Sogaria Gram Panchayat, Roteda, Chandrasel village.
11	11	42	16242	This ward includes Bapu Colony, Adarsh Nagar, Ganeshpura, Kailashpuri, Shastri Colony, Gopal Vihar Colony.
12	12	58	15553	This ward includes Hussaini Nagar, Sanjay Nagar, Nehru Nagar, Imam Bada, Chowpra Farm, Dadwada etc.
13	13	60	16846	This ward includes Jawahar Lal Nehru School area, Ajay Ahuja School area, Arya Samaj School area, Surpin Hotel area, Chowpra Farm, Dadwada, Kherli Gate etc.
14	14	56	16741	Nanda Ki Bari, Kherli Gate, Ganesh Chowk, Gaonwadi, Army Area etc. come under this ward.
15	15	55	15491	This ward includes Chaman Hotel, Navrang Hotel, Dostpura Kachhi Basti, Raj Bhawan, M.B.S. Hospital, J.K. Lone Hospital, Sanghi Dharmshala, Central Jail, Government College, Information Center, Payal Hotel, Harijan Basti Nayapura, Muslim settlements include Nayapura, Baggikhana, Government Quarters of Collectorate, PWD Colony, Collectorate area etc.
16	16	54	16545	This ward includes Samrat Hotel, Nayapura Mukti Marg area, Nayapura Bus Stand area, entire settlement of Khai Road, Lakkhi Burj tomb area, Chambal Guest House, Ummed Singh Stadium, Ummed Singh Club, C.V. Garden, Mohan Kutir Colony, Brij Talkies etc.
17	17	53	15065	This ward includes areas like Ladbura Kerbala, Magazine Basti School, Beej Baja Market Area, Lakkhi Burj, Traffic Police, Gulab Bari, Vikram Chowk, Hindu Dharamshala, Vijaypada etc.

18	18	2	15680	This ward includes the lower part of Chambal culvert of NH-12, Riddhi Raj Tyre, Bundi Silica, Purana Kunhadi, Hanuman Garhi, Balapur, Ambedkar Colony, Subhash Nagar, Panchvati Nagar, part of Durganagar.
19	19	3	16999	This ward includes Sagasji Maharaj temple area, entire area of Thermal Colony, Bhuriya Dhol Hanumanji till Kota Barrage
20	20	21	15935	This ward includes Kishorpura, Sanjay Basti, Chappan Bhog, Municipal Corporation, Aashapala Colony, Adharshila Kachchi Basti, Waqf Board, some part of Sajidehra, part of Dussehra Ground, Kishorpura Police Station Area
21	21	6	14915	This ward includes Shivpura, Hajira Basti, Bhitaria Kund, Godavari Dham, Hanuman Basti etc.
22	22	7	13982	This ward includes G.A.D. Colony, F.C.I. Godown area, Poultry Farm area, Shivapura Basti partial area, Tilam Sangh, Engineering College, Bypass Hanging Bridge, Kota Open University Campus, Srinathpuram, Police Station R.K.Puram, Budhsingh Bafna Community Hall etc.
23	23	7	14595	This ward includes area behind fire station, part of R.K. Puram, LIC building, Balaji market, cemetery, Medical College campus, area behind Bhairulal Kala Badal community center etc.
24	24	8	14121	This ward includes Rangbari Housing Board Sector-1, 2,4,5, Veer Savarkar Nagar, Hariom Nagar Kachchi Basti, Vishwakarma Nagar, Krishna Nagar etc.
25	25	8	15186	This ward includes Arogya Nagar, Rangbari Kachchi Basti, Rajput Colony, area behind Rangbari Balaji etc.
26	26	9	16109	This ward includes Anantpura, Rajput Colony, Aman Colony, Subhash Vihar Colony and Talab Village.
27	27	10	15177	This ward includes Parijata Colony, Sector-10, Mahavir Nagar-3 Sector-11, area of Mahavir Nagar I, Gobariya Bavdi, Transport Nagar, Subhash Nagar, Deen Dayal Upadhyay Nagar I and II, Bombay Yojna I and II and Barda Basti etc.

28	28	17	15049	This ward includes Indra Vihar, Talwandi Sector-1, IL Colony, Rajiv Nagar, Commerce College and Mahavir Nagar First from MPV-22 to MPV 32 to Gobariya Bavdi crossing to Narcotics Office
29	29	35	16781	This ward includes Govind Nagar, Prem Nagar I, Vigyan Nagar No. 05, Indira Gandhi Nagar slum and Surya Nagar
30	30	32	16751	This ward includes Govind Nagar, Prem Nagar II and III
31	31	32	16853	This ward includes Prem Nagar I, II, III and Indira Gandhi Nagar
32	32	34	16605	This ward includes Kansua, Bombay Yojna, J.K. Colony, Bapu Nagar etc.
33	33	39	16064	This ward includes Gokul Colony, Rural Police Line, Friend Colony, Malipura Village, Thekda, Oxygen Plant etc.
34	34	46	16884	This ward includes areas like Raghunath Hostel crossing, part of Borkheda, Police Line, part of Military Area etc.
35	35	44	13807	This ward includes Kala Talab, Rangtalab, part of Mahatma Gandhi Colony, Nagar Laxmi Vihar
36	36	45	14083	This ward includes Tullapura, Railway Colony, Ram Mandir Colony, Shivaji Colony, Purohit Ji Ki Tapri, Sundar Nagar, Shriram Colony etc.
37	37	43	14022	This ward includes Railway Colony, Harijan Basti, J.P. Colony, Mahavir Colony, Ambedkar Colony and Jagdamba Colony
38	38	57	16939	These include Sabzi Mandi, Qasim Gali, Hari Om Banquet Hall, Shastri Park, Gurudwara area, Janakpuri, Railway Society, Mala Phatak, MBS Colony etc.
39	39	47	15303	Pragati School, Gayatri Vihar, Nag-Nagin Temple, Gulab Bagh, Puri Enclave, Vallabhbari slum, Kishore Sagar etc. areas
40	40	48	13853	This ward includes areas like old grain market, Agrasen market, vegetable market, Shripura fish market, Rampura police station, Charkhambha, Paya ka school, Vikas Bhawan etc.

41	41	52	13802	This ward includes Bajaj Khana, Umar Colony, Mehrapada, Maharani Girls School, Mahatma Gandhi School, Bhatapada Basti, Old Municipal Corporation Office, Rampura Satellite Hospital, Rampura Post Office, Fatehgarhi, Chhoti Badi Samadhi, Old Gadikhan, Ladpura Harijan Basti etc.
42	42	51	16531	This ward includes Hiran Bazar, Gule Gulzar, Ghantaghar, Chandraghata Harijan Basti, Shani Mandir, Maqbara Thana, Ghantaghar Chowki etc.
43	43	50	13949	This ward includes Radha Vilas, Tipata, Gandhiji's Bridge, Subhash Chowk, part of Indra Market, Kayasthan, Brijrajpura area.
44	44	23	16413	This ward includes Kaka Bhatija Mandir area, Bhim Rajput hostel, Basic Model School, Sabarmati Colony, Retwali, Shripura Girls School, entire Harijan Basti, Housing Board Colony, Neelkanth Mahadev area, Deendayal Park area, area behind Kaithunipol police station, area of Ramtalai Maidan, Jhala House area
45	45	22	13801	Vallabh Nagar Extension, Ashoka Colony, Adarsh Colony, RPS Colony, Sophia School, Jangli Shah Baba Dargah, St.Paul School, Traffic Control Room, Sajidehra Kachchi Basti, Dog Food
46	46	20	14687	This ward includes Pratap Nagar, Shastri Nagar, PHD Colony, some part of Wakf Board, Dadabadi Extension Shakti Nagar etc.
47	47	15	16631	This ward includes Sector 3 and 4 of Dadabari Extension, Basant Vihar, Ganesh Talab Sector 2, 3, Keshavpura cremation ground area, Dhyanchand stadium area etc.
48	48	16	14916	The entire Balakund, Keshavpura Harijan slum, Gujarati slum etc. areas are included in this ward.
49	49	13	16118	This ward includes Keshavpura Sector 4,6,7 and Rajput Colony, Keshavpura Mosque, Ghas Bhairu Ji, Ram Janaki Temple, Shiv Shakti Gymnasium etc.
50	50	50	14147	Mahavir Nagar Extension No. 4,5,6 and 7, Agrasen Colony, Vardhman Colony, Ganesh Talab No. 1, R.A.C. Colony, Chitragupta Colony, Patel Nagar.

51	New Ward		13942	This ward includes Mahavir Nagar Extension Scheme, Sector 2 and 3 area and Santoshi Nagar slum area.
52	52	12	14304	This ward includes Teachers Colony Sector 1 and 2 area, Keshavpura partial area, Rangvihar Competition Colony area, PHED Department, Meera Market, Police Station Mahavir Nagar, Mahavir Nagar Extension Scheme 1 etc.
53	53	11	15703	This ward includes Sector 1,2,3,4,5,6,7,8 and 9 etc. areas of Mahavir Nagar III.
54	54	18	15847	This ward includes Talwandi Sector 2, 3, 4 and 5, and entire Mahavir Nagar II.
55	55	28	14439	This ward includes Sector A and B of Talwandi, Sector 1 of Vigyan Nagar, P. & T. Colony, P. W. D. Colony and partial Jhadu Basti area.
56	56	27	16816	This ward includes Sector 7 and 8 of Vigyan Nagar Extension, Sector 3, Vigyan Nagar's 3-th, 3-p, 3-b, 3-b, 3-r, Chhatrapura, Oriya Basti and partial Oriya Basti.
57	56	26	14349	This ward includes Vigyan Nagar Sector 2, 3 and 4 (except Sector 3's 3-F, 3-P, 3-B, 3-B, 3-R, 3-H) and Vigyan Nagar's Sector 6, P. & T. Colony and Jhadu Basti.
58	58	25	14274	This ward includes Motor Market, Government Polytechnic College, Women's ITI College, Sanjay Nagar A and B, Partial Chhatrapura, Colony behind RTO, 3-H Line, Vigyan Nagar Motor Market, ESI Hospital, Women's Polytechnic College, Meena Girls Hostel, Ayyappa Temple and Sindhu Hospital.
59	59	35	13957	This ward includes Zoom Xerox, Gumanpura Police Station, Bengali Colony, Swami Vivekanand School, Old Akash Talkies, Old Grain Market, Old Scale Industrial Area, Rajasthan Patrika, Dainik Bhaskar, Dainik Navjyoti Office, part of Shakuntala Apartment.
60	60	38	15399	This ward includes Cantonment Muktidham, Shama Colony, Khilti Kaliya Community Hall, area in front of Ek Minar Mosque, Mangaleshwar Mahadev Temple, passing through Albilal Mosque, Teliyon Ka Mandir area, Nathulal Pehelwan via main road to Rajput Colony, Radha Krishna Temple, Devnarayan Temple, Government Girls Higher Secondary School etc.

61	61	39	16179	This ward includes Police Line, Bajrang Nagar, Gopal Vihar, New Gopal Vihar, Kesar Bagh, Krishna Colony, Namrata Awas etc.
62	62	37	15811	This ward is bordered by Khandelwal Dharamshala, Karni Vikas Samiti, Maruti Mandir, Government Higher Primary School, Kavi Raja Ji's Haveli, Bajrang Dal Mill, Old Oil House etc.
63	63	36	16209	This ward includes Tilak Nagar, Arya Samaj, Fakiron Ki Masjid, Rajoura Complex, Bhuteshwar Mahadev, Nagar Nigam Colony, Moti Bapji, Jain Temple, Ganesh Temple Dispensary Area.
64	64	24	1467	Gumanpura New Colony, Shopping Center, Sindhi Colony, Ghodha Basti.
65	65	19	13987	Talwandi Number C, Talwandi SFS, Jawahar Nagar, UIT District Center, Yojna, Income Tax Colony, CAD Colony, Modi College, Parinay Plaza Block and Airport area are included.

Source: Office of Municipal Corporation, Kota (Rajasthan)

Table 2.3 : Demarcation Details of Wards of Kota-North, 2019

S. No.	New ward number	Name of Legislative Assembly	Population	Complete demarcation details of the ward
1	1	Kota-North	7322	This ward includes the entire areas of Bargaon, Girdharpura, Gaurdhanpura and Dev Nagar Village, Maheshwari Resort, St. John's School and Gyan Sarovar Colony etc.
2	2	Kota-North	5896	This ward includes Kali Basti, Hanuman Basti, Thermal Power Station, Chambal Colony, Lakshmi Marriage Garden, Satya Vidya Niketan School, Munna Tailors, Senior Ladies Tailors, Asgar Ali's House, Rose Beauty Parlour, Harijan Basti, Kund-Kund Society and Forest Outpost.

3	3	Kota-North	6944	This ward includes Mathuradhist Ji's temple, Bhatji Maharaj's square, ICICI Bank, Main Road Patanpol, Chhote Mathuradhist Ji, R.B.M.V. Tipta, Kazipara, Bhuria Ganesh Ji, Saraika Sthan, Narayan Bal Niketan, Mathuresh Bhavan, Kali Kankali temple etc.
4	4	Kota-North	6005	This ward includes Lal Burj, Gandhiji's Bridge, Lakshmi Hotel, Bhairu Guddi, Chittaura School, Holi's Peg, Gyanchand Soni's House, Gajeshwar Mahadev, Tippa Chowki, Bambulia Chowk, Randi Pada, Blacksmith's Temple etc.
5	5	Kota-North	7734	This ward includes Jaipur Golden, Mori's Hanuman Ji, Old Vegetable Market, Harijan Basti, Hajira Cemetery, Bajrang Lal Sarraf, Jain Pushp, Bajrang Singh Sindhel, Sindhi Dharamshala, Fish Market, Geeta Bhawan, New Cloth Market, Fire Office, Mohan Talkies Road, Inspectory School, Bagar House, Koli Pada, Payaga School etc.
6	6	Kota-North	5399	This area includes Sangam Hotel area, Harijan Basti, Sulabh Complex, Ghosi Mohalla, Kishore Sagar Lake, C.B. Garden area.
7	7	Kota-North	5372	This area includes the area of Vallabhbari, Hanuman Temple, Jain Diwakar School, Temple Jain Shwetambar, Gurudwara.
8	8	Kota-North	5966	This area includes the areas of JDB College, Saraswati Colony, Amrit Kalash, Rajendra Vihar, Gayatri Vihar, Gulab Bagh, Akashvani Colony.
9	9	Kota-North	6981	This area includes Pragati School, Pragati Nagar, Railway Society, 80 Bigha Plot, R.K. Nagar, Jai Hind Nagar, Police Line, Shiv Nagar, Gayatri Vihar I and II, SP Office area.

10	10	Kota-North	6008	This area includes the areas of Manna Colony, cremation ground, Sulabh Complex, Ganesh Nagar, Government School, Amrit Colony, Khara Kuan, Balaji Garden, Mosque etc. and Military area.
11	11	Kota-North	7863	This area includes the areas of Mandipara, Chitresh Nagar, Mahatma Gandhi Colony, Khari Baoli, Suman Nagar, Parvati Puram, Shivalaya Vihar, Shreeji Vihar, Agricultural Farm etc.
12	12	Ladpura	7004	This ward includes crematorium, Bapu Nagar, PHED office, ABCD block of Bombay scheme, petrol pump, blacksmith colony and part of Sursagar.
13	13	Ladpura	8190	This ward includes Multi Metal, Nagpal Basti, entire part of Rajput Colony, area of Hanuman Temple of Jhiri, Azad Basti, Kansuwan Affordable, Chandrashekhar Affordable, area opposite to the Cardboard Factory Road.
14	14	Ladpura	8538	In front of the police post, Premnagar I, Govind Nagar partial, Premnagar II partial etc. are included.
15	15	Ladpura	7550	Jaga Basti, Govind Nagar partial, Affordable A.B.C.D. and E. Premnagar II partial, partial area of Premnagar III are included.
16	16	Ladpura	8282	This ward includes Chandu Chai Wala, area behind Jain Paan Bhandaar, Premnagar III partial, R.S.E.B., area behind Santosh Agarwal Company, area behind Dev Public School, Shriram Nagar Kachhi Basti, Kahar Ki Basti, Shriram Nagar Colony.
17	17	Ladpura	12307	This ward includes the areas of Raipura, Rajnagar, Gayatri Vihar, Mansarovar Colony, Kanwarpura, Dhakadkhedi and Ummedganj village.

18	18	Ladpura	7281	This ward includes Deori Arab Village, Mahalakshmpuram, Bakshi School, Arihant Vidyalaya, Mittal International School, Milat Nagar, Shyam Nagar, New Nohra Village, Hathikheda Village and Hanumankheda Village.
19	19	Ladpura	9568	This ward includes Manpura, Arjunpura, Daslana, Jhalipura, Jagannathpura, Borkhandi (small and big), Mandaniya.
20	20	Ladpura	7131	This ward includes Bada Sogariya, Madhuban Colony, Mansingh Basti, Chandrasal etc.
21	21	Kota-North	5222	This ward includes Naya Bhadana, Bairwa Mohalla, Riddhi-Siddhi Nagar, partial part of Saraswati Colony, Adarsh Colony Ambedkar Nagar, Jagdamba Colony.
22	22	Kota-North	5066	This ward includes Purana Bhadana, Bhadana Ki Taparia, R.K. Colony, Shaheed Bhagat Singh Kachchi Basti and a part of Saraswati Colony (from lane no. 1 to 10).
23	23	Kota-North	5497	This ward includes Pratap Colony, Baba Colony, Mill Wale Baba, Gopal Mill and Mahavir Colony areas.
24	24	Kota-North	5209	The said ward includes Bapu Colony, Adarsh Colony, Shastri Colony, Bohra Ki Bagichi, Kailashpuri, Ganeshpura, Rajiv Nagar Kachhi Basti, Parvati Colony.
25	25	Kota-North	5352	This ward includes Sanjay Nagar, Hussaini Nagar areas.
26	26	Kota-North	5353	This ward includes Bhimganj Mandi Police Station, Municipal Corporation Sector Office, Jawahar Lal Nehru School, Church, Nirmala School, Inani Bhawan, Rajendra Hotel, Radha Krishna Temple, Man Singh Building, Anand Vihar, Murgi Farm, Shanti Nagar, Royal Conservation Area.

27	27	Kota-North	6482	This ward includes Model Town, Adarsh Colony, Tilak Colony, Vivekananda Colony, Nataraja Cinema, Kendriya Vidyalaya, Surpin Hotel area.
28	28	Kota-North	4388	This ward includes Adarsh Nagar, Suman Vihar, Balaji Town I and II, Kailashpuri, Parshwanath Enclave, Girdhar Enclave, Parvatipuram, Exotica Marriage Garden, Mahavir Mission Hospital, Balita Village (entirely).
29	29	Kota-North	6699	This ward includes Menal Residency, Ganpati Nagar, Ganeshpal entire Maa Trikuta temple, Nanta entire village, Veer Durgadas stadium, Bhairav ji temple, Tejaji temple, Nanta Garh, Jaithion Mohalla, Government building, Nanta Road, Parshvanath Multistory, Neva Lal Ji Petrol Pump, Agrawal Marriage Garden, Nayakheda Village Complete Idgah, Vardhman Colony, Gwaliyan Ka Mohalla, Koli Mohalla etc. are included.
30	30	Kota-North	5743	This ward includes Nari Niketan, crematorium, crusher colony, Mendaki Pal Dham, Odh colony, Kalveli colony, Nanta Training Ground, Sagas Ji Maharaj, fly ash factory area, Abheda Palace, Mohanlal Sukhadia, Power Grid Station, Karni Mata Temple, Biological Park and the entire area of Karni Nagar are included.
31	31	Kota-North	6566	This ward includes Panchsheel Colony, entire Durga Nagar, Subhash Nagar, Sagas Ji Maharaj, New Thermal Colony, Riddhi-Siddhi Properties, Chune Wale Baba, G-Mart, Mosque, Neva Lal Marriage Garden, Bajrangpura and RSEB Office.

32	32	Kota-North	7270	This ward includes Government School, Dhuankhal, Dev Narayan Community Hall, Hathai Chowk, Kalitek Hanuman Temple, Sulabh Toilet, Masjid Gali, Nagar Flour Mill, Narayan Bhawan, Emmanuel School, Jain Temple.
33	33	Kota-North	6050	This ward includes Imani Chowk, Shujauddin Chowk, Mangilal Beedi Wala's house, Gori Haji Gali, Bhistis' Mosque, Aziz Shoe Wala's house, Old Harijan Basti, Gule Gulzar, Qureshi's Mosque etc.
34	34	Kota-North	5704	This ward includes Jain Temple, Chandraghata, S. Gopal's Lane, Bibi Johra Mosque, Lakhara Pada, Sunar Lane, Sati Chabutra, Kharwal Temple, Indra Market behind the Church, Bad Ka Chowk, Ghantaghara Tiraha, Sheetla Mata Temple, Bhoot Lane, etc.
35	35	Kota-North	6269	This ward includes Hindu Dharamshala, Dr. Jayarath's house, Bakshapuri Kund, Thathera Gali, Vijay Pada, Buddha Sain Ji's house, Rampura Kotwali, Arihant Marg, Chhoga's Bawdi, Gulab Bari, Traffic Police Office, Vikram Chowk, Shambhu Dudh Wala, Agrasen Bazaar, etc.
36	36	Kota-North	5586	This ward includes Karbala Mosque, area around the madrasa, Shabana Manzil, Sheetla Mata Temple, Salim former councilor, Magazine School, Sulabh Complex, Tamboli Pada, Desh Ki Dharti office, area from Lucky Burj to the fort, Nandu Jamadar etc.
37	37	Kota-North	6020	This area includes Khai Road, Kalpuriya Basti, Gujarati Basti, Bhola Ki Bari, Chambal Rest House and Stadium area.

38	38	Ladpura	8582	This ward includes Harijan Basti, Khatikon Ka Mohalla, Radhakrishna Temple, Bairwa Mohalla, area around Amera Bhawan, Adinath Namkeen, area near Baba Ramdev Temple.
39	39	Ladpura	8589	This ward includes Harijan Basti, Rajput Colony, area around the community hall, the entire area of Hukumchand Papaji's lane, the entire area of Masjid lane.
40	40	Ladpura	6555	Prem Nagar II, Partial, Vaishnav Colony, Dali Bai Mataji, Madrasa, Government School, Prem Nagar II, Near Rajendra Kushwaha etc.
41	41	Ladpura	7030	Prem Nagar II Partial, Power House Area Partial, Jhiri Hanuman Temple, Ramdev Temple, Prem Nagar III Partial
42	42	Kota-North	6179	The areas of Ramdas Nagar, Laxmi Nagar, Gopal Vihar Colony's hut, Kala Talab, Rang Talab, Chauthmata Temple, Bawdi etc. are included.
43	43	Ladpura	8300	Part of Sogaria Gram Panchayat, Poonam Colony, Chhota Sogaria, Ganpati Nagar, Pratap Township, Durga Nagar etc. are included.
44	44	Kota-North	7798	The area includes New Railway Colony, Saraswati School, T.A. Camp, Railway Hospital, Railway Workshop Ground, Tullapura.
45	45	Kota-North	7025	RE Type Railway Colony, Old Railway Colony, Workshop, J.P. Colony, Oriya Basti, Harijan Basti, entire area in front of Railway Platform No. 04 are included.
46	46	Kota-North	5863	Nehru Nagar Harijan Basti, Telghar, Arya Samaj, Imambara area are included.
47	47	Kota-North	5998	Chowpra Farm, Shankar Bhawan, New Kavita School, Arya Samaj School etc area

48	48	Kota-North	5944	Saraswati Colony, Balaji Town, Vidhata Colony, Shamshan, Ghumchakkar, Ganesh Chowk, Kumharon Ka Mohalla, Government School Area
49	49	Kota-North	5293	Vimal Kirana Store, Hanuman Ji Temple, Ramchandrapuriya, Sweet Home Colony and part of Bapu Basti are included.
50	50	Kota-North	7695	Riddhi-Siddhi Nagar, Chanchal Vihar, Laxman Vihar, Housing Board Colony, Petrol Pump, Radha-Krishna Temple, Loreto Public School, Mittal Marriage Garden, Vikas Nagar, Riddhi-Siddhi Pratham, Kamla Udyan, Landmark City, SGN Marriage Garden Area
51	51	Kota-North	6227	Entire Thermal Colony, Kunhadi Police Station, Sant Tukaram Community Hall, Ambedkar Colony, Hanumangarhi are included.
52	52	Kota-North	6393	These include Raj Ki Haveli, Maqbara Police Station, Umar Colony, Habimullah Painter, Ahle Hadith Mosque, Dr. Zakir Hussain Community Hall, Bhando Ki Mosque, Zaidi Studios, Mama Kariman Chowk, Gauri Hotel Lane, Samad Beedtri Wala, Madar Chilla to Meera Datar, Near Maheshwari Temple, Mubarik Hussain Councilor, Netaji Chakki Wale, etc.
53	53	Kota-North	5762	Raymond Showroom Temple, Hammal Chowk, Shani Temple, Chashme Ki Bawdi, Qureshi Zaman Khana, Cemetery, Narayan Paan Street, Devnarayan Temple, Hussain Chowk, Teliyon Ki Chowkdi, Bajaj Khana, Kathaiya Pada, Zakir Barber, Raghu Paan Street, Ismail Bhai's House, Gauri Hotel Street, Iqbal Chowk, Musafir Khana, Bambola Temple etc.

54	54	Kota-North	5764	These include Kathaiya Pada, Bandi wrestler's house, Maumilo's big mosque, cremation ground lane, Harijan colony Bhatapada, Mehra Pada, Bhairu ji's square, Syed Baba's tomb, small mausoleum, big mausoleum, Gundis square, Mahatma Gandhi School, Maharani School, long lane, Dr. Aziz lane.
55	55	Kota-North	5437	Jagdish Hotel, Chetan Hanuman Ji, Potters Colony, Post Office, Rampura Office, Fatehgarhi, Car Parking, Pratap Chowk, Harijan Basti, Dispensary Road, Bharatendu Committee.
56	56	Kota-North	5552	Doodhadhari Temple, Kolipada, Imli Chowk, Bad Ka Chowk, Sigma Vidyalaya, Jain Temple, Namak Gali, Part of Karbala Estate.
57	57	Kota-North	5121	Bus stand, area behind the bus stand, Nayapura Muktidham, graveyard, Samrat Hotel, Hanuman Tekri, vegetable market area are included.
58	58	Kota-North	6507	Nehru Colony, Masjid Chowk area, M.B.S. Hospital, Professor Colony, J.K.Lone and Jail Complex, Ayurvedic Hospital Prakash Clinic, Part of Koli Pada area
59	59	Kota-North	6563	Maharao Bhim Singh Colony, Bal Mandir School, Post Office Red, Jain Temple, Nanak Palace, Shrinath Apartment, Sunflower Restaurant, Mangalayatan, Umaid Bhawan, partial Army area are included.
60	60	Kota-North	5442	Railway DRM Office, Janakpuri, JN Marshall, Ravi Vihar, Adarsh Colony, Railway Society, St. Paul's School, Mother Teresa, Mala Phatak slum area are included.
61	61	Kota-North	5505	The areas of Loco Colony, Noorie Masjid, Raza Nagar, Shriram Vihar Nagar, Krishna Vihar are included.

62	62	Kota-North	5565	Shivaji Colony, Purohitji's Tapri, Sundar Nagar area is included.
63	63	Kota-North	7531	Dadwada, Harijan Basti, Vinayak Colony, Vikas Colony, Sulabh Complex, Match Factory Road, Danmal Ji's compound, Sabzi Mandi, Railway Station area
64	64	Kota-North	5044	Ram Mandir, Subhash Library, Hariom Banquet Hall, Mayur Colony, Jain Mandir Road, Rubber Factory, Gurudwara School, Dak Bungalow School, Gurudwara, Rajkesar Hotel area are included.
65	65	Kota-North	5101	Area of Subhash Colony, Nanda Ki Bari, Telwali Gali.
66	66	Kota-North	7991	Mohan Niwas, Khand Gaonwadi, Family Court, Civil Line, Sukhdham, Dostpura, Officers Club Area.
67	67	Kota-North	7489	Harijan Basti, Ismail Chowk, Civil Line, Baggikhana, Brijraj Colony, Raj Bhawan area.
68	68	Kota-North	4915	Shitla Mata Temple, Gori Ashram, Harijan Basti and a part of Bapu Basti.
69	69	Kota-North	5392	Ramdevji Temple, part of Bapu Basti, Devnarayan Temple, Beed Balaji, Government School near Beed Balaji, Jai Ambe Tent House, Rajputana Grocery Store included.
70	70	Kota-North	7573	The lower part of Chambal culvert of NH-12, Riddhi Siddh Tower, Bundi Silica, Bijasan Mataji Temple, entire area of Balapura, Sector Office of Municipal Corporation, Vijayveer Club Stadium, Roadways Workshop, Rajat City Group, Kankreshwar Mahadev Temple, Old Kunhadi, Kunhadi Haveli are included.
		Grand Total	457542	

Source: Nagar Nigam, Kota (Rajasthan)

KOTA NAGAR NIGAM-NORTH

According to Ward-wise (2020)

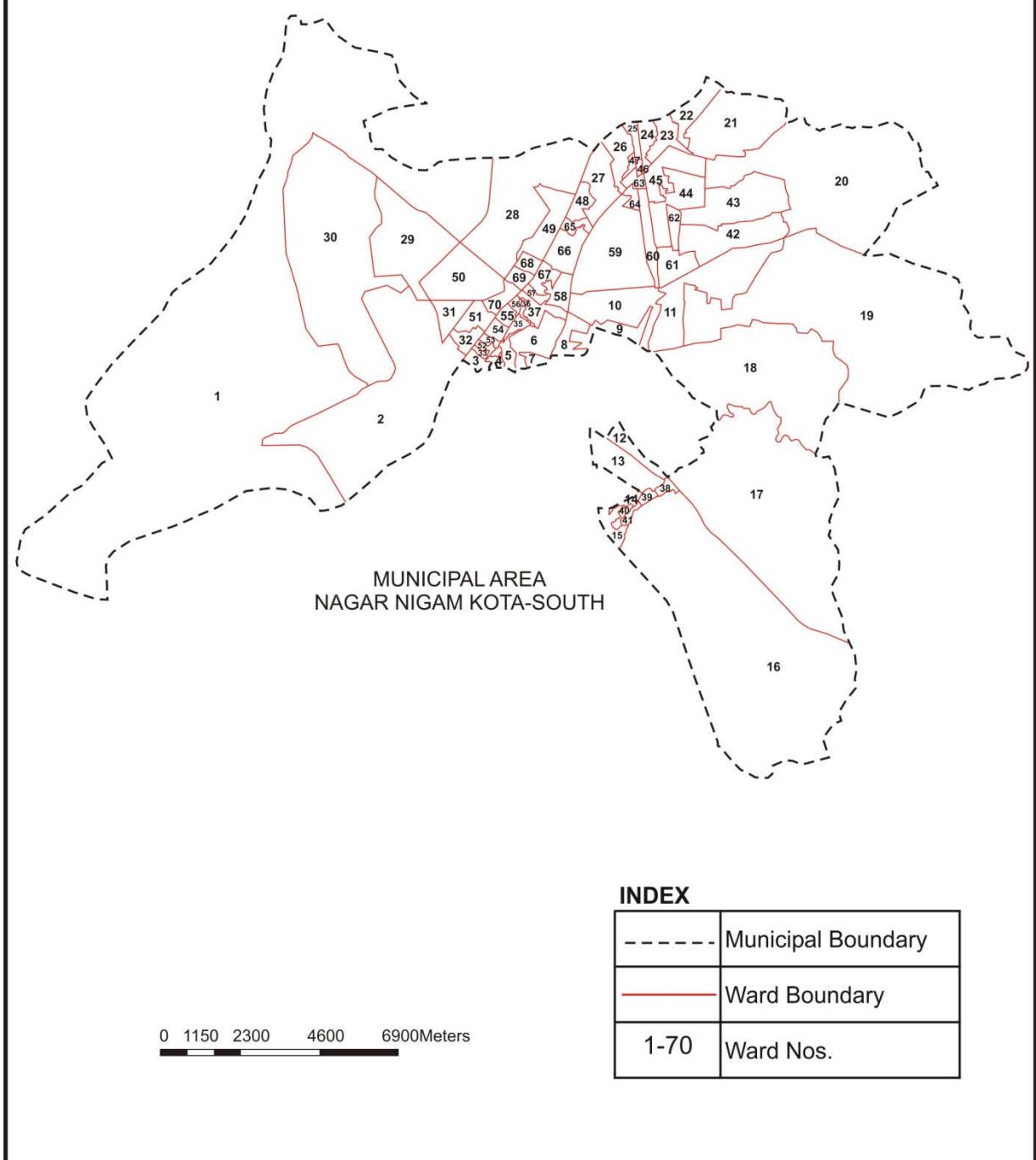


Fig. 2.2

Table 2.4 : Demarcation Details of Wards of Kota-South, 2019

S. No.	Ward No.	Name of Legislative Assembly	Population	Complete Demarcation Details of the Wards
1	1	Kota-South	5688	This ward includes the areas of Opium Warehouse, Patta Burj Akhara, Retwaali, Padamnath Temple, Neelkanth Temple, Kaithunipoul Police Station, Satyanarayan Temple.
2	2	Kota-South	5775	Sajidehra Bakra Mandi, Fanta Mandi, Aashapala Colony, Shakti Nagar, Govind Dham, Kishorpura (partial), Dog House, Dussehra Ground area.
3	3	Kota-South	7540	Entire Wakf Board, Adharshila Kachchi Basti, Pratap Nagar area.
4	4	Kota-South	8048	Shivapura complete, Bhitaria Kund, Godavari Dham, Amar Niwas etc. areas are included.
5	5	Kota-South	5909	This ward includes the entire Hajira Basti, Shyam Nagar, Tilam Sangh, Akelagarh, RTU Campus area.
6	6	Ramganj Mandi	6240	This ward includes Tagore Nagar, Chanakya Nagar, Swami Vivekananda Nagar (RHV), Vivekananda Nagar (UIT), Bombay Yojna.
7	7	Ramganj Mandi	4892	This ward includes Nayagaon, Daulat Ganj, part of Rojdi, Mansarovar Colony, Nayagaon UIT Educational Zone.

8	8	Ramganj Mandi	6358	This ward includes partial Vinoba Bhave Nagar, all colonies of Dharmapura Road (Hadauti Colony, Defence Colony), Dharmapura Village, Bandha Village, Rathkankara Village, Nandani Nagar, Mukundra Vihar, Ganesh Nagar, Ganesh Udyan Area, Bansal School, Arogya Nagar.
9	9	Ladpura	5948	This ward includes Retya Chowki, Lakhawa, Ranpur, Shanti Nagar, Puniya Deori and entire Ranpur Educational/Industrial Area.
10	10	Ladpura	7770	Jagpura, Kheda Jagpura, Bhimpura, Ummedpura, Coal Talai, Bhamashah Mandi, Industrial Area, Om Enclave, Koli Pada are included.
11	11	Ladpura	10362	Prem Nagar First, Sabzi Mandi, Bajrang Nagar, Surya Nagar, Bengali Colony, Main Road Street of Govind Nagar etc.
12	12	Kota-South	5555	Entire Sector-6, Jhadu Basti, Sector 5-A, Special Partial, Railway Side Basti, Abhigyan School Street, Gandhinagar Kachchi Basti etc. areas.
13	13	Kota-South	5560	Vigyan Nagar Sector 8, Sector 7, Bhatta Basti, Ganesh Nagar, Noorie Jama Masjid, 5-A Special Partial, Front and Back side of Noorie Masjid, Sanskriti School, Aman Colony etc.
14	14	Kota-South	7050	This ward includes Sanjay Nagar, Sabji Mandi, Oriya Basti, Sanjay Nagar Bypass and the area between the railway line.

15	15	Ladpura	6796	This ward includes Ramchandrapura Cantonment Street No. 1, 2, 3, 4, 5, Small and Medium Scale Industrial Area, Plywood Market, Area behind Sector Office, Bhairu Basti, Durga Basti Mohalla, Gher Wale Baba Area.
16	16	Ladpura	9150	Shriram Colony, Akshardham, Pratap Nagar I & II, Thekra, Shriram Nagar, Jayshree Vihar, Malipura, Shiv Sagar, Aastha Nagar, area near Holy Family Hospital, Royal Sun City etc.
17	17	Ladpura	7778	Areas of Jaihind Nagar, Sukhdham, Friends Colony, Lajpat Nagar First, Surya Nagar, Bharat Vihar, Devashish City, Rural Police Line, Aditya Nagar, Bajrang Vihar etc.
18	18	Ladpura	5333	The areas of Gopal Vihar I, II, Kesar Bagh, Vaibhav Nagar, City Police Line and Nayagaon are included.
19	19	Ladpura	8294	The areas included are Shriram Vihar, Greenpalm, Landmark Paradise, Bajrang Nagar, Krishna Nagar, New Gopal Vihar, Triven Awas, Atwal Nagar, Aditya Awas.
20	20	Ladpura	9750	Regar Mohalla, Kotdi Masjid Chittaura shop, Janata Dairy (left side), area of Khandelwal Dharamshala.
21	21	Kota-South	5394	This ward includes the areas of Gumanpura, New Colony Gumanpura, Chowpatty, Shopping Centre Motor Market Shopping Centre, Multipurpose School, Teachers Colony Gumanpura.

22	22	Kota-South	5053	Sant Kanwar Dharamshala, Sindhi School, Entire Sindhi Colony, Entire RPS Colony, Half of Sajidehra (Behind Rajiv Pathshala) area.
23	23	Kota-South	5510	Ramtalai Kachhi Basti, Jhule Lal Mandir, Tikona Park, Surajpol Gate, Mahila Thana, Raglahat, Shripura Girls School, Krishna Dudh Dairy, Babra Pada area.
24	24	Kota-South	5531	The entire area of Kishorpura, Ghosi Mohalla is included.
25	25	Kota-South	6183	Covers the entire Shastri Nagar, Dadabari area.
26	26	Kota-South	6347	Hanuman Nagar, Hanuman Nagar slum, R.A.C. Campus area.
27	27	Kota-South	5206	Srinathapuram Stadium, C.A.D. Quarters, Srinathapuram E-B-C., Srinathapuram B-22-387 area covered.
28	28	Kota-South	5427	R.K.Puram. B-E, Bombay Scheme, Open University area covered.
29	29	Ramganj Mandi	5225	Amli, Rozdi, partial Nayagaon are included.
30	30	Kota-South	7857	R.K.Puram-A, Medical College, Balaji Market, Srinathapuram-A half area.
31	31	Ramganj Mandi	9552	The entire area of Rangbari includes Rangbari Balaji Temple, Ganpati Traders, Shagun Marriage Garden, Tejaji Temple, Arogya Nagar.

32	32	Ramganj Mandi	5852	Entire area of Vinoba Bhave Nagar, Ajay Ahuja Nagar, Bombay Yojna (Odia Basti).
33	33	Kota-South	4180	Entire Barda Colony, Entire Crusher Colony, Multistory (Karneshwar Block) behind Truck Union, Bombay Scheme in front of Truck Union, Subhash Nagar crematorium area.
34	34	Kota-South	5313	Entire Talab Village, Entire Subhash Vihar, Anantpura Kachchi Basti, Amin Bhai Farm House, Old Anantpura Police Station Area.
35	35	Kota-South	7601	Amir Colony, Ghosi Mohalla, Rajput Colony, Dev Colony, Anantpura slum area.
36	36	Kota-South	5100	Deen Dayal Nagar half (opposite the cemetery), Subhash Nagar I & II, Bombay Scheme, Subhash Nagar area.
37	37	Kota-South	5213	Manav Sewa Samiti, Gobariya Bavdi slum area, part of Mahavir Nagar I, Transport Nagar, half of Pandit Deen Dayal Nagar (Deen Dayal Nagar opposite Sky Park building) area.
38	38	Ladpura	9900	Indra Colony Kachchi Basti, Vigyan Nagar Sector 5, Ambedkar Basti, Indraprastha Industrial Area, Dakniya and IL Factory etc.
39	39	Kota-South	6334	Vigyan Nagar, partial sector-3, sector 4, entire PNT and PWD colony are included.
40	40	Kota-South	8294	Sanjay Nagar, rear portion of Daawat ul Uloom Madrasa, Manshapurna Hanuman Temple, Fellowship Church etc.

41	41	Kota-South	6613	Chhatrapura, Polytechnic College, R.T.O. Office, front portion of Ayyappa Temple, Meena Girls Hostel, Karani Nagar Vikas Samiti etc. are included.
42	42	Ladpura	7950	Rajput Colony, Behind Girls School, Veer Hanuman Temple, Gole Wali Masjid, Shiv Ashram Area.
43	43	Ladpura	6301	Shama Colony, Leather Factory, Harijan Basti, J.P. Colony area.
44	44	Ladpura	8979	Nagar Nigam Colony, Paliwal Compound, entire area near Dr. Ramkumar Community Hall, entire area behind Faqir Ki Masjid, Veer Tejaji Maharaj's Temple, Bhuteshwar Temple, Hardol Gymnasium, Narayan Gymnasium, Sridaksh Prajapati, Narayan Baba's Garden Area.
45	45	Ladpura	9129	Harijan Basti, Bhoi Mohalla, Khatik Mohalla, the entire area of Sabzi Mandi, the area of Kavi Raj's Haveli, the area behind the petrol pump, the entire area in front of the liquor shop.
46	46	Kota-South	6623	New Sabarmati Colony, Old Sabarmati Colony, Housing Board Colony, Birla Medical, Rashtradoot Office, Bhim Hostel, Choti Badi Gadikhana, Basic/New Middle School, Water Tank Area.
47	47	Kota-South	6736	Banjara Colony (the area between Masjid and RPS Colony), half of Sajidehra (Narayan Das Ka Atta, Shiv Chowk, Kishorpura Police Station, Police Quarters, part of Sajidehra adjoining the police station).

48	48	Kota-South	5484	Covers the entire area of Dadabari Sector 03 & 04.
49	49	Kota-South	5421	Entire area of Agrasen Nagar/Gurjar Basti, Ganesh Talab Sector 01, Mahavir Nagar Extension Scheme 06.
50	50	Kota-South	6133	Mahavir Nagar Extension Scheme Sector 04, Mahavir Nagar Extension Sector 05 and entire Chitragupta Colony area.
51	51	Kota-South	5997	Area of Srinathapuram B, Srinathapuram B half, Srinathapuram half (behind Shivalik School).
52	52	Ramganj Mandi	9393	Hariom Nagar Kachchi Basti, Veer Savarkar Nagar, Narcotics Colony, Lohar Basti, Power House, PHED Office, Mother Teresa School, Government Veer Savarkar Nagar School, Sector 4, etc.
53	53	Ramganj Mandi	9632	MLA Colony, Vishwakarma Nagar up to drain, Rangbari Yojna, Sector 1, 2 and 5 and part of Sector 4, Balaji Nagar, Krishna Nagar, Hariom Kachchi Basti part etc. areas.
54	54	Kota-South	7675	I.L. Colony, Rajiv Gandhi nagar, Mahaveer Nagar I, Patrakar Colony area.
55	55	Kota-South	7529	Talwandi Sector 01, half of Indra Vihar (opposite Jawahar Nagar police station), New Rajiv Gandhi Nagar, Allen Career Institute, Friends Bazaar, PMC Hospital, Bhatia Building area are included.

56	56	Kota-South	6478	Vigyan Nagar includes entire Sector 1, part Sector 2, Shanti Prakar Park, Mukesh Goyal Park, RSEB Office, PHED Office, Government Dispensary, Rajiv Plaza, Sabzi Mandi, Jhulelal Temple, New Police Station, Arya Samaj Temple, Ashoka Park.
57	57	Kota-South	5436	Vigyan Nagar Partial Sector No. 2, 3, Jain Temple Area, Municipal Sector Office, Hotel Arts, ESI Hospital, Ayyappa Temple, Maheshwari Bhavan, Sindhu Hospital, Lions Club, New Motor Market etc.
58	58	Ladpura	5662	Bengali Colony, entire area of Shitla Mata Temple, Dainik Navjyoti Road, Azad Park, Shakuntala Apartment, Children School, Big Mosque, Rajora Complex, Bhoot Bangla area and Tilak Nagar area are included.
59	59	Ladpura	7705	Cantonment Sabzi Mandi area, area behind Ek Minar Masjid, entire area behind Jain Temple.
60	60	Kota-South	5611	Entire Vallabh Nagar, Extension, Entire Ashoka Colony, Bhatia School line, Sophia School, St. Paul School, Government School, half of Banjara Colony (behind Pannalal Grocery and Hanif Kabadi wala) area.
61	61	Kota-South	6495	Dadabari Sector 1 & 2 Entire, P. & T. Colony area.

62	62	Kota-South	6134	Ganesh Talab Sector 2 & 3, Basant Vihar Special Area Entire, Part of Basant Vihar.
63	63	Kota-South	5512	The area of Basant Vihar covers.
64	64	Kota-South	6240	Partial Santoshi Nagar A, Santoshi Nagar B, Mahavir Nagar Extension Scheme 07, Area of Patel Nagar.
65	65	Kota-South	6155	Area of Mahavir Nagar Extension Sector 03, Santoshi Nagar A Half.
66	66	Kota-South	7864	Area of Mahavir Nagar Extension Sector 01 and 02.
67	67	Kota-South	8191	The area of Teachers Colony Sector 1 and 2, Rangvihar, Competition Colony, Ambedkar Basti Colony is included.
68	68	Kota-South	5523	This ward includes area of Mahavir Nagar III Sector 06, 07, 08, 09.
69	69	Kota-South	6275	Area of Mahavir Nagar III Sector 02, Mahavir Nagar III Sector 03, 05.
70	70	Kota-South	5542	Area of Mahavir Nagar III Sector 01 & 04, Parijat Sector 10 & 11.
71	71	Kota-South	7350	Talwandi Sector 02 and 03, half of Indra Vihar. (area behind Jawahar Nagar police station)

72	72	Kota-South	5697	Talwandi A Half, SFS Colony, A B C D, Area of Talwandi C Half.
73	73	Kota-South	7793	Airport Complex, Ghoda Basti, Durga Basti, CAD Colony, IMTI Colony, Income Tax Colony Area.
74	74	Kota-South	6272	Danbari, entire Jawahar Nagar, District Centre, Talwandi C partially included.
75	75	Kota-South	8679	Entire Balakund, Agrasen Nagar area.
76	76	Kota-South	8097	Area of Keshavpura Sector 07, Keshavpura Sector 06.
77	77	Kota-South	6823	Rajpur Sector, Kumhar Mohalla, Ram Janaki Temple, Tejaji Park, Keshavpura Sector 04 area.
78	78	Kota-South	6176	Mahavir Nagar II Entire area.
79	79	Kota-South	8859	Talwandi Sector 04 & 05, Talwandi Sector B, Talwandi Sector A (600 Line) Ambedkar Basti area.
80	80	Kota-South	8522	Keshavpura Sector 04, Partial Keshavpura Sector 06, Gujarati Basti, Harijan Basti, Bhil Basti, Area of Sunaaron Ka Mohalla.
Grand Total			542670	

Source: Nagar Nigam, Kota (Rajasthan)

KOTA NAGAR NIGAM-SOUTH

According to Ward-wise (2020)



MUNICIPAL AREA
NAGAR NIGAM KOTA-NORTH

0 1000 2000 4000 6000 Meters

INDEX

- - -	Municipal Boundary
—	Ward Boundary
1-80	Ward Nos.

Fig. 2.3

The Main Landmarks of Kota City-

Kota Garh- It was named after Kotiya Bhil. It was up to 1908 the gates of Garh were opened and closed.

Neelkanth Temple- At the Kishorepura gate, Neelkanth temple is located. It was built in the 16th century.

Mathuradheesh Temple - This is one of the prominent religious places of Kota. This is the peeth of Vallabhacharya Sampradaya.

Jagmandir Mahal- is located near Chatravilas Garden in the middle of Kishore Sagar lake. It was constructed by Kota's Maharao Durjanshal at the request of his Rani Brajkanwar.

Hawa Mahal- is constructed at the opening door of Kota Garh. It was inaugurated by Maharao Ram Singh II in 1864. After independence, It has been turned into an archaeological museum.

Government Museum- It was established in the year 1995 in Brajvilas Bhawan.

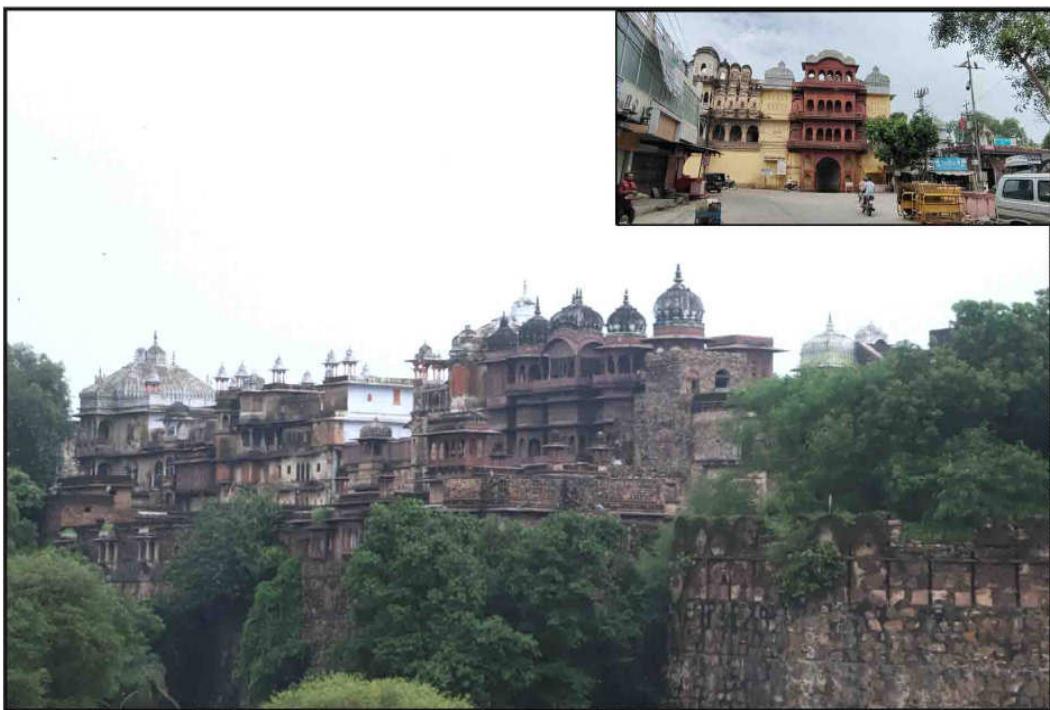
Kshar Bagh ki Chattriyan- In Kshar Bagh the last rites of the Kota rulers was done.

Lakkhi Burj Garden- It was developed in the year 1976 as a garden near Kishore Sagar lake.

Samadhi Udhyan- is located on the banks of Chambal river in the Rampura basti. It was established by Shiv Pandits as Samadhi Udhyan. It's construction was completed during the reign of Maharaja Kishore Singh I.

Chatravilas Garden- This garden was developed by Maharaj Chatrashal. It is spread in around 200 acre land area.

Chambal Garden- is located on the banks of Chambal River on Rawatbhata road.



Kota-Garh Palace



Lakkhi Burj
(Photo Plate - 1)



Jag Mandir, Kishore Sagar Talab



Chatra Vilas Garden

(Photo Plate - 2)

Bhitariya Kund- In Shivpura area, on the banks of Chambal river, an old Shiv Mandir with kund is located known as Bhitariya Kund.

Hadoti Traffic Park- It is located near to Chambal garden, near Kishorepura road. It's mainly focused to make children learn about traffic rules.

Kota Archives - The archive office is established in Jhala office located at Surajpole in Kota. 300 years old records of Kota state are available in this three storied building built during the princely era.

Varah Temple- Maukhari dynasty had the prevalent practise of Varaha puja. A Varah statue has been found here in Kota region. Maukhari dynasty had the prevalent practise of Varaha puja.

Akelgarh- There are ruins of two forts on the right bank of Chambal river towards the south of Kota city. Both, of them are called Akelgarh.

2.4 Geology and Relief

The post- Cretaceous history of the study area is linked with the orogenesis of the Himalayan Mountain System, while the geomorphic history is associated with Aravallis origin, Peneplanation and it's rejuvenation and evolution of vindhyas too. The present topography of the city is a result of a long but interrupted fluvial cycle of river Chambal and its tributaries viz...Parvati, Parvan, Kalisindh, Mej. Kota city is situated at the north of Hadoti plateau. Geologically, the city is situated in the north-west of malwa plateau with the general elevation of 253.3 metres above the sea level. A hilly crescent is prominent in north-south and east of the city. Mukundara range of vindhyan group belongs to this crescent only.

Physiographically, the city can be divided into two divisions, first the plateau region and second, the valley region which forms the slopes of the city. The general slope is from south-west to north-east and north-west. At some places, It is even more than 340 metres above the sea level in the north-east and south-east respectively.

KOTA CITY

Relief

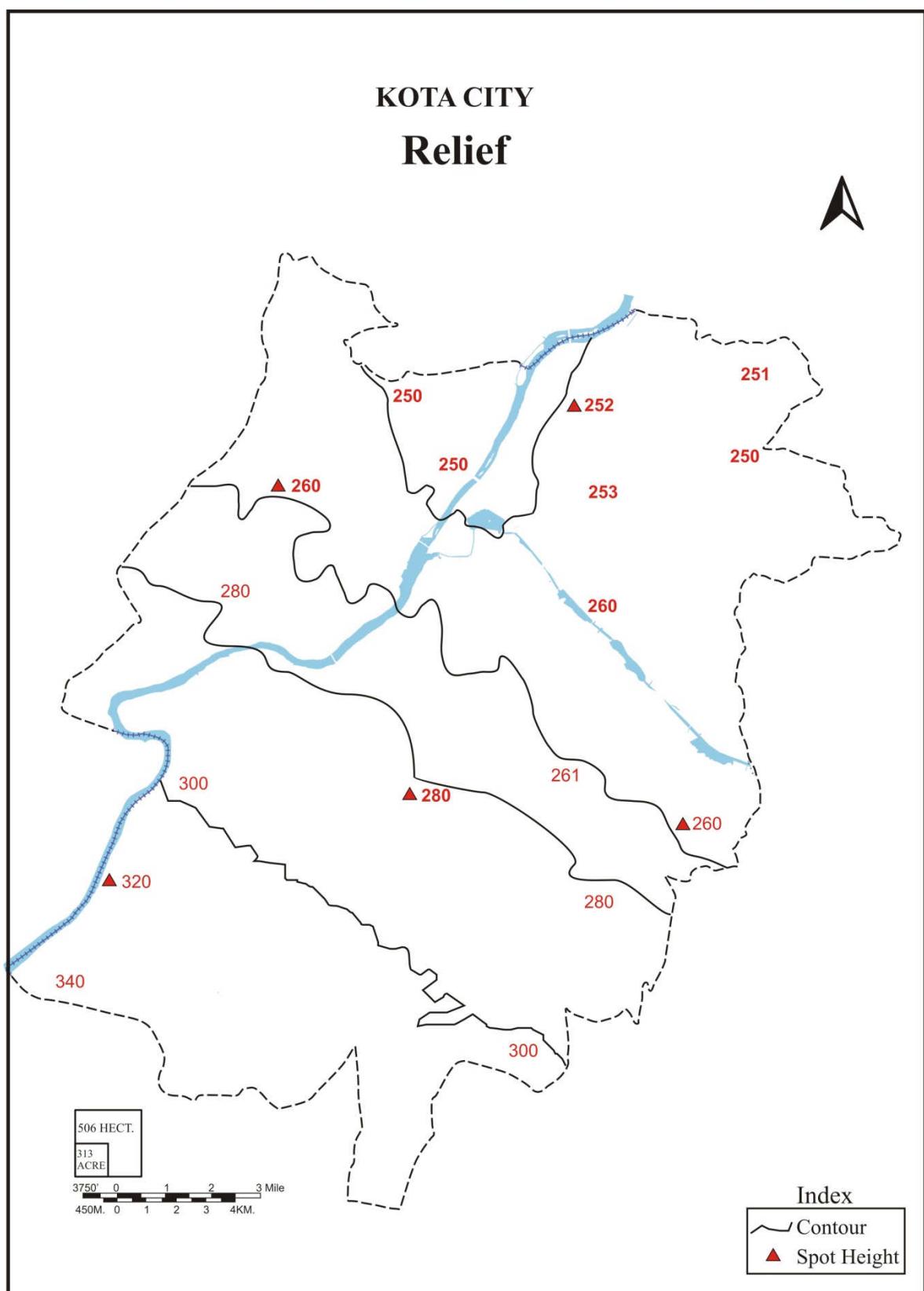


Fig.-2.4

The western region is ideal for settlements being a flat rolling plain. The northern and central parts are the river plain areas drained by Chambal, followed by the southern region of the city, characterized by a rocky surface with a comparative higher elevation because of the flank of mukundara range in this region of the city. The elevation is highest in the south in respect of the whole of the area and it decreases as we move towards the north. The relief describes the difference in the high elevated points and low points of the land surface, as depicted in the figure 2.4. With the help of spot heights and contours.

The surface feature of any area or region depends upon its relief features, height above and depth below the sea level, slope conditions, etc. Weathering and soil creep are the two main processes mainly responsible for developing the slope of the region, it has been significantly impacted by the relief rock formation, climate and vegetation cover. The slope of the land has a significant impact in town planning, construction of roads and railway tracks. Therefore, the findings of relief becomes significant in any study. It is stated that, the plain and gentle slope within the region has helped in the growth of the city as a whole.

2.5 Drainage

Drainage means the river system of an area. Drainage system includes the study of its tributaries, drainage network, shape and form of basin, pattern, density, stage of development, type of drainage system, drainage morphology, etc. When, we study the ancient civilizations, every civilization took birth and existence near a water resource i.e. river. Therefore, growth, development and survival of Human beings is dependent on water as a basic necessity. Chambal River is the perennial source of water. Chambal's water has contributed towards agriculture, industrial development and hydroelectric power generation in the area leading it's growth and development.

Chambal River, mythologically known as Charmanyawati, also referred as Kaamdhenu, the river originates from the Mhow region of the Vindhyan Range (616 mt). It flows towards north for about 275 kms and then, it enters Rajasthan through a long, narrow and steep gorge of Chaurasigarh and Bhanpura. After entering Kota and Bundi districts the Chambal river Kota's maximum part is a slopy area and slope is towards the south entry of the district on the west at the T-point of the boundaries of

Kota, Bundi and Chittorgarh districts. The river becomes very deep near Kota city, flowing through the western and north eastern parts of the city.

The Chambal is the only river which flows from south to north and has the average height of 50mts. above the sea-level. It flows for 135 kms in Rajasthan, thereafter it flows for about 46.5 kms. in Kota city. The dam on Chambal in this region is Kota barrage. From this dam, two canals also originate in two different directions i.e. the left main canal which flows to the east of the city and second is the right main canal which flows to the north-west direction in the city. Kota's maximum area is located in the plateau region and the slope is towards the south. Water is supplied in the city with the help of the small tanks named, Kishoresagar Talab, Sursagar Talab and Ummedganj Talab; works under the state irrigation department. The figure 2.5 describes the drainage system of Kota city.

2.6 Climate

In simple terminology, climate is the long term pattern of average seasonal conditions. The long term overall form of atmospheric weather related conditions of a place or regional region is called climate. Under climate, three elements of weather have special importance, such as temperature, air pressure and rainfall. Generally, the main determinant of climate is the latitudinal position of a place on the earth. For example, in the climatic regions near equator have high temperatures, high rainfall, high range of temperature, but tropic of Cancer and tropic of Capricorn have highest temperatures and lowest temperatures once in a year and monsoonal climate to be known as. In the Polar regions, long and cold nights, high air pressure and it strong icy winds can be seen. Koppen, Thornthwaite and Trewartha were the main climate scientists who contributed to study climate characteristics.

In this thesis, climate of Kota city is discussed. The latitudinal position of Kota city is north of the tropic of Cancer. Hence, the climate here is of semi-arid type. In the summers, the temperatures are very high and in winters the temperature comes down to -0° Celsius specially in the station area. In monsoons, this region receives maximum rainfall. During the monsoon year (2019), Kota City received the highest rainfall in the last 39 years. (Table-2.5). And, excessive water of Chambal river flooded the lower settlement area and water reached up to 7 feet in Nayapura bus stand.

KOTA CITY Drainage

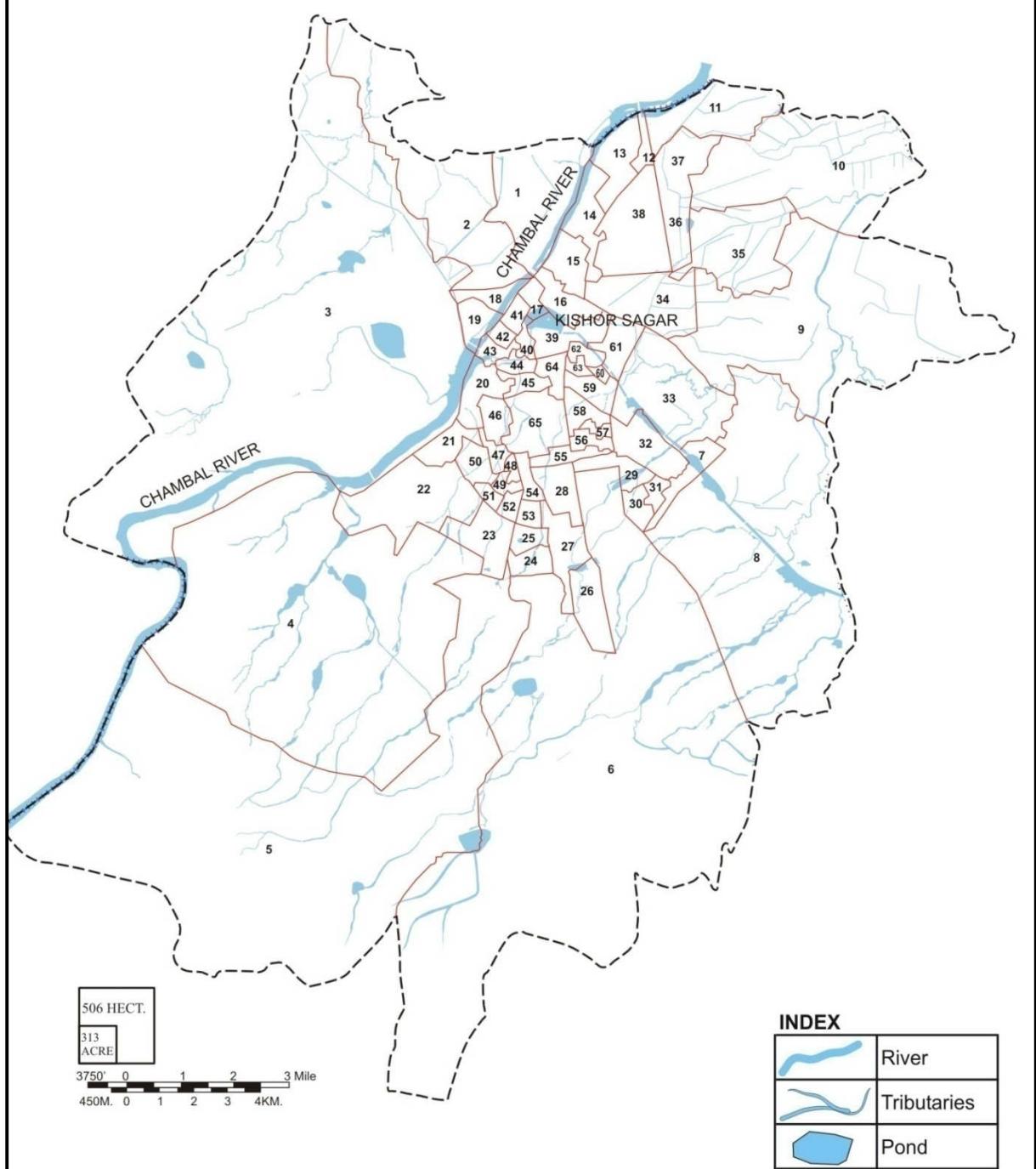


Fig. 2.5

Kota City has three seasons in particular-

(i) **Summer Season-** This season lasts from 15th March to mid 15th June. The temperature increases with the northward movement of the sun. During daytime, hot winds blow known as 'Loo'. In summer seasons, the temperature rise from 34°C to 43°C and the minimum temperature are reported between 15°C and 28°C. May is the hottest month. The table 2.5 explains the maximum and minimum temperatures of Kota City in the past years. Looking at the temperature data from 2011 to 2020 the maximum recorded temperatures were in the year 2016.

Table 2.5 : Kota City – Average Temperature, Rainfall and Airpressure

Year	Average Temperature		Rainfall (in mm)	Average Station Level Pressure (hpa)		Average Mean Sea Level Pressure (hpa)	
	Maximum	Minimum		830	1730	830	1730
2011	33.1	21.5	1099.2	978.0	974.5	1008.9	1005.0
2012	32.9	20.9	817.6	978.1	974.8	1009.1	999.7
2013	32.5	20.5	1242.9	978.3	975.0	1009.3	1005.3
2014	32.8	21.1	883.6	979.4	975.7	1010.1	1005.9
2015	33.0	21.7	948.3	978.5	976.0	1010.3	1006.2
2016	33.8	22.0	1184.4	978.7	975.0	1009.4	1002.8
2017	33.4	21.5	453.2	976.0	975.1	1010.0	1005.3
2018	33.5	20.6	889.0	976.0	975.1	1011.0	1005.2
2019	32.8	21.1	1602.0	979.0	975.7	1010.1	1006.0
2020	32.9	20.3	649.1	979.0	975.5	1010.3	1006.3

Source : Indian Meterological Department, Kota, (Raj.)

(ii) **Winter Season –** It's period is considered from 15th November to 15th February. Due to the movement of Earth, the tropic of Capricorn receives maximum sunlight i.e the southern hemisphere of earth and northern hemisphere receives less sunlight. Hence, winters come through Kota City also. During this period, the maximum temperature are between 23°C to 29°C and average temperature is recorded between 16°C to 21°C.

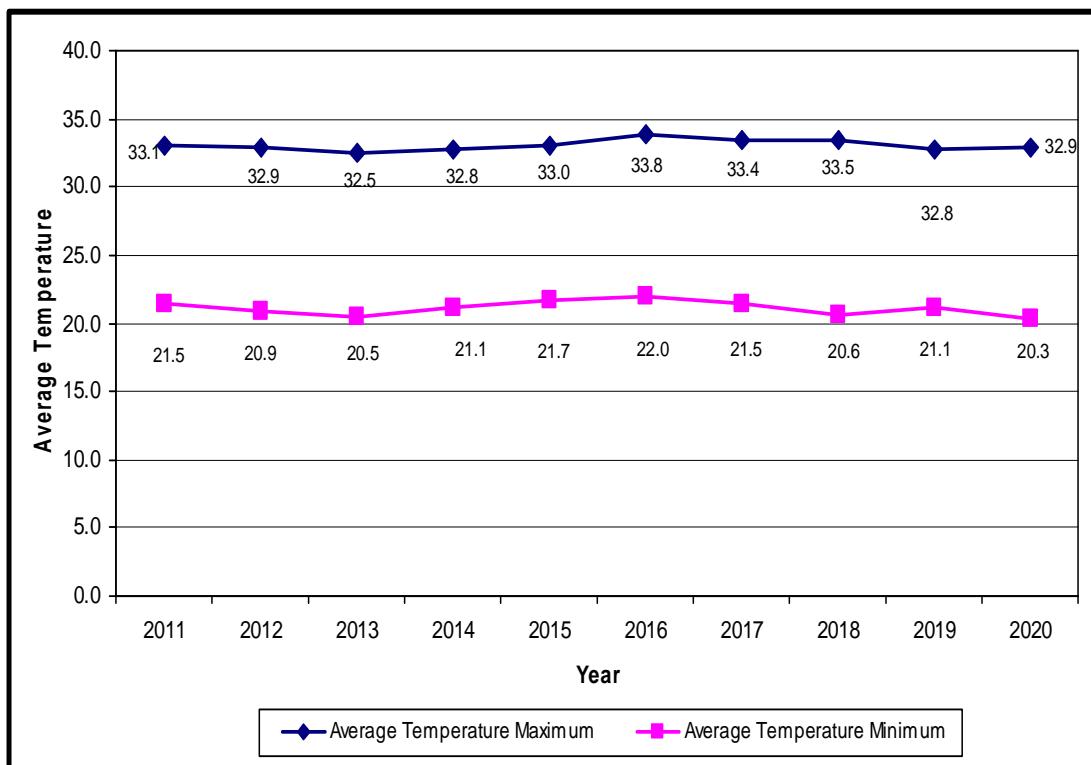
(iii) **Rainy Season-** This season lasts from mid- June till October month. The average temperature recorded from 26°C to 33°C. Maximum rainfall is recorded in the month of July. This region receives rainfall from the monsoonal winds coming from Arabian sea and from Bay of Bengal. These are the two branches of South-West monsoon. In Kota City, the maximum rainfall is caused by the Bay of Bengal monsoonal winds. The fig. 2.7 describe the 10 year rainfall pattern in Kota City. In year 2020, the maximum rainfall was recorded, in the table 2.6, Kota City in the month of December, the data of temperature and rainfall from the year 2009 to 2020 is shown and it was in the month of December 1963, that recorded maximum temperature and in the year 1964 recorded minimum temperature. The table 2.6 shows the rainfall pattern of December month.

Table 2.6 : Kota City – Extreme Weather Events in December

Year	Temperature (°C)		Rainfall (mm)	
	Highest Maximum	Lowest Minimum	24 Hours Highest	Monthly Total
2009	30.4	11.4	0.0	0.0
2010	26.7	10.0	0.6	0.6
2011	32.8	7.9	0.0	0.0
2012	30.5	7.4	0.0	0.0
2013	28.9	7.2	11.0	17.2
2014	30.6	6.2	0.0	0.0
2015	31.4	7.3	1.7	1.7
2016	30.8	10.3	0.0	0.0
2017	28.2	9.4	5.4	10.0
2018	27.5	4.2	0.0	0.0
2019	26.6	2.8	0.0	0.0
2020	32.5	4.0	0.4	0.4
All time record	33.2 (13, 1963)	3.8 (14, 1964)	40.4 (02, 1978)	42.6 (1978)

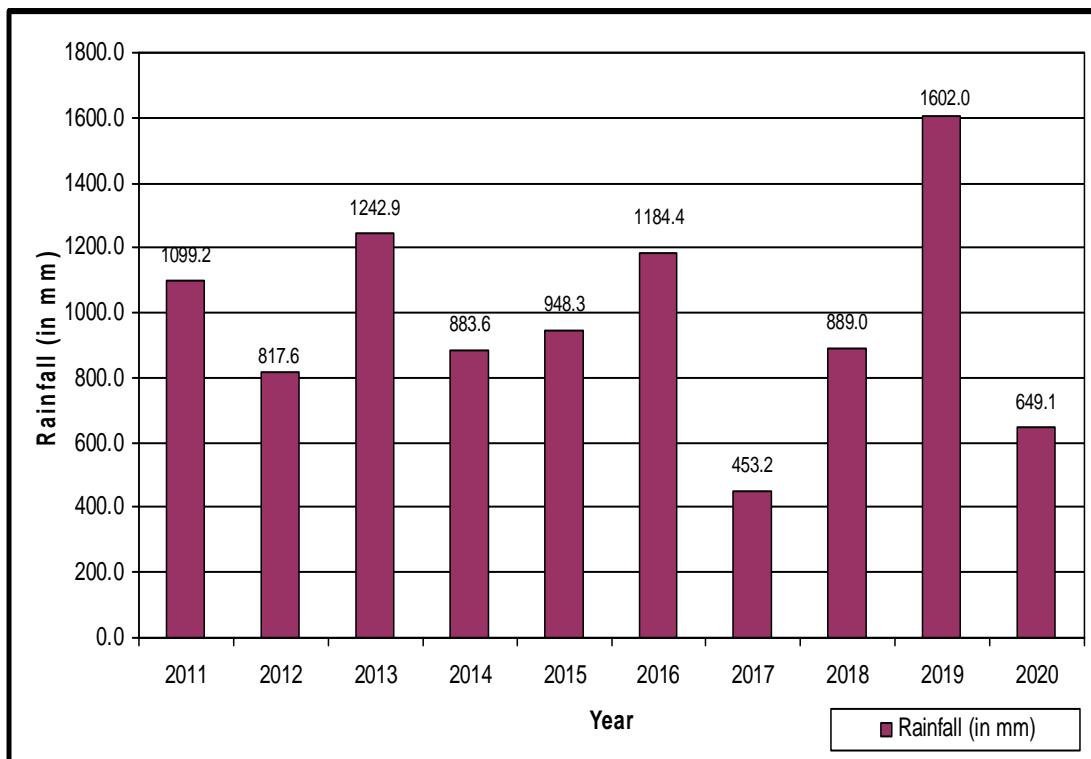
Source : Indian Meteorological Department, Kota, (Raj.)

Fig. 2.6 : Kota City – Average Temperature (2011-2020)



Source : Indian Meterological Department, Kota, (Raj.)

Fig. 2.7 : Kota City – Annual Rainfall (2011-2020)



Source : Indian Meterological Department, Kota, (Raj.)

In the fig. 2.6, the average range of temperatures can be seen as 10^0 - 12^0 C. And, the variation of average temperatures are from 21^0 C to 33^0 C.

In the fig. 2.7, the annual rainfall has a trend of rise every consecutive year leading to variation in the annual rainfall from 450 mm to 1300 mm. it was in the year 2019, due to the floods in the area. The annual rainfall was reported to be 1602mm.

2.7 Soils

Soil is an important component of the natural environment. Which, being a resource in itself, provides basis for other resources. It is a thin layer composed of minerals, humus, moisture, air. In the words of famous soil scientist Benetli "The top surface of earth is composed of unorganised constituents with the base of parental rock and natural vegetation". Soil constitutes the organic and non-organic matter with moisture and air (Table 2.7). And, to explain the percentage of sand, clay and silt in the soil (Table 2.8) is given. This table, also explains the percentage of the particles of sandy soil, loamy clay, loamy silt clay soil.

U.S.A's Soil Survey Department has described this soil in the 'vertisol' category. In this soil, the percentage of clay is 35 percent. This soil is formed by the basaltic rocks. This soil contains Montmorillonite mineral that is a highly soft group of minerals old phyllosilicates that form tiny crystals cold clay when they precipitate out of aqueous solutions. This soil is known as black soil, i.e. the cotton soil.

Table - 2.7 : Kota City – The Major Constituents of Soils

S.No.	Major Components	Percentage of the Component
1	Organic Matter	5 to 12%
2	Non Organic Matter	30 to 47%
3	Moisture	15 to 35%
4	Air	15 to 35%

Source : Collector office, Land Record, Kota (Raj.)

The city of Kota is located on the Hadoti plateau which was formed from the lava of the peninsular plateau. The soil type of Kota is based on the natural physical environment of the city.

1. Black Soil- This soil is formulated by the disintegration of rocks made up of lava . This soil is suitable for cotton cultivation. This soil is very fertile but it develops cracks when gets dried up and gets sticky with high water content.

Generally, It is deficient in phosphate, nitrogen and organic matter but calcium and potassium are in enough amounts.

2. Mountain Soil- The soil profile of this category soil is not appropriate. It is mainly found in Aravallis and Vindhyan range. This soil is of light colour and in Kota City it is found near Mukundara hill range.

3. Heavy Soil- The top layer of this soil is composed of clay followed by loamy soil. This soil is mainly found in Chambal river valley region which is extended to about 480 kms in which different landforms are formed. Apart from these, in the Dang region gully erosion can also seen.

4. Alluvial Soil - This soil is brought with the sediments deposited by Chambal river. This soil is found near the banks of the river. This soil is highly fertile soil.

Table - 2.8 : Kota City – Type of Soil on the basis of the Granular Structure

S. No.	Soil	Relative Estimation of Different Particles		
		Sand	Clay	Silt
1	Sandy Loam	65	15	20
2	Clay Loam	33.3	33.3	33.3
3	Loamy Soil	40	18	42
4	Silt Clay	10	45	45
5	Silt Loam	17	13	70

Source : Collector Office, Land Records, Kota

The development of Kota city is based on the specific geographical features it possess. According to the historical sources, urban civilizations develop near river valleys and water bodies. Thus, Kota City developed on the banks of Chambal river. Chambal river is the lifeline of Kota City. Also, the city is situated on Hadoti Rock plateau which is the northern part of Vindhyan range. The drainage of Hadoti plateau is northwards being proved by the direction and flow of Chambal river. Besides, this part has also been a volcanic plateau region in which lava made black soil is found which is included in the more fertile soil categories. Wherever across the globe, the

humans have built their settlements, many cities have developed into metropolises while maintaining their residence. This has all been achievable only due to adequate water, favourable climate, fertile soil and flat surface.

2.8 Natural vegetation

The term “Natural vegetation” refers to the various types of plants and trees present on the surface of the earth, which include small plants like grass and huge trees. This is a priceless gift given to us by nature i.e why it is known as natural vegetation. Without natural vegetation, life will turn out to be an impossible thing. As, trees give us oxygen and absorb carbon dioxide making Earth to be living space.

The latitudinal position of Kota City and the rainfall here has supported the growth of natural vegetation. The Mukundara hills in the south of the city also is a dense vegetation area. According to the Indian forest survey report 2017, India ranks eighth among the countries having the largest forest area in the world.

In the Central and Southern regions of Kota City, the area under forest is very less and mixed forests are seen on the western side. In Kota City, many natural vegetation centres can be seen for example-Chambal garden, Bhitariya kund, Lakkhi Burj, Ksharbagh, Rock garden, Dinosour garden, Nehru garden, Chatravilas garden, Ganesh garden. In Kota City, the species of trees found are Babul, Khejda (*Prosopis cineraria*), Khair (*Acacia catechu*), Semal tree (*Bombax ceiba*), Salar tree (*Boswellia serrata*), Behda (*Terminalia bellirica*), Dhak (*Butea monosperma*), Aam (*Mangifera indica*).

Presently, Kota city is growing as an educational, industrial and a tourism centre of Rajasthan and all physiographic and geographical factors contribute in its growth and development in the present times.

Resultantly, the periphery of Kota City is showing fast pace development. And, the emergence of job opportunities in various sectors is increasing allowing employment generation for different strata of population and ultimate rise of Kota's economy.

Chapter-3

ECONOMIC STRUCTURE

OF KOTA CITY

3.1 Introduction

3.2 Agriculture

3.3 Mining

3.4 Industry

3.5 Transport

3.6 Trade

Chapter-3

ECONOMIC STRUCTURE OF KOTA CITY

3.1 Introduction

Kota, being on the banks of Chambal river has flourished as an industrial town and good for agriculture due to the availability of black soil and climatic conditions. So, agriculture is the basic economic activity practiced here on the soil of Kota. Agriculture is associated with animal husbandry, irrigation etc. Kota city is located on the northern parts of Hadoti plateau, a part of Peninsular plateau. The lava originated Peninsular plateau has fertile soil suitable for the cultivation of crops including cotton. The left and right canal of Chambal river has contributed in the crop production in Kota City. As the water is available all year round fertile soil the growth of crops can be seen in Kota City to support the large population residing here. Table 3.1 shows crops, pulses, oilseeds and spices production. Climatically, in the following years four types of crop production are practiced.

3.2 Agriculture

Kota, being on the banks of Chambal river has flourished as an industrial town and good for agriculture due to the availability of black soil and climatic conditions. So, agriculture is the basic economic activity practiced here on the soil of Kota. Agriculture is associated with animal husbandry, irrigation etc. Kota city is located on the northern parts of Hadoti plateau, a part of Peninsular plateau. The lava originated Peninsular plateau has fertile soil suitable for the cultivation of crops including cotton. The left and right canal of Chambal river has contributed in the crop production in Kota City. Due to the availability of water throughout the year and fertile soil the growth of crops can be seen in Kota City to support the large population residing here. Table 3.1 shows crops, pulses, oilseeds and spices production. Climatically, in the following years four types of crop production are practiced.

- 1. Monsoonal Crops-** The monsoonal season have major crops i.e Rice, Soyabean, Bajra (Pearl millet), Mecca (corn), Jowar (sorghum) are the millet crops grown here. Apart from this, pulses such Arhar (pigeon pea), Chana (chickpea), Moong (green gram), Urad, (black gram), are grown here. In

oilseeds, Alsi (linseeds), Soyabean, Taramira (Arugula), Moongfali (Groundnut) are majorly grown (Table 3.3 & 3.4).

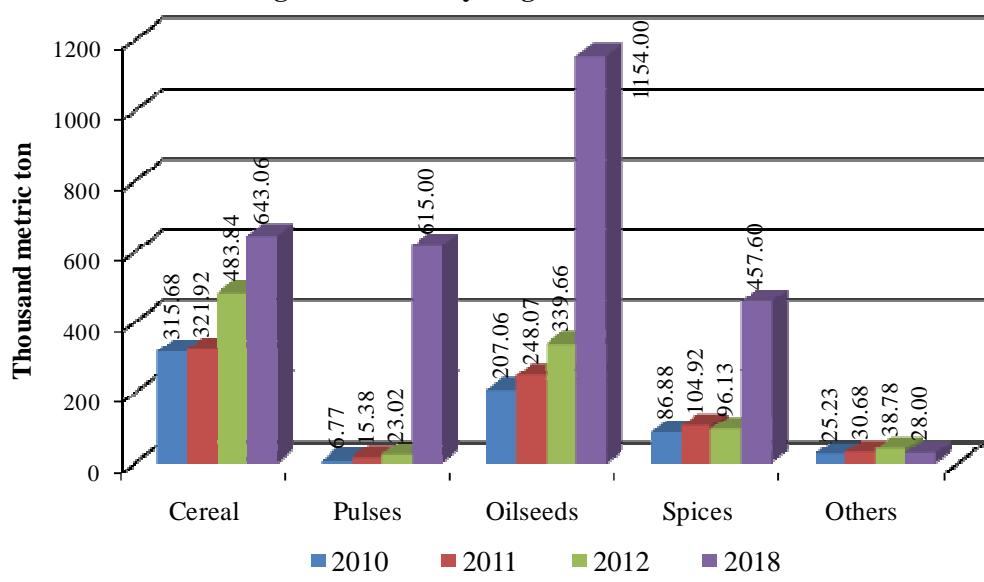
2. **Winter Season Crops** - In winters, mostly wheat, (Barley) are cultivated and in pulses Chana (Chickpea), Matar (peas), Masur (Red Lentil), Sangri (Desert beans) are grown. The major commercial crops of Hadoti region are Sarson (Mustard) and in spices it is garlic and coriander (Table 3.5). It's garlic and coriander production rate is highest in Rajasthan. And, all of this has become possible because of the Chambal and it's subsidiary irrigation canals.
3. **Summer Season Crops**- In the summer season mainly the fodder crops are grown. Mainly, they are Chari, Ranjka, jowar and Rajkhas.
4. **Zaid Crops**- In this season, mainly vegetables and juicy desert fruits are grown. In vegetables, Ladyfinger, Bottle-gourd, Spinach, Bitter gourd, Ridge gourd and Pumpkin are mainly cultivated here. Along with this, Muskmelon, Watermelon, Armenian Cucumber (Kakdi) are also grown. In Kota city, flowers are grown as crops like Rose, Marigold (Hazara), Yellow Marigold (Genda).

Table 3.1 : Kota City : Agricultural Produce

S.No.	Agricultural Products	2010	2011	2012	2018
1	Cereal	315.68	321.92	483.84	643.06
2	Pulses	6.77	15.38	23.02	615.00
3	Oilseeds	207.06	248.07	339.66	1154.00
4	Spices	86.88	104.92	96.13	457.60
5	Others	25.23	30.68	38.78	28.00
	Total	641.62	720.97	981.43	2897.66

Source : Agriculture Department, Kota (Raj.)

Fig. 3.1 : Kota City : Agricultural Produce



Kota city has mainly cereal crop production in cropping. Also, wheat is the prominent crop. In Kota city, cereal production was 483.84 thousand metric ton (2012) and it increased to 643.06 thousand metric ton (2018) and, in pulses production in 2012, it was 23.02 thousand metric ton and it later increased to 615 thousand metric ton in 2018.

Table 3.2 : Kota City : Area and Production of Cereals (2017-18)

S. No.	Crops	Area (Hectare)	Production
1	Wheat	120488	542154
2	Barley	408	1306
3	Sorghum	1225	735
4	Maize	3635	1454
5	Rice	21834	97412
Total		147590	643061

Source : Agriculture and Horticulture Department, Kota (Raj.)

In the cereal production mentioned in the Table 3.2 the maximum production is of wheat with largest production sown area followed by Rice. This shows that the availability of staple food cereals is sufficient and reliable for the area.

Fig.3.2 : Kota City : Area and Production of Cereals (2017-18)

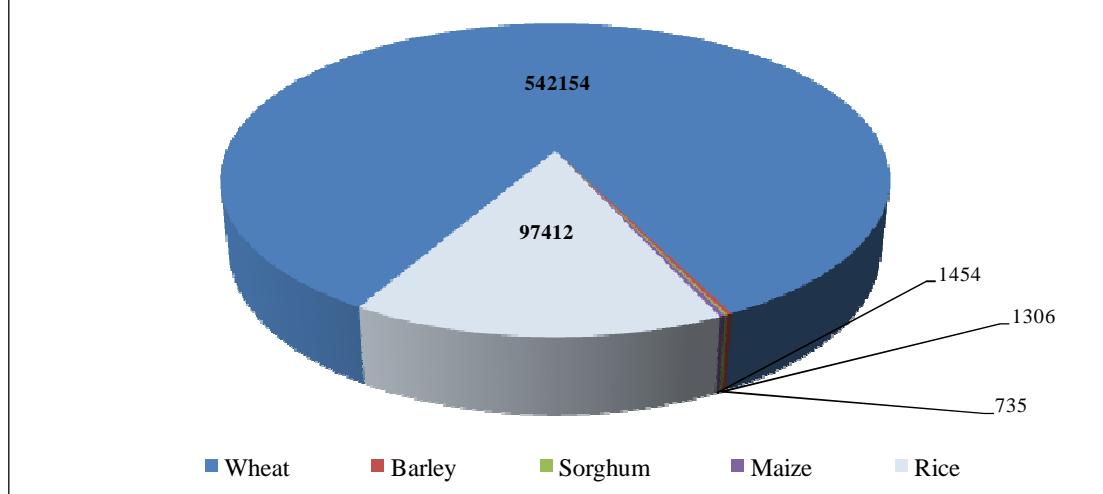


Table 3.3 : Kota City : Area and Production of Pulses (2017-18)

S. No.	Crops	Area (Hectare)	Production
1	Chickpea Gram	51419	86847
2	Red Lentil	26	26
3	Peas	0	0
4	Lobia	155	124
5	Green Gram	102839	71987
6	Black Gram	154463	159044
Total		308902	318028

Source : Agriculture and Horticulture Department, Kota (Raj.)

In the pulses production mentioned in the Table 3.3 variety of pulses are grown here. In the given list, the production area sown and production of Black Gram and Green Gram is reportedly higher than other pulses. But, the production of Lobra and Peas is minimal on counts.

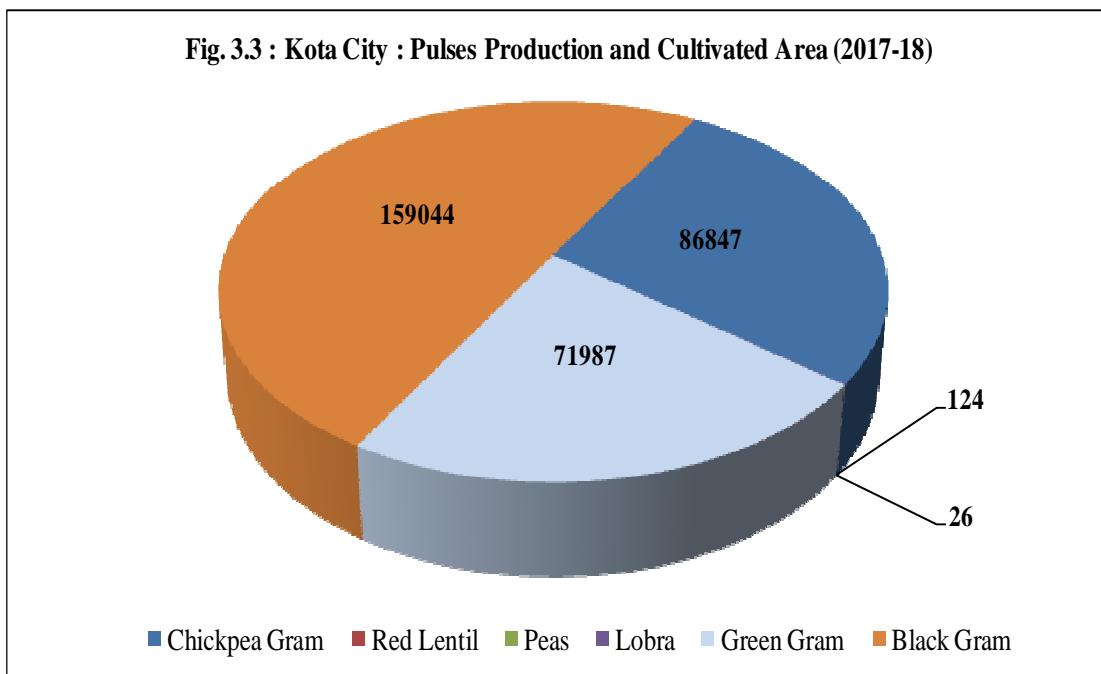


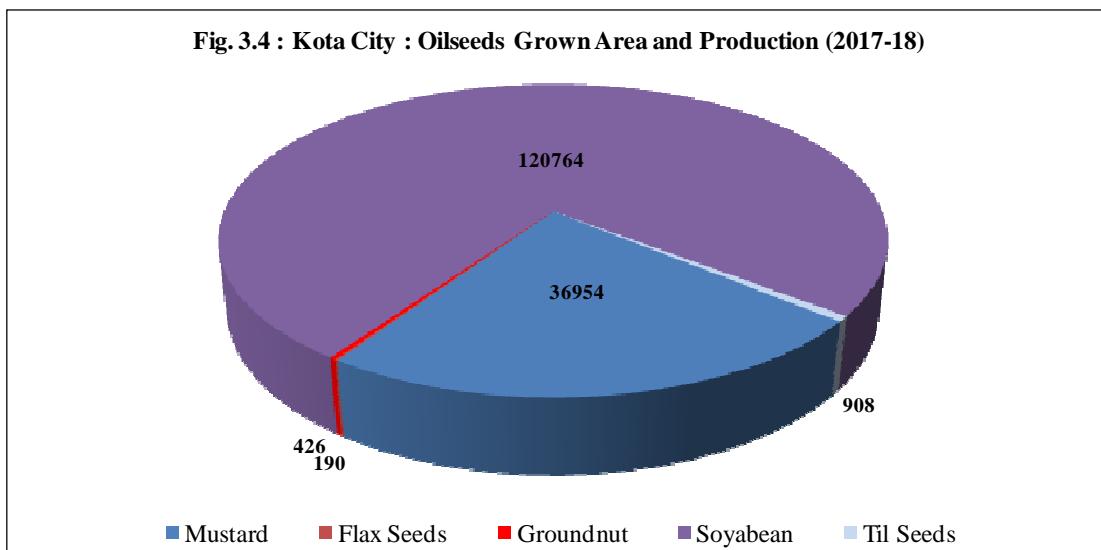
Table- 3.4 : Kota City : Oilseeds grown areas and Production (2017-18)

S. No.	Crops	Cultivated Area (Hectare)	Production (Metric ton)
1	Mustard	36954	73768
2	Flax seeds	190	190
3	Groundnut	426	301
4	Soyabean	120764	40768
5	Til seeds	908	459
Total		159242	115486

Source : Agriculture and Horticulture Department, Kota (Raj.).

In the given table 3.4, it specifies the oilseeds grown in Kota City. Soyabean and mustard dominate the oilseeds production in this area. With the favourable Rabi crop climatic conditions in winter. This area flourishes in Soyabean, Mustard, Til, Groundnut and Alsi oilseeds.

Fig. 3.4 : Kota City : Oilseeds Grown Area and Production (2017-18)



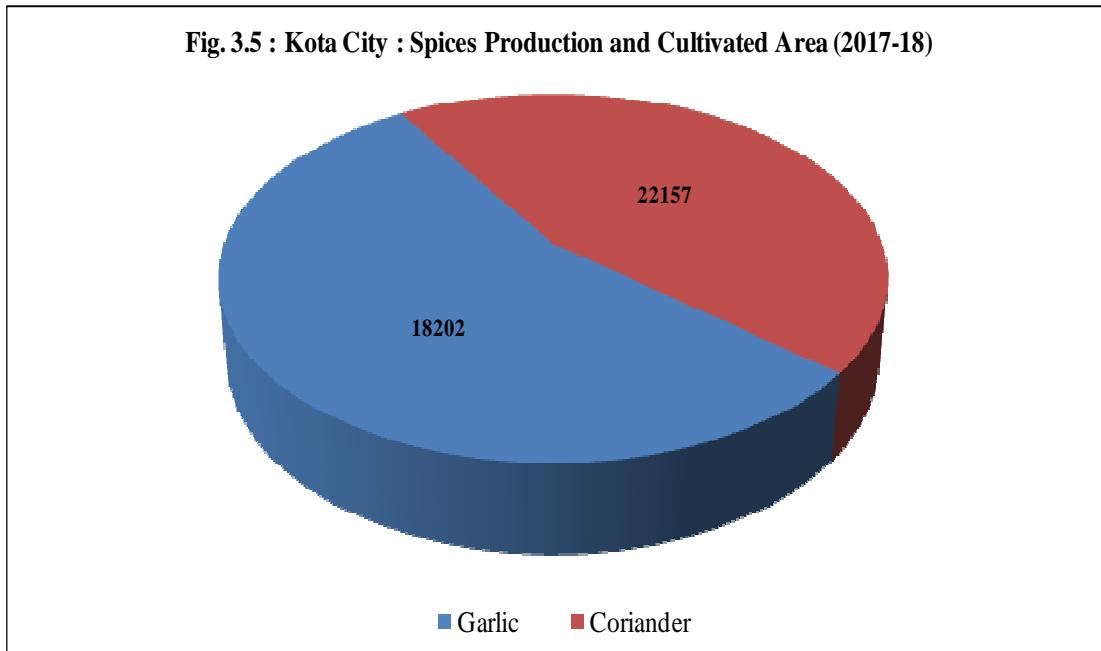
In the pulses production mentioned in the Table 3.3 variety of pulses are grown here. In the given list the production area sown and production of Black Gram and Green Gram is reportedly higher than other pulses. But, the production of Lobia and Peas is minimal on counts.

Table 3.5 : Kota City : Spices Production and Cultivated Area (2017-18)

S. No.	Spices	Cultivated Area (Hectare)	Production Metric ton
1	Garlic	22157	144021
2	Coriander	18202	45756
Total		40359	189777

Source : Agriculture and Horticulture Department, Kota (Raj.) 2017-18

Fig. 3.5 : Kota City : Spices Production and Cultivated Area (2017-18)



The table 3.5 shows the spices production in Kota City. Garlic being grown as a commercial crop is exported in large amounts nationwide and abroad showing the importance of commercially grown crops in this area.

Table- 3.6 : Kota City : Flowers Grown Area and Production (2017-18)

S. No.	Name of Flowers	Area (Hectare)	Production (Metric tone)
1	Marigold	25	450
2	Rose	08	40
Total		33	490

Source : Agriculture and Horticulture Department, Kota (Raj.) 2017-18

Table 3.6 shows the flower production and its cultivated area. The production of Marigold and Rose has shown major rise in the years 2017-18.

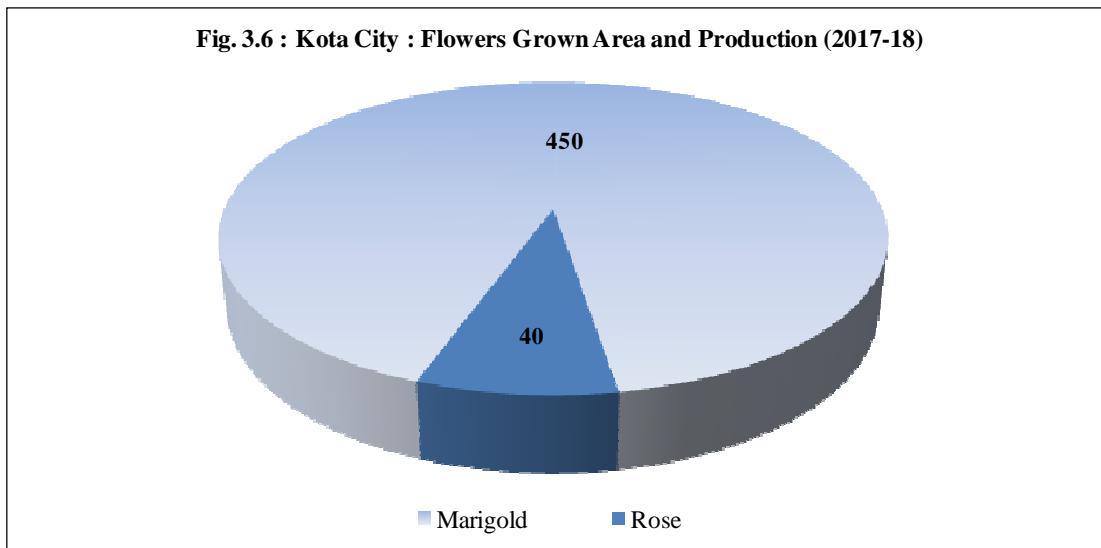


Table- 3.7 : Kota City : Vegetable Production and Cultivated Area (2017-18)

S. No.	Vegetables	Area (Hectare)	Production (Metric ton)
1	Potato	286	4300
2	Brinjal	277	1973
3	Tomato	251	2892
4	Green Chillies	17	102
5	Cabbage	141	1526
6	Bottle Gourd	43	560
7	Bitter Gourd	31	190

8	Carrot	16	143
9	Radish	44	488
10	Colocasia	25	150
11	Peas	80	410
12	Lady Finger	167	1222
13	Onion	306	5100
14	Watermelon	5	65
15	Melon	10	180
16	Pumpkin	97	813
17	Cauliflower	106	1297
18	Ridge Gourd	35	180
19	Cucumber	15	90
20	Tinda	10	70
21	Okra	180	1592
22	Amaranth	5	25
23	Spinach	15	60
24	Musk Fenugreek	15	102
25	Cluster Bean	0	0
26	Beans	2	1
27	Gilki	15	150
28	Others	10	50
Total		2204	23731

Source : Agriculture and Horticulture Department, Kota (Raj.) 2017-18

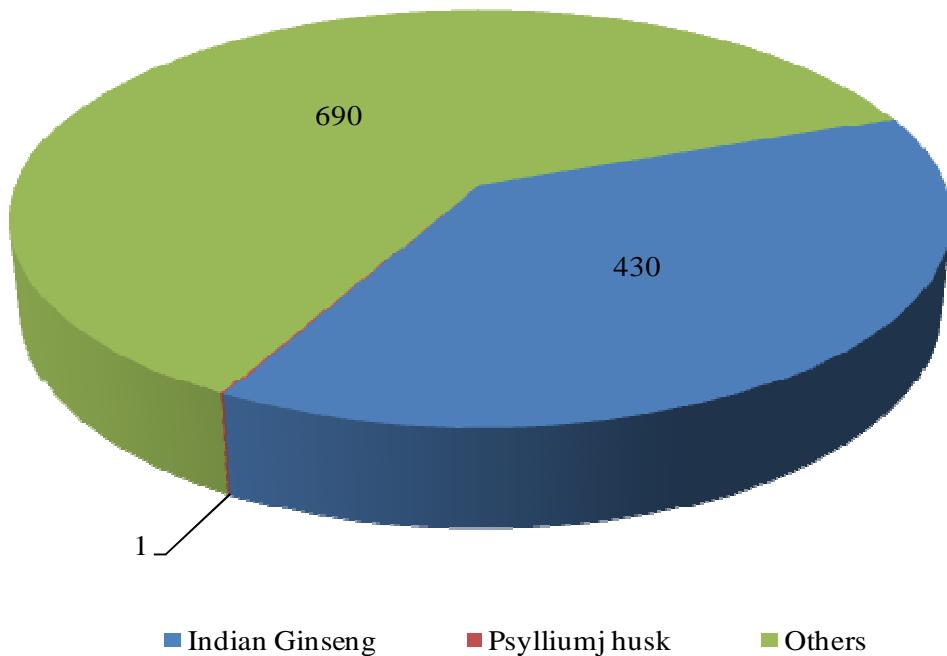
Table 3.7 shows the variety of vegetables grown in this area. With the high rate of production (2017-18), it has provided self sufficiency and commercial use of vegetables.

Table- 3.8 : Kota City : Medicinal Plants Grown Area and Production From the Cultivated Area (2017-18)

S. No.	Name of Plants	Area (Hectare)	Production (Metric ton)
1	Indian Ginseng	620	430
2	Psylliumj husk	02	01
3	Others	70	690
	Total	692	1121

Source : Agriculture and Horticulture Department, Kota (Raj.) 2017-18

Fig. 3.7 : Kota City : Medicinal Plants Grown Area and Production (2017-18)



The year 1972 marked the establishment of Agriculture Research Centre in Kota city. It preferably aimed to increase the productivity of fruits and flowers. To encourage new research ideas in agriculture sector, to find the treatment for crop infections and diseases.

In the year 1961, Rajasthan agriculture production and marketing law got framed i.e (Rajasthan Krishi Upaj Vipnan Adhiniyam) on 30th January, 1964 Krishi Upaj Mandi Samiti was established. This Mandi got functional on 22nd Oct, 1998. After its inauguration, this Mandi was named as “Bhamashah Krishi Upaj Mandi”. Kota is now known for its rose production apart from Kota stone and Kota Sarees.

With, the increased production of cereals, oilseeds, flowers, vegetables, spices. This area due to the availability of favourable climatic conditions, water supply, Black soil has achieved self sufficiency in the range of agricultural products and has also opened the commercial avenues for this area leading to high economic growth and development in the area.

3.3 Mining

The literal meaning of the word mining means to dig out useful products from the interior of earth. Different types of minerals, metals are mined for many industrial uses and to make a better life for humans. Availability of minerals in Kota city is felicitated due to its very location on the northern side of Vindhyan mountains. And, Vindhyan mountain range is famous for non-metallic minerals. This availability of minerals mark a strong industrial base in Kota.

1. Major Minerals : Kota stone (limestone) is the major mineral found in Kota. This has been formed by metamorphism. It is mainly found in Modak, Suket, Ramganjmandi, Khairabad etc. This stone is particularly used for construction work and transported to far flung areas for the same purpose due to its durability and beauty.

2. Minor Minerals: Under this category, Sandstone (masonry stone) etc. are obtained. Hadoti being a part of the Peninsular plateau is formed of lava ingrained igneous rocks. Therefore, different types of igneous rocks are obtained here i.e granite concrete etc. Chambal river is a source of gravel but the quality is somewhat low in comparison to Banas river.

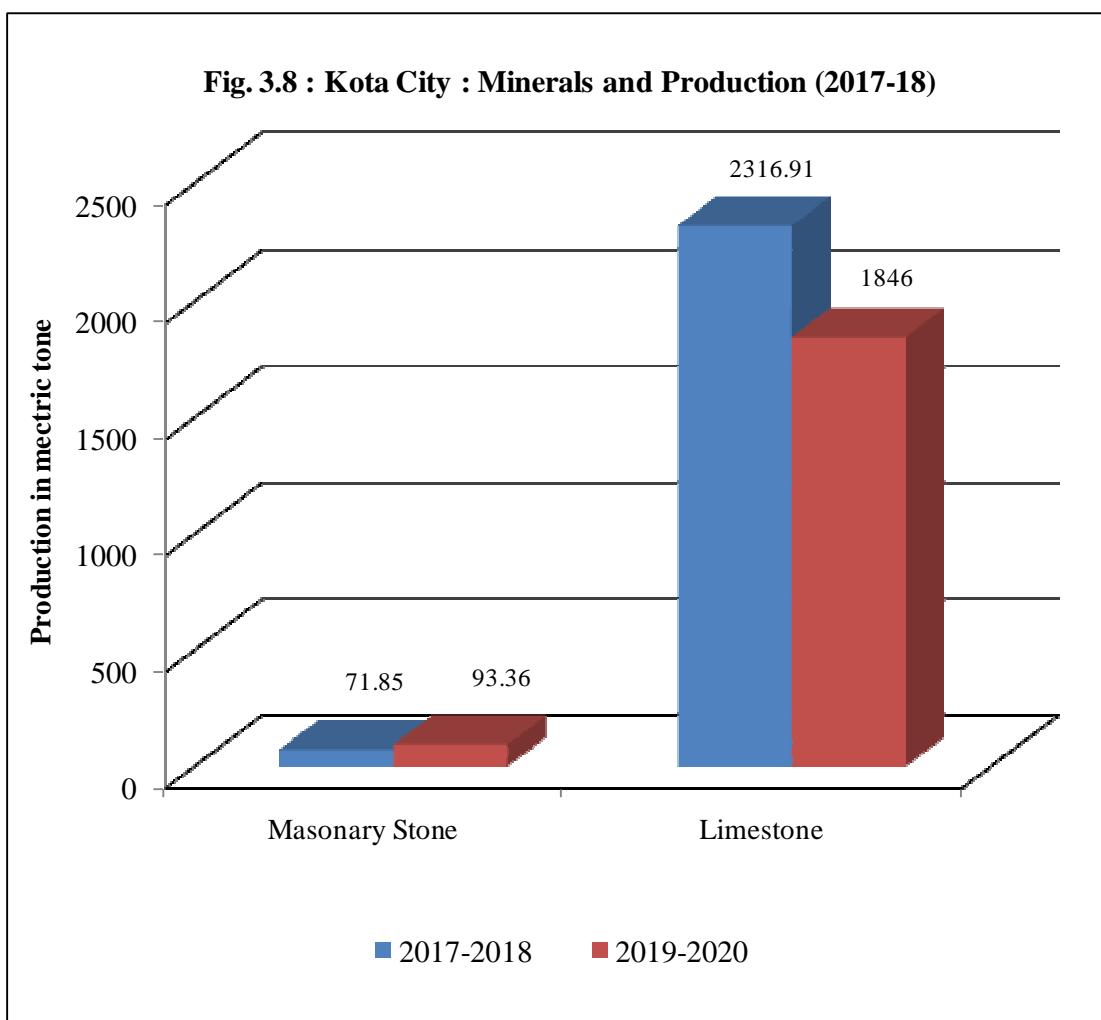
Under the municipal limits of Kota City, some of the villages like Gram, Aawli, Rojhdi, Nimoda, Motipura, Modak, Prathipura, Seemalbidi, Kethurpura, Lakhwa, Nanta, and Ladpura tehsil have at least five mines of masonry stone used for construction work. Masonry stone is crushed using crushers to be turned into tiny piece of stones. These stones are used for the bedrock of terraces. Reportedly, about 105000 ton stone is obtained from these mines in a year. Apart from this, Kota is a land of Kota stone, cement grade sandstone, black sand is also obtained from here. In

2019-2020 the total mineral production in Kota City was 1939.36 thousand metric ton. As, shown in the table 3.9 the two major minerals mined in Kota City region are masonry stone, limestone.

Table 3.9 : Kota City : Mineral Production (2017-18)

S. No.	Name of Minerals	Production (Metric ton)	
		2017-2018	2019-2020
1	Masonry Stone	71.85	93.36
2	Limestone	2316.91	1846
Total		2388.76	1939.36

Source : Minerals and Geological Science Department, S.M.E. Circle, Kota



3.4 Industry

In India, Industrial development started after independence in the second five year plan. Presently, 4050 acre land of Kota city is put under industrial use i.e 19.09% of the developed area of Kota City. People employed in industrial sector in the year 1971, 1981 and 2001 was 17950 (28.2%), 29063 (28.9%) and 36073 (23.6%). Between the year 1981 to 2012 the percentage of the industrial workers saw a downward trend. As, many of the industrial units got closed. And, on the other side, coaching institutes in Kota has grabbed the service sector.

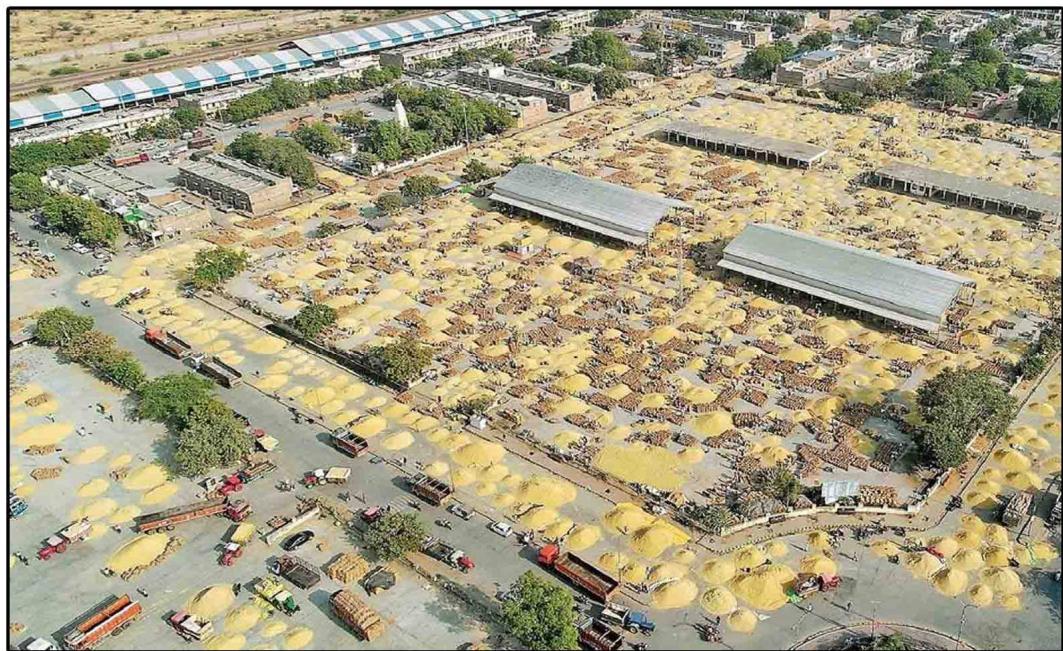
In the later phase, broad gauge rail connectivity, Chambal river providing water facility and power through thermal power corporation and other power units had led to the establishment of Shri Ram Rayons Industries, J.K. Industry, Instrumentation Ltd.

The major industrial regions of Kota City are DCM Road Industrial Estate spread in 1100 acres and Indraprastha Industrial area spread in 900 acres. Small and medium scale industries are located in the industrial area located to the north of Kansua road. This has spread to 190 acre area. Ranpur industrial area is in the south of the city and it is spread into 300 acre area.

Kota has around eight Soyabean plants working here for the production of Soyabean oil. In Kota, mainly Kota stone, sandstone, pulses, oilseeds, cereals, metallic and non- metallic oxide, welding and chemical industry are present. In these Industries, main products are oil, pipes, milk, Asafoetida, Fertilizers, chemicals, glass, cement, sarees, thread, clothing, furniture, paper, stationery, rubber products, plastic tiles, electric machinery, automobile spare parts, transport industry, machinery for making instruments is also functional. In Kota, 27 large and medium scale industries are located. Out of which, 14 are active in production and the rest 13 industries have stopped working due to some reasons.

Table 3.10 : Kota City : Industrial Activity Description (2012)

S. No.	Industrial Activity	Production (Metric ton)
1	Registered Industrial Units	14193
2	Number of Labourers working in Industrial Units	52946
Total		67139



Bhamashah Krishi Upaj Mandi, Kota



Sand Stone Mines, Kota

Photo Plate - 3

(79)

Table 3.11 : Kota City : Existing Industrial Units and Number of Employees, (2012)

S. No.	Type of Industries	No. of Units	No. of Employees
1	Agriculture based	767	3120
2	Tobacco and tobacco products based	14	100
3	Cotton and cotton textile based	46	147
4	Wool, silk and artificial yarn based	193	116
5	Jute and jute based	14	90
6	Readymade and carpentry/embroidery based	710	2356
7	Wood and wood furniture based	992	2949
8	Paper and paper products based	182	791
9	Leather based	867	2117
10	Chemicals & Chemical Based	224	1242
11	Rubber, Petro & Plastic Based	188	999
12	Mineral Based	1502	6732
13	Metal Based	1195	1481
14	Engineering Based	550	1481
15	Electrical Machinery & Transport Related Equipment/Tools Based	169	693
16	Repairs & Service Based	1240	3482
17	Large & Other Miscellaneous Industrial Units	5340	25050
	Total	14193	52946

Source: District Industries Centre and RIICO, Kota

The given table 3.11 gives the details of the different types of Industrial Units working in the Kota City region. It is due to availability of variety of favourable conditions like water, electricity, labour and subsidized rates on land allotment. We can find industries ranging from Mineral based, Metal based, Engineering based to different types of Agriculture based industries making it an Industrial Centre and providing large scale employment in semi skilled sectors and contributing towards the city's economy.

Table 3.12 : Kota City : Large and Medium Scale Industries, (2012)

S. No.	Names of Industries	Status of Industries
1	Kota Thermal Power Station	Sakatpura, Kota
2	Om Metals Infra Project Limited	Indraprastha Industrial Area
3	Infocom India Private Limited	Indraprastha Industrial Area
4	Neer Shree Cement	Aditya Nagar
5	Mangalam Cement Limited	Aditya Nagar
6	Multimetal Limited	Industrial Area
7	Gwalior Polypipe Limited	Rawatbhata Road, Kota
8	Tilam Sangh Kota	Rawatbhata Road, Kota
9	Kota District Milk Producer Cooperative Union Limited	Rawatbhata Road, Kota
10	Semcor Glass Limited	Nohra Village, Baran Road
11	Instrumentation Limited (IL)	Industrial Area, Kota
12	Shriram Rayons	Shriram Nagar
13	Shriram Cement Works	Shriram Nagar
14	CFCL	Shriram Nagar
15	Noble Grain India Private Limited	Sultanpur Road, Kota

Source: Office of District Industries Centre and RIICO, Kota

Table 3.12 shows the data regarding large and medium scale industries. These industries are the key generators of employment in the city and raising the bar of economy.

3.5 Transport

According to the 2011 population census, Kota is on the last position of the ten goal cities. In the year 2001, Kota city's population was 703150 which increased to 1001694 in the year 2011. Increase in population size led to the spread of Kota city's dimensions. Kota has a very positive aspects of its location i.e in the central part of the country with well connected transportation all over the country. According to the 2011 population census, Kota is the 46th famous city and population wise lies on the 53rd position. Two national highways pass through Kota.

Transportation of Kota can be studied under following category:-

1. Road Transport- Two national highways passes through Kota City. One is national highway No-76 (earlier it was N.H.-27). It is from Pindwara to Shivpuri and national highway No-12 (earlier it was N.H.-52). It is from Jaipur to Jabalpur. Earlier, the two national highways passed through the heart of the city leading to chaos and high traffic in the city. Now, the two national highways are by-passed from the outer parts of the city.

Table 3.13 : Kota City : Roads Data (2017)

S. No.	Department	Length of Roads
1	Under Municipal Corporation	1917
2	Under UIT	803
3	Under PWD	108

Source : Transport Department, Kota

2. Rail Transport: The location of Kota facilitates Kota in the central part of India. The distance from Delhi is around 470 kms, 920 kms from Mumbai, 240 kms from Jaipur. In Kota City there are 17 stations track wise. Apart from the main junction, there is Dakaniya station with well equipped facilities to be installed in the renovation project being done there for eg- general ticket issuing machine, escalator for old and handicapped people. There is one more station called Sogariya Railway Station which is 3 km away from main junction. Earlier, it was a flag station but now, It is one of the stoppages for most of the trains on its runway.

3. Air Transport: Kota being a big industrial City and an education hub. But still, waiting for the Air services to be started. Airport is stationed at Jhalawar road but only facility available is for small charter planes. Daily air service was started but it failed to last longer. A new Greenfield airport at Shambhupura is awaited to be established but the procedure is too slow to be executed.

KOTA CITY TRANSPORT



Fig. 3.9

3.6 Trade

Commercial activities of the Kota City constitutes about 5.51% or approximately 1170 acre land. Wholesale market products and foot loose industrial products dominate the trade. In Kota, market is spread from Ladpura to Tipta includes Ladpura market, Ghantaghar, Bajajkhana, Bartan bazar, Agrasen bazaar, Shastri market, Vegetable market area. Apart from this, there is Gumanpura, shopping centre, Motor market, Vishwa-karma market, Jawahar Nagar. In shopping centre, there is furniture market and building material market.

Apart from this, Indraprastha Industrial Unit, Transport Nagar, Stone Mandi market are different commercial spaces. Majorly, people are employed in coaching centres and the economy of Kota is flourishing due to this.

Chapter-4

DEMOGRAPHIC STRUCTURE OF KOTA CITY

- 4.1 Introduction**
- 4.2 Ward-wise Demographic Structure**
- 4.3 Historical Background of Kota City Municipal Corporation**
- 4.4 Population Distribution**
- 4.5 Population Growth**
- 4.6 Population Density**
- 4.7 Sex-Ratio**
- 4.8 Literacy**
- 4.9 Occupational Structure**

Chapter-4

DEMOGRAPHIC STRUCTURE OF KOTA CITY

4.1 Introduction

Demographic structure of a place is effected by many physical, economic and social factors collectively. Physical features of a place define its economic structure which gets reflected on the society and social patterns. With the growing population and urbanization the political and administrative divisions are increasing and centre places rather called cities are creating new spaces. Population, urbanization and its different aspects form the basis of demographic structure of a particular place. Settlement geography is an integral part of human geography. Settlement geography describes and studies population dimensions, urbanization etc. This chapter gives a whole ward wise population structure of Kota City.

The Delimitation of wards is according to 2011 Population Census. It forms the basis for its study ward wise on the following points. i.e population distribution, population density, sex-ratio, literacy rate and its commercial structure.

4.2 Ward-wise Demographic Structure

Population (Meaning and Definition)

Population means the total population residing in a defined area. Every political and administrative division is decided on the basis of the population as its basic entity.

Demographic structure is categorized on the basis of behavioural, statistical and mathematical calculus of a defined place. It considers population size and structure. Accurate, administrative demographic structure is related with collection of data, classification of data, evaluation of data, analysis and observation of data. And, In social demographic structure the pattern and process of demography is studied.

In Demographic Structure, the given aspects are relatively important.

1. Urban population, distribution and its density.
2. Characteristics of Population i.e. Age, Gender, Caste etc.

3. Social characteristics i.e. Literacy rate, Education, Language, Religion, Family, Size, Marital status, Domicile, Nationality, Community etc.
4. Economic characteristics i.e. Working Population, Occupation, Per capita income etc.
5. Dynamics of population i.e. Reproduction Rate, Mortality Rate, Migration Rate etc.

4.3 Historical Background of Kota City Municipal Corporation

Municipal corporation is a British Era Organization. It's function is to maintain cleanliness, road construction, water and electricity facility, to maintain greenery all along the city corridors. The first move towards city's maintenance was carried forward during the reign of Maharao Ram Singh and was handed over to city Kotwal. It was during the reign of Kota Maharao Umed Singh II (1889-1940) people's representation was initiated for administration and committees were formulated for the maintenance of the city. The practice of city administration was carried forward till 1904-1905.

In Kota, the basic structure of Nagar Palika was established by Maharao Umed Singh in October, 1921. The first administrative officer of Kota Municipal Corporation was Kota's Maharao erstwhile. And, the executive officer was Dr. Guru Duttmal and the headquarter was located at Naya Nohra, Makbara Bazaar upto 1936. With the growth of the city, Nagar Palika got converted into Nagar Parishad and the office was shifted at Rampura upto 1988. It was later shifted to Dussehra ground by the administrator Karan Singh Rathod.

In the year 1993, Kota's Nagar Parishad was given the status of Nagar Nigam. And, these institutions were bestowed with constitutional rights and formation of board for working was established since then.

In Kota City, the number of wards from the year 1965 to 1970 were 33. It increased to 45 in 1976 and again dilimitation was done in 1992. From 1994 to 2006, the number of wards were 60. In 2014, it increased to 65. And, in the year 2019 the number of wards were increased to 150. And, two Nagar Nigams were formulated i.e Kota north consisting of 70 wards and Kota South consisting of 80 wards.

Table 4.1 : Kota City – Year-wise Status of Number of Wards

S. No.	Year	Ward
1	1970	33
2	1992	45
3	1994	60
4	2001	65
5	2020 Kota North	70
6	2020 Kota South	80

Source : Nagar Nigam, Kota

Presently, half of the world's population is living in metropolitan cities. Therefore, population living in cities need quantitative and qualitative study to be done. According to the geographers, statistical study of the place is governed by the population distribution, density patterns and other entities.

According to 2011 Population Census, the total population of Kota City was 1001365. In this, males constituted 528272 and females constituted 473093. The total literate people in Kota City are 841965 and males are 482318 and females are 359647. Average literacy rate is 81.71% out of which males are 89.49% literate and females are 75.33% literate. According to Population Census (2011) the population of (0-6years) age group children is 146205 and boys constitute 77364 and girls constitute 68841. The sex-ratio of Kota City is 895 and child sex-ratio is 885.

Table 4.2 : Kota City : Rural-Urban Population, Sex-Ratio and Literacy Rate (2011)

Description	Rural	Urban
Population	39.69	60.31
Total Population	949649	1001365
Male	499858	528272
Female	449791	473093
Sex Ratio	930	898
Child Sex ratio (0-6)	910	890
Number of Children	108851	146205
Number of Boy Child	56977	77364
Number of Girl Child	51874	68841
Literate Number	456380	841965
Male Literacy Rate	283078	482318
Female Literacy Rate	173302	359647
Total Average Literacy Rate	68.57	81.71

Source : Indian Population Census Department, UIT, Kota, Nagar Nigam, Kota

KOTA CITY
According to Ward-wise (2001)

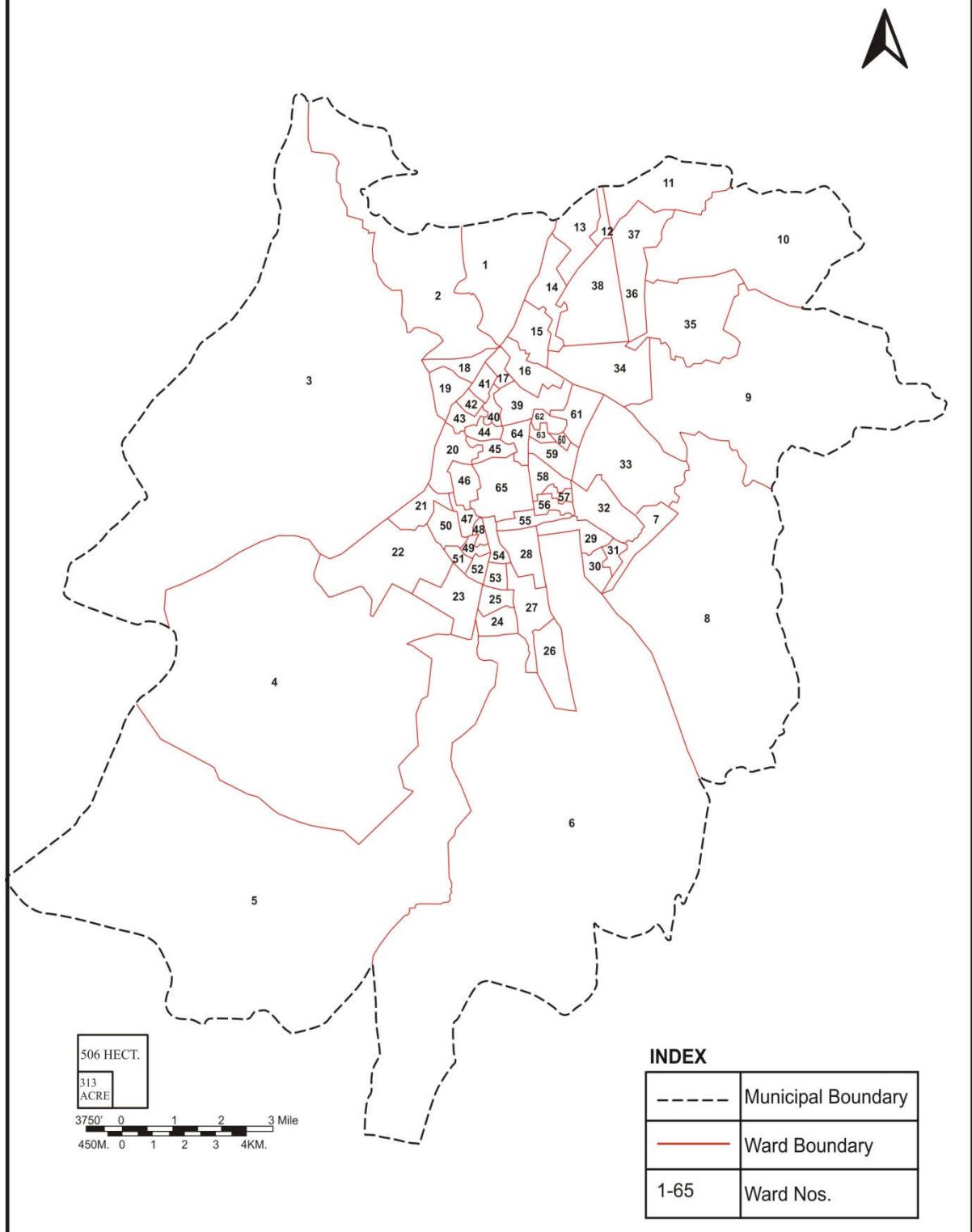


Fig. 4.1

4.4 Population Distribution

Population distribution means spatial distribution of the people living in the given area. Population distribution is largely being regulated by the physical features of that area. About 80% of the world's population lives on just 20% of the land area. And, the rest 20% of the world's population lives on 80% of the land area of the earth in the most unfavourable conditions. Population distribution is controlled by many factors like habitable land, climate, even topography, water supply facility and favourable environmental conditions.

Kota city is located on the plateau surface of Hadoti region. Here, water supply is maintained by Chambal river, climate is favourable for both the Kharif and Rabi crops and for habitation also. Maximum dense area of Kota City is the walled area of old Kota City also known as C.B.D. Area. But, now the margins of Kota City are extending outwards from the Parkota aka walled area of Kota City. The other areas of Kota City are Gumanpura, Vallabhbari, Chhawni, Dadabari, Bajrang Nagar, Nayapura, Station area, Jawahar Nagar, Vigyan Nagar, Borkheda, Anantpura etc. Jawahar Nagar area has many coaching institutes leading to population concentration in this area.

As, it is mentioned earlier in the year 1920, Kota has been divided under two municipal corporations (Nagar Nigams) i.e. Kota North (70) and Kota South (80) with total 150 wards.

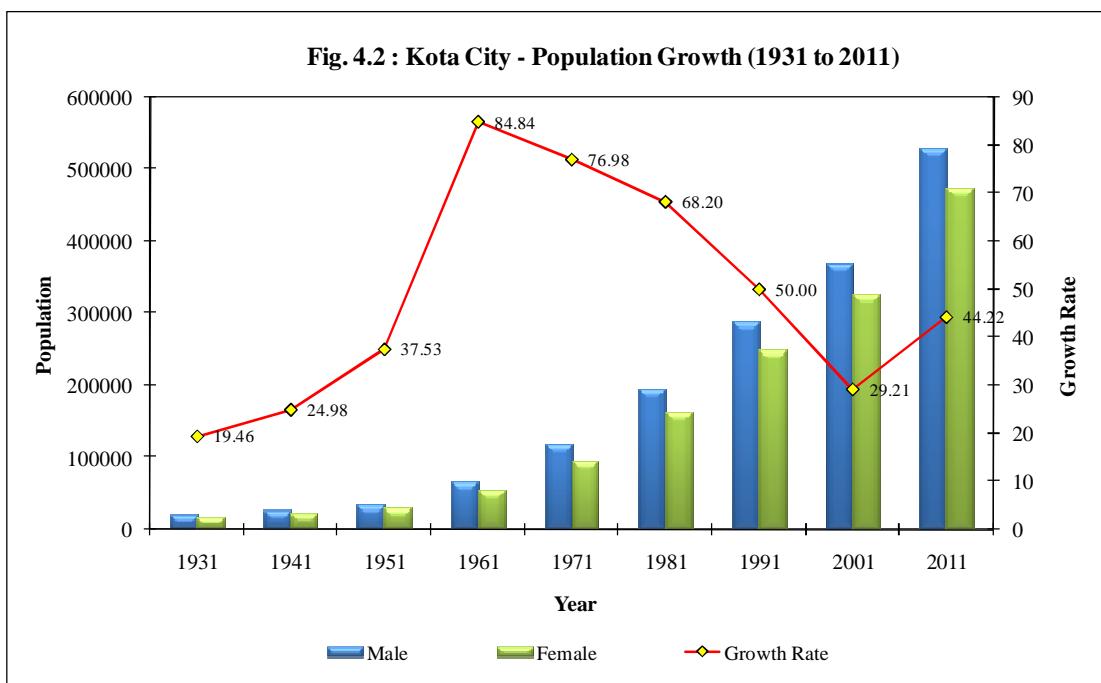
4.5 Population Growth

Population growth is the increase in the number of people in a dispersed group in a fixed time interval. Population change does not record positive or negative changes but, the totality counts. Population growth increases with endemic coherence. Kota city is growing at a fast rate due to some of the favourable factors like drinking water supply, industrial growth, education hub and all the facilities required for infrastructural development. It is recorded as the maximum urban population centric city in Rajasthan. In the year 2011, Kota City's population growth rate increased to 44.22%. This, growth has a huge impact on the resources of the city and it may lead to increase in the decadal growth rate.

Table 4.3 : Kota City - Population Growth (1931 to 2011)

Year	Total	Male	Female	Growth Rate
1931	37876	20259	17617	19.46
1941	47339	25424	21915	24.98
1951	65107	34474	30633	37.53
1961	120345	65894	54451	84.84
1971	212991	117318	95673	76.98
1981	358241	195109	163132	68.2
1991	537371	288191	249180	50
2001	694316	368451	325865	29.21
2011	1001365	528601	472764	44.22

Source: Census Department, Government of India and Nagar Nigam, Kota



In 1931, the population of Kota city was 37,876, which increased to 47,339 in 1941 and further to 65,107 in 1951. This rise was primarily due to the settlement of the population in urban areas after independence. By 1991, the population of Kota city had reached 537,371, including 288,191 males and 249,180 females. In 2001, the city's population grew to 1,001,694. The primary reason for this growth was the increase in urban amenities (Table 4.3).

Population Growth in Kota City

In 1901, the total population of Kota city was 33,657, which increased to 37,876 by 1931. Between 1931 and 1941, the population grew by 24.98%. In the 1951 decade, the growth rate surpassed 37.53%. According to the 1961 Census, the city's population growth rate was 84.84%. In 1981, Kota city's urban population constituted 16.82% of the district's total population, which increased to 44.02% in 1991 and 44.26% in 2001. Between 1951 and 1991, the city's population grew from 65,107 to 537,371, a significant increase over 40 years. After 1961, there was a decline in the city's decadal growth rate, which is a positive sign. The decadal growth rates for the years 1971, 1981, 1991, 2001, and 2011 were 76.98%, 68.20%, 50%, 29.21%, and 44.22%, respectively (Table 4.4).

Table 4.4: Kota City - Population Growth Rate Across Different Decades

Year	Population	Growth Rate	Difference
1901	33657	0	
1911	32753	-2.69	-904
1921	31707	-3.19	-1046
1931	37876	19.46	6169
1941	47339	24.98	9463
1951	65107	37.53	17768
1961	120345	84.84	55238
1971	212991	76.98	92646
1981	358241	68.2	145250
1991	537371	50	179130
2001	694316	29.21	156945
2011	1001365	44.22	307049

Source: Census Department, Government of India and Municipal Corporation, Kota.

In 2011, the population growth rate of Kota city increased to 44.22%, which is not a positive sign for our future development. This is because our country ranks second in population after China and seventh in terms of area. This implies that while our population will be large in the future, there will be limited space for accommodation. If population growth is controlled now, it is possible that in the coming years, the decadal growth rate will decrease. According to the Kota Master Plan 2001-2023, this could reduce to just 7.14% by 2023.

Population Growth in Kota City by Wards

Not only in India, but also in Kota city, the population is growing at a rapid pace. After gaining independence, the population here has more than doubled. The study of the city's population has been conducted across 60 wards. Based on the growth of population, rapid industrialization, and other factors, an attempt has been made to study the future population growth of Kota city. Ward 4 has the highest population in the city, with 29,610 people residing there according to the 2001 Census. Ward 37 holds the second position, with 23,493 residents. The lowest population is found in Ward 25, with just 5,469 residents. The distribution of the growing population in the city is represented through a point map based on wards. According to the Kota Master Plan, the estimated population growth from 2011 to 2031 is shown by wards in a table.

Table 4.5: Kota City - Population Growth Trend (1901-2031)

Year	Population	Difference	Growth Rate
1901	33657	--	0
1911	32753	-904	-2.69
1921	31707	-1046	-3.19
1931	37876	6169	19.46
1941	47339	9463	24.98
1951	65107	17768	37.53
1961	120345	55238	84.84
1971	212991	92646	76.98
1981	358241	145250	68.2
1991	537371	179130	50
2001	694316	156945	29.21
2011	1001365	307049	44.22
*2022	1440000	438635	43.8
*2031	2100000	660000	45.83
* Estimated			

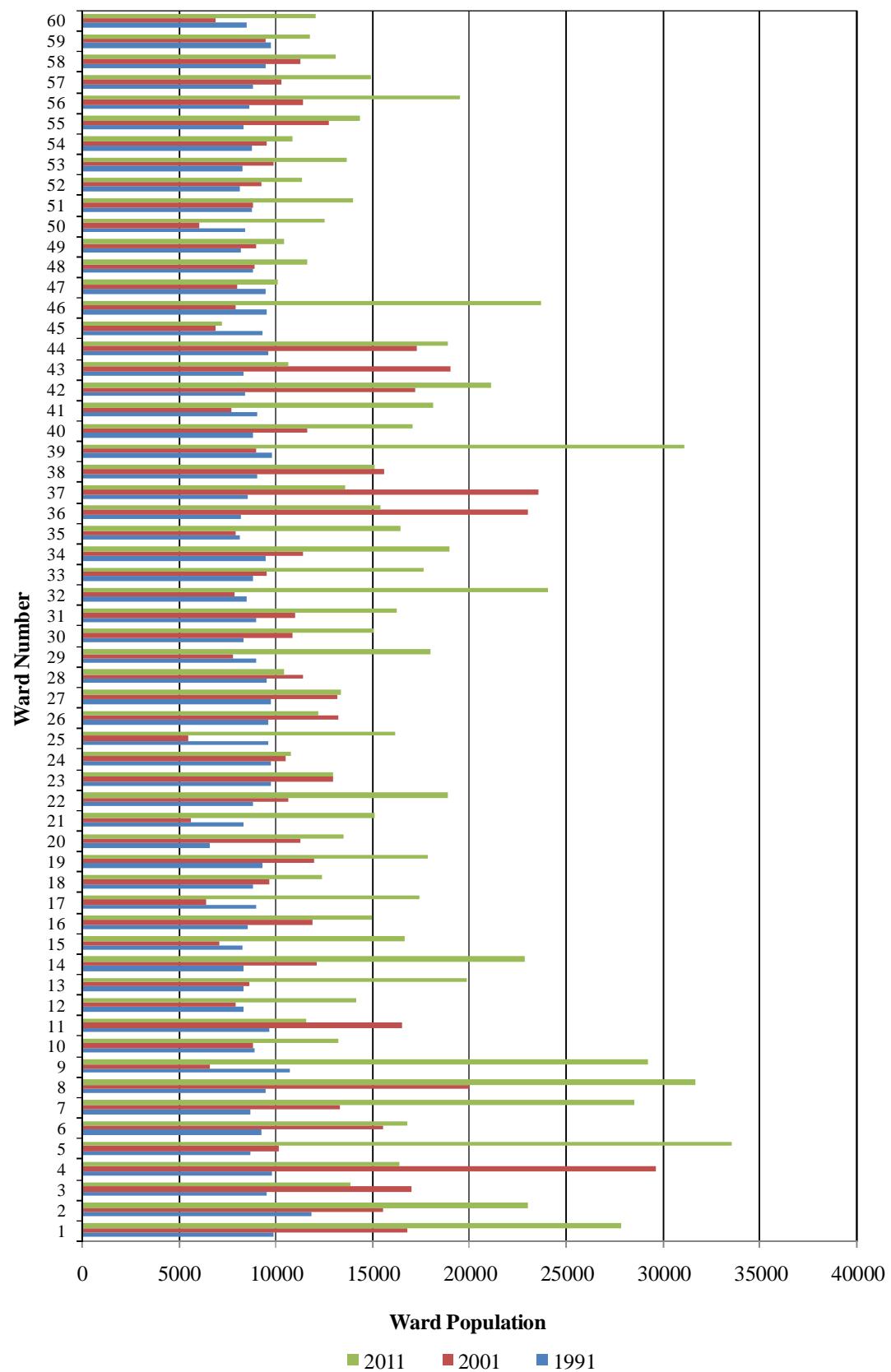
Source: Census of India, Urban Planning Department, and Advisory Estimates

The population of Kota city has consistently increased, except for the initial decades. In 1901, the population of Kota city was 33,657, which increased to 65,107 in 1951 and further to 212,991 in 1971. By 2011, the total population had reached 1,001,365, with a growth rate of 44.22%. And, the projected rise in the population is estimated at 43.8% in the year 2022. And, 45.83% growth rate is estimated for 2031.

Table 4.6: Kota City - Ward-wise Population Growth (1991, 2001, 2011)

Ward No.	1991	2001	2011	Ward No.	1991	2001	2011
1	9853	16749	27764	31	8915	10994	16206
2	11786	15527	22992	32	8457	7847	24016
3	9500	16929	13840	33	8814	9496	17563
4	9797	29610	16362	34	9437	11362	18904
5	8688	10090	33521	35	8100	7912	16410
6	9247	15526	16761	36	8149	22946	15367
7	8687	13296	28455	37	8509	23493	13540
8	9454	20000	31592	38	9001	15558	15044
9	10690	6589	29192	39	9776	8917	31037
10	8839	8763	13175	40	8796	11585	17018
11	9632	16444	11511	41	8983	7667	18085
12	8294	7868	14112	42	8408	17143	21051
13	8342	8607	19855	43	8281	18996	10628
14	8279	12060	22812	44	9547	17221	18882
15	8252	7082	16628	45	9297	6846	7202
16	8497	11888	14910	46	9515	7916	23680
17	8907	6332	17357	47	9453	7988	10056
18	8801	9653	12384	48	8797	8864	11558
19	9276	11954	17826	49	8160	8948	10410
20	6576	11247	13473	50	8398	6028	12516
21	8291	5572	15100	51	8758	8807	13964
22	8770	10581	18861	52	8123	9198	11291
23	9677	12891	12933	53	8209	9809	13619
24	9693	10487	10782	54	8735	9490	10817
25	9586	5469	16118	55	8335	12722	14313
26	9529	13187	12117	56	8601	11387	19452
27	9671	13093	13310	57	8817	10233	14876
28	9476	11403	10401	58	9450	11245	13053
29	8918	7745	17919	59	9733	9431	11727
30	8339	10788	14998	60	8470	6837	12019
Source: Census Department, Government of India and Nagar Nigam, Kota.				Sogariya	--	8832	
				Military	--	7315	
				Total	537371	694316	1001365

Fig. 4.3: Kota City - Ward-wise Population Growth (1991, 2001, 2011)



4.6 Population Density

Population Density means people living in one km square area. Population density is calculated in the ratio of number of persons and the area. Population density is the indicator of the growth and development of a particular space. The population density of Kota (2001) population census was 3234 persons per sq.km. on the other hand in (2011) the population density was 4500 persons per sq.km. This increase in the density describes the increase in the number of people dependent of the land area and its resources.

Table 4.7: Kota City - Population by Wards, Ward Area & Population density (2001)

Ward No.	Population	Area (sq.km.)	Population Density	Ward No.	Population	Area (sq.km.)	Population Density
1	16749	63.21	265	31	10994	0.16	68037
2	15527	25.75	603	32	7847	0.3	25932
3	16929	4.88	3470	33	9496	0.31	30261
4	29610	2.74	10795	34	11362	1.96	5800
5	10090	0.54	15896	35	7912	0.32	24818
6	15526	3.2	4859	36	22946	1.99	11554
7	13296	5.95	2233	37	23493	0.99	23642
8	20000	2.13	9405	38	15558	0.52	29960
9	6589	26.66	247	39	8917	0.76	11728
10	8763	0.27	32075	40	11585	0.86	13402
11	16444	15.52	1059	41	7467	0.34	21878
12	7868	4.61	1706	42	17143	0.49	34851
13	8607	6.42	1340	43	18496	4.92	3757
14	12060	1.36	8838	44	12221	0.08	152763
15	7082	0.55	12809	45	9846	0.2	49230
16	11888	1.54	7724	46	7916	0.35	22945
17	6332	4.1	1545	47	7588	0.18	42085
18	9653	1.88	5143	48	8864	0.24	36857
19	11954	0.38	31708	49	8948	1.18	7588
20	11247	1.07	10476	50	6028	0.36	16880
21	5572	1.18	4735	51	8307	0.11	75725
22	10581	5.69	1858	52	7198	0.18	39790
23	12891	1.52	8505	53	9809	0.35	28090
24	10487	0.45	23540	54	8490	0.32	26842
25	5469	0.27	20226	55	12595	0.92	14728
26	13187	2.86	4615	56	11887	3.02	3768
27	13093	3.14	4176	57	10233	0.29	35556
28	11403	0.21	54560	58	11245	1.09	10876
29	7745	0.26	30349	59	9931	0.97	5760
30	10788	0.25	43014	60	6837	0.63	10856
				Total	688589	212.98	3233

Source : Nagar Nigam, Kota

**Table 4.8: Kota City - Ward-wise Population Density Based on Master Plan
(Per Square Kilometer)**

Ward No.	2021	2031	2034	Ward No.	2021	2031	2034
1	596	894	1028	31	67037	67037	67037
2	1357	2035	2340	32	25932	25932	25932
3	7807	11711	13468	33	40019	46023	48094
4	24288	36433	41898	34	9803	12744	13891
5	41841	62763	72177	35	30028	33030	34021
6	10932	16398	18857	36	19527	25385	27670
7	5025	7538	8668	37	39955	51941	56616
8	15895	20663	22523	38	50632	65821	71745
9	556	834	959	39	19821	25767	28086
10	54209	70472	76816	40	22650	29446	32096
11	2384	3576	4112	41	49229	73844	84919
12	3839	5758	6622	42	58898	76568	83460
13	3015	4523	5201	43	8453	12680	14582
14	11688	13441	14045	44	184838	203325	209425
15	15498	17048	17560	45	96490	135085	151295
16	10215	11747	12276	46	30342	34893	36464
17	3476	5215	5997	47	55657	64004	66883
18	10080	14112	15806	48	48744	56054	58578
19	38366	42202	43467	49	10035	11540	12059
20	12676	13944	14362	50	16880	16880	16880
21	9281	12993	14553	51	75725	75725	75725
22	2457	2826	2953	52	39790	39790	39790
23	11248	12935	13517	53	28090	28090	28090
24	28485	31333	32274	54	26842	26842	26842
25	26746	30758	32141	55	1977	22398	23406
26	6103	7018	7334	56	6365	8275	9020
27	8184	11458	12833	57	47022	54076	56508
28	54560	54560	54560	58	14384	16542	17287
29	30349	30349	30346	59	12908	14844	15512
30	43014	43014	43014	60	5408	7106	7823

Source : Nagar Nigam, Kota

The above table 4.8 shows the projected rise in population density ward wise on the basis of 60 wards delimitation of Kota City (2001 ward wise delimitation).

4.7 Sex-Ratio

Sex-Ratio defines the social and cultural characteristics of the society, sex-ratio is calculated by counting the number of females over number of males multiplied by 1000. According to 2011 population census, sex-ratio of Kota City was 885/1000.

Table 4.9: Kota City - Ward-wise Sex-Ratio (Per 1000 Males), (2011)

Ward No.	Sex-Ratio	Ward No.	Sex-Ratio
1	912	31	916
2	924	32	881
3	926	33	887
4	912	34	897
5	875	35	889
6	855	36	955
7	878	37	910
8	874	38	915
9	844	39	904
10	867	40	923
11	848	41	917
12	895	42	918
13	875	43	901
14	886	44	930
15	921	45	885
16	921	46	799
17	783	47	930
18	895	48	921
19	889	49	926
20	956	50	930
21	923	51	960
22	955	52	916
23	924	53	950
24	923	54	927
25	889	55	797
26	922	56	810
27	907	57	854
28	900	58	923
29	850	59	967
30	892	60	944

Source: District Statistical Department, Kota

4.8 Literacy

Qualitative value of the population is calculated through literacy. Literacy is the factor transcending economic and social development. In 2011 population census, the population was 1001365. Out of which, the average literacy rate was 81.71% and male literacy was 89.49% and female literacy constituted 75.33% literacy rate.

Table 4.10: Kota City - Average Literacy Rate According to Census (2011)

Wards with Higher Literacy Rate than the Average Literacy Rate	Wards with Lower Literacy Rate than the Average Literacy Rate
Ward Nos.	Ward Nos.
10, 11, 13, 15, 17, 24, 26, 60	1, 2, 3, 4, 5, 6, 7, 8, 9, 12, 14, 16, 18, 19, 20, 21, 22, 23, 25, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59

With the demographic study of Kota city, it can be concluded that city is experiencing changes in population growth, density, sex ratio and literacy rate showing the transcending effects on its growth and development.

At present, nearly half of the world's population resides in urban centers of varying sizes. Therefore, the study of various demographic elements or characteristics of the urban population holds special significance. In the study of the demographic morphology of cities, geographers have given utmost importance to the patterns of population distribution, density, and their dynamic nature.

According to the 2011 Census, the total population of Kota city is 1,001,365, comprising 528,272 males and 473,093 females. The total number of literate individuals in Kota is 841,965, of which 482,318 are literate males and 359,647 are literate females. The average literacy rate is 81.71%, with male literacy at 89.49% and female literacy at 75.33%.

As per the 2011 Census, the total number of children in the 0-6 age group in Kota is 146,205, including 77,364 boys and 68,841 girls. The sex-ratio of Kota city is 895 females per 1,000 males, while the child sex-ratio is 885 girls per 1,000 boys.

The details of population, literacy and sex-ratio of Kota city according to wards of 1961, 2001 and 2011 are given in the following table –

Table 4.11 : Kota City - Population Distribution by Wards (1961)

Ward Number	Male	Female	Total	Ward Number	Male	Female	Total
1	2632	2125	4757	18	1371	1259	2630
2	1827	1544	3371	19	1711	1568	3279
3	1571	1323	2894	20	1451	1346	2797
4	3347	2635	5982	21	1568	1424	2992
5	2686	2100	4786	22	1591	1380	2971
6	1850	1424	3274	23	1999	1739	3738
7	2702	2309	5011	24	1422	1231	2653
8	1419	1223	2642	25	1869	1571	3440
9	1626	1500	3126	26	1356	1178	2534
10	1587	1373	2960	27	1184	997	2181
11	1427	1277	2704	28	1909	1642	3551
12	1858	1598	3456	29	1822	2098	3920
13	2206	1898	4104	30	2191	1721	3912
14	2321	2030	4351	31	1665	1446	3111
15	2116	1949	4065	32	2945	817	3762
16	2082	1863	3945	33	3801	2873	6674
17	2506	2266	4772	Total	65618	54727	120345

Source: District Statistics Department, Kota

Table 4.12 : Kota City - Ward-wise Population, Male and Female (2001)

Ward Number	Male	Female	Total	Ward Number	Male	Female	Total
1	8883	7866	16749	31	5696	5298	10994
2	8179	7348	15527	32	4017	3830	7847
3	9174	7755	16929	33	4933	4563	9496
4	15932	13678	29610	34	5995	5367	11362
5	5897	4993	10890	35	4155	3757	7912
6	8309	7217	15526	36	12123	10823	22946
7	7496	5800	13296	37	12473	11020	23493
8	10586	9414	20000	38	8266	7292	15558
9	3531	3058	6589	39	4762	4155	8917
10	4729	4034	8763	40	6121	5464	11585
11	8762	7682	16444	41	3913	3554	7467
12	4178	3690	7868	42	8990	8153	17143
13	4559	4048	8607	43	9797	8699	18496
14	6407	5653	12060	44	6447	5774	12221
15	3633	3449	7082	45	5218	4628	9846
16	6378	5510	11888	46	4149	3767	7916
17	3354	2978	6332	47	3917	3671	7588
18	5146	4507	9653	48	4747	4117	8864
19	6218	5736	11954	49	4645	4303	8948
20	5894	5353	11247	50	3868	3560	7428
21	2865	2707	5572	51	4329	3978	8307
22	5739	4842	10581	52	3999	3798	7797
23	6857	6034	12891	53	5582	5127	10709
24	5920	5068	10988	54	4786	4332	9118
25	2860	2609	5469	55	6995	6600	13595
26	7322	5865	13187	56	6070	5317	11387
27	6914	6479	13393	57	5337	4896	10233
28	5814	5589	11403	58	6103	5142	11245
29	4651	3694	8345	59	5032	4398	9430
30	5585	5203	10788	60	3487	3350	6837
				Total	367724	326592	694316

Source: Census Department, Government of India and Nagar Nigam, Kota

Table 4.13: Kota City - Ward-wise Literacy and Sex-Ratio (2011)

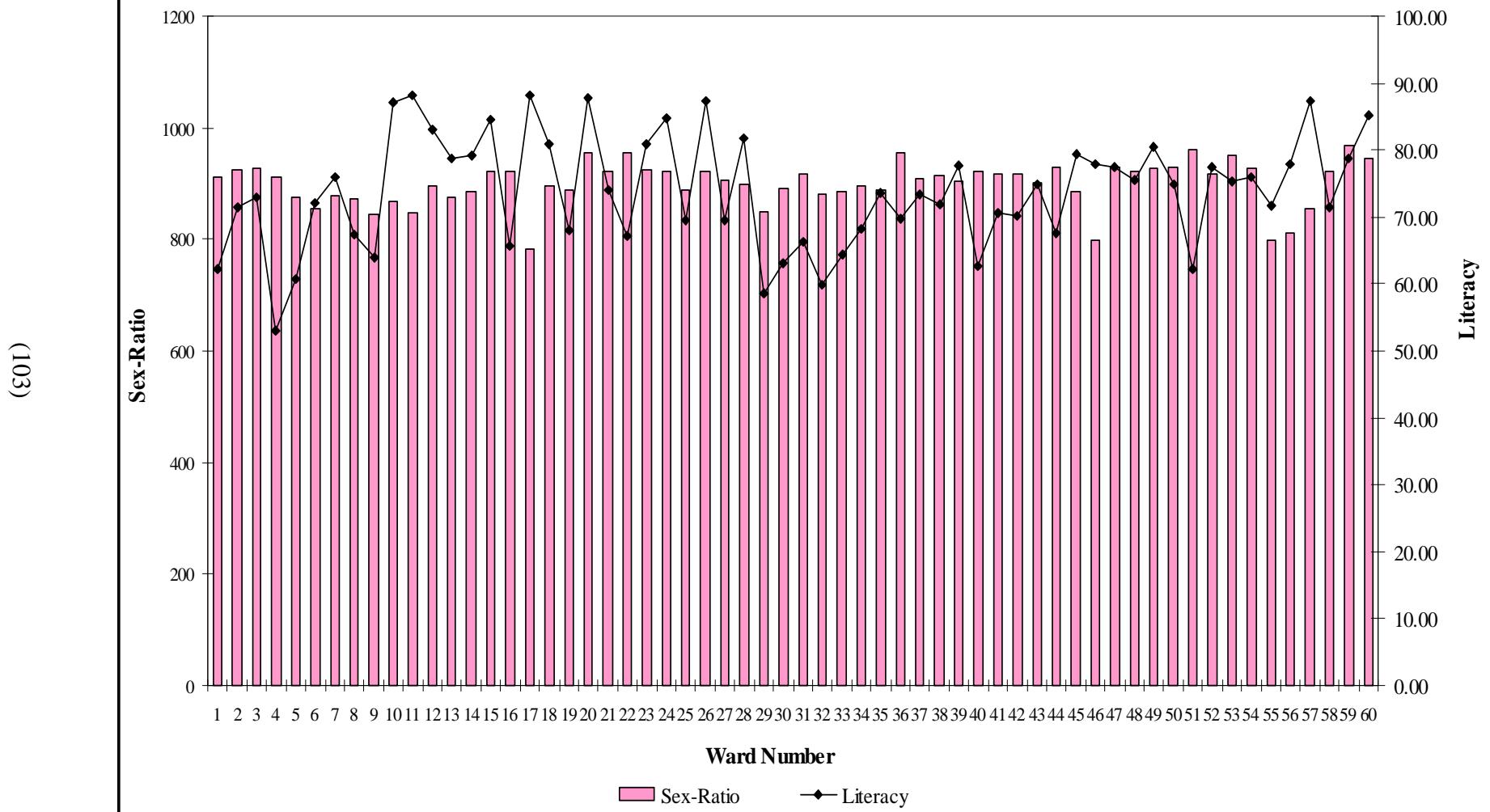
Ward Number	Population	Literacy	Sex-Ratio
1	27764	62.2	912
2	22992	71.5	924
3	13840	73	926
4	16362	52.9	912
5	33521	60.7	875
6	16761	72.1	855
7	28455	75.9	878
8	31592	67.3	874
9	29192	64	844
10	13175	87.1	867
11	11511	88.1	848
12	14112	83	895
13	19855	78.8	875
14	22812	79.1	886
15	16628	84.6	921
16	14910	65.6	921
17	17357	88.3	783
18	12384	80.9	895
19	17826	68.1	889
20	13473	87.7	956
21	15100	74.1	923
22	18861	67.1	955
23	12933	80.9	924
24	10782	84.8	923
25	16118	69.6	889
26	12117	87.3	922
27	13310	69.6	907
28	10401	81.8	900
29	17919	58.5	850
30	14998	63.1	892
31	16206	66.3	916
32	24016	59.8	881

33	17563	64.3	887
34	18904	68.2	897
35	16410	73.6	889
36	15367	69.7	955
37	13540	73.3	910
38	15044	71.9	915
39	31037	77.6	904
40	17018	62.6	923
41	18085	70.7	917
42	21051	70.2	918
43	10628	75	901
44	18882	67.6	930
45	7202	79.5	885
46	23680	78	799
47	10056	77.5	930
48	11558	75.6	921
49	10410	80.5	926
50	12516	74.9	930
51	13964	62.3	960
52	11291	77.5	916
53	13619	75.4	950
54	10817	75.9	927
55	14313	71.7	797
56	19452	77.9	810
57	14876	87.3	854
58	13382	71.4	923
59	11727	78.7	967
60	12019	85.1	944

Source: Census Department, Government of India, Nagar Nigam Kota and City Development Trust, Kota

In the year 2019-20, the new wards delimitation was processed. In this process, Kota city got divided into Kota North Nagar Nigam (70) and Kota South Nagar Nigam (80) constituted 150 wards in total.

Fig. 4.4 : Kota City - Ward-wise Literacy and Sex-Ratio (2011)



4.9 Occupational Structure

The occupational structure refers to the study of the engagement of the working population in various occupations or tasks within the total population. The population involved in labor-intensive occupations, and those who earn their livelihood through these activities, is referred to as the economically active population. This population is engaged in specific economic activities. The proportional distribution of this active population across different occupations is termed the occupational structure of the population.

According to the 2001 and 2011 Census, the workforce participation ratio in Kota city was 25.32% and 26.30%, respectively. In the 2001 Census, a total of 175,845 individuals were part of the workforce in Kota city. The 2011 census data reveals that the number of people engaged in industrial and agricultural activities decreased, while there was an increase in the number of individuals working in construction, trade, commerce, and the service sector. According to the Urban Planning Department, in 2011, 21.25% of the workforce was engaged in industries, 21.00% in trade and commerce, and 32.16% in other services (as shown in Table 4.14).

Table 4.14: Kota City - Occupational Structure, 2001-2011

S. No.	Occupation	2001 Estimated		2011 Estimated	
		Number of Workers	Percentage of Workers	Number of Workers	Percentage of Workers
1	Agriculture, Mining & Auxiliary Activities	13188	7.50%	18000	6.83%
2	Industry	42290	24.05%	55980	21.26%
3	Construction	15105	8.59%	23780	9.03%
4	Trade & Commercial Activities	34906	19.85%	55300	21.00%
5	Transportation & Communication	17567	9.99%	25350	9.63%
6	Other Services	52789	30.02%	84955	32.26%
Total		175845	100.00%	263365	100.00%

Source: Census Department, Urban Planning Department, and Advisory Estimates, Kota

Table 4.15: Kota City - Occupational Structure, 2031 (Estimated)

S. No.	Occupation	Number of Workers	Percentage
1	Agriculture, Mining & Auxiliary Activities	25200	4.00%
2	Industry	135450	21.50%
3	Construction	59850	9.50%
4	Trade & Commercial Activities	138600	22.00%
5	Transportation & Communication	63000	10.00%
6	Other Services	207900	33.00%
	Total	630000	100.00%
Workforce Participation Ratio: 30%			

Source: Urban Planning Department and Advisory Estimates, Kota

The above occupational structure has been determined based on past trends, demographic characteristics, and the potential development of various administrative, economic, and industrial activities. In the years 2001 and 2011, the workforce participation ratio in Kota city was 25.32% and 26.30%, respectively. According to the Urban Planning Department and the Advisory Estimates Department, the workforce participation ratio for Kota city is projected to reach 30% by 2031, with the total number of workers estimated to be approximately 63,000.

The occupational structure of Kota city shows that trade and commerce have the highest share, approximately 22%. This is followed by industries, which account for around 21.50%. Therefore, it is estimated that number of people employed in these sectors deliberate ruse in women employment and growth in city's economy.

Chapter - 5

USE OF STATISTICAL DATA IN ACCESSING THE PROBLEMS FACED BY WORKING WOMEN

5.1 Introduction

5.2 Definition of Research

5.3 Research Methodology

5.4 Rationale of the Study

5.5 Problem Statement

5.6 Planning of the Research Project

5.7 Importance of the Study

5.8 Scope of the Study

5.9 Limitations of the Study

Chapter - 5

USE OF STATISTICAL DATA IN ACCESSING THE PROBLEMS FACED BY WORKING WOMEN

5.1 Introduction

To achieve the research's aims and objectives. This chapter examines how to carry out the study more successfully and economically. The relationship between research questions and objectives is formed through the selection of a suitable research methodology. In this chapter, researcher discusses the strategies and data collection methods that are used to gather information related to the research issue. Research methodology is defined as a systematic process that the researcher uses to gather valid and reliable data. The question and method was employed by the researcher to conduct the investigation. It explains the justifications for selecting a specific methodology over others in conjunction with this study.

5.2 Definition of Research

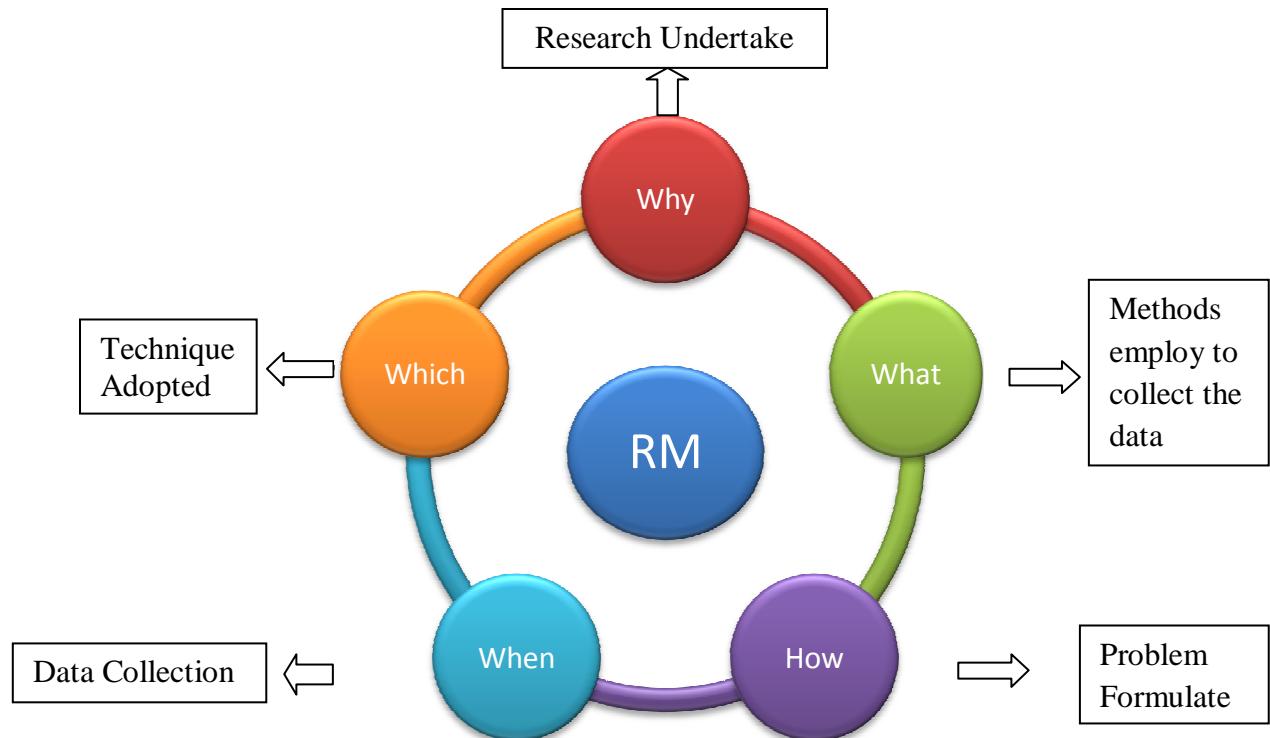
"Research comprises defining and redefining problems, formulating the hypothesis or suggested solutions, collecting, organizing and evaluating data, making deductions reaching conclusions and at last carefully testing the conclusions to determine whether they fit the formulating hypothesis" Clifford Woody (2015).

"The manipulation of things, concepts or symbols to generalize to extend, correct or verify knowledge, whether that knowledge aids in construction of theory or the practice of the art" **D. Slesinger and M. Stephenson (2015)**.

5.3 Research Methodology

The procedure of carrying out the research is referred to as research methodology. In addition to outlining the stages needed in doing the research, research methodology also explains the constraints of the study, explains the assumptions and implications of performing the research, and justifies the use of different methodologies.

Fig. 5.1



5.4 Rationale of the Study

To demonstrate that the material gathered is authentic and pertinent, a rational for using all the words is also provided. This chapter helps the research accomplish the goals and objectives of the research project. The purpose of this chapter is to analyse the data gathered in order to have a better knowledge of how employed women view their workplaces in their professional lives. This will also identify strategies for juggling work and home life.

5.5 Problem Statement

"An Analysis of the Problems and Challenges Faced by Working Women in Kota City.

5.6 Planning of the Research Project

5.6.1 Research Objectives

The study attempts to address the following key research objectives.

1. To identify the problems and challenges faced by urban working women at their workplaces.

2. To assess the degree of constraints influencing their status at the workplace.
3. To study the contribution of working women in changing the social and economic structure of the society in the research area.
4. To assess the degree of job satisfaction.
5. To find out the role of education in creating awareness for women to explore career opportunities.
6. To identify the socio-economic profile of women in the study area.
7. To provide the possible solutions and ways to overcome the problems of working women.

5.6.2 Study Area

The study area is restricted to Kota city. According to Population Census (2011), the population of Kota City was 1,001,694 in which the Male Population is 528,601 and 473,093 is Female Population. Out of this, the working population is accordance to the Population census (2011) was 328,253. Out of this, 270,752 were male workers and 57501 females. The working population in Kota City is defined as those who are engaged in business, job service, cultivator or labour activity.

Based on the growth rate the projected population rise in Kota City for 2021 is estimated to be around 1.2 million people, based on the 2011 census figure of 1001694 with a projected increase of approximately 200,000 individuals compared to the 2011 census. Thereby, the working population projected rise shows increase from 328,253 to 7.12 lakhs based on 2011 census, with a projected population increase factored in for 2021. (Source : This figure is derived from the 2011 Population Census data and projected population growth for Kota City website www.census.co.in)

5.6.3 Operational Definition

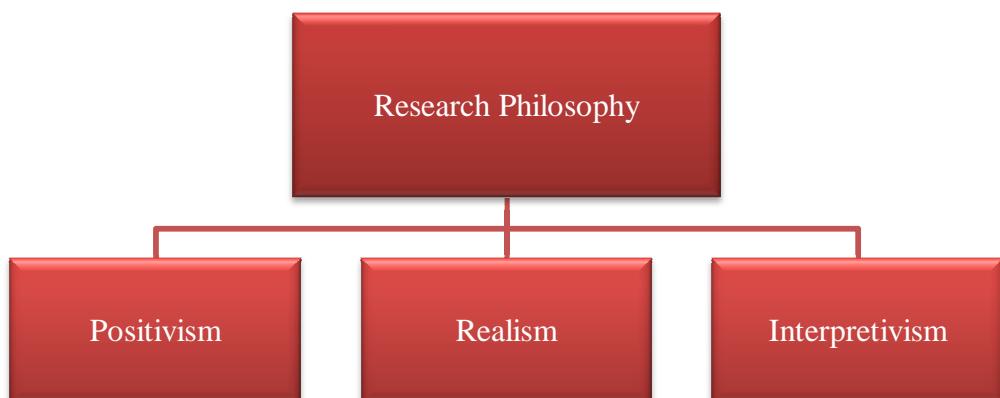
According to Emory and Cooper (1991), “An operational definition is stated regarding specific testing criteria as operations. These must be able to count, measure, or in some other way gather the information through one’s senses.”

The operational definitions of the various concepts included in the present study are given below.

- 5.6.3.1 Domain : A distinctive group of individuals with the same interest (Greenhous & Beutell, 1985).
- 5.6.3.2 Family : A group of legally related individuals (Aryee & Luk, 1996).
- 5.6.3.3 Life and work balance : Life work balance refers to the spillover of life domain into work domain and making a balance.
- 5.6.3.4 Work-life balance : Work life balance refers to the spillover of work domain into life domain and making a balance.
- 5.6.3.5 Role Conflict : Occurs when individuals are forced to take on competing for role demands in their lives and when role obligations are incompatible (Matthews & Rodin, 1989).
- 5.6.3.6 Work-life Balance : Describes the balance between an individual's work and his or her personal life (Higgins & Duxbury, 1994).

5.6.4 Research Process

The procedure by which the researcher chooses how to gather the relevant data for the research problem is a crucial component of the study. The researcher presents the research process that include several techniques including research approach, research philosophy, research strategy, time horizon and data gathering methods. These techniques are employed to carry out this activity.



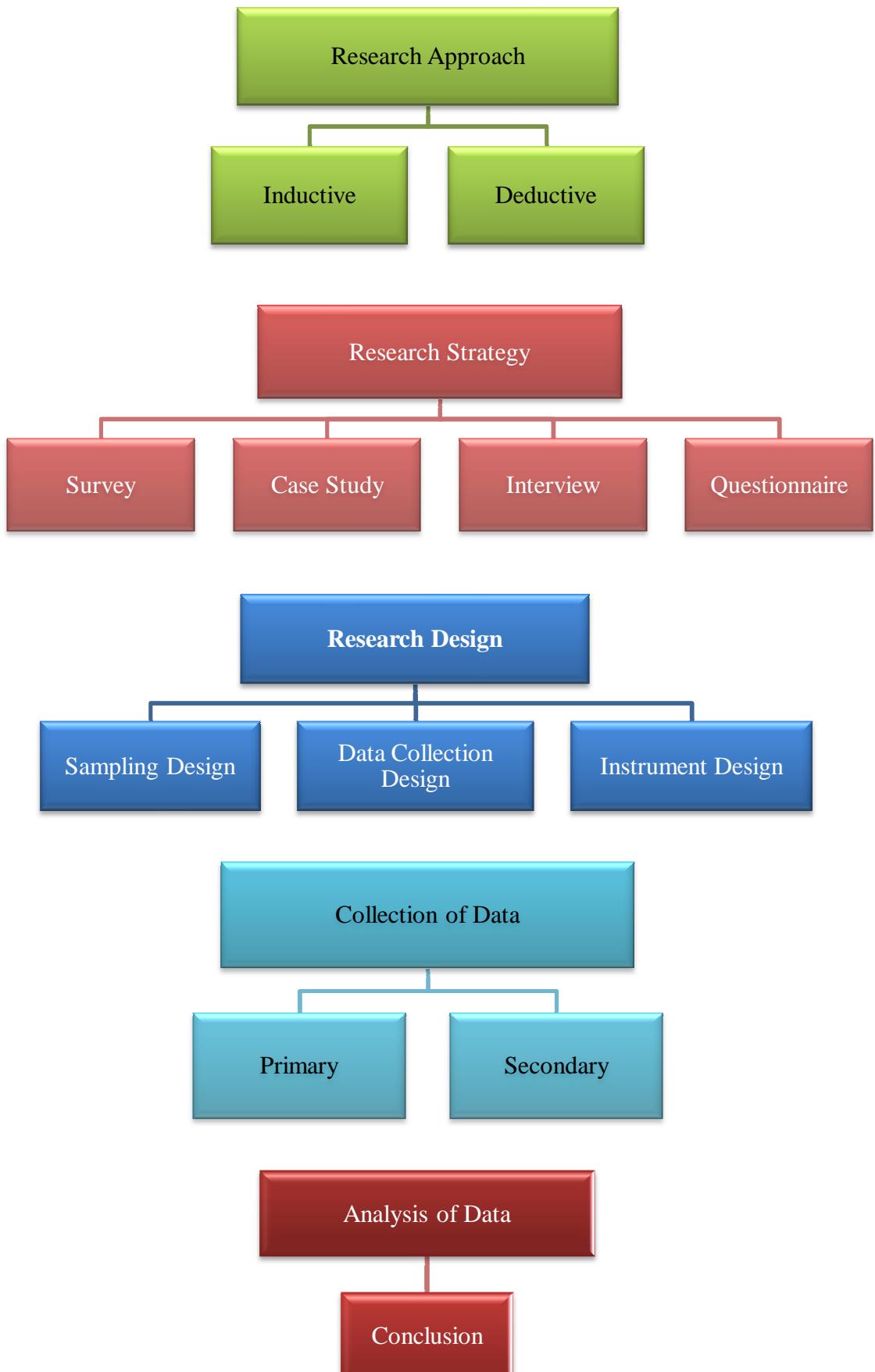


Fig. 5.2 : Research Process
Source: D. Slesinger & M. Stephenson (2015)

5.6.4.1 Research Philosophy – By offering sound reasoning, research philosophy assists the researcher in determining how to approach the study problem. Philosophies assist the researcher and defining and improving the research techniques to be employed. A Researcher can examine several research methodologies and choose one that would be suited for carrying out the enquiry in an efficient manner with the help of research philosophy. Thus, it is necessary to choose a suitable philosophy to carry out the research process. There are various research philosophies that researchers can employ to choose the right approach, including positivism, interpretive philosophy, and realism philosophy. By incorporating the hypothesis within the research study, the researcher has applied a positivistic approach.

5.6.4.2 Research Approach – To conduct the research in an effective way, a suitable research approach is adopted to carry out the investigation in proper manner. There are two types of research approaches deductive and inductive research approach that researcher can use to conduct the research effectively. According to Wagner, Babbie, Halley and Zaino (2010).

In this research study, the researcher has used both deductive and inductive research approach to conduct the research in an effective manner. Both, qualitative and quantitative research design is used to conduct the research.

The researcher has started her research with social theories that focusses to find out the problems of working women at them workplaces. On the basis of theories, researcher has developed hypothesis and then tested those theories.

5.6.4.3 Research Strategy – To conduct the research, several research techniques, including case study analysis, interview survey, observation and literature review analysis are used to carry out the study and assist the researcher in gathering data in an appropriate way. In order to gather data for the study, the researcher employed a variety of techniques including questionnaire and surveys and literature review analysis. The researcher used statistical tools which are linked to the use of a quantitative research methodology, two examine the data in this study.

5.6.4.4 Research Design – The study has used qualitative and quantitative research design. The main goal is to examine the problems and challenges faced by working women.

5.6.4.5 Data Type - Data has been collected both from primary and secondary sources.

- **Primary Data Collection Method** – Principle technique for gathering data. The information gathered for a particular research topic in direct contact with the universe is known as primary data. When the secondary data is inappropriate and unavailable the researcher employs this strategy. The researcher employed two strategies to gather primary data: communication and observation. In order to gather primary data, the researcher uses the communication method to get in touch with the respondent in this case, the researcher used personal interview, focus group discussions, questionnaires to ask the required questions.
- **Secondary Data Collection Method** – Secondary data was sorted from Kota University library and through numerous searching sites such as google.com etc. Additionally, the researcher has also engaged with senior professionals for the completion of the study.

5.6.5 Performing the Data Collection – Design of a questionnaire- The primary data was gathered using a standardized questionnaire. To create a structured questionnaire, the researcher has used both open ended and close ended questions. Multiple choice questions are a feature of closed format questions that aid the researcher in understanding participants opinions. Open ended questions can give respondents the opportunity to express their thoughts on a specific study topic.

The questionnaire was divided into five parts. The first part constituted the introduction. The second part constituted the social profile of the respondent. The third part constituted the Economic Profile of the Respondent. The fourth part constituted the constraints they faced at their workplaces. The fifth part constituted the Level of Job satisfaction the respondents experience in general.

5.6.6 Sampling Process and Selection

Sample Definition – A Sample is “a smaller collection of units from a population used to determine truths about that population” (Creswell, 2012).

As, the study area is Kota city, and the population size is too large to access its attributes and it's under two municipal corporations i.e Kota North and Kota South. Kota North has 70 wards and Kota South has 80 wards. The determination of wards was done in year 2019 and they were formulated in 2020. So, to have access to the large population, “Purposive Random Sampling” with stratification is used to select the sub group of working women randomly throughout the large population.

“Purposive sampling involves selecting participants based on specific criteria that are relevant to the research study. This approach is often used when the researcher wants to ensure that the sample represents a specific population sub group”.

“Random sampling involves selecting participants randomly from a large population, often using techniques such as simple random sampling or stratified random sampling. This approach helps to minimise and to ensure that the sample is representative of the larger population”.

“Purposive random sampling combines the two approaches by first identifying a specific sub group of population of interest (Purposive Sampling), and then randomly selecting participants from within that subgroup (Random Sampling).

5.6.7 Study Duration-

This study was conducted in the months of January- Feb. 2021.

5.6.8 Sample design –

A sample of 640 working women from urban white collared jobs from Kota City was taken. And, this study is from Kota North (70 wards) and Kota South (80 wards) . Out of the total 150 wards 16 wards were chosen by purposive random sampling on the basis of population size of the ward, area of the ward, literacy rate. Out of 16 wards, each ward has to contribute 40 samples. And, every 10 samples were taken from 1) Government Schools, 2) Government Offices, 3) Government Banks, 4) Private Schools.

Table 5.1 : Universe of the Study

S. No.	Kota North (08 wards)	Population	Banks	Private Schools	Govt. Schools	Govt. Offices
1	Ward No. 01	7322	1	1	1	1
2	Ward No. 03	6944	2	1	2	1
3	Ward No. 06	5399	0	2	1	1
4	Ward No. 09	6981	1	1	0	2
5	Ward No. 13	8190	1	1	1	1
6	Ward No. 35	6269	1	0	1	1
7	Ward No. 50	7695	1	1	1	1
8	Ward No. 60	5442	1	1	1	0
S. No.	Kota South (08 wards)	Population	Banks	Private Schools	Govt. Schools	Govt. Offices
1	Ward No. 09	5948	2	1	1	1
2	Ward No. 17	7778	1	2	1	1
3	Ward No. 27	5206	1	1	1	1
4	Ward No. 30	7857	0	1	1	1
5	Ward No. 41	6613	2	0	1	1
6	Ward No. 54	7675	1	1	2	0
7	Ward No. 57	5436	1	1	0	1
8	Ward No. 60	5611	0	1	1	2
Total			16	16	16	16

Source : Computed by the Researcher

5.6.9 Method of Analysis –

Collected data has to be summarized and analyzed using tables and conclusions are drawn on the basis of collected data giving a direction to the research study with suggestions and remedial measures.

5.7 Importance of the Study

The research study plays an important role in understanding the work life conflict from different angles and viewpoints. It can help working women with possible solutions to their problems and constraints and make their life much easier and contented. This study also provides the information related to the working conditions in offices of Kota City.

Following are some other points of the importance of study: (Caroll O' Amy Lauren, 2015)

1. It will increase control over their schedule enabling employees to plan their time more efficiently and achieve better performance.
2. It will make the bridge between work- life balance practices and organizational practices.
3. It will help to reduce work- life conflict.
4. It will improve job related attitudes and perception of organizational support.
5. It will improve recruitment and retention.
6. It will improve attendance and productivity.
7. It will help the employee for choosing their optimal hours of productivity in which they want to work.
8. It will show the impact on satisfaction, motivation and retention.
9. It will help in managing social life and professional life.
10. It will also help to identify the factors affect the balance of work life, which may be social factors, psychological factors, working environment, types of job, job satisfaction, family background, schedule at home and life stage.
11. The performance will enhance by use of work- life balance only when the level of management support will be high or when the organization climate will have support towards women.
12. It will have to identify which practices appeal to which employee and which will be most useful in alone; them to meet their commitment and improve their performance on the job.

5.8 Scope of the Study

This study throws light on the advantages and disadvantages of women's work life balance. It employs the women working in different spheres of work arenas. Through employee job satisfaction, the survey also aids in the analysis of the organizations performance too. It also aids in making a healthy balance between work and personal life and increases workers productivity. Additionally, the study contributes to improve the caliber of workers. It helps to boost the organizations working circumstances by lowering negative health effects. The study also aids in employee motivation and preserving the balance between workers obligations in their personal and professional life. And, it also contributes to lessen the conflict between personal and professional lives of women employees. Individual productivity, accountability and dedication used for improved teamwork and are also analyzed in the study, which aids in enhancing relationships at work and at home.

The researcher, examine many studies that show how work life balance affects female employees. The subject professionals can learn the significance of work life balance amongst employees to motivate them to provide their fruitful services to the respective organization. Referring to the study, the readers can learn more about various work life balance theories.

Information regarding the working conditions of various office premises has been provided by this research study. The study also examine the various variables influencing female employees. It is also a study that determines the various components that are employed to improve the working environment of work spaces. Recognizing how work life balance is used in businesses and how it affects the working circumstances of female employees is also beneficial.

The concept of work life balance allows the women workforce to cope with difficult and tricky situations. This study makes life easier for female employees by helping them manage work life conflicts. This study can be used as a guideline by academics to create a different research study on the subject. The significance of female employees working in the organization and where potential to boost over all productivity have also been emphasized by the study. Additionally, the researcher has raised awareness of the elements that go into work life balance.

The study focuses to find out the variables influencing the attitude of female employees. A supportive workplace is essential for boosting confidence and work oriented inspiration among female employees. With this study assistance, researchers can determine the competencies needed by female employees to effectively utilize work life balance and resolve conflicts.

5.9 Limitations of the Study

During the ongoing research, the researcher had to deal with some limitations. The basic challenge was to evaluate the primary data from the large population. These restrictions prevent the provision of accurate and pertinent data for carrying out and accomplishing the goals and objectives of the research with population variable dimensions across 180 wards.

Therefore, Research methodology provides a direction to the Research study. A step wise procedure explained in simpler term trying to find out the main purpose and use of research study.

Chapter 6

GENERAL ANALYSIS OF WORKING WOMEN IN KOTA CITY

6.1 Introduction

6.2 Data Analysis and Findings

6.3 Finding of Focus Group

Chapter – 6

GENERAL ANALYSIS OF WORKING WOMEN IN KOTA CITY

6.1 Introduction

Data processing and analysis are the first steps in the process of turning raw data into information. The analysis involves using statistical techniques to order data with objective of obtaining answers to the research questions. Research findings are analyzed, then interpreted, and conclusion are drawn regarding the link utilizing the analysis's output. (Cooper, D.R. & Schindler, P.S. 2011).

6.2 Data Analysis and Findings

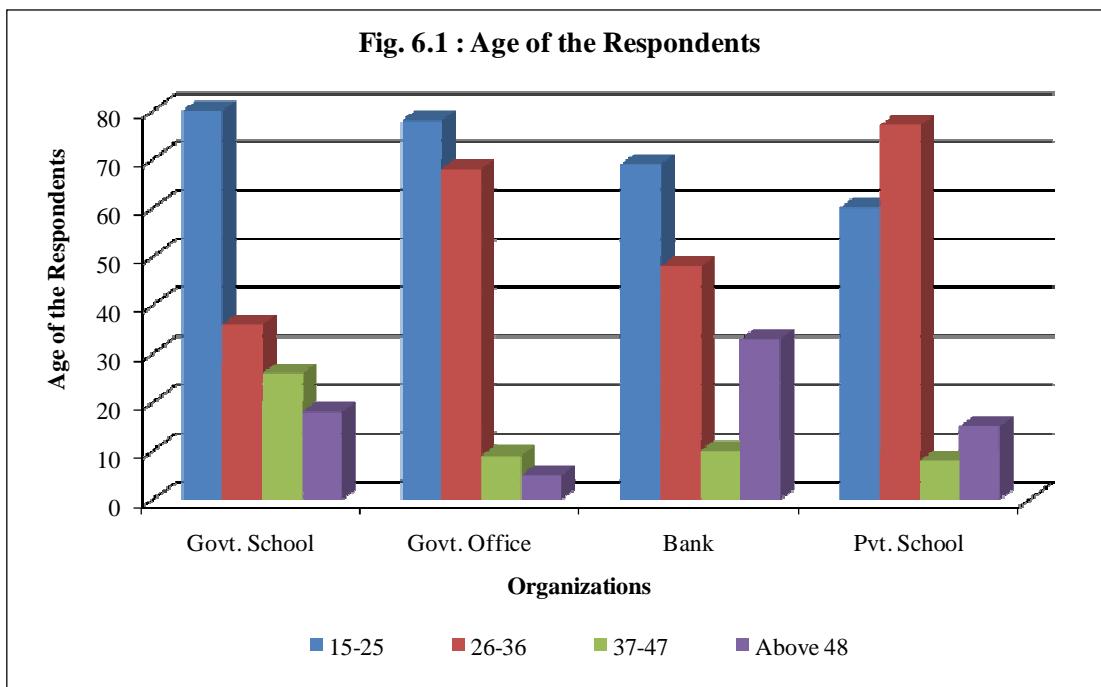
Interpreting the research that was gathered using the well designed and validated instrument is known as data analysis. The collected data is analyzed statistically. It is an instrument utilized to achieve the goals and objectives of the research study. Analysis of respondent's profile and questionnaire analysis is done through it.

6.2.1 Respondent Profile

6.2.1.1 Age of the Respondents – Age is a key indicator of importance to decide the constraints and problems women face. Generally, the teaching jobs and banking jobs are preferred by women in the young age.

Table 6.1 : Age of Working Women in Organizations

Age	Type of Organization				Total
	Govt. School	Govt. Office	Bank	Pvt. School	
15-25	80	78	69	60	287
26-36	36	68	48	77	229
37-47	26	09	10	08	53
Above 48	18	05	33	15	71
Total	160	160	160	160	640



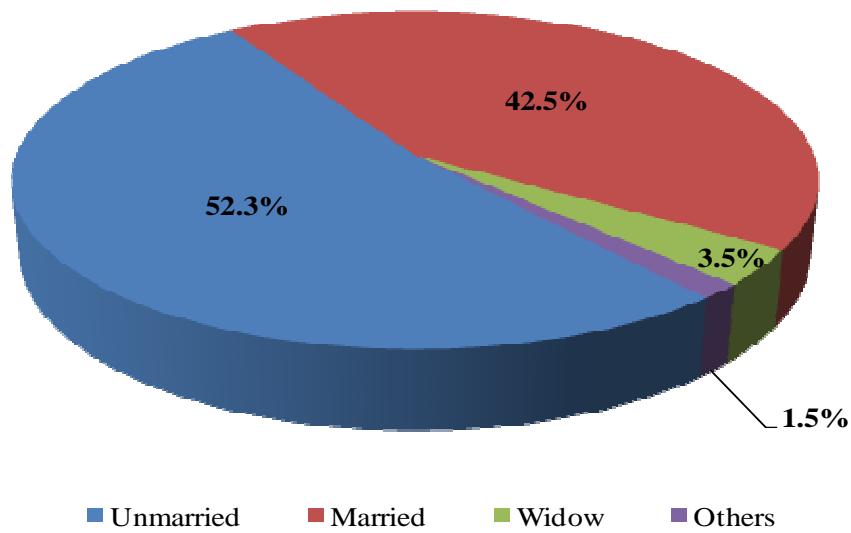
The table and figure shows that 287 respondents are from 15-25 age group and 229 respondents are from 26-36 age group. This can be compared with 37-47 age group with only 53 respondents and above 48 years reportedly were 71 respondents. Table 6.1 and the figure indicate that up to the age of 36, the number of women employees is higher compared to other age groups. In the 15-25 age group, the number of respondents is the highest across all workplaces. However, in the 26-36 age group, the highest number of respondents is found in Private schools and government offices, whereas government schools and Banks have fewer respondents in this age range.

6.2.1.2 Marital Status – Marital status is the most important and most decisive indicator in working women's life. Marriage provides security to the women in every sphere of life. Be, it at workplace or outside their homes.

Table 6.2 : Marital Status of Working Women in Organizations

Marital Status	Type of Organization				Total
	Govt. Office	Govt. School	Govt. Bank	Pvt. School	
Unmarried	95	83	67	90	335
Married	63	64	78	67	272
Widow	01	06	13	03	23
Others	01	07	02	0	10
Total	160	160	160	160	640

Fig. 6.2 : Marital Status of Working Women



52.3% respondents are unmarried out of 640 respondents, 28.3% are from Govt. Schools, 24.77% are from Govt. offices and 20% are from Banks and 26.86% are from Private Schools.

In the given table and figure the unmarried respondents were highest in number in comparison to the married ones. And, Govt. Schools and Private Schools dominate the employment status out of all the women employees reported in this survey.

The above table and figure shows the comparison between unmarried and married respondents. The unmarried respondents were maximum in number in both Govt. schools and offices as well as in Private schools. And, married respondents were maximum in Banks out of the four workplaces.

6.2.1.3 Educational status – Education improves the decision making ability of women. She can take her own decisions in life after being exposed to education. Education allows women to protect their rights and interests against unjust social order. Education induces perception, individual thought process to think reasonably and rationally. It has been studied and a laid fact that "uneducated women" become submissive at one or the other instance in families. Educational background also helps to find out the relationship between education of women and their respective professional choices.

Table 6.3 : Education Status

Qualification	Type of Organization				Total
	Govt. School	Govt. Office	Bank	Pvt. School	
Upto 12 th	05	0	15	40	60
Graduation	104	16	80	72	272
Vocational	45	143	26	25	239
Others	06	01	39	23	69
Total	160	160	160	160	640

Fig. 6.3 : Education Status

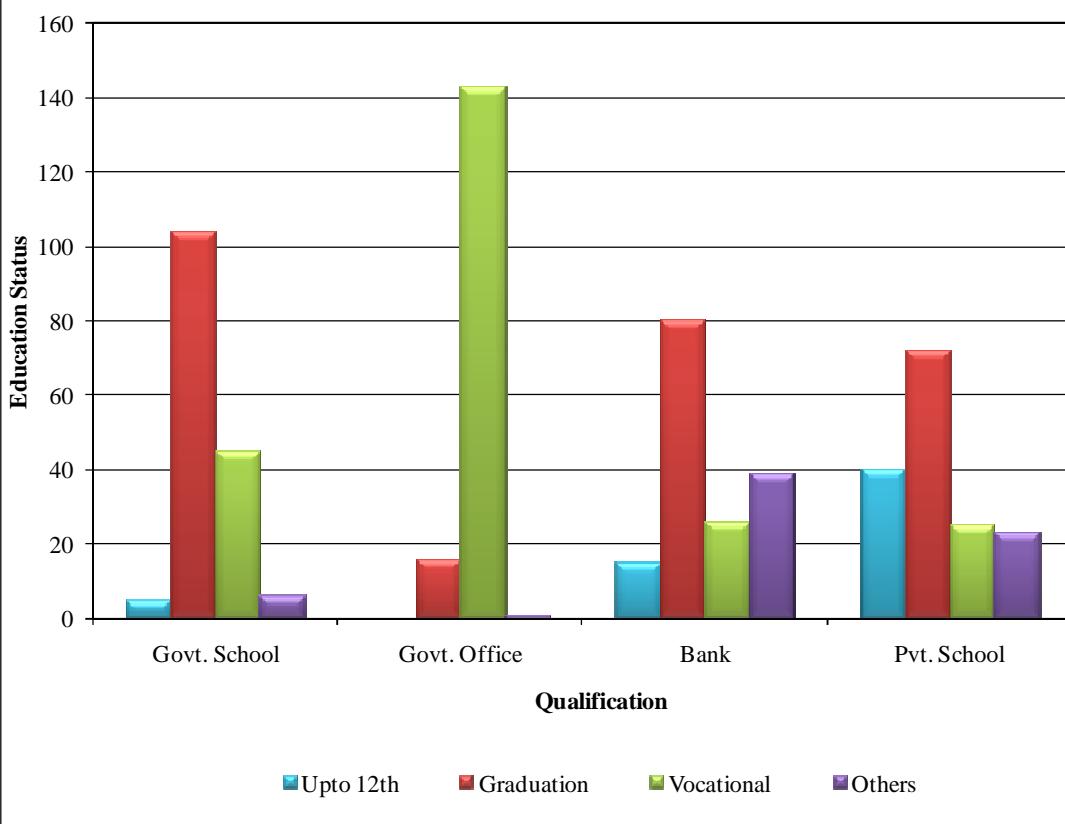


Table 6.3 and Fig. 6.3 shows that maximum respondents are graduates and had vocational degrees. The vocational degree was most appropriate for bank suitable jobs. And, the respondents with 12th class qualification and others category were reported to be only 60 and 69 in number.

(A) Government Girls Higher Sec. School, Vallabh Nagar, Kota



Source : Captured by the Researcher during survey.

(B) Principal, Govt .Girls Higher Sec. School, Vallabh Nagar, Kota



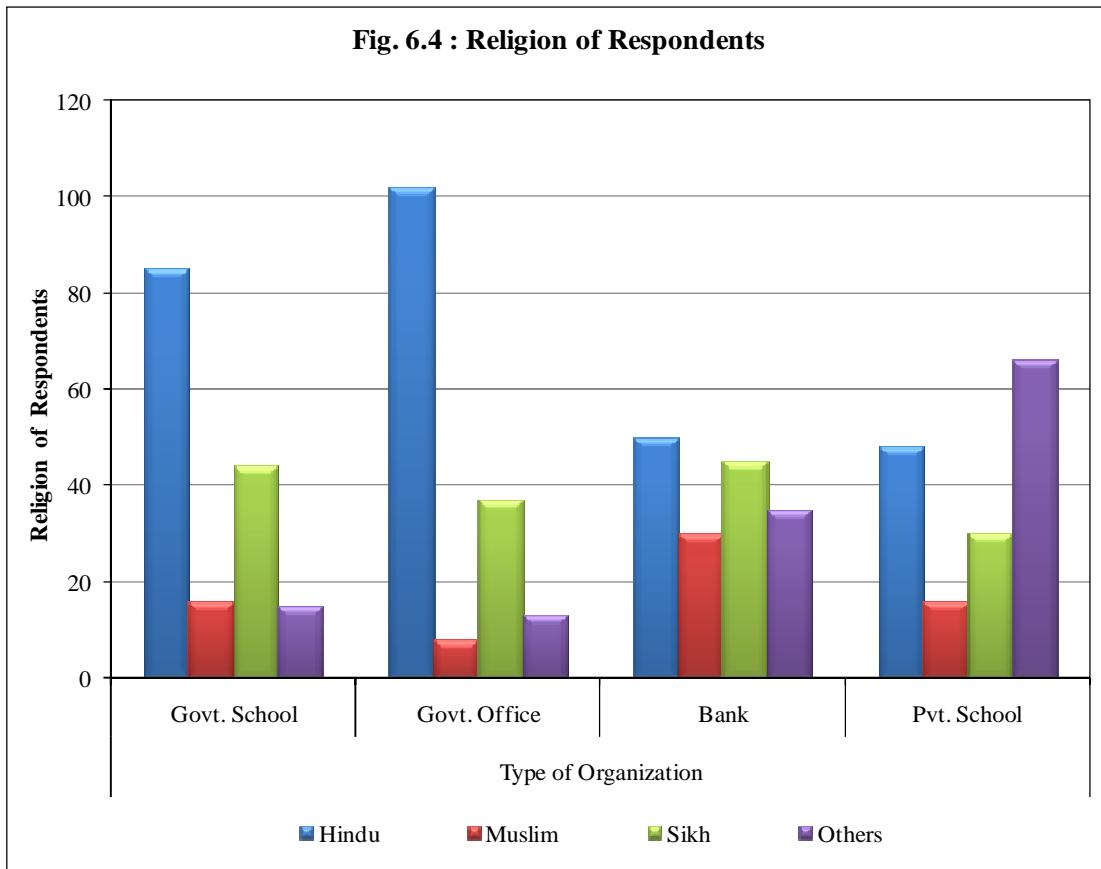
Source : Captured by the Researcher during survey.

(Photo Plate - 4)

6.2.1.4 Religion of Respondents – Religion shows the pathway towards finding peace and solace in life. Women practicing religious practices and beliefs are having positive approach towards the constraints they face in life.

Table 6.4 : Religion of Respondents

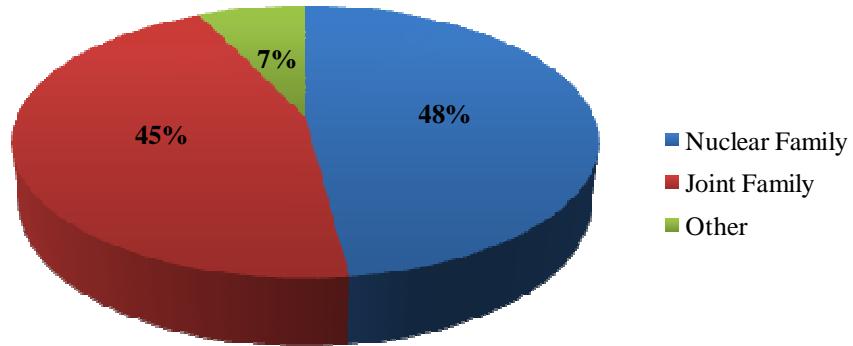
Religion	Type of Organization				Total
	Govt. School	Govt. Office	Bank	Pvt. School	
Hindu	85	102	50	48	285
Muslim	16	08	30	16	70
Sikh	44	37	45	30	156
Others	15	13	35	66	129
Total	160	160	160	160	640



The above table and chart shows that most of the respondents are Hindus. In comparison to the total number of respondents, the Sikhs were employed more at Banks. And, the Muslim women population was reported to be in very less number that is only 70. Muslim women were in higher number in Banks in comparison to other offices. The term others has been used for Christians, Boudhs and Zoroastrians and they were reported to be in high number in Private schools.

6.2.1.5 Family Type of Respondents – There are two types of family system in India i.e. Nuclear family and Joint Family System. Both the family systems have some flaws and fancies attached to them. Joint family system has proven to be more adjustable for nurturing the children at a very primary stage. Out of the 640 respondents, 48% live in nuclear family and 45% live in joint families and 7% in other categories.

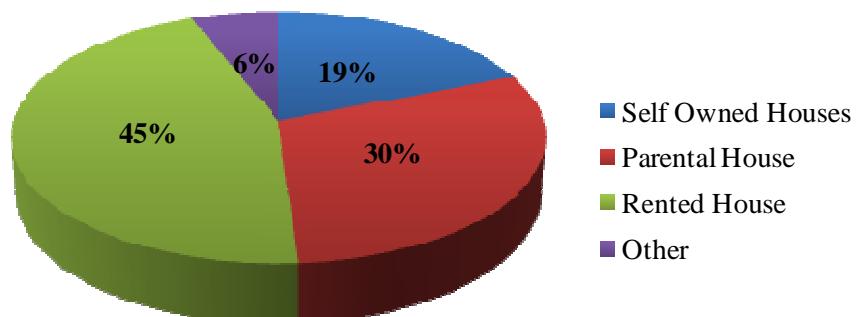
Fig. 6.5 : Percentage of Family Types



The figure 6.5 depicts the difference in the nuclear family and Joint Family setup of the respondents. The problems faced by working women employees were reported by the respondents in Nuclear Family setup due to more liabilities towards their homes in comparison to the Joint Families.

6.2.1.6 Respondents Living Status – The living status means, the house conditions of respondents i.e self, parental, rented, others. In the data of 640 samples, majority of working women live in rented houses i.e 45%, followed by 30% in parental houses and 19% live in self owned house and 6% live in other categories. The other category includes house of relatives, working women hostel etc.

Fig. 6.6 : Respondents Living Status



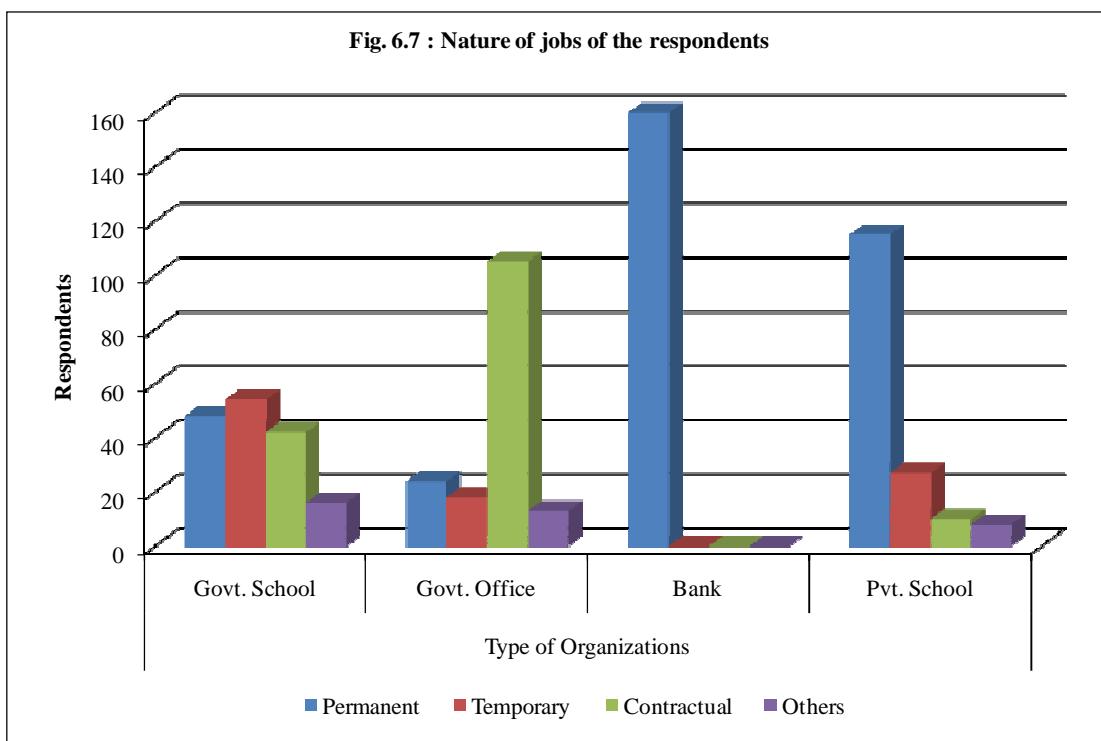
The women staying in rented apartments have issues related to rent, maintenance issues, neighbourhood related issues. And conversely, working female, who own their houses lead a peaceful life. However, those living in rented houses contribute more to their workplaces, as indicated in the questionnaires.

The Fig. 6.6 depicts the variation in the house types of respondents. The maximum reported are rented houses.

6.2.1.7 Job Nature of Respondents – Nature of job means if they are employed is permanent, temporary, contractual which determines the stage of confidence of employees and their contribution towards the organization. Women employees have lower inclination for masculine jobs and are more likely towards general management jobs.

Table 6.5 : Nature of Jobs of the Respondents

Nature of Job	Type of Organizations				Total
	Govt. School	Govt. Office	Bank	Pvt. School	
Permanent	48	24	160	115	347
Temporary	54	18	0	27	99
Contractual	42	105	0	10	157
Others	16	13	0	08	37
Total	160	160	160	160	640



In this table and figure the maximum number of respondents are permanent and contractual. The permanent category of jobs were maximum in Private School and Banks and maximum number of contractual jobs were in Govt. Offices and this creates uncertainty in the job financially and for job longevity.

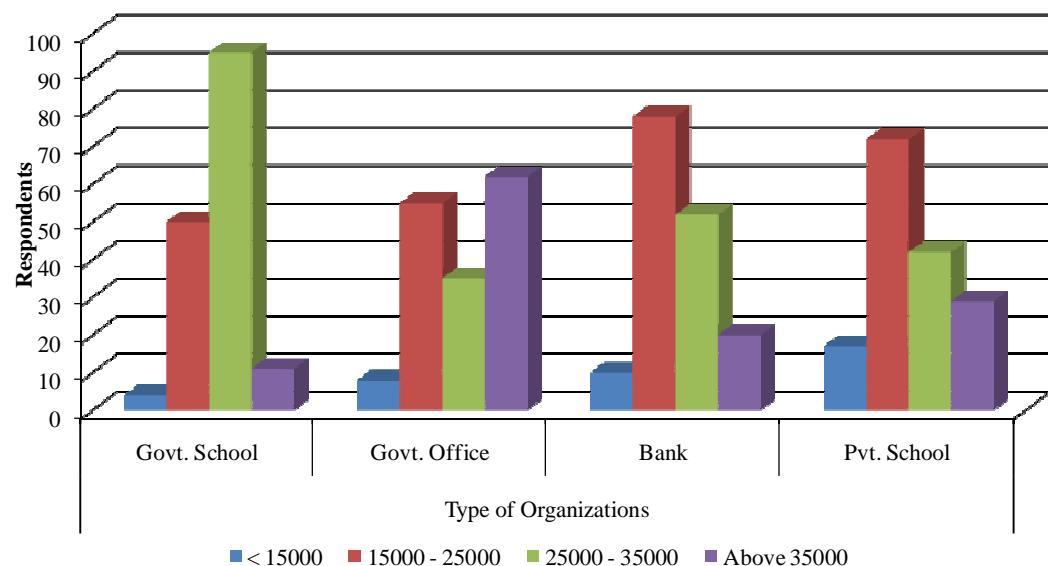
6.2.1.8 Job Entry Age of Respondents – Within study, 55% of the respondents were from 25-50 age group and 22% were from 21-25 age group and rest 23% were from below 18 years of age.

6.2.1.9 Salary Profile of Respondents – Economic empowerment is directly linked with the social status and quality of life. Economic independence gives freedom and decision making to women and the degree of constraints they are perceiving become less in number. But, India with a patriarchal set up, biased attitude in salary structure can be seen at adhoc and contractual basis jobs.

Table 6.6 : Respondents with Different Salary Structure

Monthly Salary	Type of Organizations				Total
	Govt. School	Govt. Office	Bank	Pvt. School	
Less Than 15000	04	08	10	17	39
15000 - 25000	50	55	78	72	255
25000 - 35000	95	35	52	42	224
Above 35000	11	62	20	29	122
Total	160	160	160	160	640

Fig. 6.8 : Respondents with Different Salary Structure

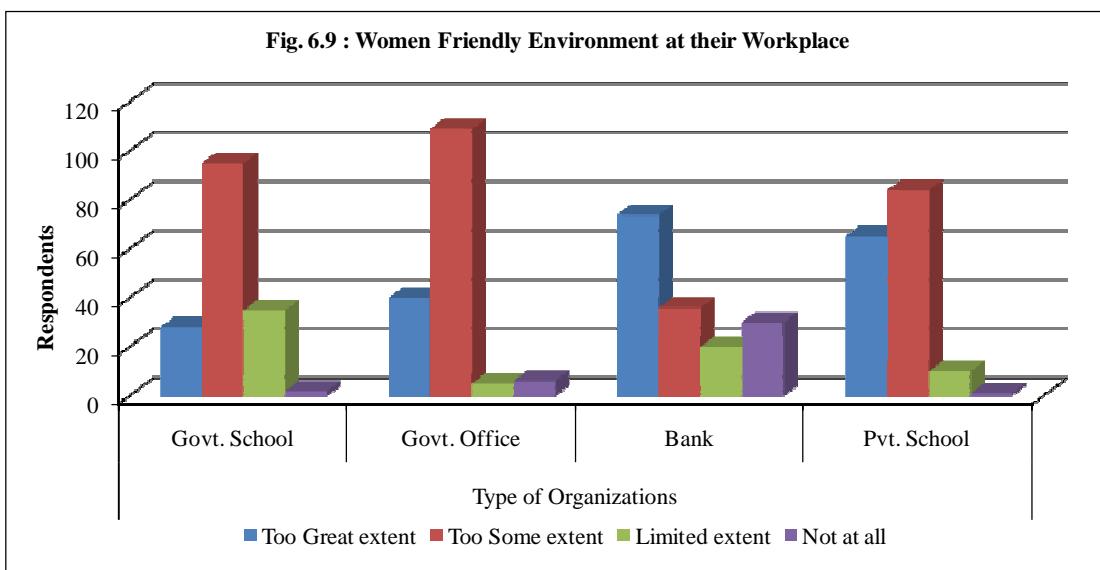


The majority of respondents earn higher salaries in government offices, followed by government schools and Banks. 255 respondents are earning the salary between 15,000 to 25,000. And, 224 respondents are earning the salary between 25000-35000. This indicates that maximum count of respondents report to have salary between 15000-35000. Therefore, with money comes the decisive power to spend it.

6.2.1.10 Women friendliness towards the workplaces – Women friendly environment results in higher job satisfaction levels and higher productivity. Flexible scheduling and leave policies are two examples of indicators that successfully support the development of workplace culture that is welcoming to women. Equal treatment by the authority, equal chances, policy for harassment concern and timely rewards help in making women feasible environment. The security issues, sanitation facilities, minimum gender bias in recruitment, stepwise promotions, growth and successful planning contribute in making women friendliness towards their work places.

**Table 6.7 : Women Friendly Environment at their Workplace
(Respondents Perceptions)**

Women Friendly Organizations	Type of Organizations				Total
	Govt. School	Govt. Office	Bank	Pvt. School	
To Great extent	28	40	74	65	207
To Some extent	95	109	36	84	324
Limited extent	35	5	20	10	70
Not at all	02	06	30	01	39
Total	160	160	160	160	640



The majority of working female in the universe have expressed a sense of organizational support and friendliness. "To some extent" i.e 324 respondents

followed by "To great extent" i.e 207 respondents and 70 respondents go for "To limited extent" and 39 confirm for "Not at all" option.

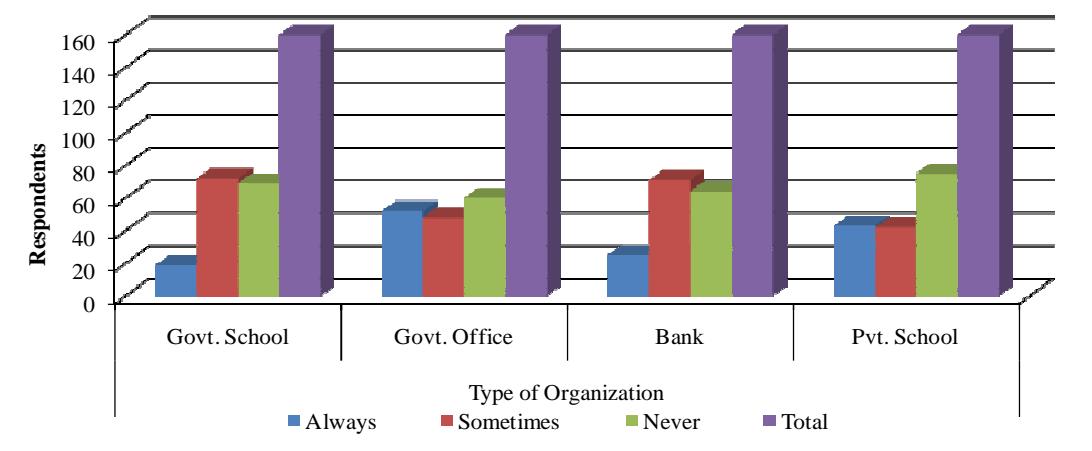
Govt. Schools and Govt. Offices have reported maximum in the "To some extent" category. But, in the Banks the "Not At All" category has shown 30 respondents in comparison to the nil performance at Private and Government schools shows that women employees contribute less as, their working hours in Private and Govt. schools than Banks; in Banks women – men contribute equally to the extended working hours due to the ongoing transaction process and work type.

6.2.1.11 Health Status of Respondents – Physical and mental health of a working professional is the major indicator of her contribution towards the institution or working area. In India, women have high mortality rates particularly during childhood and in their reproductive years. Working women with fixed hours of working compromise in their meals and sleep and the abortion rates of working women are also higher. The poor health has repercussions not only for women but also for their families. Women in poor health give birth to low weight infants. The reproductive health, violence against women and nutritional status are some of the constraints they face in life due to their ill health.

Table 6.8 : Health Status of Respondents

Health Complications	Type of Organization				Total
	Govt. School	Govt. Office	Bank	Pvt. School	
Always	19	52	25	43	139
Sometimes	72	48	71	42	233
Never	69	60	64	75	268
Total	160	160	160	160	640

Fig. 6.10 : Health Status of Respondents



In Table 6.8, 268 respondents 'Never' specifies they went to the routine health checkups and 233 respondents 'sometimes' went for the same. Respondents from government offices and Private schools recorded the highest results in the 'Always' category. Therefore, correspondence in 'Always' and 'Sometimes' category have total 372 respondents. This data shows health related policies should be associated in the organizational framework to make it more work efficient and fruitful.

Health determines the working efficiency of a worker. If the health determinants such as proper diet, proper sleep is not included in the daily routine. Then, it may effect the health status of the individuals and may lead to stress and anxiety among professionals and ultimately the health gets deteriorated with a major effect on the productivity of an individual and of organization in totality.

6.2.1.12 Working Hours of Respondents – The working of man and woman are same. There are no flexible timings for women. They have household obligations and office commitments to be completed. So, they are trapped in the vicious circle of work; both at home and at workplace leading to psychological distress and several health disorders with low job satisfaction levels.

In the study, around '297' respondents reported spending four hours in household duties, '210' reported spending 10 to 12 hours on household chores and rest 133 respondents spent less then four hours in household chores.

6.2.1.13 Respondents reason for taking up the job – As the world is changing. So, do India and a small crowded city like Kota City too is also changing. Women begin to have aspirations and dreams to make their own career and look for financial freedom and independence to work and spend. In the sample study 640 respondents around 326 respondents took up their job to support their families financially. It was seen that 227 respondents opted for jobs by their own interest and 87 respondents for their own leisure time. This data implies that women have taken up decision making roles in life.

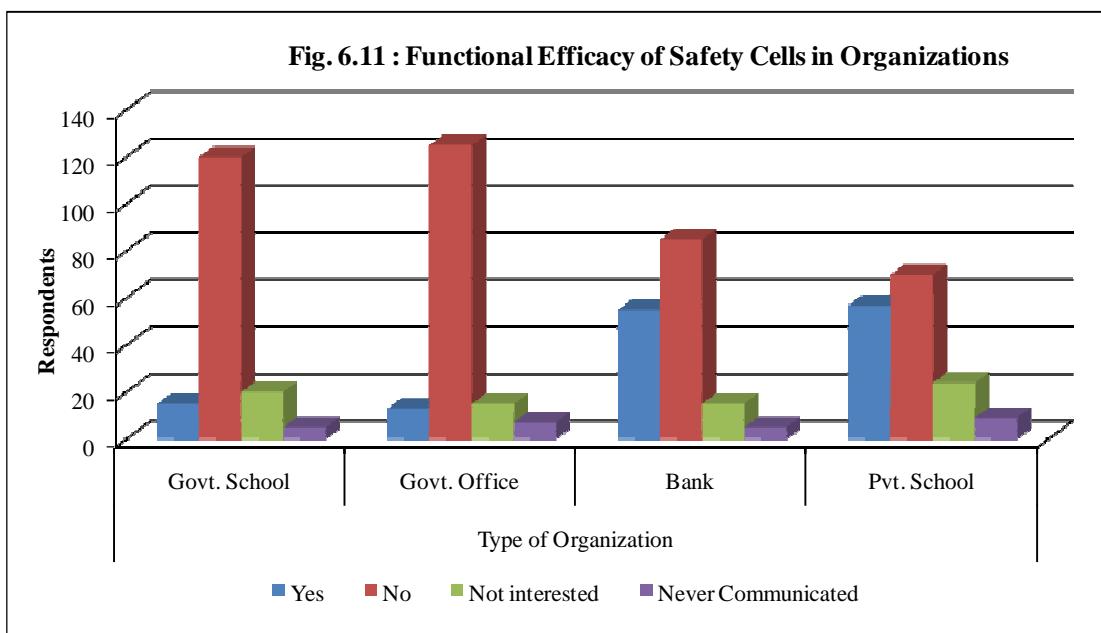
6.2.1.14 Working of Safety Cell for Respondents – Functioning of protection units or safety cells in the organizations and institutions should be established as of prime importance to make women safe at their workplaces. "The sexual harassment of

women at work places (Prevention, Prohibition and Redressal) act 2013" says that sexual harassment violates women's fundamental rights to equality under Articles 14 and 15 of the Indian Constitution, their right to life and dignity under Article 21, and their right to practice any profession or engage in any occupation or trade.

But, establishment of protection units requires functionality to prove the difference. But, they instill courage and provide freedom to women employees to voice out such cases in front of everyone which is rarely done by a woman due to the traditional set up of the society.

Table 6.9 : Functional Efficacy of Safety Cells in Organizations

Functional efficiency of safety cells	Type of Organization				Total
	Govt. School	Govt. Office	Bank	Pvt. School	
Yes	15	13	55	57	140
No	120	125	85	70	400
Not interested	20	15	15	24	74
Never Communicated	05	07	05	09	26
Total	160	160	160	160	640



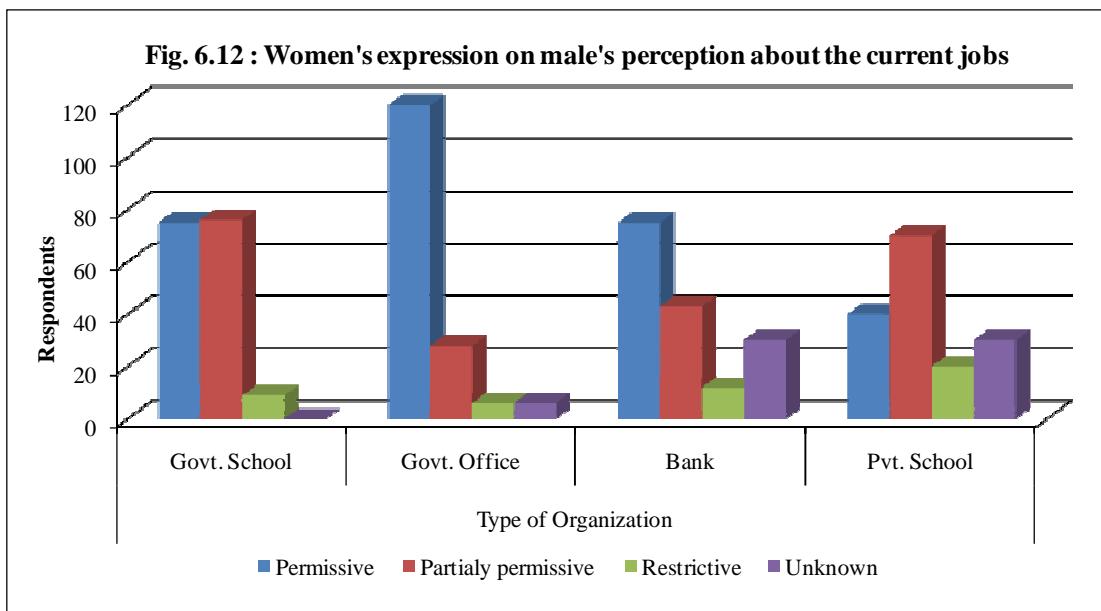
In the sample study of 640 respondents, 400 have reported that there is no proper functioning of the women safety cells at their work places and only 140 respondents replied 'yes' on the proper functioning of the safety cell. So, the tabulated data shows that making the safety cell functional in an organization is only possible, when like minded philosophy for women empowerment works in the society at large.

The above table and figure shows that women oriented safety cells does not enjoy prominent place in the organization. It is still unacceptable or a taboo for women employees and for administration of the organizations.

6.2.1.15 Male Perception about Respondents Current Jobs – The need of gender equality as a term defined the men-women relationship in the society. So, to make it possible education seems to be the most powerful asset for women to achieve it. And, it is seems to be achievable in the current scenario of unlimited options in every field. Thereafter, women can also contribute to the city as a human resource with an economic value. The table given explain the women's expression on male's perception about the current jobs.

Table 6.10 : Women's expression on male's perception about the current jobs

Male Perception	Type of Organization				Total
	Govt. School	Govt. Office	Bank	Pvt. School	
Permissive	75	120	75	40	310
Partially permissive	76	28	43	70	217
Restrictive	09	06	12	20	47
Unknown	0	06	30	30	66
Total	160	160	160	160	640



In the study, 310 respondents reported that men perception about their job is permissive and 217 respondents said that men were partially permissive with majority of permissive perception of men found in Govt. offices. This perception draws and answer to the changing men's perception towards women in the society for the betterment of society as a whole.

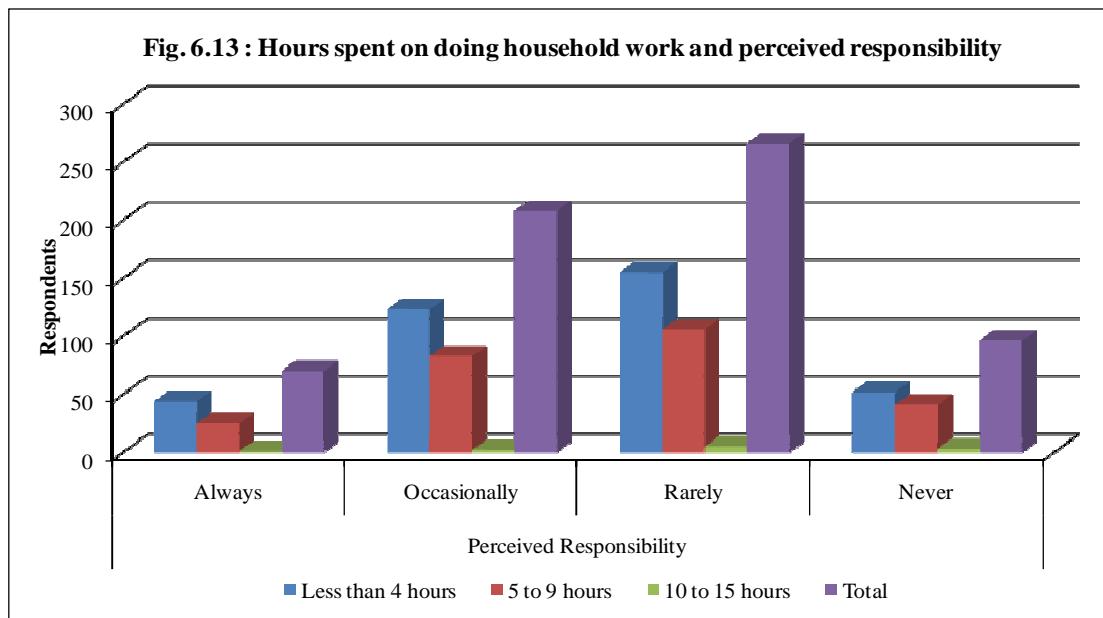
Above figure and table shows that men's tendency towards women being employed in different sectors is permissible and they come as supportive beings at the workplaces. The restrictive men's perception is reported to be minimal.

To highlight the constraints women face at their workplaces, the following significant attributes were discussed and pointed out during the primary survey.

I. Household obligations and workplace responsibilities – Work-life balance for women is a significant contributor to psychological distress. Factors such as family size, children's age, work hours, and the level of social support impact working women. The efficiency of women in managing both professional and personal responsibilities is a key area of analysis. Given table analyzed the equation between the two variables.

Table 6.11 : Hours spent on doing household work and perceived responsibility

Household work hours	Perceived Responsibility				Total
	Always	Occasionally	Rarely	Never	
Less than 4 hours	44	123	155	52	374
5 to 9 hours	25	83	106	41	255
10 to 15 hours	01	02	05	03	11
Total	70	208	266	96	640



The above table and figure shows that the contribution towards household work shows maximum diversion for less than four hours and the bar showing 'Rarely' and occasionally done practise is much higher than the 'Always' bar. So, the contribution towards household work decreases with increase in its duration.

From the analysis, respondents find more responsibilities when they work for less number of hours at their household. Therefore, the women working more hours at households face less responsibilities at work. And, workplace responsibilities are more hectic than that of households one.

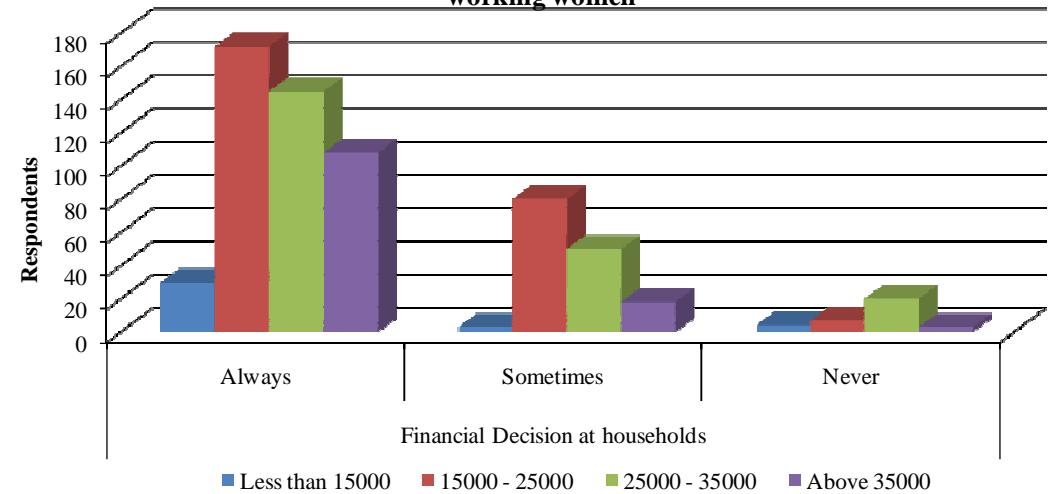
II. Income and Actual Power Inherent in Expenditure

Women take of the responsibility of household chores, cooking, looking after the children but are not provided financial freedom and decision power for her hard earned money to be spent when and where. This is a big hurdle in their work fulfillment and creates constraints for them. The table shows the sample data on Monthly income and household financial decisions made by working women.

Table 6.12 : Monthly Salary and Financial Decision at households made by working women

Monthly Salary	Financial Decision at households			Total
	Always	Sometimes	Never	
Less than 15000	30	03	04	37
15000 - 25000	172	80	07	259
25000 - 35000	145	50	20	215
Above 35000	108	18	03	129
Total	455	151	34	640

Fig. 6.14 : Monthly Salary and Financial Decision at households made by working women



Given figure and table shows that salary may differ for the employed women. But, the decision making is women's forte. As, the 'Always' bar and in table shows the prominence of this category.

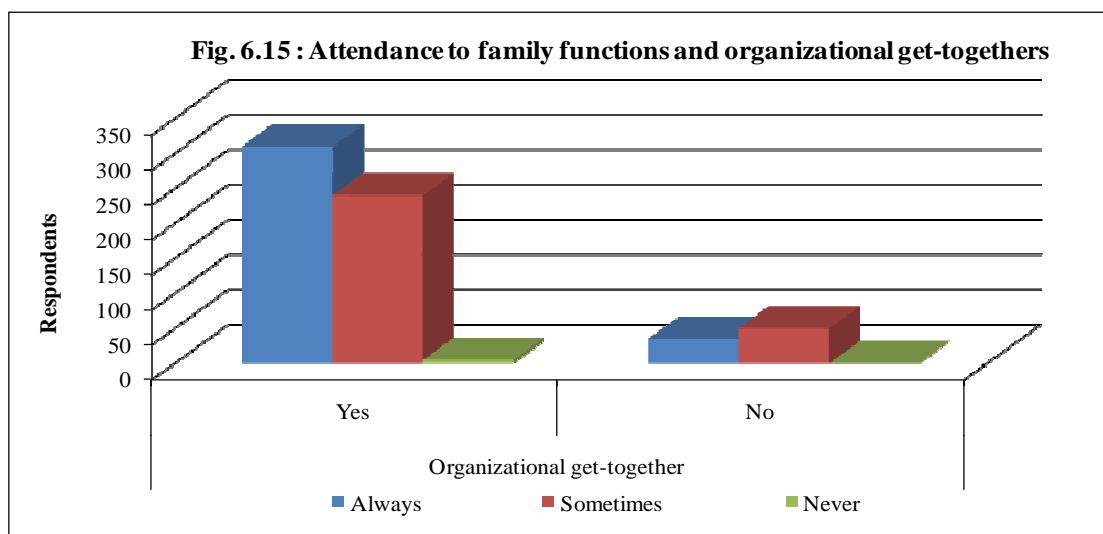
In the given table 259 respondents have income within the range of 15000-25000 have the major access to their financial decisions. And, above 35000, they have less expenditure rights. So, it can be concluded that higher salaried respondents had limited expenditure rights as reported in the questionnaires.

III. Participation in Recreational Activities

Work and life balance can be boosted by recreational activities which can be solitary or communal, outdoors or indoors. Working women bounded with household responsibilities have work obligations. But, with recreation they can enhance their psychological and physical health. It also enhances their academic and workplace performance. Some of the factors which obstructs women to go for recreation can be socio-cultural problems, lack of interest, lack of time being accustomed, menstrual problems and economic conditions are the main barriers to women participation in recreational activities. The given table shows the attendance of female to organizational and family functions get- together.

Table 6.13 : Attendance to family functions and organizational get-togethers

Respondents	Organizational Get-Together		Total
	Yes	No	
Always	310	35	345
Sometimes	240	50	290
Never	05	0	05
Total	555	85	640



According to the table data, 345 respondents have participated in the recreational activities. And, 290 respondents have affirmative response towards

“sometimes” category; the participation made by them was once or twice in a year. To address the constraints they face due to Work-life balance conflict.

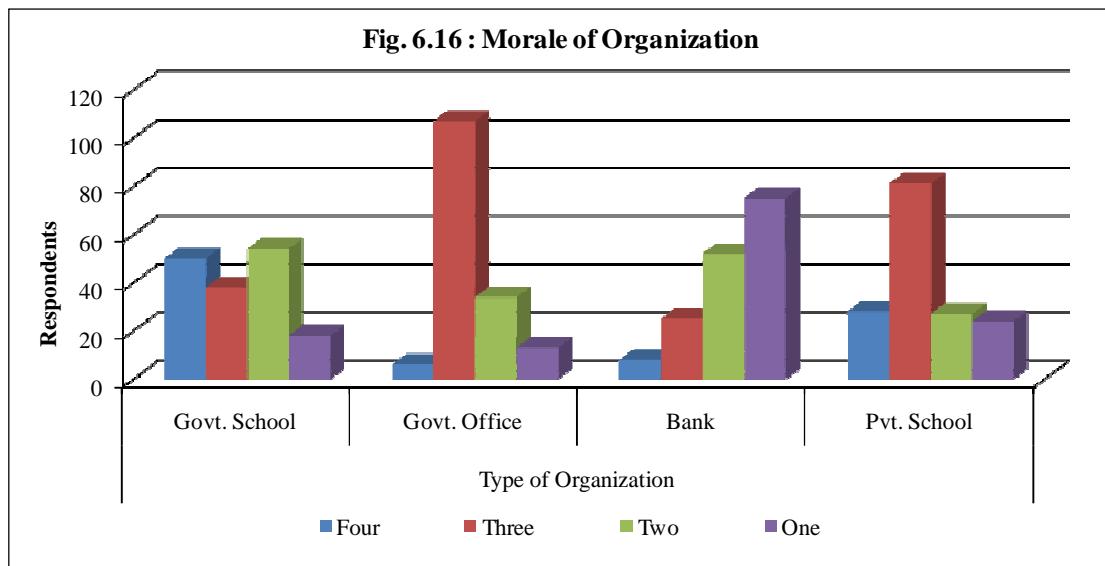
The table and the figure shows the Always and Sometimes category has maximum respondent affirmations. Therefore, recreation is a major part of social life for women. And, if not practiced will lead to pessimism in their attitudes.

IV. Morale of Organizations

Morale of organization to promote women friendly environment is one of the important indicators the way it influences the degree of constraints which they face. The strong moral values contribute to the status of working women at their work places. The number in higher order shows greater degree of organizational morale.

Table 6.14 : Morale of Organization

Morale of Organization	Type of Organization				Total
	Govt. School	Govt. Office	Bank	Pvt. School	
Four	50	06	08	28	92
Three	38	107	25	81	251
Two	54	34	52	27	167
One	18	13	75	24	130
Total	160	160	160	160	640



The table and figure shows that the maximum dissatisfaction can be seen in Banks. As, the four, three, two order shows less number of bank employees and the one order has maximum number of bank employees.

In the study sample of 640, only 92 respondents rated morale of organization highest at four and majority of the respondents i.e 251 rated the organization at three.

It is shows that other frequencies showing moral values are less moral friendly. Out of all respondents Govt. offices and Private schools have higher rated morale of organizations. And, the lowest rating is in Banks; where the morale of organization is not supporting the women.

V. Recognition of Girl Child

Recognizing the present the position of female in society can be checked by question they have been asked about birth of a girl child. In sample study of 640 respondents, 300 respondents reported that they were invited on the birth of girl child and 250 respondents reported that they were invited only on the first birthday and rest 90 respondents said they were never invited. As, their is two child policy Norm being practiced; And, women are themselves are against the birth of girl child hindering their progress and growth in the society.

VI. Promotion at Workplaces

Job satisfaction level is an important factor to analyze the constraints faced by working women at their work places. In order to check it; Promotion Parity Index is used to identify the perceived job satisfaction amongst women. Out of the 640 respondents, 512 respondents reported promotion on time, 95 respondents were held for some period of time for promotion due to discrimination and 33 respondents were unaware of such condition. So, majority found promotion at correct time in their job status.

VII. Number of Children

Women are biologically different from men because they play various roles in society. Women being a wife and thereafter a mother is a major responsibility to perform. As, she runs a household and raises children at the same time. Therefore, the role of women at the household is unconditional. But, on the contrary it is left unrecognized by the society. In the current scenario, Two child norm is acceptable and mandatory in the society. But, the findings report that around 310 respondents had single child and 250 respondents had two children and the rest 80 respondents did not have a child. It is perceived that women has to put a lot of efforts in raising their children by taking leaves, skipping work schedules to make it happen. And, this works as a biggest constraints in psychological terms.

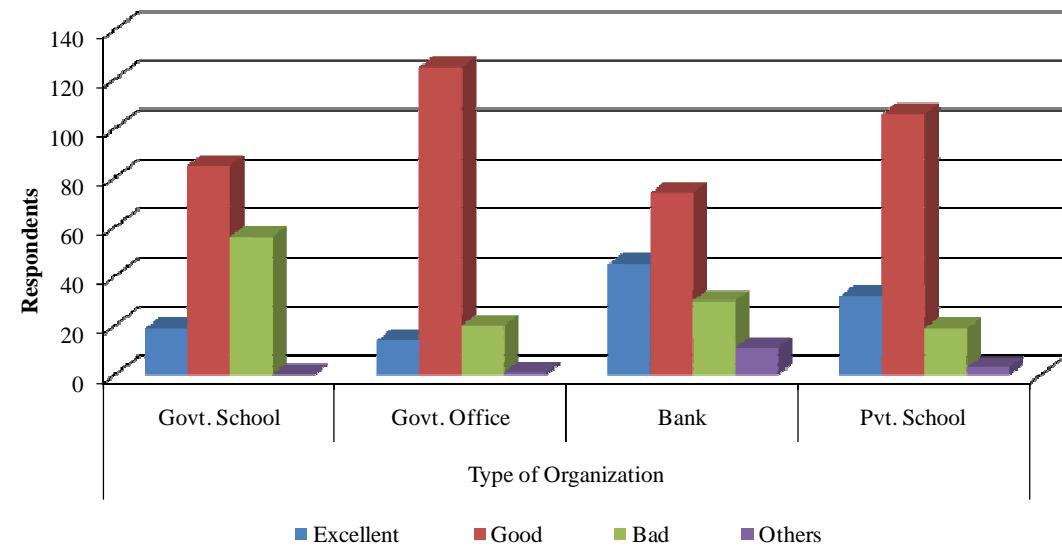
VIII. Leave Related Matters and Perceived Satisfaction

Leave related clause incorporated by the organization for females is a utmost requirement to be implemented. Maternity leaves, child care leaves and leaves for their household work are to be exercised by the organization to promote job satisfaction amongst females. The referred table shows satisfaction of respondents regarding leave related matters.

Table 6.15 : Leave Related Matters and Perceived Satisfaction

Leave Provisions	Type of Organization				Total
	Govt. School	Govt. Office	Bank	Pvt. School	
Excellent	19	14	45	32	110
Good	85	125	74	106	390
Bad	56	20	30	19	125
Others	0	01	11	03	15
Total	160	160	160	160	640

Fig. 6.17 : Leave related matters and perceived satisfaction



The leave provisions are considered 'good' and by the majority of the respondents and the most unsatisfactory leave policies were found in Govt. offices and Banks.

The table shows that Govt. offices and Private schools reported to be having 'good' leave provisions approved by 125 and 106 respondents. And, the most worse leave provisions reported in Govt. schools by 56 respondents. The data revealed that leave policies are considered by the organizations but 'bad' and 'others' category also

found a place in the assessment. Therefore, working women face constraints at leave provisions which need to be solved amicably promoting job satisfaction amongst them.

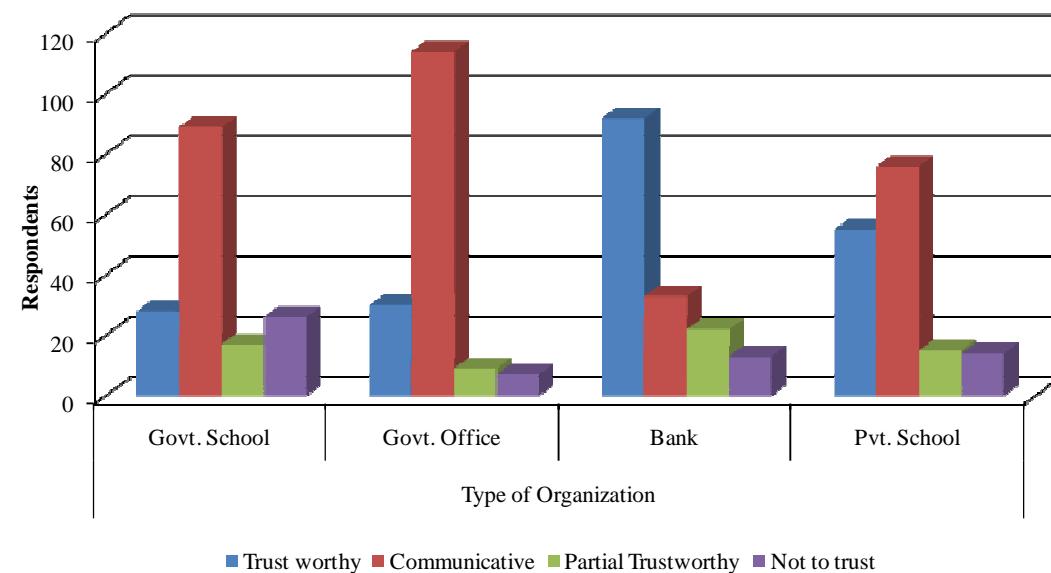
IX. Cooperation from co-workers

Men and women contribute to make a society. If, the society creates favourable conditions for men and women both. Then, they can equally contribute towards societal growth. In similar sense, organizational co-workers play an important role in making women friendly working conditions. And, this reduces the constraints they face at their work places and strengthens their status and job satisfaction level. Question related to this were asked to the respondents and the table data shows the answers given by them.

Table 6.16 : Perception about Co-workers

Perception about co-workers	Type of Organization				Total
	Govt. School	Govt. Office	Bank	Pvt. School	
Trust worthy	28	30	92	55	205
Communicative	89	114	33	76	312
Partial Trustworthy	17	09	22	15	63
Not to trust	26	07	13	14	60
Total	160	160	160	160	640

Fig. 6.18 : Perception about Co-workers



The given table and figure shows that the co-workers were trustworthy and communicative in majority. As, the highest trustworthy co-workers were reported to be in Banks reported by the respondents.

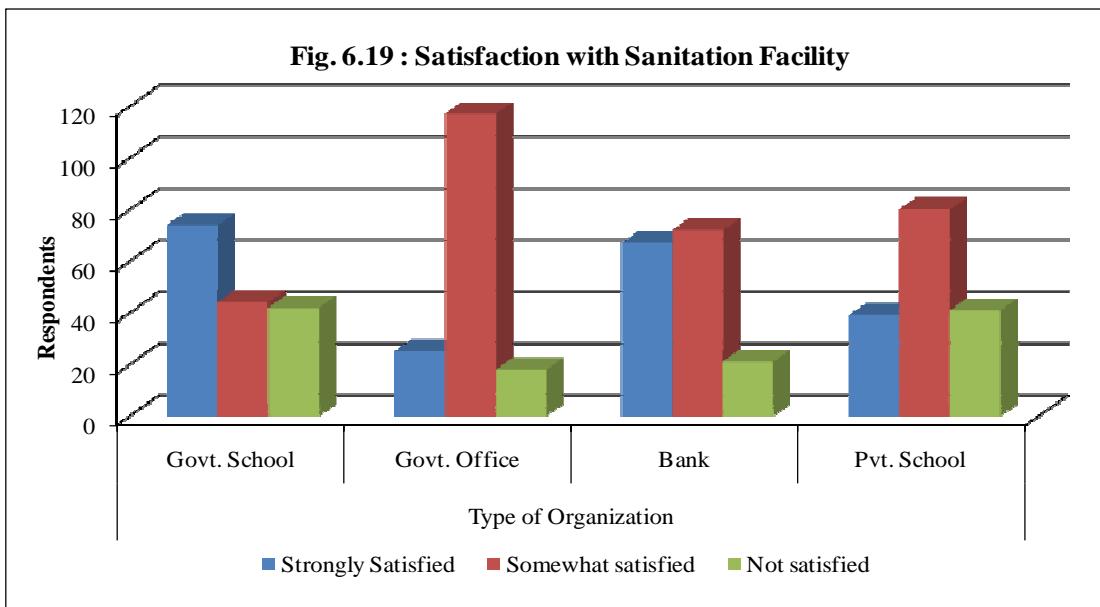
Among the four responses provided; majority of the responses work "communicative" and most trustworthy i.e 92 responses were from bank. And 'not to trust' category reported 26 responses from Govt. schools. But, out of 640 respondents, 205 were trustworthy and 312 responding work communicative showing upper level of cooperation by the co-workers. But, 123 responses were from "partial trustworthy" and 'not to trust's category. Therefore, the results show women are facing constraints due to co- workers at their work environments.

X. Sanitation and Constraints

Sanitation and hygiene are a prerequisite for working female who are staying at offices for longer hours. Proper toilets, rooms and other required amenities like restrooms should be considered necessary at their work places. Women need a hygienic environment, specially during menstrual period and pregnancy to avoid any disease transmission.

Table 6.17 : Satisfaction with Sanitation Facility

Satisfaction with sanitation facility	Type of Organization				Total
	Govt. School	Govt. Office	Bank	Pvt. School	
Strongly Satisfied	74	25	67	39	205
Somewhat satisfied	44	117	72	80	313
Not satisfied	42	18	21	41	122
Total	160	160	160	160	640



The given table and figure shows that sanitation facilities are required to be given importance. As, the respondents giving responses to somewhat satisfied and not satisfied are more than half of them. So, sanitation facility needs prime importance at every workplace to ensure health status of the professionals.

Among the provided responses, 117 respondents from Govt. offices reported 'Somewhat Satisfied'. And, 74 responses from Govt. schools to be strongly satisfied. And, maximum dissatisfaction was also reported in Govt. school i.e 42 responses and 41 responses from Pvt. schools. The given responses has given a picture of the constraints women face related to sanitation facilities. Therefore, more attention should be given to promote sanitation facility at the workplaces.

So, considering the constraints like household responsibility, perception of co-workers, sanitation facility, morale of organization and above mentioned all attributes contribute to determine the life and working of women professionals at workplaces adding to their productivity and longevity at their jobs.

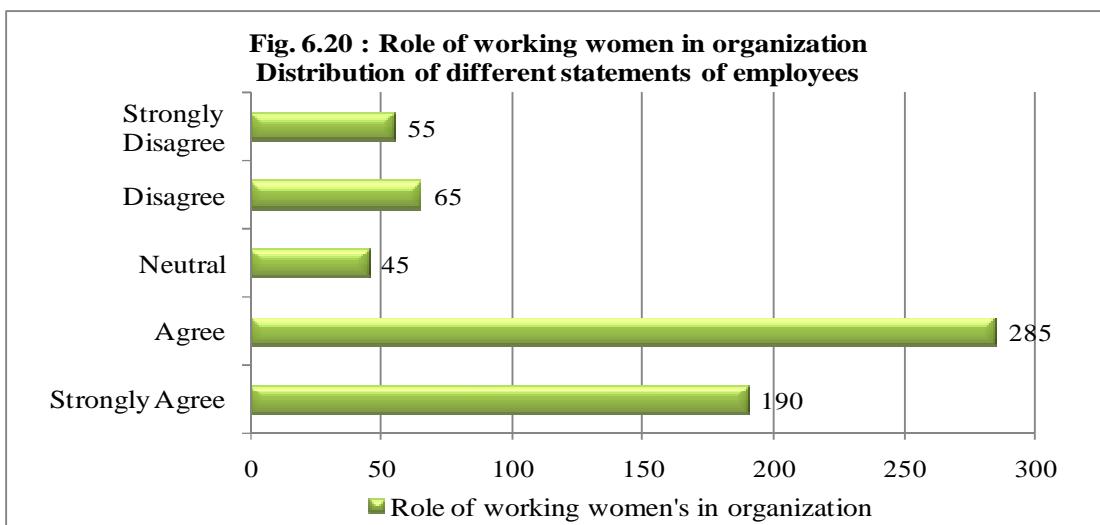
6.3 Finding of Focus Group

Here, the researcher's main aim is to discuss various topics in the focus group.

6.3.1 Role of working women in organizations

Table 6.18 : Role of Working Women's in Organizations

Statements	Distribution of different statements of employees
Strongly Agree	190
Agree	285
Neutral	45
Disagree	65
Strongly Disagree	55
Total	640



In this research study, it is identified that women employees play an important role in achieving the aims and objectives of the organizations in effective manner. The role of men and women both in an organization should be well identified. As, equal opportunities are to be given to both men and women. It is important to include various incentives and extra benefits for women employees. This strategy will motivate them to work harder for the organization.

Women employees have different behaviors, attitudes and perception towards handling work. Women are half of the human resource population of any place. At some instances, women are considered incapable for doing some kind of tasks, But with increasing number of selection of women candidates in different sectors will allow the organizations to bring a suitable change in the prevailing cultures and values. In the interviews, respondents have stated being given equal remuneration and equal opportunities towards different tasks. It is important to note that the number of respondents who have disagreed with the role of women in an organization are still in a situation of flux. They are not given equal opportunities as men at work.

So, the organization should make changes in the policies to understand and deal the management of women employees. Because, developing a system suitable for women to contribute for the growth and development of organization is a beneficiary tool for their own development.

6.3.2 Impact of Work Life Balance on Women Employees

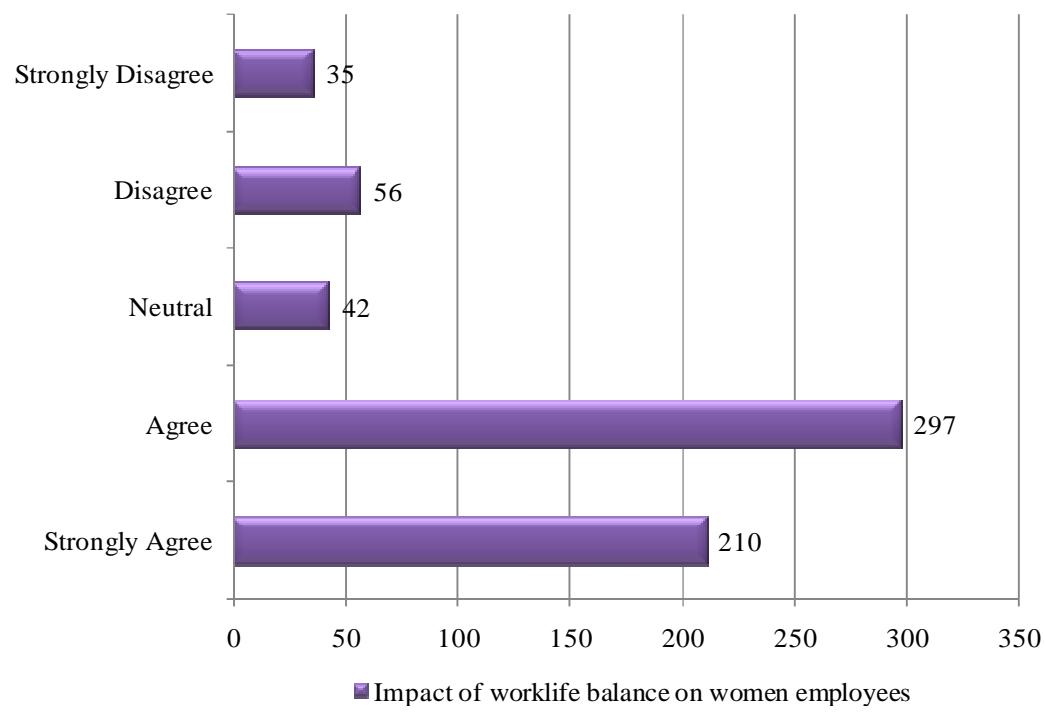
Table 6.19 : Impact of Work Life Balance on Women Employees

Statements	Distribution of different statements of employees
Strongly Agree	210
Agree	297
Neutral	42
Disagree	56
Strongly Disagree	35
Total	640

With the help of focus group it is identified that work life balance is useful in managing both household and work front. Work life balance is a concept that has held

its importance because the number of women employees have increased. And, women employees need to prioritise their personal and professional life. Women are moving towards bringing a social and economic change in the society. As, they are getting educated with vocational degrees have become eligible for different kinds of job. Therefore, they are exposed to opportunities. But, women need to perform multiple tasks simultaneously. A person who plays as a multitasker with multiple roles to play has both negative and positive effects on the mental health and well being of the professional women. Therefore, work life balance concept will help women to manage both at the same time. On the basis of work life balance, women employees use both emotional and problem focused coping strategies, so that they can effectively deal with the work life conflict. In the survey, the respondents were asked about the number of hours they work on daily basis. On which the respondents expressed the need for flexible time schedule for women to maintain the work life balance. So, the organization should plan and make policies considering women employees, but, this was also highlighted in the research study that, family needs can not be sustained by single person's earning. So, developing a societal culture which supports working women professionals is today's financial need. And, gender bias should be eradicated for better organizational growth.

**Fig. 6.21 : Impact of worklife balance on women employees
Distribution of different statements of employees**

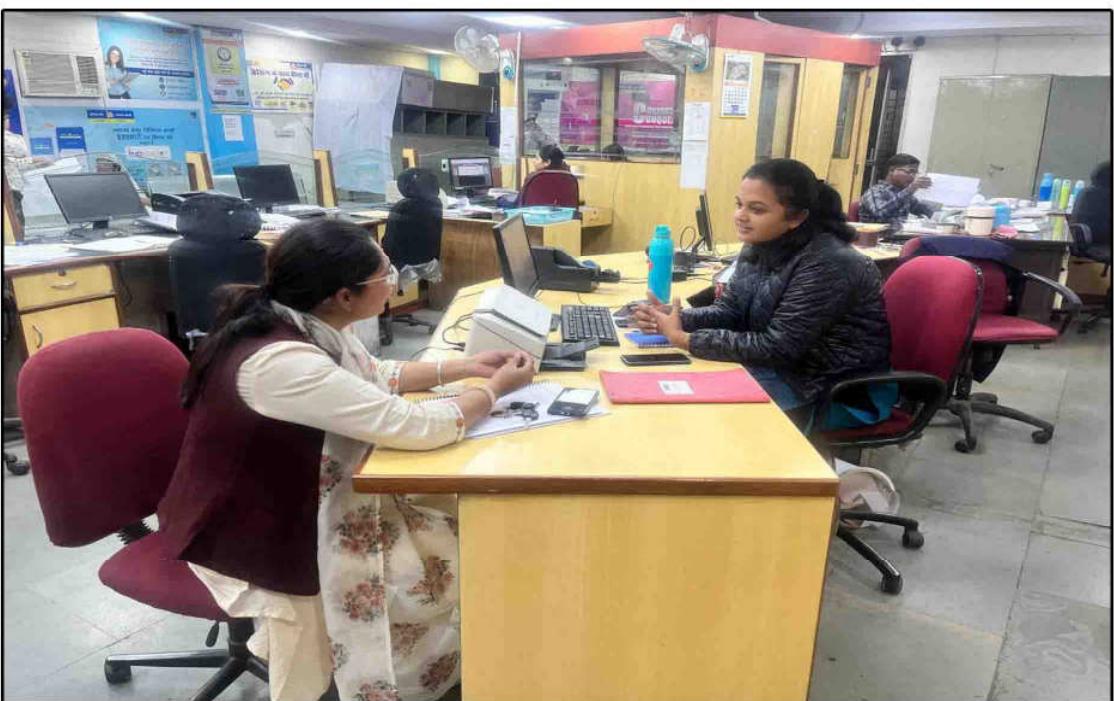


(A) Conversation with branch manager at Bank, Kota



Source : Captured by the Researcher during survey.

(B) Conversation with female employee in bank, Kota



Source : Captured by the Researcher during survey.

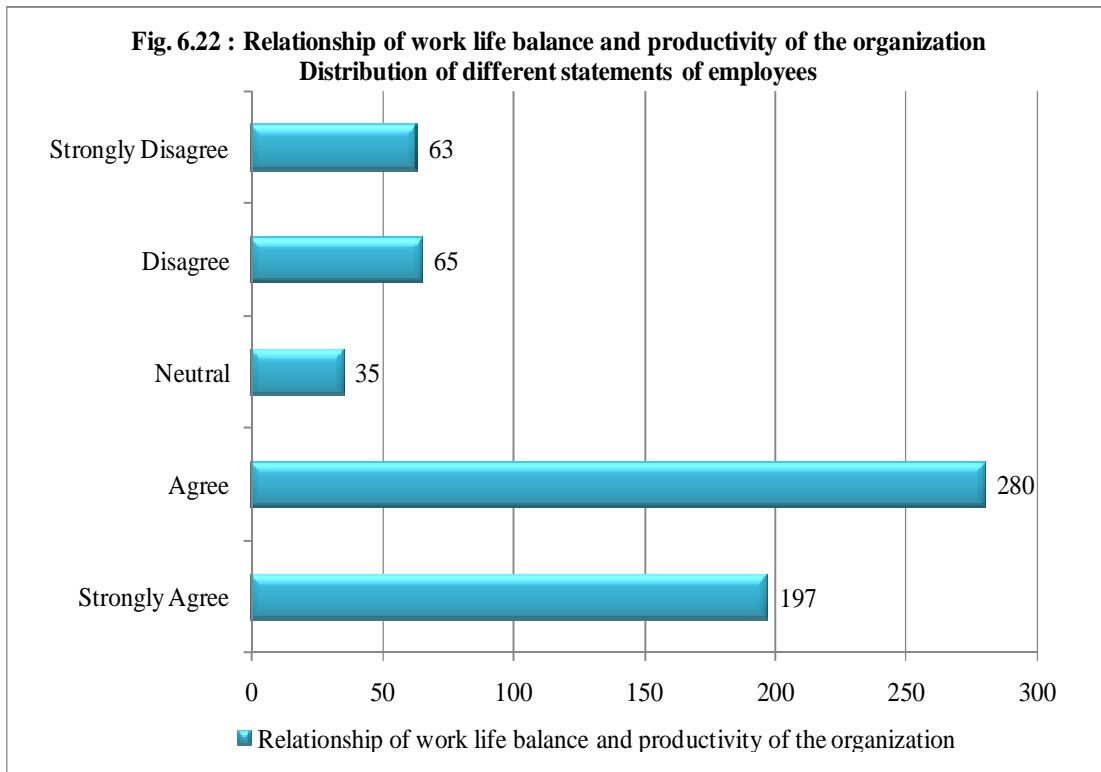
(Photo Plate - 5)

(143)

6.3.3 Relationship of work life balance and productivity of the organization

Table 6.20 : Relationship of Work Life Balance and Productivity of the Organizations

Statements	Distribution of different statements of employees
Strongly Agree	197
Agree	280
Neutral	35
Disagree	65
Strongly Disagree	63
Total	640

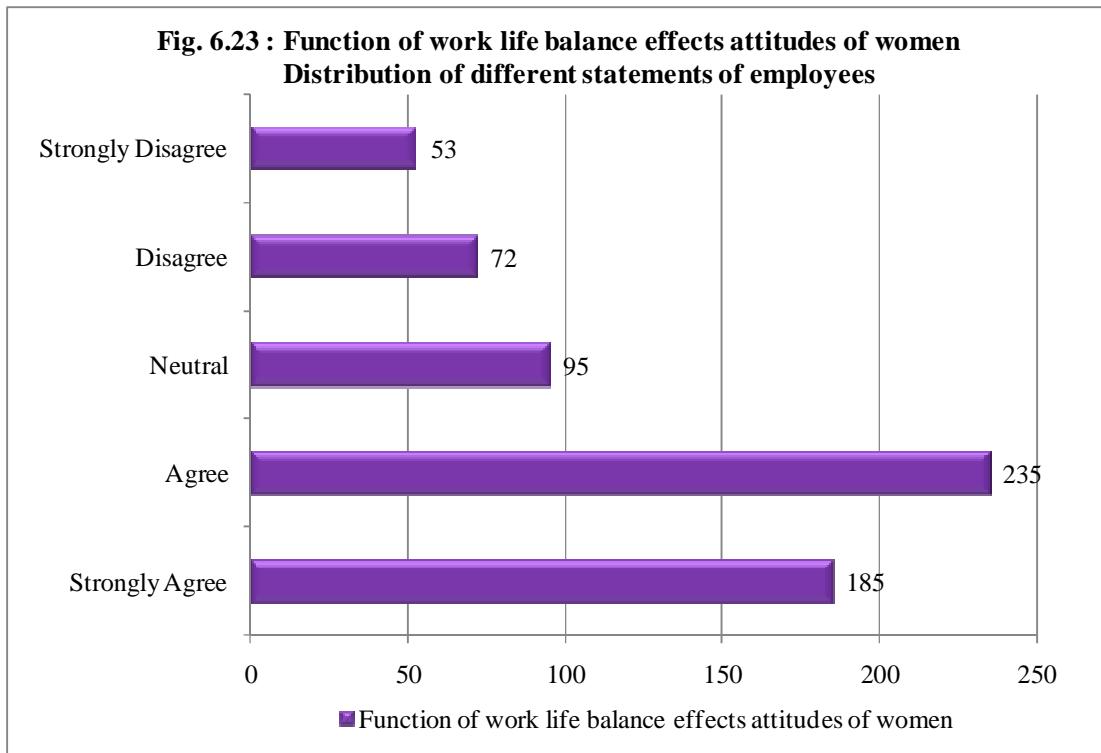


Work life balance and productivity of the organizations are related to each other. Managing work and life at the same time has been tough call for women employees. So, the organizations in order to motivate women to draw their contribution towards the organizations should plan training programmes for women at required intervals. As, these training programmes can help them to reduce mental distress and resultantly the productivity of the organization will increase leading to its growth and development.

6.3.4 Function of work life balance affects attitudes of women

Table 6.21 : Function of Work Life Balance effects Attitudes of Women

Statements	Distribution of different statements of employees
Strongly Agree	185
Agree	235
Neutral	95
Disagree	72
Strongly Disagree	53
Total	640



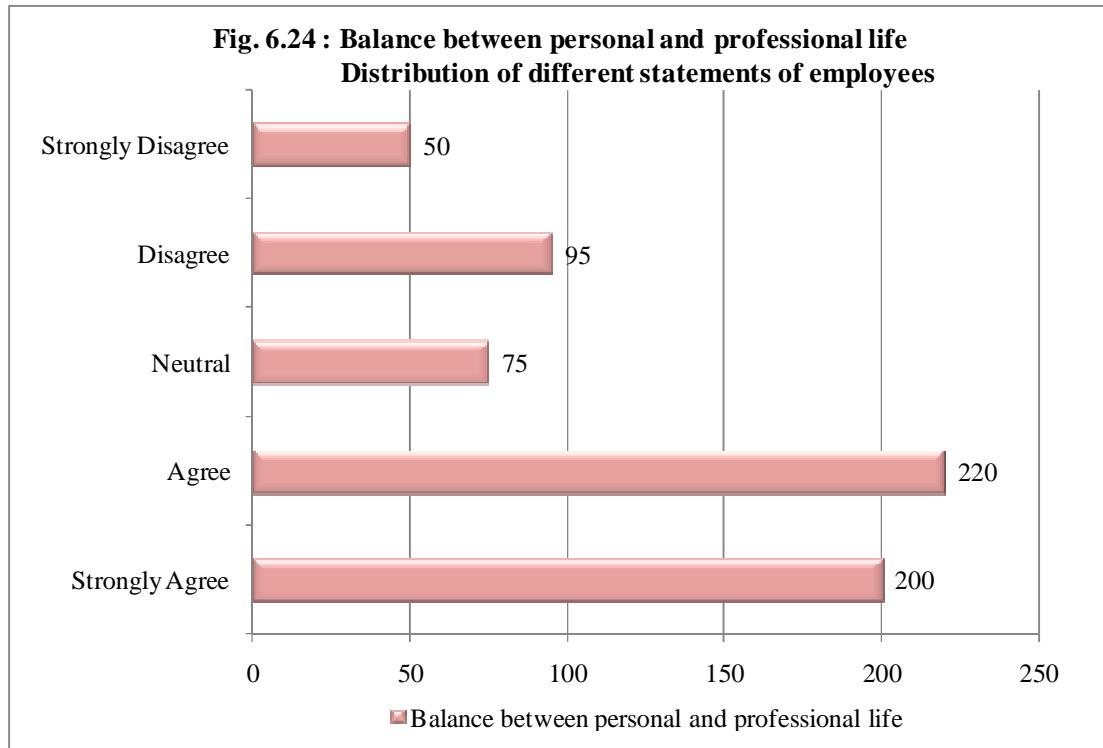
Work life balance and its conflict effects the attitudes of women employees. Work life induced balance helps women to balance the stress that crop up with the management of multiple tasks they have to perform. So, resultantly they became positive towards life. In order to achieve the positive mindset, the organizations need to address the basic constraints women face i.e. the issues related to working hours, leave related issues, sanitation issues, promotion related issues. The organization should identify the implications of dissatisfied employees with their low performance, absenteeism, production of the organization and other such issues which mark the

growth of the organization. It has been identified main reasons for participating in work life balance programme such as recruitment and retention of employees, high productivity. In order to implement work life balance programmes in an organization, management has to effectively coordinate the system among the employees, so that they can take active participation and produce efficient result out of it. It has been found out by the researcher that enhancing training and development activities facilitates to increase the skill of the employees and result into implementation of work life balance in organization.

6.3.5 Balance between Personal and Professional life

Table 6.22 : Balance between Personal and Professional life

Statements	Distribution of different statements of employees
Strongly Agree	200
Agree	220
Neutral	75
Disagree	95
Strongly Disagree	50
Total	640

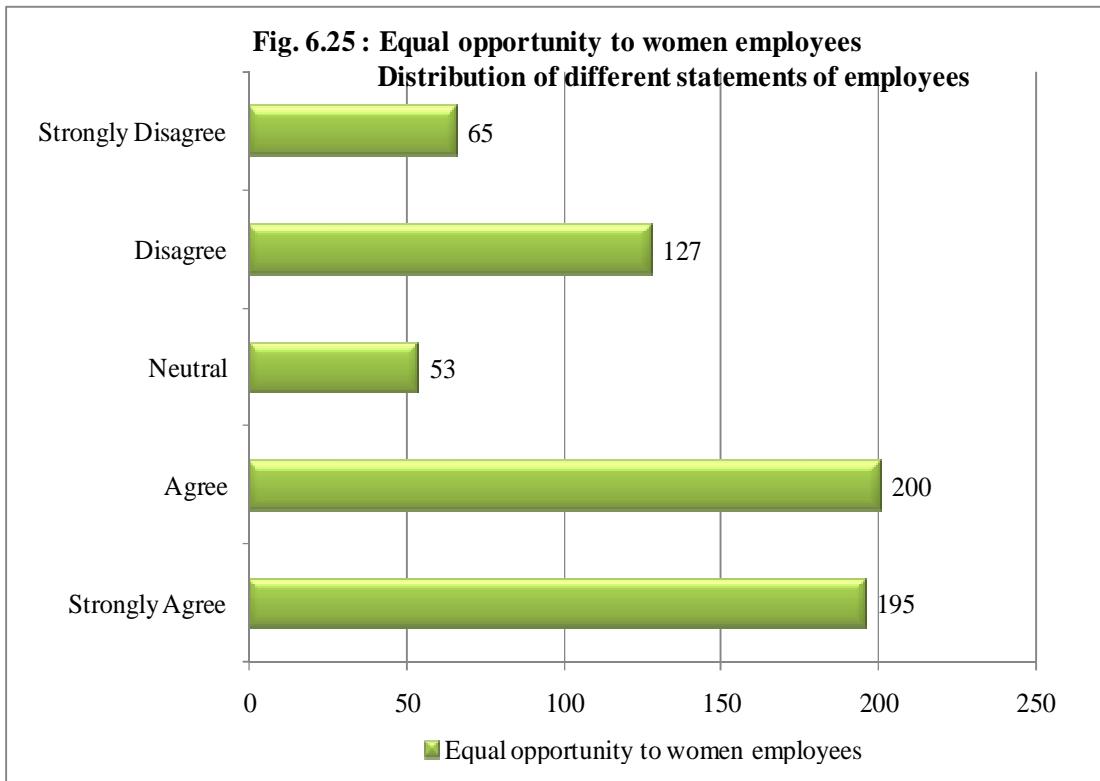


Work-life balance is crucial in maintaining harmony between personal and professional life. Work life equilibrium is the key to give equal time and importance to personal as well as professional life. It has shown that the organizations with high moral values support work life balance issues of women and they are improving their knowledge and are running their families also, effectively.

6.3.6 Equal Opportunity to Women Employees

Table 6.23 : Equal Opportunity to Women Employees

Statements	Distribution of different statements of employees
Strongly Agree	195
Agree	200
Neutral	53
Disagree	127
Strongly Disagree	65
Total	640



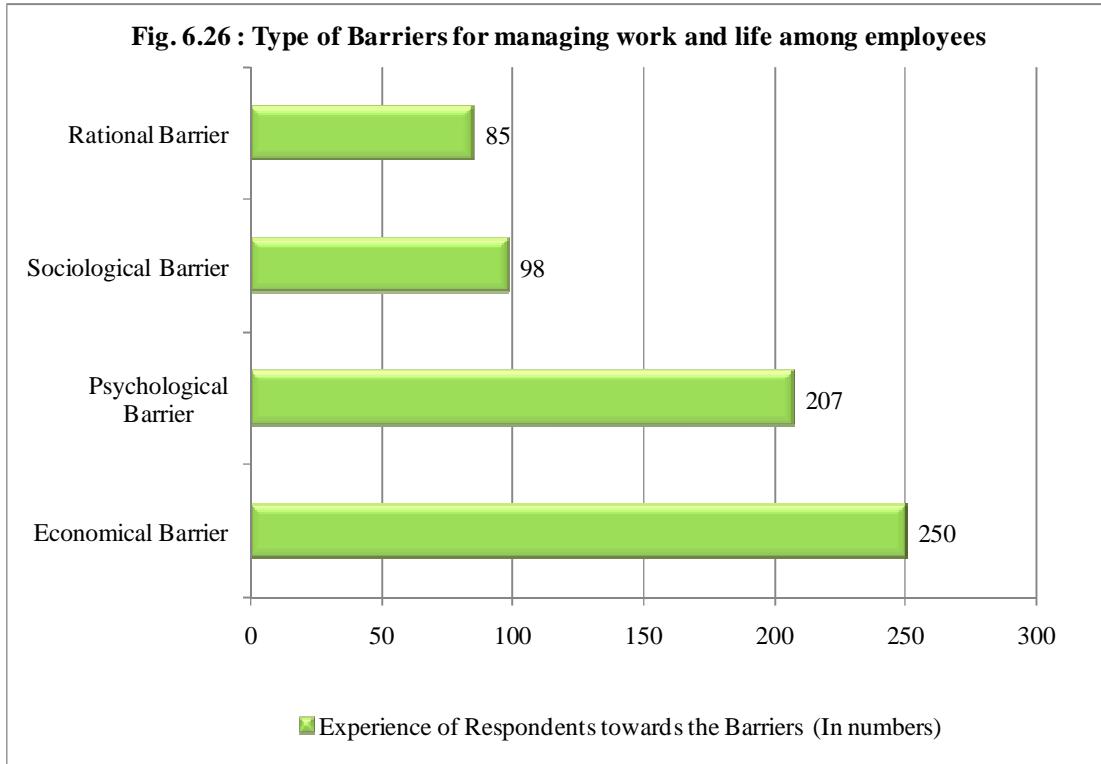
The above table and figure depicts the opportunities women employees receive at their work ends are equivalent to their male coworkers. As, the respondents have reported in large numbers i.e (195) Strongly Agreeing and (200) Agreeing on the above mentioned question shows that they were exposed to the work environment in a supportive manner.

Therefore, to survive the today's economic conditions, both men and women must work and earn for their needs. So, equal opportunity of employment and opportunities at work place is today's need for women development.

6.3.7 Types of Barrier for managing work and life among employees

Table 6.24 : Types of Barrier for managing work and life among employees

Types of Barrier	Experience of Respondents towards the Barriers (In numbers)
Economical Barrier	250
Psychological Barrier	207
Sociological Barrier	98
Rational Barrier	85
Total	640

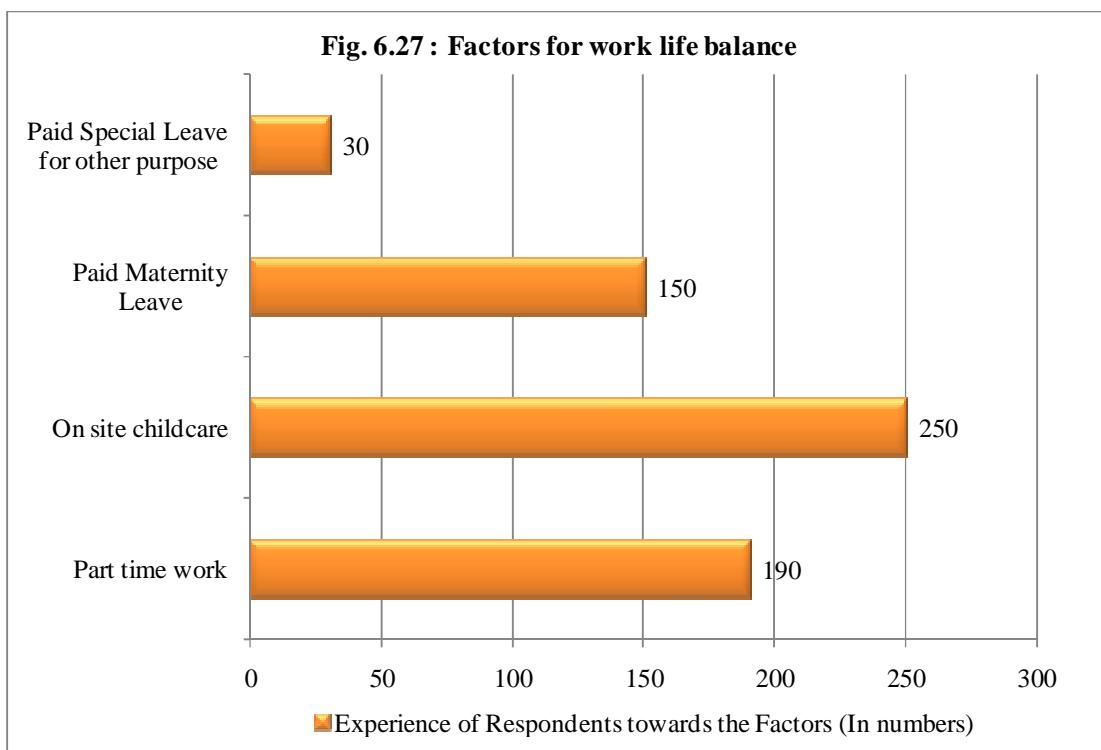


It can be seen that several barriers creates problems in handling work life balance. The table and figure shows that 250 respondents faced economical barrier and 207 respondents faced psychological barrier due to work life conflict. 98 respondents faced sociological barrier due to societal pressures. Society believed that women should not permitted to work. So, these barriers need to tackled by the organizations to show growth.

6.4 Important Factors Influencing Work Life Balance

Table 6.25 : Factors Influencing Work Life Balance

Factors	Experience of Respondents towards the Factors (In numbers)
Part time work	190
On site child care	250
Paid Maternity Leave	150
Paid Special Leave for other purpose	30
Financial Assistance	20
Total	640



The above table and figure shows that 250 respondents agreed for on site childcare facilities, 150 respondents agreed for paid maternity leave for continuing their a long term job. This factor is helpful in balancing their work and life and reduce their conflict with the use of special paid leave, they can effectively handle emergencies within the organization. Financial assistance also assists in dealing with problems and challenges women face during their work life conflict.

6.5 Hypothesis and Hypothesis Testing

Hypothesis is the research question taken to solve the problem statement. And, Hypothesis testing adopts the different statistical techniques and tools to complete the

process. In the research study, researcher is able to identify the sample size is as large as 640 respondents. Since the sample size is large and it is a categorical data. Therefore, researcher has used chi-square test to prove the hypothesis using purposive random sampling to calculate the sample.

$$\chi^2 = \sum \left(\frac{\text{Observed frequency} - \text{Expected frequency})^2}{\text{Expected frequency}} \right)$$

H_1 : Household responsibility has a significant relationship with women's work life conflict.

In this research study, researcher is able to identify the work life conflict and creating a balance between the two as a major objective to be studied.

Referring to the hypothesis; first step is to take null hypothesis and alternative hypothesis.

H_0 (Null Hypothesis) = Household responsibility does not have a significant relationship with women work life conflict.

H_A (Alternative Hypothesis) = Household responsibility has a significant relationship with women work life conflict.

Assuming the contingency table (2x2)

	High Work life conflict	Low Work life conflict	Total
High Household Responsibility	220	140	360
Low Household Responsibility	100	180	280
Total	320	320	640

$$\text{Expected Frequencies} = \frac{\text{Row Total} \times \text{Column Total}}{\text{Grand Total}}$$

$$\text{Expected Frequencies} = \frac{360 \times 320}{640} = 180$$

High Household Responsibility

$$\text{Expected Frequencies} = \frac{360 \times 320}{640} = 180$$

$$\left. \begin{array}{l} \text{Expected Frequencies} = \frac{280 \times 320}{640} = 140 \\ \text{Expected Frequencies} = \frac{280 \times 320}{640} = 140 \end{array} \right\} \text{Low Household Responsibility}$$

$$\chi^2 = \sum \left(\frac{\text{Observed frequency} - \text{Expected frequency})^2}{\text{Expected frequency}} \right)$$

$$\chi^2 = \sum \left(\frac{(220 - 180)^2}{180} + \frac{(140 - 180)^2}{180} + \frac{(100 - 140)^2}{140} + \frac{(180 - 140)^2}{140} \right)$$

$$\chi^2 = \sum \left(\frac{(40)^2}{180} + \frac{(40)^2}{180} + \frac{(40)^2}{140} + \frac{(40)^2}{140} \right)$$

$$\chi^2 = (8.89 + 8.89 + 11.43 + 11.43)$$

$$\chi^2 = 40.64$$

Degrees of freedom

The degrees of freedom (df) for this contingency table is:

$$df = (\text{Number of rows-1}) \times (\text{Number of columns-1})$$

$$df = (2-1) \times (2-1)$$

$$df = 1$$

Critical chi-square value

Using a critical chi-square distribution table, we find the critical chi-square value for $df=1$ and $\alpha = 0.05$

(Critical chi-square value $\chi^2 = 3.84$ at 0.05 level of significance)

Conclusion : Since the calculated chi-square value i.e. (40.64) is greater than the critical Chi-square value (3.84), the researcher has rejected the null hypothesis H_0 .

And, There is a significant relationship between household responsibility and women's work life conflict.

This suggests that women's work life conflict is associated with their household responsibility.

Hypothesis₂ = Workplace environment has a significant relationship with women's work life conflict.

Referring to the hypothesis, first null hypothesis and alternative hypothesis is taken.

H_0 (Null Hypothesis) = There is no significant relationship between workplace environment and women's work life conflict.

H_A = (Alternative Hypothesis) = There is a significant relationship between workplace environment and women's work life conflict.

Assuming the contingency table (2x2)

	High Work life conflict	Low Work life conflict	Total
Supportive work environment	120	180	300
Not a supportive work environment	200	140	340
Total	320	320	640

$$\text{Expected Frequencies} = \frac{\text{Row total} \times \text{Column total}}{\text{Grand Total}}$$

$$\left. \begin{aligned} \text{Expected Frequencies} &= \frac{300 \times 320}{640} = 150 \\ \text{Expected Frequencies} &= \frac{300 \times 320}{640} = 150 \end{aligned} \right\} \text{Supportive Work Environment}$$

$$\left. \begin{array}{l}
 \text{Expected Frequencies} = \frac{340 \times 320}{640} = 170 \\
 \text{Expected Frequencies} = \frac{340 \times 320}{640} = 170
 \end{array} \right\} \text{Not a Supportive Work Environment}$$

Chi-square test calculation:-

$$\begin{aligned}
 \chi^2 &= \left[\frac{(\text{Observed frequency} - \text{Expected frequency})^2}{\text{Expected frequency}} \right] \\
 \chi^2 &= \sum \left(\frac{(120 - 150)^2}{150} + \frac{(180 - 150)^2}{150} + \frac{(200 - 170)^2}{170} + \frac{(140 - 170)^2}{170} \right) \\
 \chi^2 &= \left(\frac{(-30)^2}{150} + \frac{(30)^2}{150} + \frac{(30)^2}{170} + \frac{(-20)^2}{170} \right) \\
 \chi^2 &= \left(\frac{(900)}{150} + \frac{(900)}{150} + \frac{(900)}{170} + \frac{(400)}{170} \right) \\
 \chi^2 &= ((6) + (6) + (5.2) + (2.3)) \\
 \chi^2 &= 19.5
 \end{aligned}$$

$$\begin{aligned}
 \text{Degree of freedom (df)} &= (\text{Number of rows} - 1) \times (\text{Number of columns} - 1) \\
 &= (2 - 1) \times (2 - 1) = 1
 \end{aligned}$$

Critical chi-square value

Using a chi-square distribution table, researcher found the critical chi-square value for $df=1$ and $\alpha=0.05$ is

$$\chi^2 = 3.84$$

Conclusion : Since our calculated chi-square value (19.5) is greater than the critical chi-square value (3.84) and 0.05 level of significance, the researcher reject the null hypothesis (H_0)

So, there is a significant relationship between workplace environment and women's work life conflict.

This suggests that women's work life conflict is associated with the level of supportive environment at their workplace.

H_3 = Marital status has a significant relationship with the work environment.

Referring to the hypothesis, first Null hypothesis and then, alternative hypothesis is taken.

H_0 (Null Hypothesis) = Marital status does not have a significant relationship with the work environment.

H_A (Alternative Hypothesis) = Marital status has a significant relationship with the work environment.

Assuming the contingency table (2x2)

Marital Status	Supportive Environment	Not a Supportive Environment	Total
Married	240	160	400
Unmarried	120	120	240
Total	360	280	640

$$\text{Expected Frequencies} = \frac{\text{Row total} \times \text{Column total}}{\text{Grand Total}}$$

$$\left. \begin{aligned} \text{Expected Frequencies} &= \frac{400 \times 360}{640} = 225 \\ \text{Expected Frequencies} &= \frac{400 \times 280}{640} = 175 \end{aligned} \right\} \text{Married}$$

$$\left. \begin{aligned} \text{Expected Frequencies} &= \frac{240 \times 360}{640} = 135 \\ \text{Expected Frequencies} &= \frac{240 \times 280}{640} = 105 \end{aligned} \right\} \text{Unmarried}$$

Chi-square test calculation

$$\chi^2 = \left[\frac{(Observed \ frequency - Expected \ frequency)^2}{Expected \ frequency} \right]$$

$$\chi^2 = \left[\frac{(240 - 225)^2}{225} + \frac{(160 - 175)^2}{175} + \frac{(120 - 135)^2}{135} + \frac{(120 - 105)^2}{105} \right]$$

$$\chi^2 = \left[\frac{(-15)^2}{225} + \frac{(15)^2}{175} + \frac{(15)^2}{135} + \frac{(15)^2}{105} \right]$$

$$\chi^2 = \left[\left(\frac{225}{225} \right) + \left(\frac{225}{175} \right) + \left(\frac{225}{135} \right) + \left(\frac{225}{105} \right) \right]$$

$$\chi^2 = [(1) + (1.29) + (1.67) + (2.14)]$$

$$\chi^2 = 6.1$$

Degree of freedom (df) is = (Number of row-1) x (Number of columns-1)

$$(df) = (2-1) \times (2-1) = 1$$

When $df = 1$ and $a = 0.05$ (Level of significance)

Critical chi-square value using a chi-square distribution table, researcher found the critical chi-square value for $df = 1$ and $a = 0.05$

$$\chi^2 = 3.84$$

Conclusion : Since our calculated chi-square value is (6.1) greater than the critical chi-square value (3.84) the researcher reject the null hypothesis (H_0).

So, there is a significant relationship between Marital status and work environment.

This, suggests that women work environment is associated with their marital status.

H_4 = Type of family has a significant relationship with job satisfaction.

Referring to the hypothesis, null and alternative hypothesis is taken.

H_0 (Null Hypothesis) = There is no significant relationship between the type of family and job satisfaction.

H_A = (Alternative Hypothesis) = There is a significant relationship between the type of family and job satisfaction.

Assuming the contingency table (2x2)

Family type	High job satisfaction	Low job satisfaction	Total
Nuclear Family	220	180	400
Joint Family	100	140	240
Total	320	320	640

$$\text{Expected frequency } s = \frac{\text{Row total} \times \text{Column total}}{\text{Grand Total}}$$

$$\begin{aligned} \text{Expected frequencies} &= \frac{400 \times 320}{640} = 200 \\ \text{Expected frequencies} &= \frac{400 \times 320}{640} = 200 \end{aligned} \left. \right\} \text{Nuclear Family}$$

$$\begin{aligned} \text{Expected frequencies} &= \frac{240 \times 320}{640} = 120 \\ \text{Expected frequencies} &= \frac{240 \times 320}{640} = 120 \end{aligned} \left. \right\} \text{Joint Family}$$

Chi-square test calculation

$$\chi^2 = \sum \left[\frac{(\text{Observed frequency} - \text{Expected frequency})^2}{\text{Expected frequency}} \right]$$

$$\chi^2 = \sum \left[\frac{(220 - 200)^2}{200} + \frac{(180 - 200)^2}{200} + \frac{(100 - 120)^2}{120} + \frac{(140 - 120)^2}{120} \right]$$

$$\chi^2 = \left[\frac{(20)^2}{200} + \frac{(-20)^2}{200} + \frac{(-20)^2}{120} + \frac{(20)^2}{120} \right]$$

$$\chi^2 = \sum \left[\frac{(400)}{200} + \frac{(400)}{200} + \frac{(400)}{120} + \frac{(400)}{120} \right]$$

$$\chi^2 = \sum [(2) + (2) + (3.3) + (3.3)]$$

$$\chi^2 = [10.6]$$

Degree of freedom (df) for this contingency table is :

$$df = (\text{Number of rows} - 1) \times (\text{Number of columns} - 1)$$

$$df = (2-1) \times (2-1) = 1$$

$$df = 1$$

Using a chi-square distribution table, we find the critical chi-square value for $df = 1$ and $\alpha = 0.05$ (Level of significance)

$$\chi^2 = 3.84$$

$$(156)$$

Conclusion : Since our calculated chi-square value is (10.6) greater than the critical chi-square value (3.84), the researcher reject the null hypothesis (H_0).

So, there is a significant relationship between the type of family and job satisfaction.

This, suggests that job satisfaction is associated with the type of family an individual belong to i.e. a nuclear family or joint family.

Results :

S. No.	Objectives	Hypothesis	Test	Interpretation
1	To identify the problems and challenges faced by urban working women at their workplaces	H_2 = Workplace environment has a significant relationship with women's work life conflict	chi-square test (χ^2)	It states that workplace environment has a large effect on the women's work life balance or the conflict and related problems and challenges are due to the work life conflict.
2	To identify the Socio-economic profile of women in the study area	H_3 = Marital status has a significant relationship with women's work environment	chi-square test (χ^2)	It states that Marital status has a significant relationship with women's work environment because being unmarried or married decides the social status which women has laterally effect her economic status.
3	To assess the degree of constraints they are facing at their workplace	H_1 = Household responsibility has a significant relationship with women's work life conflict.	chi-square test (χ^2)	Household responsibilities burdens working women with household work. So, they can not fulfill the tasks given to them at their workplace. And resultantly they are not given any decision oriented work due to the so called incompetent tag they are attached with.
4	To assess the degree of job satisfaction	H_4 = Type of family has a significant relationship with job satisfaction	chi-square test (χ^2)	Job satisfaction is a major objective to be pointed out. As, the family type differs the household responsibility also differs. And, resultantly higher levels of job satisfaction leads to higher socio-economic status of women.

Hypothesis Discussion-

The researcher has developed hypotheses that explain the function of working women in an organization and how it affects work-life conflict in order to validate this thesis. Women's performance is greatly impacted by work-life conflict, and work-life balance is thought to be the most successful strategy for positively managing employee performance. Organizational productivity is impacted by work-life balance. Longer employee retention is possible for businesses which address the issues faced by female employees. Thus, encouraging work-like balance has an impact on women employees' perspectives. They may then manage their homes, work effectively, and meet their financial demands with the aid of appropriate training facilities.

The researcher's ultimate goal as a professional is to determine how women's social and economic standing affects their job satisfaction levels. Job satisfaction results from the ideas and strategies for balancing work and life that arise from the work-life conflict.

Research Gap

In the past several years, it has been identified that large number of researchers are studying this research project in organization. And, they have focused towards the importance of work life balance for women employees. But, there have been no significant study on the comparison of work life balance in Private organizations and government organizations. After conducting the research study, it is analyzed that ratio of women employees are less in comparison to men. Therefore, on the basis of this research study, it is identified that women should be placed equally at the workplaces. The role of this topic has increased in recent times, As the socio-economic structure of the society is changing. And, so do the role of women is changing. So, the employer and employee have to study about work life balance to increase the organization productivity in longer times. So, it will be beneficial for other researcher to enhance their level of research study and others will select a topic that will provide better information for further research.

Chapter-7

WORKING WOMEN AND DEVELOPMENT PROCESS

7.1 Introduction

7.2 Effects of Working Women in Promoting Economic Stability to the Family

7.3 Social Effects of Working Women in Curbing Evil Practices

7.4 Educational Awareness and Women Empowerment

7.5 Constraints Faced by Working Women

Chapter-7

WORKING WOMEN AND DEVELOPMENT PROCESS

7.1 Introduction

Women and development means the transition in the status of women; based on their needs for societal progress. Its aim is to address gender disparities and promote gender equality in the society. This theory was stated in the late 1970 due to the limitations of the women in development approach. Women and development states that women have always played an important role in development processes and play an economic role too. But, their contribution is always critical to society's maintenance. Women and development includes women as an integral part of development. Women and development approach accepts women's economic role in the society. It states that women's work in the public and private domain is central to the maintenance of their societal structures. The term women and development was adopted in the 1970 (Soren Sen, 1998). It was first discussed in the first world conference on gender studies in Mexico City in 1975. Women and development adopted a thinking that women's role in development should be acknowledged. And, development does not justify advancement of women. It suggested that women should be considered active in participating in the development process and should not be treated as passive recipients of development. The origin of women and development is due to the freedom and independence gained by many countries in the 1950s and 1960s. Many women had participated in the struggle for independence they should take part in the nation building too. Women and development states a strong relationship between patriarchy and capitalism. To understand the women and development issues; Marxism was adopted. Marxist scholars draw from Friedrich Engel's argument that women's oppression and subordination are the result of development of capitalism and private property. Thus, we can achieve gender equality after a successful class struggle and end of capitalist system. The focus of the Marxist thinkers was capitalism and they understood the role of patriarchy in determining

women's subordinate position as they believe that patriarchy is a result and out growth of capitalist system. In the late 1970's many marxist scholars found out that classical marxism was inadequate to be used as a tool to analyze modern society. This developed a new approach i.e Neo marxist approach connected with dependency and World system theories. This approach development is more dependent on external factors rather than internal factors. They gave dependency theory in which it is claimed that the capitalist countries benefited from third world countries out of their resources. And, eventually they lag behind in their modern and scientific development. The third world dependency thinkers put out a question i.e "why such inequalities and unjust situations existed" development of radical feminism was also seen going with the development of dependency theory. Radical feminism states that patriarchy is the fundamental source of inequality and it exists in all societies. Therefore, women's role in the growth of the society was pointed out and talked about, raising the alarms of women's contribution to be recognized in the growth and development of the Nations. The women and development approach is stated in one slogan "Give Credit Where Credit is Due".

Therefore, the economic role of women was identified internationally. India, being a patriarchal society and outgrew as a nation after independence to support women as a distinct identity with an equal and collaborative role in building the society. Women's development has seen a significant process in recent years including increased educational attainment, more opportunities for them. India has taken many initiatives to promote gender equality and women's development. Women and girl-child are encouraged for education and higher education to quantify their economic role in building nation, steps are taken to promote better health facilities for women. The housing facilities are given under Pradhan Mantri Awas Yojana-Grameen program to empower women by granting them ownership of houses, women entrepreneurship is supported by the government by providing them with small loans. Government is addressing gender based violence, workplace discrimination, and framing laws and implementing them to provide safe work environment to working women at workplaces.

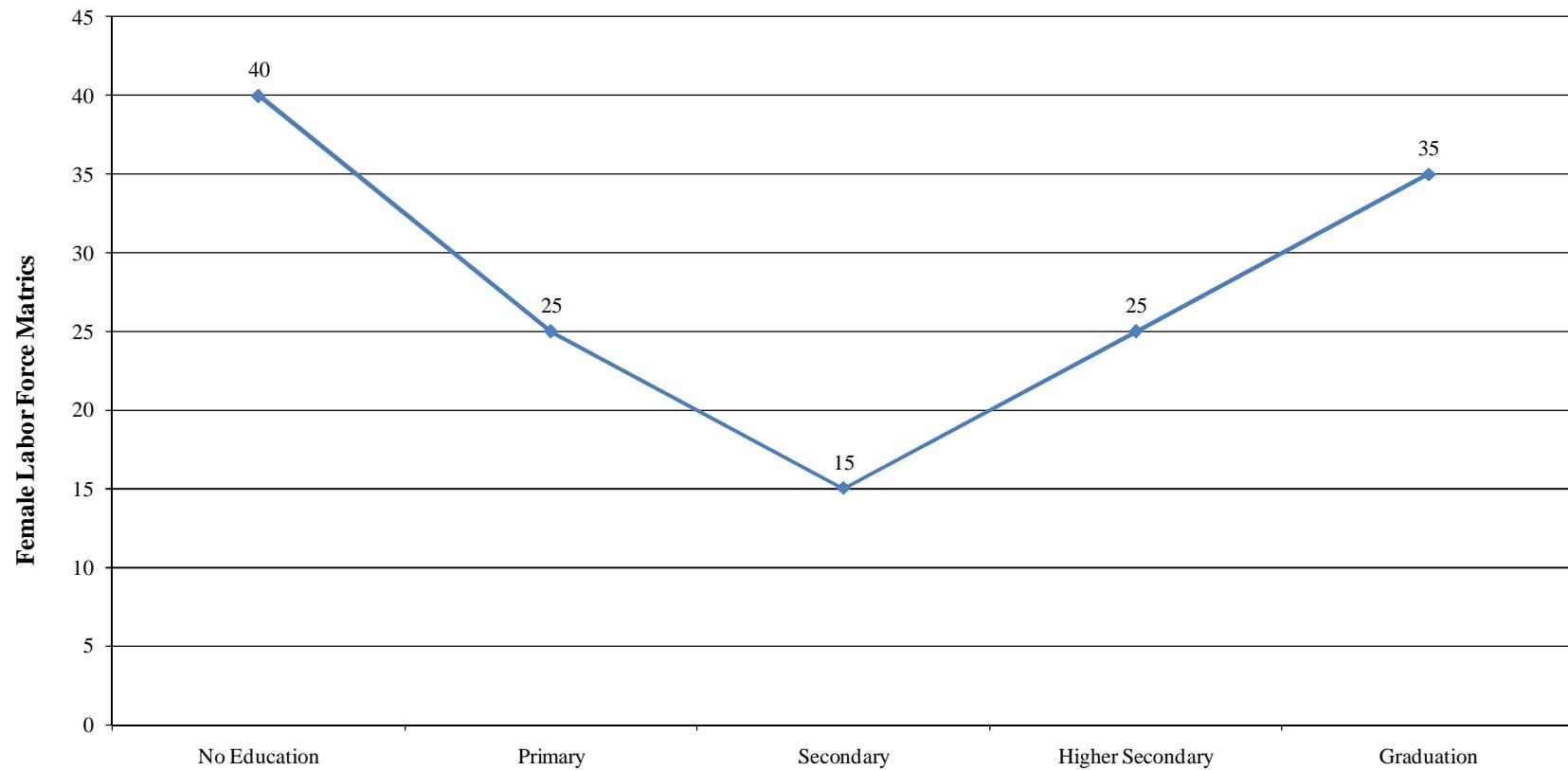
7.2 Effects of Working Women in Promoting Economic Stability to the Family

The participation of women at work front or say women's economic participation has many positive effects on the economy of the family. Women's economic participation can boost economic growth by increasing the labor force, which leads to higher productivity and economic output with women earnings. Women's control over household resources can lead to more spending on food and education for children and women reinvest a large portion of their income in their families and communities. Working women become role models for their children, which can lead to high goal orientation and achievements among children. The working women increases the income of the family i.e dual income household have higher overall incomes, improving their standard of living, purchasing power capacity. Women's participation in the work force has been linked to lower the poverty rates, particularly among single-mother household's. Working women provides a safety net for their family, reducing the risk of financial constraints and crunches. The savings of one parent can be used for children's career advancements. Earning their own income give women greater autonomy and decision making power within their families. With a higher household income, families can pay off debts and reduce their financial burden. Working women can contribute to their own retirement savings, ensuring a more secure financial future for themselves and their families. Working women can explore entrepreneurial opportunities, creating new income streams and job for themselves and others.

Table 7.1 : Female Labor Force Metrics (2017-18 v/s 2023-24)

Metric	2017-18	2023-24
Work Participation Rate (%)	22.0	40.3
Labor Force participation Rate (%)	23.3	41.7
Unemployment Rate (%)	5.6	3.2

Fig. 7.1 : V shaped relationship between Education Level and Female Labor Force Participation Rate (FLFPR)



* Labor markets in India: Measurement in times of structural change Surjit, S. Bhalla, Karan Bhavin, Tirthatamoy Das former ED, IMF university at Albany IIM Bangalore.

So, above tables show that women's increased participation has a direct impact on enhancing productivity, spurring innovation, fostering financial stability. With more women contributing to the economy, India is positioning itself as a stronger and more resilient economy on a global stage. The shift towards a more equitable workforce enriches the social fabric, setting a foundation for inclusive growth. With India's population growth expected to slowdown in the coming years, women's participation in the work force will be vital to meet the country's future labor demands. Encouraging more females to enter the workforce is essential for sustaining India's economic momentum. As the demand for skilled labor rises and the working age population shrinks, a gender-balanced work force will be crucial to maintain the productivity and addressing future economic challenges and reinforces the country's economic foundation, enabling it to thrive in a competitive global landscape.

Women in India contribute around 18% to the country's gross domestic product (GDP). This is one of the lowest contributions around the world, despite women being 48% of the India's population.

7.3 Social Effects of Working Women in Curbing Evil Practices like female foeticide, dowry practices, purdah system etc

In India women have been deprived of their rights since the ancient period and till now she has to face atrocities in the family and society at large. Since ancient times, women have been subjugated to inferior status in our society. Many practices such as female foeticide, dowry system, purdah system are still prevalent in the society. Such practices make them insecure both at home and outside their homes. All these issues violate the basic human rights women should get. The violation of basic rights to women and such practices imposed on them "depower" them. So, to ensure empowerment of female in society such evil practices should be curbed in the community. When, the researcher asked the questions related to female infanticide to the respondents. They raised major concern for this practice talking about female infanticide and foeticide as a practice; it takes away the rights of girl child to live in this world even before she is born. This practice reflects the issue of gender discrimination which begins from the womb but also hits at women's right over her motherhood. The practice of killing girl child either before birth or after birth merely

because she is a female in the most discriminatory action against her and a biggest 'hurdle' in addressing women empowerment in India. But, while addressing this issue in the questionnaire, the responses were unimaginable. As, there is a two child norm of the government. Therefore, working females also expressed a desire to have 'son' and are forced to have a son by the family. And, most of them believed that having a 'son' is a social, cultural and economic responsibility towards one's own family.

The respondents were not against having a girl child but having a son is for a cause. So, being an educated class also, could not eradicate this problem completely. They, specified them that birth of son is considered auspicious in the family. As, sons can take care their family in their old age; male child helps his father to expand his lineage; sons are considered to bring wealth to the parents after marriage etc. On the other side, girl child is seen as a financial burden because they take away family's wealth after getting married. Culturally, males are given a much higher status than females. 'Son' performs the last rites of his father, then only the father will receive heavenly abode. As the Atharvaveda says "The birth of daughter, grant it elsewhere, here grant a son". This shows the mental status of Indian society she resides in. The scriptures become the influencing means to develop such a status for girl child and women in society.

As Bandhayana declares "Through a son one conquers the world, through a grand son one obtains the immortality, and through the great- grandson one ascends to the highest heavenly abode.

When, such scriptures decides the fate of girl child existence in the society. What could be the hope? The respondents affirmed that "only education is the answer to all miseries and downfalls". Such miseries and downfall has been experienced by females in the Indian society. Dowry system is also one of the evil practiced in India, since time immemorial. In this system, brides family must pay enormous sums of money and other valuables to the family in which the woman will live after marriage. This means, having a son will bring huge wealth with the bride and having a daughter, parents need to give huge amount of wealth and valuables to the groom family. This practice is called dowry system. This practice has led the society to go for female infanticide and foeticide at a very primary stage. And females are given low status in the society. The respondents were asked questions regarding dowry practice in India.

The respondents gave mixed reaction to this, some of the respondents said that, It is a practice that is unavoidable to find a suitable match. Some were affirmative that this practise is basically to ensure the 'Streedhan' to be given to girl child and some of the respondents who had love marriages did not practice this system. So, the results show that dowry system has become a compulsion in society. Therefore, 'women' should play decisive role to consider this as evil practice. Which, eventually is possible only by education of girl child.

One of other evils of the society is purdah system, this practice has made women a secondary being. She has to perform her daily routine work in purdah which is very difficult. This is basically a practice to make women away from the major decision making processes to be executed by the male dominations of the society. If, one will be unknown of her status, rights, beliefs, process and procedure than, she will be a follower not a leader of her own self. In this practice, she is not allowed to take her own decisions and make her a dependent being. In the study, respondents replied this practice is no more a reality in cities but they practice it at their native places. Therefore, a change in the forthcoming coming generation will be a reality; in the loving decades, making women purdah free; speaking their own minds. So, working women had the freedom to let go, the purdah system but, instead the homemakers were not allowed to be away from veils. So, again the education has played a prominent role in providing them freedom and life on their own terms.

7.4 Educational Awareness and Women Empowerment

The educational awareness is regarded as a milestone for female empowerment because it enables them to face any kind of problems and challenges they face in family life or outside. Education is the most important tool to bring change in the society. Education can curb the discrimination, inequalities, gender bias they face at different spaces and provides an inherent power to raise their voice against exploitation and live for their rights as humans; 73.33% of the females in Kota City are literate shows the level of educational awareness there. But, the rest of the females must be addressed. Because, literacy is different from being educated. Education provides an insight among them to raise their own role in the community.

In the study, the respondents with higher degrees were capable for applying at higher jobs and decide for their own self working status.

Constitutional rights available for women are as under:

1. Equality before law for women (Article 14);
2. The state not to discriminate against any citizen on grounds only of religion, race, caste, sex, place of both or any of them (Article 15(i));
3. Equality of opportunity for all citizens in matters relating to employment or appointment to any office under the state (Article 16);
4. The state to make any provision in favour of women and children (Article 15);
5. To promote justice, on the basis of equal opportunity and to provide free legal aid by suitable legislation or scheme or any in any other way to ensure that opportunities for securing justice are not denied to any citizen by reason of economic or other disabilities (Article 39A);
6. The state to direct its policy towards securing for men and women equally the right to an adequate means of livelihood (Article 39(a)) and equal pay for equal work for both men and women (Article 39(d));
7. The state to make provision for securing just and humane conditions of work and for maternity relief (Article 42);
8. The state to promote with special care and educational and economic interests of weaker sections of the people and to post them from social injustice and all forms of exploitation (Article 46);
9. The state to raise the level of nutrition and the standard of living of its people (Article 47);
10. To promote harmony and the spirit of common brotherhood amongst all the people of India and to renounce practices derogatory to the dignity of women (Article 51(A)(e));

11. Not less than one third (including the number of seats reserved for women belonging to the scheduled castes and scheduled tribes) of the total number of seats to be filled by direct election in every Panchayat to be reserved for women and such seats to be allotted by rotation to different constituencies in Panchayat (Articles 243D(3));
12. Not less than one third of the total number of office of chairpersons in the Panchayats at each level to be reserved for women (Article 243D(4));
13. Not less than one third (including the number of seats reserved for women belonging to the scheduled castes and scheduled tribes to be filled by direct election in every municipality to be reserved for women and such seats to be allotted by rotation to different constituencies in a municipality (Article 243T(3));
14. Reservation of offices of chairpersons in municipalities for the scheduled castes, the scheduled tribes and women in such manner as the legislature of a state may by law provide (Article 243T(4));

Legal Provisions

In the light of constitutional mandate, the state has enacted various legislative measures intended to ensure equal rights, to handle matter relating to social discrimination and various forms of violence and atrocities by providing support services especially to working women. The following classifications are available in case of women being victim of any of the crimes such as murder, robbery, cheating etc are as under:

1. The crime identified under the Indian penal code (IPC):
 - a) Rape (Sec. 376(IPC));
 - b) Kidnapping and abduction for different purposes (Sec. 363-373);
 - c) Homicide for Dowry, Dowry Deaths or their attempts (Sec. 302/304-BIPC);
 - d) Torture, both mental and physical (Sec. 498-A IPC);

- e) Molestation (Sec. 354 IPC);
- f) Sexual harassment (Sec. 509 IPC) and
- g) Importation of girls (up to 21 year of age)

2. The crimes identified under the special laws (SLL)

Although all laws are not gender specific, the provisions of law affecting women significantly have been reviewed periodically and amendments carried out to keep pace with the emerging requirements.

Some acts which have special provisions to safeguard women and their interests are:

- i) The Employees State Insurance Act, 1948;
- ii) The Plantation Labor Act, 1951;
- iii) The Family Courts Act, 1954;
- iv) The Special Marriage Act, 1955;
- v) The Hindu Marriage Act, 1955;
- vi) The Hindu Succession Act, 1956 with amendment in 2005;
- vii) Immoral Traffic (prevention) Act, 1956;
- viii) The Maternity Benefit Act, 1961 (amended in 1995);
- ix) Dowry Prohibition Act, 1961;
- x) The Medical Termination of Pregnancy Act, 1971;
- xi) The Contract Labor (Regulation and Abolition) Act, 1976;
- xii) Equal Remuneration Act, 1976;
- xiii) The Prohibition of Child Marriage Act, 2006;
- xiv) The Criminal Law (Amendment Act), 1983;
- xv) The Factories (Amendment) Act, 1986;

- xvi) Indecent Representation of Women (prohibition) Act, 1986;
- xvii) Commission of Sati (prevention) Act, 1987 and
- xviii) The Protection of Women from Domestic Violence Act, 2005

Special steps are taken to boost status of women:

1. National Commission for Women : In January 1992, the government set up this statutory body with a specific mandate to study and monitor all matters relating to the constitutional and legal safeguards provided for women, review the existing legislation to suggest amendments wherever necessary etc.
2. Reservation for Women in Local Self Government : The 73rd constitutional amendments act passed in 1992 by parliament ensure one third of the total seats for women in all elected offices in local bodies whether in rural areas or urban areas.
3. The National Plan of Action for Girl Child (1991-2000) : The plan of action is to ensure survival, protection and development of the girl child with the ultimate objective of building up a better future for the girl child.
4. National Policy for the Empowerment of Women : Many policies have been formed to bring about advancement, development and empowerment of women.
5. Multiple Provisions : Different other provisions have been laid out to ensure the empowerment of women where global concerns with the help of Millennium Development Goals can also be noticed.

Apart from this, some women centric rights were formulated affecting the population statistics:

1. The Medical Termination of Pregnancy Act, 1971 which permits the termination of pregnancy which can be performed by the registered medical practitioner, if the continuance of the pregnancy would involve the risk to life of the pregnant women, or if there is substantial risk to the child who is to be born or where

the pregnancy is caused by rape, or where pregnancy occurs as a result of failure of any device or method used by any married female or her husband. With the rise of new and advanced technologies developed by medical sciences new apparatus for detecting any abnormalities in the foetus was invented. Thus, to stop the illegal practices associated with it, Pre-conception and Pre-natal diagnostic techniques (prohibition of sex selection) Act, 1994 was enacted to prohibit the misuse of prenatal diagnostic technique for the resolve of sex of the foetus.

2. The government formulated a national plan of action for children. It formulated a national plan of action exclusively for the girl child (1991-2000) in 1992 for the "Survival, Development and Protection of the Girl Children". The plan's main aim was to curb and control female foeticide, infanticide and ban the practice of "amniocentesis" for sex determination, and gender disparity in infant morality rate, to reduce deaths and to improve sex ratio. On 24th January, 2017 the Ministry of Women and Child Development has released National plan of action for children 2016. It addresses child rights -

- (i) Survival, health, nutrition
- (ii) Education and development
- (iii) Protection
- (iv) Participation

3. To raise the status of girl child, govt. launched the Balika Samridhhi Yojana, in 1997. As per this scheme, financial aid would be granted to the mother of the female child.

4. Beti Bachao Beti Padhao scheme was launched by the Government of India on 22nd January 2015 by Prime Minister Narendra Modi. This scheme is to address the declining sex-ratio.

5. Sukanya Samridhhi Account is a small deposit scheme of the Government of India to meet with education and marriage expenses of a girl child. This scheme is a part of Beti Bachao Beti Padhao Scheme.

6. . But, the Right to Abortion does not rest with mothers. As, Article 21 of the constitution guarantees right to way of life and personal liberty. It's interpretation in the favour of mother is necessary to provide her the right for selective abortion.

So, women empowerment is secured by the legislative action, laws and society is moving towards providing equal status to women making them to enjoy their equality to live in patriarchal setup of Indian society.

These laws have made it possible for Indian female to obtain profitable jobs outside the home. Additionally, this is assisting them in investigating potential employment prospects, which is improving their social standing. They have joined workplaces more frequently than ever before and have more distribution.

In fact, economic equality and independence are the true measures of women's empowerment. Women's representation in the agricultural, industrial, and service sectors has increased in order to realise both. Even while the service industry guarantees their social security and fair treatment at work, the study highlights a number of problems that catch academics' attention. Economically speaking, the Indian labor market exhibits a number of noteworthy characteristics, including a very low percentage of female labor force participation, significant regional variations in female labor force participation rates, and a high proportion of both men and women employed in the unorganized sector. The Indian economy's transition from an agricultural to an industrial economy is the straightforward explanation. The Indian economy's manufacturing sector is likewise expected to transition to an information-based economy. Consequently, there is a decrease in the number of women working. This is explained by the industrial units' transition from small to massive production.

Throughout history, the central role of women in society has ensured the stability, progress and long term development of nations. Women, notably mothers play the largest role in decision making in family meal planning and diet. In a similar context, women are the primary caregivers, who takes the lead in helping the family adjust to new realities and challenges and the role of women as educators is exemplary. The mother in the family is usually the one who encourages both sons and daughters to enroll in and continue their education. The function of women is at the front end of the chain of improvements leading to the family's, the community's long

term capacity. And, Women's formal and informal labor can transform a community from a relatively autonomous society to a participant in the national economy.

In India, women play dual role of working women and home makers, yet their contribution to economic development has been neglected. The problems women often face include health, malnutrition, repeated childbearing and education. With specific development indicators show, the quality of life is improving. The maternal mortality rates are declining, literacy rates are increasing and more women are gaining access to healthcare and thereby society is achieving higher gender equality which offers better socio-economic opportunities for women leading to inclusive growth in the society. Women empowerment with gender equality is the key to fundamental human rights and is pivotal in our journey towards a progressive and sustainable society. Evolving and closing gender divide is inevitable and is being made possible through equal opportunities and equal representation for women.

Women contribute more than their male counterparts, and they are essential to a society's economic growth. Even so, women continue to confront a number of challenges in the form of limitations. In some workplaces, women receive the same treatment as males, but in others, they are viewed as inferior. Due to their underappreciated and unevaluated job productivity, ladies occasionally do not receive the same rewards as male colleagues. They become accustomed to feeling inferior as a result. Duress is exerted by this syndrome. When they experience inequitable pay, inadequate security, sexual harassment, inappropriate family support, insufficient maternity leave, and other issues, it becomes worse.

The business world, where every second counts for economic growth and advancement, has accelerated due to deeper, less expensive, and faster mass communication tools. Families' financial demands are rising quickly in tandem with people's growing desires. All of this adds to the high cost of living and rising child education costs. Every family in India is forced to find ways to increase household income due to rising price of real estate. In India, women who were traditionally regarded as homemakers are now compelled to work. These days, women work in sectors that are traditionally dominated by men. Such as police enforcement, professional athletics, military law, firefighting, and high-level corporate roles.

They must work to meet the increasing needs of the household. They work full-time jobs and concurrently manage all household-related tasks. They must sacrifice a limited sleep to manage the household issues and at work if they work in a very time-bound manner to meet deadlines. The repercussions of this are so severe and stressful that they must put in many efforts to get the desired results. They deal with workplace harassment by occasionally overlooking issues to make sure their jobs are not jeopardized in any manner. In addition, women who live with their guardians and in-laws are naturally obligated to take care of them. This makes them feel even more constrained. Women are intimately involved in any serious domestic problem, even while carrying out essential duties at work. Their motivation for work is lowered by this trend.

Moreover, women seem to be taking male's help in their financial management. When their income is invested, it is uninformed and intended to long term household requirements. Their requirements are not taken into considerations. Even if invested income is their, contribution to the family, the power to dispense does not belong to them. This is a serious challenge to their earned income. Thus, the two way pressure to handle professional assignments and household liabilities flush them in duress.

7.5 Constraints Faced by Working Women

Constraints faced by working women are identified as under:

1. Constraint caused by Role Conflict or multiple roles. Women manage multiple roles like managing work at their organization, manage family at home and fulfill other obligations towards society. Working women in service sector face a big dilemma in managing work – family conflict. Working women with rigid schedules report more domestic difficulties than working women with flexible timings. This problem springs due to the time – constraints that working women face while fulfilling obligations for their family and work.
2. Insufficient maternity and paternity leaves are another crucial constraints faced by working women in service sector. It not only affects their performance at workplaces but also influences their personal lives where family considerations are issue.

3. Ineffective family support is one of the reasons that working women in service sector face. Women are necessarily scouted while leaving household and joining office hours. They also resist working late hours in office which affects their health and mental balance.
4. Due to ineffective security arrangements at workplaces and surrounding, women face tremendous pressures.
5. Unequal payment is another major impediment which women face during their professional attainment. Even if women handle a task most efficiently than men, they are underpaid. This creates depression and de-motivation leading to conflict in work and family, and deterioration of their work performances. It leads to gender imbalances which are prevalent at the workplaces.
6. The root of gender discrimination is inbuilt in the structure of Indian household. It is not the society alone which criticizes women for stepping out to get a job but individuals who are the members of the same household. They are preached and taught to take care of households, take care of inlaws, child care etc. In certain community, women are forced to obey purdah (veil).
7. In spite of technological advancements, women in the society have been discriminated on the grounds of its inaccessibility to them. The practice of disapproval to go for work outside the household is still considered with a demeaned social status. External engagements for women in conservative and even slightly modernized households are considered out of bounds.
8. India has not reached a stage where nodes and the matrix of communication and transport are advanced. Commuting from home to workplace is still a difficult exercise for women. Technological backwardness is a major issue that fails to create an informed balance.

1. Constraints emanate from the following subjects.
 - a. Job Intentions,
 - b. Self efficacy,

2. Workplace Justice and equality related constraints.
 - a. Procedural justice;
 - b. Distributive justice, and
 - c. Gender and transfer/deployment
3. Organizational constraints.
 - a. Career barriers;
 - b. Stressors;
 - c. Compromises and sacrifices and
 - d. Bullying
4. Workgroup inter-relations related constraints
 - a. Support groups and mentors;
 - b. Co-worker support;
 - c. Co-worker reaction to promotion.

Career barriers comprises of :

1. Lack of training;
2. Attitude of senior staff;
3. Lack of career guidance;
4. Family commitment;
5. Lack of adequate child care;
6. Lack of personal confidence;
7. Social pressures;
8. Sexual discrimination, and
9. Inflexible working patterns.

The bullying behavior has been considered as one of the major constraints women face at workplaces, it consists of :

1. Having undesirable rumours spread about women workers;
2. Being subject to threatening or abusive language or treatment;

3. Being prevented from explaining or putting forward one's point of view;
4. Being given unreasonable or impossible tasks;
5. Being isolated or frozen out of work;
6. Being called derogatory names based on race or ethnic background, and
7. Being subjected to offensive or unpleasant jokes.

The unwelcome sexual advance, request for sexual favor and double standard expressions are the probable reasons of constraints women face in their everyday life. Supreme court of India has already issued necessary instructions against sexual harassment as a separate category of legally prohibited behavior. At workplaces the employers need to make the working environment safe and secure. A prevention policy in every organization should be designed to ensure zero tolerance is matters of sexual harassment.

The family member of working women should also help minimizing obligatory expectations. They should share their burden and allow them to step in job market. The child care, domestic work, care to elderly people should be equally shared by men and women. A policy in connection with the restructuration of household jobs should be put in place where equal participation of men and women should be ensured.

The bullying behavior about working women should not be tolerated. Employer should also ensure that such incidence should not take place. Even on the occasions of host exchanges among women employees. Bullying attitude should be complied with prominent measures.

Despite women's formal employment situations, women remain highly vulnerable to numerous risks including labor rights violations, violence and harassment both at workplaces and households, myriad general and reproductive health risks, and risks associated while being outside the formal financial sector. If women and their family become healthier, their participation in service sector would become even more productive and income stability and earning potential for female employees. It is important to mention that most labor standards focus on occupational health and safety, but not on personal health issues largely because right to health has

not yet been effectively integrated into business and human rights standards to the extent that “do not harm” rights protection approaches have women health issues are extremely common in almost all working sectors ranging from menstrual hygiene management to anaemia to malnutrition to unplanned pregnancy to inadequate prenatal care and so on.

So, it is obligatory on the part of organizations to:

1. Incorporate women’s health and related management practices indicators into existing workplace assessment protocols, and
2. Workplace assessment should be done taking into the consideration adequate information about workforce well being and indicators about female worker’s health.

Integrating women’s health data into standard assessments can provide useful information about workforce well being, and the additional indicators can provide further insights of female worker’s health challenges. The health of women should be a shared responsibility both by employees and household numbers.

Identification of constraints faced by women at workplaces in service sector may open a new vista of knowledge in connection with the kind of remedial measures be taken to address them all. The timely remedial measures in the form of policy interventions may help working women thereby appreciating then contribution to greater productivity and inclusive development of our country, effectively.

Chapter-8

SUMMARY, FINDINGS AND CONCLUSION

8.1 Introduction

8.2 Assessment of Findings

8.3 Major Findings of the Study

8.4 General Suggestions

8.5 Suggestions based on Findings

8.6 Suggested Model

8.7 Future Scope

Chapter-8

SUMMARY, FINDINGS AND CONCLUSION

8.1 Introduction

This is the last chapter of study, presenting the overall conclusion related to the function of women in organizations and its effect on their professional lives. Establishing a clear relationship between the outcomes and objectives ensures that the research aims are effectively met. This part summarizes the research, linking the findings to the study's objectives. Additionally, this chapter examines the key findings of the study and highlights its overall contribution. Apart from this, various limitations have also been identified in the research study.

8.2 Assessment of Findings

The researcher has highlighted that work-life conflict plays a crucial role in balancing the professional and personal lives of women employees. In today's competitive environment, it is vital for organizations to prioritize the concept of work-life balance. Organizations are actively addressing this issue to retain their female workforce. This thesis concludes that women employed in white-collar jobs are capable of effectively managing both their personal and professional lives. Efforts are being made to create a healthy work environment for employees.

To complete the research study, the researcher formulated various aims and objectives. The study was conducted based on these objectives. The researcher adopted both interpretive and positivism philosophies to ensure the use of an appropriate research methodology. Different research philosophies and strategies were applied to assess the data and information. Furthermore, positivism philosophy enabled the researcher to effectively validate the hypothesis. The researcher has proved four hypothesis.

- (i) H_1 : Household responsibility has a significant relationship with women's work life conflict.

In the first hypothesis, the researcher wanted to prove that household responsibility has a significant relationship with the women's work life conflict or work life balance condition. By applying the chi-square test, the researcher has proved this hypothesis. This hypothesis analyzes objective of the study i.e. to assess the degree of constraints working female are facing at their workplace.

This research study is useful to create awareness among men about the role of working women at different work places. It has been found in the research study that men and women should have equal responsibilities of work and home together because, in earlier times women were not employed and only served as homemakers. So, equal share of responsibilities held by women and men both is a required change in the society. Moreover, men need to shift their perspective on women, the women with joint families and rural background suffer the most. As, they have to perform household chores and office duties both.

- (ii) H_2 : Workplace environment has a significant relationship with Women's Work Life Conflict.

Regarding the second hypothesis, the researcher wanted to prove that workplace environment has a significant relationship with women's work-life conflict. This hypothesis tries to focus on the statement defining that workplace environment i.e supportive or not being supportive towards female employees is a major factor towards their work life conflict and which affects their productivity at their workplace. Resultantly, the researcher has proved that hypothesis positively and it has been found within the research study that the attitude of coworkers determine the confidence levels and working capacity of female employees. And, it plays an important role for female employees to maintain a balance between their work responsibilities and household chores without being stressed and overburdened with work.

- (iii) H_3 : Marital status has a significant relationship with women's work environment.

In this hypothesis the researcher has tried to prove that the Martial status of women employees play an important role in defining their productivity, stress levels

at their workplace. With the help of chi square test, In the research study it was found that, majority of the respondents were unmarried and they were given higher work responsibilities which were decision oriented. But on the other side the married women employees had to invest more hours towards their household responsibilities landed with less work to be done by them at their workplace. The researcher has proven the hypothesis positively raising many concerns about the security of unmarried women at their workplace. As, Martial status hugely counts on the security of women. As, marital women can openly talk and report about the issues like sexual harassment but, the unmarried one feels hesitant and offended to talk about the issue. This hypothesis objectifies the socio-economic profile of women in the study area. In which the social and economic background of the women is a huge factor in deciding her experience at her workplace.

(iv) H_4 : Type of family has a significant relationship with job satisfaction.

In the last hypothesis, the researcher proves that the type of family has a significant relationship with the degree of career fulfillment. Researcher has used chi-square test to prove the hypothesis positively. In the research study, the respondents were asked about the type of family they belong to either nuclear or joint family. During the study, it was found that nuclear family provides more freedom with more household responsibilities. But, on the other side, the joint family supports working women employees to nourish their children and sharing abundance of responsibilities of working women employees but with lack of freedom in such families. This allows them to concentrate on their tasks and accomplishments at work and on job satisfaction. But, nuclear families lead them into flux with overburdened work and low levels of career satisfaction.

Within research study, the researcher has made a summarised version of the outcomes of study that is as follows:-

8.3 Major Findings of the Study

(1) Within study sample of 640, 272 respondents were 'married' and 335 were 'Unmarried'. This data reflect that marriage make the decisions to be familial decisions and the opportunity to capitalize knowledge and skill is

no more a reality. Unmarried respondents have the freedom to take on any responsibility at work space compared to their married counterparts.

- (2) Within study, 272 respondents were graduates and 239 respondents had vocational degree. But, they were not given equal opportunities as their male counterparts. As, they were considered, not that apt for decision making jobs.
- (3) Within study, the respondents of Hindu religion dominated the work sphere. With very less number of respondents of Sikhs and Muslims employed in any of the enterprises. As, the women of other religions are still lagging behind in jobs.
- (4) Within study, majority of the respondents were living in rented houses i.e. 288 and 192 living in parental houses 122 living in self owned houses and rest 38 respondents living in women hostels etc. It suggests that individuals living in rented houses are more inclined to contribute to the service sector through employment because of less household work and maintenance work.
- (5) Within sample study, the nature of job showcases the type of job opportunities women are exposed to i.e. permanent, temporary, contractual. Out of these, the maximum respondents hold a permanent job i.e. 347 but on the other side the second highest category of contractual basis had 157 respondents. It shows that job opportunity leads women to exposure. So, freedom to build one's own career is a one step ahead from being a homemaker.
- (6) With the study, respondents were asked about the women friendly environment at their workplaces. Out of which, 324 reported in the "To some extent" category and 207 respondents said yes to "To great extent" category. 70 respondents reported to "Limited extent" category and 39 responded to "Not to all" category. In this category, 30 respondents were from Banks. So, the least female friendly environment is in Banks. And, if the organization has to show growth and development. This unheard voice of women respondents should be taken into consideration.

- (7) Within the research, the researcher did not find any notable instances of sexual harassment. As, the organization need to build an open and assured environment for female to raise their complaints against their co-workers.
- (8) Within study, it has been found out that women who started early careers were at some positions as their male counterparts but the women, late in their appointments suffered in promotions also in the service based sector.
- (9) Within the research, it was observed that women i.e. 205 had trust worthy and communicative relationship with their co-workers. And, 63 reported to be partial trustworthy and 60 reported "No to trust" category. But, positive orientation of the male co-workers can be seen in communicative and trustworthy category.
- (10) Morale is a psychological state reflected in self-confidence, enthusiasm, and loyalty to a cause. It stems from an individual's conviction in the righteousness or value of their actions, as well as their expectations of future rewards. Out of the total 640 respondents, only '92' respondents reported their organization in the highest category. This shows that organization should work upon itself to raise its morale standards to build conviction from its workers.
- (11) In the study, 400 respondents house reported "safety cell" to be in inert condition. There is no functional efficacy of women safety cells in the organization. So, to promote proper functioning of safety cells measures should be adopted by the organizations themselves to create a more secure environment for the women employees.
- (12) In the study, issues related to childcare provisions, maternity leave and flexible work hours are important to female. To promote job satisfaction among female employees, the required leave options should be properly exercised by the organizations. Within study, it was observed that 110 respondents found "excellent leave setup" and 390 reported "Good leave setup". But, 125 respondents found the leave setup to be in bad state.

The above conditions of "leave setup" of the organizations make women to opt out of their jobs leading to dissatisfaction from the job. Sometimes, women also need flexible work hours to maintain a balanced connection between their personal obligations and professional duties.

- (13) In the sample study, it was found that the sexual harassment complaints committee were not existing or working in the organizations. As per the guidelines provided by the Supreme Court, both private and public organizations must set up a committee to handle cases of sexual harassment. Additionally, the committee must be headed by a female and comprising at least 50% women members. However, it was found that respondents lacked legal awareness on this matter. So, the functioning was reported to be not existing.
- (14) To ensure proper public dealings by women, proper training events should be arranged at required intervals to budge the gap among the co-workers and with people at different junctions like in Banks, Parent Teacher's Meetings of school, in govt. offices etc.
- (15) Altogether, considering the study it was observed that women face constraints both at households and their workplaces. Female of different age groups specifies different constraints and this must be studied. Workplaces must be more women friendly and for this policy framework should be decided.
- (16) The four hypotheses tested by the researcher also shows working women constraints due to different factors i.e. Household responsibility, workplace responsibility, marital status, family type and work environment.

So, to make the organizations grow faster the orientation of female employees should be turned positive by a policy setup being adopted by the organization to develop a collective approach towards development.

According to the information gathered from respondents in the sector and the data analysis the findings derived from this study drawing certain conclusions:

1. The employment at workplaces is dominated by unmarried female.
2. Nearly 50% of working females in service sector hold a graduate degree, 40% are having other diploma and degrees and 10% are holding the degree of 10th class.
3. Vocational academic qualification provides women higher management and teaching and on the other side, females with lower academic achievements work as office clerks and hold other subordinate jobs.
4. The majority of respondents belonged to the Hindu religion.
5. Majority of the respondents are working in permanent capacity in contrast with temporary, adhoc and contractual categories.
6. In the study, it was found that 310 respondents out of 640 had a single child and '80' with no children.
7. The frequency of incorporating women in decision making was very less.
8. The level of constraints women faced was the reflection of status of women enjoyed by her in the society. The status of women has been measured with the help of attendance to recreational activities, number of their children, on income and expenditure.
9. The maximum constraints were observed at govt. schools followed by govt. offices, banks and then private schools.
10. Given constraints have been found are at three levels in majority i.e. income level, morale of organization, attitude of co- workers.
11. The level of job contentment is decided by the level of female friendly atmosphere an organization has in its periphery. Majority of the females have opted for 'To some extent' category showing women centric atmosphere at workplace.
12. It was observed that women were not incorporated at home also to take financial decisions.
13. The non- availability of proper sanitation facility at workplace was identified as the major bottle neck in their functional ambit

14. The usage of respondents salary was mainly family oriented.
15. The incidence of sexual harassment of women was reported by minimal number of employees. So, its possibility cannot be avoided.
16. Employees, supervisors, managers and co-workers were found to be engaged in sexual misconduct of female at work places.
17. It was found within study that majority of the cases pertaining to sexual harassment at workplaces remain undetected and unreported.
18. The legal awareness about the guidelines of supreme court of India for prevention and control of sexual harassment at work places in service sector seems to be a major constraint for working women.
19. The complaint committees were found in non- functional state in the organization.
20. It has been observed that the main concern for female to continue the job is for salary and expenditure; the job gratification level was very low making it a major constraint in the study.
21. Skill development plays an vital role for the career and promotion advancement.
22. The male opinions about women's current job is about 60 percent, so, male perception is affirmative but female perception is negative at many instances.
23. The family support depends on the financial background they own. Mostly, the need for financial support forces women to pursue jobs.
24. The research concludes with feasible policy measure to be utilized to bring gender sensitiveness for employees, women and male co- workers at large.
25. Maximum is the degree of social support they enjoy; minimum is the degree of constraints they face and vice versa.
26. Higher morale strength of the organization gives higher degree of status to females at work places.

27. Greater is the distance of workplace from their households, more is the level of duress they experience.

28. Similar is the resource base they have with the male counterparts, neutral is the level of negative orientation they express.

Undergoing the sample study some suggestions have been laid to support working females and conditions at their workplaces.

8.4 General Suggestions

1. **Evolution of Relationships and Interpersonal skills:** Face to face workers cardinal relations work group relations with their supervisors. Arranging tours and get-togethers provide more opportunities for the employees to know each other. Cardinal union management relations are the essence of social relation in an organization. Hence, developing a strong support between the employees at all levels is helpful for better results and productivity at workplace.
2. **Pliable work arrangements:** work places should provide to female employees flexible work arrangements either on the basis of time include daily and traditional flexible time, compressed work weeks.
3. **Development and Training:** Employers need to establish training events for female, such as career guidance, mentorships, leadership development and train managers and the staff is the use of work life balance policies.
4. **Planning the Work:** Careful planning and personal efforts are key recommendations for those who have successfully balanced both their career and home life. For women, falling into the work-life balance trap remains in a continuous challenging situation.
5. **Self Regimentation:** Work should be completed during working hours. Female employees should have the flexibility to decide when and where

the work is to be done. If the work extends beyond regular hours, they must practice self-discipline and understand their limits.

6. **Rethink Errands:** Female employees should use outsourcing facility to manage personal and professional life.

8.5 Suggestion Based on Findings

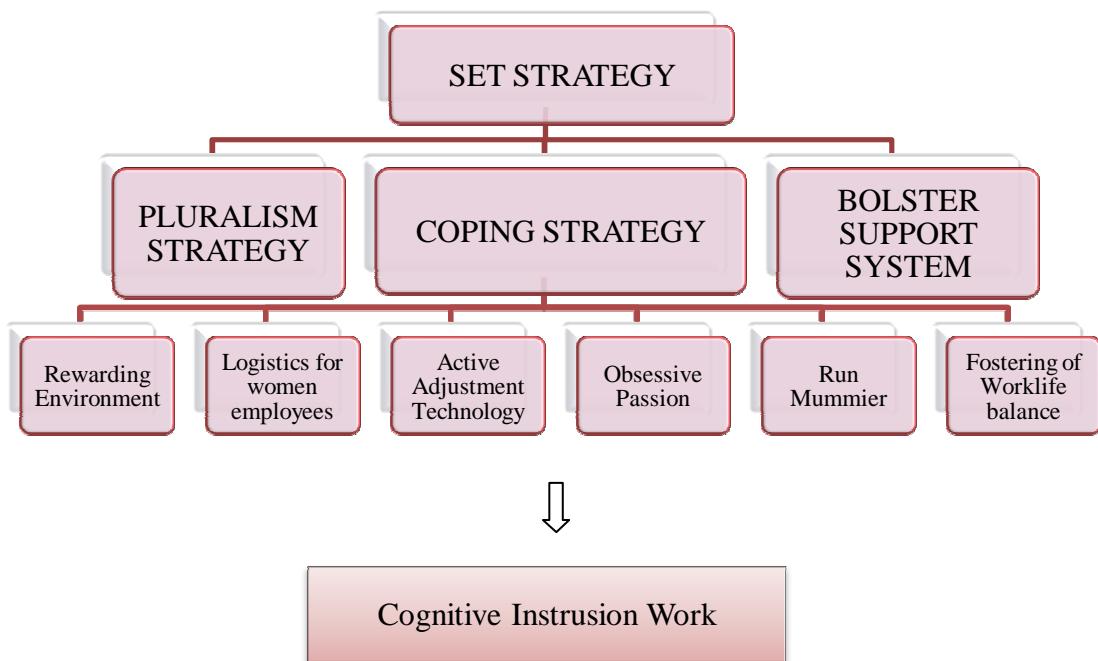
1. Workplaces should enhance the selection criteria and responsibilities for female employees, ensuring equal opportunities for growth and advancement. Additionally, they should improve the work-life balance structure, providing women with opportunities to showcase their talents, and allowing them to explore and apply their information and experience.
2. Workplaces should establish robust policies that support work-life balance and the professional development of female employees, as women often face challenges in managing both their personal lives and careers.
3. Workplaces should identify the weaknesses in their work-life balance systems and transform them into strengths. These strengths will serve as a solid foundation for both professional success and personal well-being.
4. Organizations should organize practical sessions, training programs, seminars to enhance the skills and knowledge of female employees. Additionally, they should offer inspirational programs and motivational programs to help change their attitudes and behaviors towards both work and life.
5. Organizations should foster a positive environment that encourages participation and develop robust strategies, similar to those at the international level, to transform the organizational landscape.

Workplaces need to change societal perceptions towards working females.

6. Work-life balance is likely to impact both the overall performance of organization and the overall performance of the female employees.

8.6 Suggested Model

The suggested framework for effective work life balance if adopted by organizations would be able to improve the work life balance of the organization. The model is standard and can be customized according to the environment of the concerned organization.



Set Strategy: A work-life balance framework has been proposed, suggesting that if organizations adopt this standardized model, they will be able to maintain work-life balance among their employees. It is important to note that the implementation of this model may vary across organizations, as different factors influence its application. Therefore, it is recommended that the model be adopted in its standard form by the organization and then customized to meet specific needs.

Pluralism Strategy: Through the **pluralism strategy**, organizations encourage employees to *unlearn* their personal cultural norms and *adopt* the organizational culture, fostering an environment where they can collaborate effectively with colleagues from diverse backgrounds. This alignment with the organization's values and practices helps employees work together more efficiently, contributing to the overall growth and success of the organization.

At the same time, pluralism enables the organization itself to remain open to incorporating new cultural influences, values, and practices that align with the changing needs of the business. This adaptability ensures that the organization is well-equipped to evolve and thrive in the future, benefiting from a blend of diverse ideas and perspectives while maintaining a unified organizational culture that drives progress and growth.

Coping Strategy: Organizations should implement this strategy to help women employees maintain a healthy work-life balance, as it offers techniques such as meditation and engaging in hobbies to alleviate stress and promote overall well-being and fitness.

Bolster Support System: Organizations should prioritize the safety and security of women employees within the workplace, ensuring a protective environment that safeguards them from any potential harm or discrimination.

Rewarding Environment: Organizations should implement various reward programs to recognize innovation, creativity, and individual contributions that drive the growth of women employees with high performance. Additionally, organizing child psychology workshops can help strengthen the bond between employees and their families, promoting a supportive and balanced work environment.

Logistics for Women Employees: Organizations should offer transport facilities to women employees to ensure their safety and security. This would help create a safer and more supportive work environment for them.

Active Adjustment Techniques: Organizations should adopt strategies that help women employees balance both work and family life. This includes promoting

practices such as leaving the office at the designated time to ensure they can fulfill family responsibilities, like supporting their children's education, without compromising their professional commitments.

Obsessive Passion: Organizations should manage obsessive passion by helping women employees set clear work priorities and establish a balanced timetable. This approach can reduce conflicts between personal and professional life, allowing employees to maintain a work-life balance.

Run Mummier: The Maternity Return Program is designed to ensure a smooth transition for female employees returning to work after maternity leave. The "Partial Work from Home" option allows both female and male employees, in addition to paternity leave, the flexibility to work for four hours at the office and the remaining from home. This approach provides a balanced way to manage work responsibilities while accommodating family needs.

Fostering of Work Life Balance: Organizations should promote career development programs for women employees to foster a positive work-life balance environment. These programs can provide opportunities for growth, skill enhancement, and career advancement while supporting the personal needs of employees, creating a more inclusive and balanced workplace.

Cognitive Intrusion of Work: Organizations should take responsibility for monitoring the work-life balance of women employees, ensuring that work-related thoughts, calls, or communication do not interfere after working hours. By setting clear boundaries, organizations can help employees fully disconnect from work, promoting their well-being and maintaining a healthy balance between professional and personal life.

Organizations can preferably consider the aforesaid measures in compliance with the above described strategy for raising the morale of workplaces such as :

Antisexual Exploitation: Organization should make guidelines and committees for sexual exploitation for female and provide healthy and safe atmosphere.

Cafeteria make Stronger: Organizations should provide cleanliness and reasonable prices at cafeteria facility for promoting recreational activities also.

8.7 Future Scope

This research is related to work life balance issues of female employees working in white collared jobs, focused on Kota City. There is a scope of doing this study on a wider basis i.e whole state of Rajasthan or India. Future research must focus on wider sample in order to get more generalised results. This study enables companies to shape their policies and strategies around work-life balance for women employees. By implementing these strategies, organizations can enhance productivity and profitability. Additionally, the research provides valuable insights for attracting new employees and offering better opportunities for women. The study suggests that providing benefits and rewards for women employees helps in understanding employee behavior, which can, in turn, improve organizational outcomes. Different organizations can leverage work-life balance initiatives to motivate women to actively participate and effectively manage both personal and professional responsibilities. Furthermore, this research helps identify problem areas in existing structures, allowing organizations to make necessary adjustments to improve overall efficiency. It also highlights how women employees can successfully balance their personal and professional lives, contributing to a more supportive and productive workplace. It has also been identified that women have themselves started using work life concept. It has contributed to retain the employees. It is also useful in making the female employees highly skilled about work life concepts such as time-management and career-management and uplift their life and secure their future for better accomplishments at home and in career.

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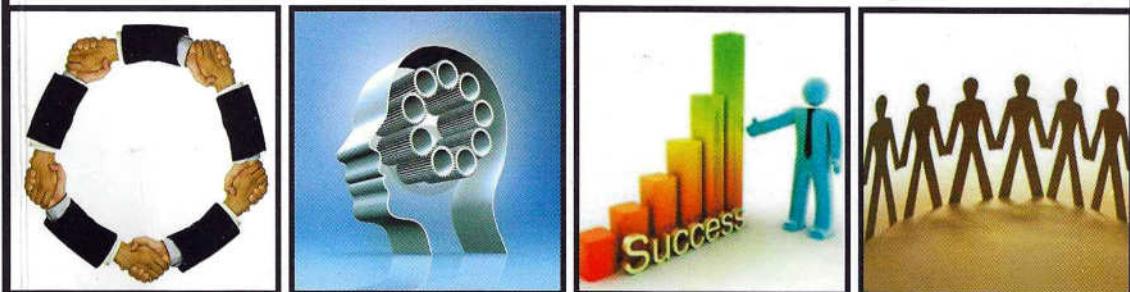
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Problems and Constraints faced By Working Women In Kota City (Rajasthan)

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Abstract

The main aim of the study is to focus on the problems and challenges faced by working women primarily in the urban public sector enterprises, mainly the white collared jobs in Kota city. For this purpose, a sample of 640 working women was taken from the 16 wards on the basis of the population size of the ward, area of the ward, and literacy level of the ward. Then, stratified sampling was done on the basis of age. The minimum qualification of the respondents was graduate and the working experience of the sample ranges between 1 and 15 years. The collected data shows the risks, problems and challenges faced by working women in the urbanized government entities mainly. The major and common problems faced by them are discriminatory gender policy, lack of training, pick and drop facility etc. Almost all organizations did not have any Day Care Centre for small children of working women in the respective organisation, timings are also inflexible, lack of official accommodation, lack of appreciation and canteen facility are the major concerns of working women.

Keywords: Words, Challenges, Population, Problems, Working, Women.

Introduction

Women play an integral role in our Indian society. Be it family or workplace their contribution since ages has gone unnoticed. Now, in the post industrial revolution period the GDP value of women's participation in the economy is immense. Due to the educational awareness, women's literacy rate has risen and the working scenario is changing economic independence gives decisive powers to women. Relatively, the work culture and the societal culture both are changing. The problems and challenges of the new working class comprising women are emerging in the society with huge and long lasting effects on the family system of our society i.e. the roots of our society. The study is confined to the urban working women employed in public and private enterprises in white collar jobs in Kota city of the state of Rajasthan.

A city known for its educational and industrial stature in the country. The study mainly aims to study the ways to understand issues faced by urban working women in the study area. With the growing urbanization and educational awareness the working percentage of women is rising. And the resultant effects of this cultural change are huge. We, a part of the patriarchal society, have to defy this cultural change and accept this as a positive change. The study was conducted adopting primary methods like face to face interviews, focus group discussions and questionnaire technique including both close ended and open ended questions for effective elicitation of data from the respondents. The main aim of the study is to find out the solutions to the problems women face at their workplace. The study has referred to women of different age groups and different categories as single, married, divorcee etc. Some common problems are mental and physical stress, lack of proper balance between employment and family care. Women face prejudiced and stereotyped thinking, safety and security issues, ego hassles with colleagues during their service. Women have expressed their anguish about promotions, role inconsistency, sanitation and commutations. Women executives who work for long hours have to be away from their family on account of official meetings, inspection, assignments etc. This widens the gap in relations between the women and the family members. Thus, they suffered from inconvenience and discomfort in their professional journey. These issues influence their work efficiency of the subject thereby striking the quality of the work performance. At the same time, taking care of family, combining domestic work and office work, physical strain necessitating longer hours of stay in the office, difficulty of better judgment, quick decision making strain of frequent tours, fear of transfer, lack of role models of women executives due to their scarce presence in top managerial positions, traditional authoritarian set ups, discrimination against

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career development opportunities, difficulty to avail child care services, the stress levels of women increased due to the inadequate support systems for working women within the organization and at home also.

Study Duration

A sample of 640 working women from urban white collared jobs from Kota city. And, it's study was conducted in the months of January and February 2021. Kota city is divided into two divisions i.e. Kota North and Kota South. Kota North has 70 wards and Kota South has 80 wards. Out of the total 150 wards. Thereafter, 16 wards i.e 8 from Kota North and 8 from Kota South were chosen on the basis of population size, area, literacy rate. Mainly the samples of working women employed in public sector and private enterprises were taken. Working in urban white collared jobs. Out of the 16 wards, each ward has to contribute 40 samples. And, every 10 samples are taken from 1) Government School 2) Government Office

3) Government Bank 4) Private School from each ward.

The variables taken were :-

- 1) Age of the Respondents;
- 2) Marital Status;
- 3) Educational Level;
- 4) Types of family;
- 5) Nature of job;
- 6) Women friendliness with workplaces;
- 7) Health status;
- 8) Working Hours;
- 9) Women safety cells at workplaces.

Objective of the Study

The study attempts to address the following key research objectives :

1. To identify the problems and challenges faced by urban working women at their workplaces.
2. To assess the degree of constraints influencing their status at the workplace.
3. To study the contribution of working women in changing the social and economic stature of the society in the research area.
4. To assess the degree of job satisfaction.
5. To find out the role of education in creating awareness for women to explore career opportunities.
6. To identify the socio-economic profile of women in the study area.
7. To provide the possible solutions and ways to overcome the problems of working women.

Review of Literature

Gave information on working women and substitutes actual research findings for speculative evaluation. She finds that the women engaged in prestigious jobs earned more than those who are engaged in non-prestigious jobs. It has been proved that they worked mainly for financial reasons. Women were often supporting dependents and in fact were frequently the main support system of their family. The role of women as "women, wife, mother" has been recognized. A fear has been expressed about the alleged abandonment of the traditional division of labour in the family where women are employed. It seems unlikely on the basis of information provided by the study. Cooking continued to be the prerogative of women.

According to Names and Wheelock (1998), the fear of police is more common in women than men, and they avoid going to the police station to register a complaint for any offending incident. A woman is always apprehensive of the likelihood of harassment from the police men. Police need to be sensitized on gender issues, and made human friendly in their responses to the public complaints.

According to Elvin-Nowak and Jhomsson (2001), a woman that worked was "exposed to the constant risk of her position as a mother and women being questioned particularly where she has chosen employment for her own well being rather than being forced to, by external circumstances."

Jamali, et al (2006) has studied to explore the barriers in the Lebanese Banking sector, based on the perceptions of a sample of Lebanese top and middle level women managers. The questionnaire was used to conduct a sample study of 61 top and middle level women managers, drawn from the context of 12 different

banks in the Lebanese context. They found that the common precepts of the glass ceiling theory were not supported in the context of Lebanese banks with overall positive inferences and perceptions reported by Lebanese women managers in relation to their work environment and daily work experiences. These findings were explained by the progressive evolution of the Lebanese banking sector over the past few decades.

Vasumathi, S. Prithi (2018) : had attempted to know the association of demographic profile and work life balance determinants and the factor responsible for stress and also to study work life balance attributes. The research was conducted in the tannery industry in TamilNadu. Multiple Regression was employed to know the influence of demographic variables on stress. The demographic profile included age, marital status, educational qualification, working experience, income, number of children and dependents and time required to reach the workplace. The demographic variables such as age, marital status, education, number of children do not predict occurrence of stress whereas experience and dual earner couple were found to be the variable predicting the occurrence of stress. Work life balance of married was found better than unmarried respondents.

Kaushal, Parmar (2019) : His study was based on the police personnel in Himachal Pradesh. He explored the relationship between demographic factors like age, gender and marital status of police personnel. The work life balance was assessed by using Hayman (2005) work life balance scale. He stated that a positive relationship existed between age and work interference with personal life and personal life interference with work whereas no relationship existed between age and work life enhancement. The overall work life balance of the police personnel is influenced by their age. There existed differences in opinion regarding work interference with personal life among males and females. It was reported that lower aged police personnel are able to maintain work life balance. The females face more interference of work in their life than males.

Pandu. A. (2020). In this study work life balance of married female employees of IT, school and self employed sectors with 220 samples in Chennai were taken. The study used ANOVA, Pearson Correlation and structural equation modeling for data analysis. The research discovered the connection between work and family conflict, job satisfaction, work load, family dependents, turnover intentions. The feelings about work were found to be the highest influencing factor on work life balance. If the employees have positive feelings for their work they achieve high work life balance, which in turn increases job satisfaction followed by reduction in the turnover rate of the employees.

Reshma R.S., Preetha R. (2020) : In this study, the work life balance of college teachers was analyzed by comparing annual and semester systems. The sample of the study was 150 teachers from Trivandrum district. The research employed ANOVA, and correlation analysis. There existed a positive relation between age and working hours in the annual system whereas no relationship was found in the semester system. The gender and work life balance of the teachers were positively related to each other in the annual and semester system. The working hours and pressure of work is high in the semester system resulting in poor work-life balance of the teachers in comparison to the annual system.

Hypothesis

- H₁ –Household Responsibility has a significant relationship with women's work life conflict.
- The H₂-Workplace environment has a significant relationship with women's work life conflict.
- H₃ – Marital Status has a significant relationship with the work environment.
- H₄ – Age has a significant relation with job satisfaction.
- H₅ –Type of family has a significant relation with job satisfaction.

Research Methodology Problem Statement

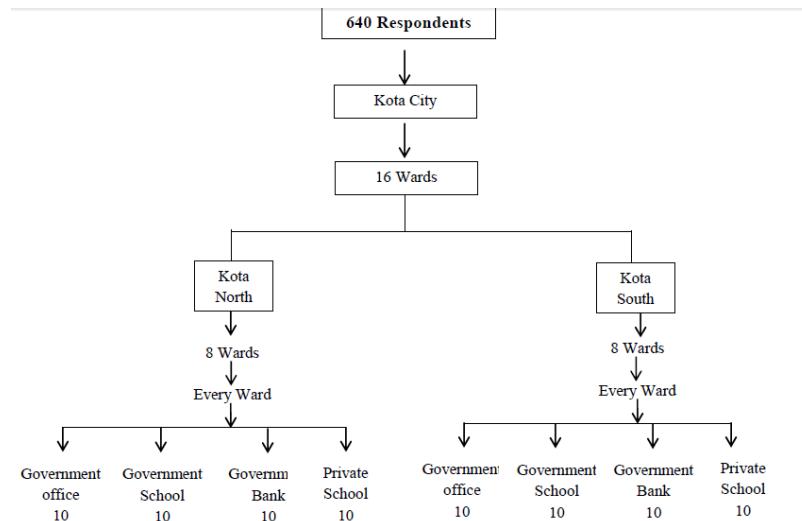
Since ancient times, the roles of men and women were defined in the society. Social expectations from men and women are different, but, this is the age of education and educational awareness has redefined the roles of men and women in society. Women have adopted the working mode with several roles to play simultaneously and manage the pressures from both work and family. Sometimes, the conflicts are intensive and women's response results in the reduction of

employment leading to restriction in career opportunities and advancement. The extent to which a woman takes on her career depends on her family needs, her priorities, support system from home, the age based needs of her children, and the support she gets from the organisation. She works in terms of flexibility in working hours, and assistance for child care.

Research Methodology For this study, a questionnaire survey with face to face interviews was conducted in the months of January and February 2021 from 16 wards of the Kota City out of the total 150 wards of Kota North and Kota South. Study was conducted and 8 wards were chosen from the respective wards from Kota North and Kota South on the basis of population size of ward, age and literacy rate of the ward. 40 respondents were chosen for survey in the following manner, Government office/Government School/Government Bank/Private school.

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Method of Analysis Collected data is summarized and analyzed using tables and conclusions are drawn on the basis of the collected data.



Findings

Age is determined to be an important indicator to receive and reflect on the different problems and constraints respondents face during the job. The general conception is that women of younger age take up challenging and demanding work profiles. In the study conducted, the maximum number of respondents were from below 25 age group and as we move towards 26-36 the number of working women decreases.

Table 1

Age	Types of Organization				
	Govt. Office	Govt. School	Govt. Bank	Pvt. School	Total
Below 25	83	80	70	64	297
26-36	67	36	48	78	229
37-47	5	26	15	11	57
Above 48	5	18	27	7	57
Total	160	160	160	160	640

Marital Status

Marital Status is the most important and most decisive indicator in working women's life. Marriage provides security to the women in every sphere of life. Be it at the workplace or outside their homes. Single women, widowed and divorced women face much more constraints than married women. The findings show about half of the respondents were unmarried i.e. 335 respondents of the total 640 respondents. And in majority, the respondents were in the service sector.

Table - 2

Age	Types of Organization				
	Govt. Office	Govt. School	Govt. Bank	Pvt. School	Total
Single	95	83	67	90	335
Married	63	64	78	67	272
Widow	1	6	13	3	23
Others	1	7	2	0	10
Total	160	160	160	160	640

Educational Status

Education empowers women to move forward in life and makes one's own decisions. Education helps women protect their rights and interests against unjust social order, education induces individual thought processes amongst them. It has been studied and a laid fact that uneducated women come into submissive roles in their family. Educational background study helps us to find out the connection between education of women and their respective professional choices. The findings show that the majority of respondents in the service sector were mostly graduates and also with higher professional degrees.

Family Type of Respondents

It is a general response of women, family responsibilities count first for them. And, living in a patriarchal society, the working women in the society have to face many constraints which have a huge impact on their mental health and physical well being. Women have to prioritise their sleep, leisure, travelling time according to their types of families they have. Joint family systems have proven to be more adjustable at times when rearing of children is concerned; findings show that about 48% live in nuclear families and 45% live in joint families and 7% in other categories.

Nature of Job

Nature of job decides the level of constraints women face. Women have lower inclination for masculine jobs, and are more likely towards general management jobs. Out of the study sample of 640, majority of women were found doing jobs in the permanent capacity followed by contractual and temporary sectors. In Banks, all respondents were in the permanent section, but in schools and colleges. Women employed were on a temporary basis also.

Women's Friendliness of Workplaces

Women friendly environment results in higher job satisfaction levels and higher productivity. Indicators like flexible timings, leave options, effectively contribute to a women friendly environment at workplaces. A fair treatment by the authority, equal opportunities, reward and policy related to sexual harassment make women friendly environment. Security issues, sanitation facilities, minimum gender bias in hiring, development, promotion and succession planning contribute in making women friendly in their workplace. About 40% of the respondents were found to be friendly to their workplace of the total 640.

Health Status of Respondents

Physical and mental health of a working professional is a major indicator of her contribution towards the institution or working area. In India, women have high mortality rates, particularly during childhood and in their reproductive years. Working women with fixed hours of working compromise in their meals and sleep and the abortion rates of working women are also higher amongst them.

Working Hours of Respondents

Working hours of men and women are the same. There is no flexibility in office timings for the women workers, as observed during study. The hours spent to do household chores should also be considered. Working women are working strenuously both at office and at home with exemplary dedication and fulfillment. But, being a multi-tasker, women employees develop psychological distress and the levels of job satisfaction start to decline. Majority of the respondents were not comfortable with the non-flexible time schedules of their working area.

Women Safety Cell

An Act called The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013On 22nd April, 2013 says that sexual harassment results in violation under article-14 and 15 of the constitution of India and Right to Life and live with dignity under article 21 of the constitution. Majority of the workers were not aware of any such cell or its activity.

Conclusion

Women facing constraints and problems at workplaces can be dealt with by their fruitful presence at every front of the society. Every stage i.e political, economic and social corner should be filled with their voices. A majority cannot be denied a recognition, Empowering women their rights and knowledge of rights is a basic thing to be inculcated in every girl child to inherit this in her forwarding years. Amartya Sen highlights this by saying that women should not be seen as passive recipients of help, but rather promoters of social transformation. In this study, unmarried women are greater in number than married women and organizations overlooked the social responsibilities of women to be played by them in society. And, the issues like sexual harassment still a taboo issue to be tackled openly in the society or in the organization.

Suggestions for the future Study

1. Women should be aware of the rules issued by Supreme Court of India regarding sexual harassment.
2. There should be proper functioning of the complaint committees in the organization.
3. There should be people transfer policies regarding women candidates as they have children with them who are complete dependents on them.
4. There should be Day Care Centres in organisations for working women and small children.
5. There should be flexibility in the time schedules of working women.
6. There should be gender sensitiveness for employers towards their employees.
7. There should be proper sanitation facilities for women to avoid infections.
8. Proper transport facilities can be provided for women working late hours.

So, we should understand that our society is changing. Women are no more dependent on men. Therefore our cultural background has to draw some change. The duties and the rights of men and women should be defined equal. They are the equal contributors to this universe. So, they should be treated as equals.

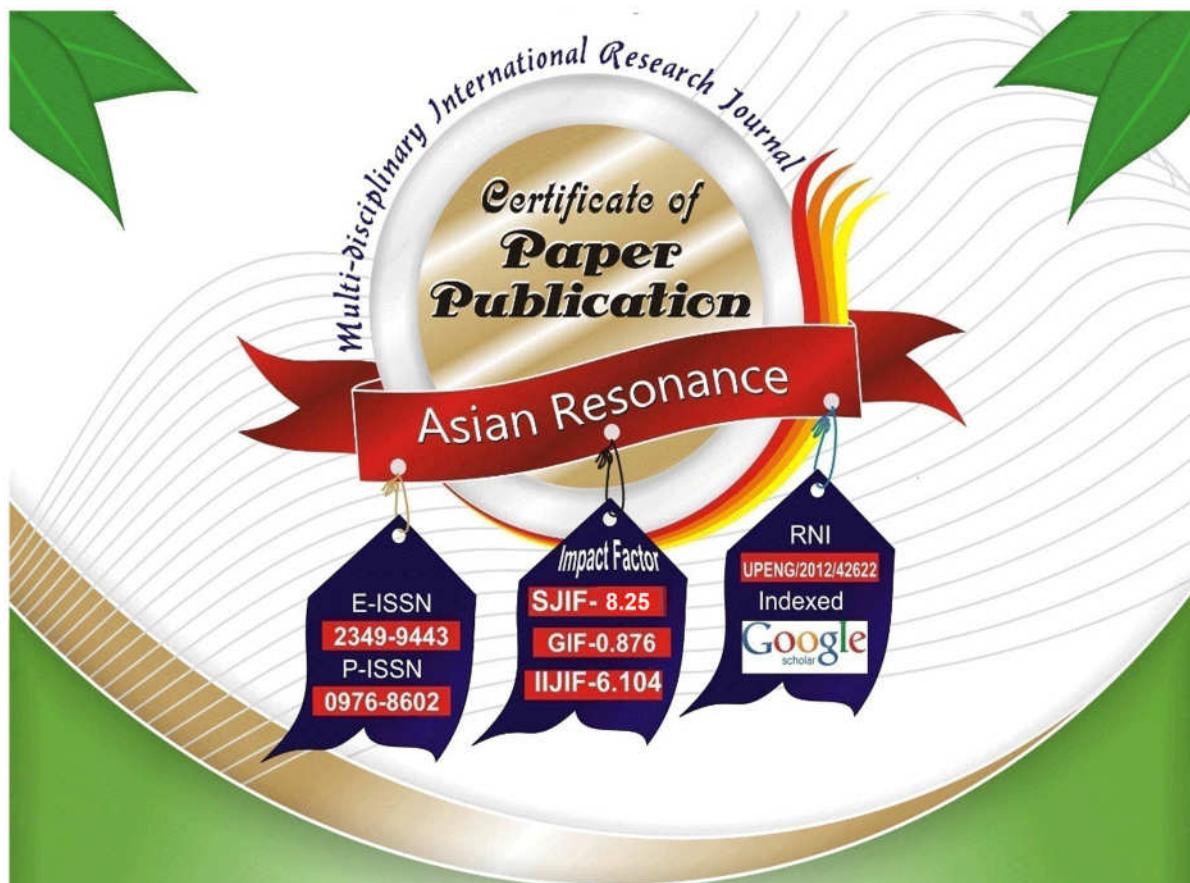
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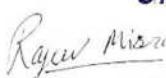
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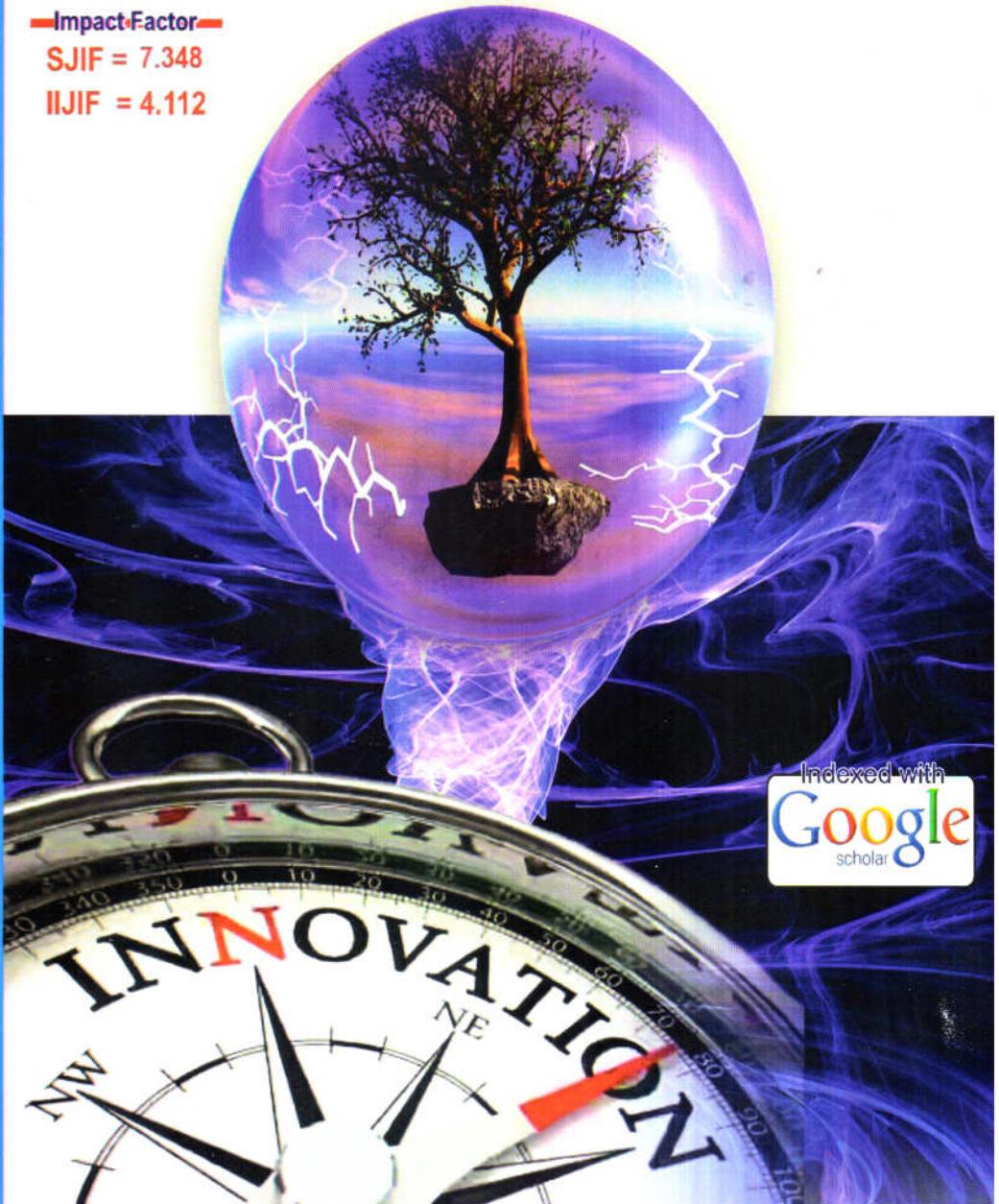
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The Role of Family in Working Women's life : A Critical Analysis

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Abstract

The increasing participation of women in the workforce has led to significant shift in the dynamics of family life. This study aims to explore the role of family in working women's life, examining the challenges and opportunities that arise from this intersection. The study explores a sample of 640 working women in Kota city, Rajasthan. A sample of 640 working women was selected through a structured questionnaire and analyzed using descriptive and inferential statistics. The results show that family support is a crucial factor in enabling working women balance their work and family responsibilities. However, the study also reveals that working women face significant challenges in managing their work and family life, including lack of support from their families, societal expectations, and workplace pressures. The study concludes by emphasizing the need for policies and practices that support working women and their families.

Keywords Role, Family, Support, Analyzed, Opportunities.

Introduction

The participation of women in the workforce has increased significantly in recent years, leading to a change in the dynamics of family life. Working women face unique challenges in balancing their work and family responsibilities and the role of family in supporting or hindering this balance is a critical area of inquiry. This study aims to explore the role of family in the lives of working women in Kota city, Rajasthan. As, the growth and development is taking place, the joint family system is no more a reality. People have to leave their native places and need to shift to their work areas leading to prevalence of nuclear family system. Both, the family system have pros and cons attached to it. But, for working women, which family system is more suitable?. This is the major query of the research paper. For this, Family as an Institution needs and explanation to be answered.

Family is considered to be the most essential part of a person's life. Every individual is taught about the importance of a family since their childhood days. Ford (1994) defined "Family as any living arrangement of two or more people who have child also". Now, there could be number of types of families that normally exist; family may include single parent family, Two parent family, extended family, step parent family etc (Anderson, Burton & Turner, 1993; Crowder and Teachman, 2004; Groman & Braverman, 2008; Miller, 1997). Therefore, a nuclear family is a social unit composed of two parents and one or more children. And, joint family system is composed of parents, their children and the children's spouses and their own children also.

Joint Family – Joint family teaches to remain close knit as a unit. Children are raised by grandparents without any need of creche or day-boarding schools. Children are exposed to the value system of the family.

1. In Joint family, family member enjoy each other's help in doing household chores, raising children etc. i.e they are dependent on each other for their daily chores and work as a team.
2. In Joint family, the love and affection between the two generations can be seen and they are united as a family.
3. In Joint family, the workload of female members is less. As, the work is divided

amongst all its female members. So, they get enough time for leisure.

4. In Joint family, we can take care of the aged and elderly people.

Nuclear Family – Nuclear family has come into existence. As, people need to shift to their workplaces. And, Children, either go to day care centres or boarding schools or mothers have to sacrifice their working life to raise their children. But, nuclear family gives more time to the couple to spend together. Some of the characteristics of nuclear family are as follows:

1. Nuclear families members are not answerable to anyone. They have their freedom to do whatever they want to do.
2. Nuclear family nourishes deep bond between parents and siblings.
3. In Nuclear families, they have to rely on Nanny's to take care of their children. Due to this, children become stubborn and don't listen to their parents.
4. Nuclear families have less number of quarrels than joint family.

But, the question arises which family is suitable for working parents. An, Answer is simple i.e. Joint family. Because, Joint family can only take care of the children properly without being biased or so.

Objective of study

1. To identify the type of family with more contentment;
2. To identify the type of family with the status of children;
3. To identify the type of family with less number of quarrels;
4. To identify the type of family with more emotional support towards each other.

Review of Literature

Rakesh K. Chadda and Koushik Sinha Deb (2013) expresses and opinion that unlike the western society, which puts impetus on "individualism", the Indian society is "Collectivistic" in that it promotes interdependence and cooperation, with the family forming the focal point of this social structure. In a situation, where the mental health resource is a scarcity, families form a valuable support system, which could be helpful in management of various stressful situations.

Mitra and Mukherjee (2012), conducted a study on one hundred female, adolescent students and their mothers. The tools used were "Perception of satisfaction" from communication with parent scale modified and adopted by Mukherjee (1993), adapted version of state trait Anger Expression Inventory and Family Pathology Scale. Underachievers were found to face slightly more family pathology. Achiever's communication satisfaction correlated negatively with both anger expression and family pathology. Family pathology and anger expression were found to be positively correlated. The study revealed that family related problems are crucial for predicting student's achievement. Satisfaction from communication with parent is a positive emotion which equips individual with happiness and better adjustment.

Sabre (2016), investigated the level of marital adjustment among women with reference to their type of family belonging to Madhya Pradesh. For the conduction of study a sample of 120 women (nuclear family = 60 and joint family = 60) was purposively selected. The measure used for data collection was Pramod, K; Kanchana, R. Marital Adjustment scale. The data was analyzed by computing means, SD, t-test. The results revealed that there was a significant difference in marital adjustment among women of nuclear and joint families. The women belonging to nuclear showed higher levels of marital adjustment as compared to women of joint families.

Sampling

Sampling Strategy : A stratified random sampling technique was used to select the sample.

Data Collection – Data was collected using a structured questionnaire that was administered to the sample of 640 working professionals. The questionnaire included questions on demographic characteristics, family structure and level of support received from family members.

Statistics Used in the Study

Problem Statement – "Which type of family is more suitable for working women, joint family or nuclear family?"

Research Design – This study employed a quantitative research design, using a survey questionnaire of 640 samples from 16 wards of urban working women mainly

employed in white collared jobs. As, Kota North and Kota South has 180 wards in total, 08 wards from each municipal corporation contribute to 40 samples each from every ward and 10 samples each from Govt. school, Govt. office, Bank and Private schools were taken.

Findings

The findings of this study support the hypothesis that joint families are more supportive in raising the children of working professionals. The joint family structure provided an extended support system, where multiple family members can contribute to childcare and emotional support. In contrast, nuclear families often rely on a single care giver, leading to increased stress and decreased support.

Conclusion

The study highlights the importance of joint family support for working professionals in raising their children. Policy makers and employers can use these findings to develop support systems and benefits that cater to the unique needs of working professionals in joint and nuclear family setups.

Suggestions for the future Study

1. Employers should provide flexible work arrangements and family-friendly benefits to support working professionals.
2. Policy makers should implement policies that promote family support systems, such as child care and parental leave.
3. Working professionals should prioritize building strong relationships with their extended family members to leverage their support.

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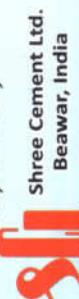
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Social Science & Management Welfare Association Women Cell

Social Studies Teachers Indonesia Forum

& Radiant Group of Institutions, Jabalpur (Madhya Pradesh), India



One Day Multidisciplinary International Conference On Women Empowerment - 2023

DATE 19 March 2023, Sunday

VENUE Jabalpur (M.P.), INDIA

CERTIFICATE

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in the One Day Multidisciplinary International Conference On Women Empowerment - 2023. International Conference jointly organized by Social Science & Management Welfare Association Women Cell, Social Studies Teachers Indonesia Forum & Radiant Group of Institutions, Jabalpur (Madhya Pradesh), India.

He / She successfully attended / Participated / Presented a paper entitled

Working Women and Work Life Balance : A Critical Analysis

Dr. Eni Kuswati

Founder of FOGIPSI (Social Studies Teachers Indonesia Forum)
Resources Person, Ministry of Education & Culture in Indonesia for Sekolah Penggerak
Superintendent Authorities Education, Kudus Central Java, Indonesia
Advisory Board Member SSMWA

Dr. Bless Maricar B. Ramos

International Head Women Social Science & Management Welfare Association Women Cell Department of Education, Philippines
Advisory Board Member SSMWA

Prof. Nada Ratkovic

International Co-ordinator Social Science & Management Welfare Association Women Cell University of Split, Faculty of Economics, Business & Tourism, Croatia

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QUESTIONNAIRE

PART-A General Information

Name :..... Contact/Mobile No.

	(1)	(2)	(3)	(4)
Age	15 to 25	26 to 36	37 to 47	Above 48
Marital Status	Single	Married	Widowed	Others
Qualification	Up to 10th	Graduation	Vocational	Others
Religion	Hindu	Muslim	Sikh	Others
Type of Family	Nuclear	Joint	Others	
Nature of Job	Permanent	Temporary	Contractual	Others
Type of Organizations	Pvt. School	Govt. School	Nationalized Banks	Govt. Office

Social Profile

S. No.		(1)	(2)	(3)	(4)
1	No. of Children	Less than 3	3 to 5	6 to 8	More than 9
2	Mode of House owning	Self	Parental	Rented	Others
3	House spend on during household work	Less than 4 hours	5 to 9 hours	10 to 14 hours	More than 15 hours
4	No. of Years been to present organization	Less than 1 year	1 to 3 years	4 to 6 years	More than 7 years
5	Major reason for taking upto job	Present interest	Family support	Personal need	Leisure
6	Frequency of invitations to the decision taken in present organization	Always	Often	Sometimes	Never
7	Degree of family function attendance	Always	Often	Sometimes	Never
8	Degree of invitation by neighbors for celebrating girl, child birthday	Always	1st Birthday	Not in the memory	Cant stay
9	Intensity of functional decisions at the household	Always	Often	Sometimes	Never

Economic Profile

10	Monthly household income	Less than 15000	15000 to 25000	25001 to 50000	Above 50000
11	Monthly income of respondents	Less than 15000	15000 to 25000	25001 to 35000	Above 35000
12	Monthly expenditure on requirements	Less than 10000	10000 to 15000	15001 to 20000	Above 20000
13	Major use of the salary	Self consumption	Family purpose	Savings	Others
14	Amount paid on monthly school fee for children	1000 to 3000	3001 to 5000	5001 to 7000	Above 7000
15	Amount spent to maternal household	Less than 5000	5000 to 7000	7001 to 9000	Above 9000
16	Personal monthly savings	2000 to 5000	5001 to 8000	8001 to 11000	Above 11000

Constraints at workplace

17	No. of promotion in career span	Once	Twice	Three times	More than 3
18	Age which employment began	Before 18 years	Before 20 years	Before 25 years	Other, please specify
19	Proportion of promotion in comparison to male counterpart	Earlier	Equal	Longer	don't no
20	Occasions of overtime work	Always	Sometimes	Not required	Never
20 (a)	If, Yes, reason their of	Work completion	Scheduled work	Extra incentive	Other, please specify
21	Frequency of health complications	Yes	Sometimes	Never	
22	Collegious, working attitude	Appreciative	Conclusive	Sarcastic	Negative
23	Perceived responsibilities for being office and household in time	Always	Occasionally	Rarely	Never
24	Occurrences of sexual harassment	No	Rarely	Sometimes	Frequently
25	Reaction to sexual harassment	Verbally expressed anger	Complained to organization head	Resigned from the job	Filed a legal case
26	Interest in continuing job	Yes	No	Can't say	Yet not decided
26 (a)	If no, why ?	Salary issue	Work pressure	Unfriendly working environment	Others
27	Whether gone for skill development training for internal promotion	Yes	No		
28	Attendance to organizational get together	Yes	No		
28 (a)	Frequency of attending such get together	Weekly	Monthly	Quarterly	Yearly

Job Satisfaction

29	Perception regarding biased treatment by your co-workers	Yes	No	in different	Other, please specify
30	Ranking about overall work performance comparing to male counterparts	Above average	Average	Below average	Others
31	Satisfaction level of available sanitation facilities	Strongly satisfied	Some what satisfied	Not satisfied	Can't stay
32	Perceived friendly structural arrangements of organization	To great	To some	Limited	Not at all
33	Comprehension of male perception about women in current occupational field	Permissive	Partially permissive	Restrictive	Unknown

34	Rating morale of organization on the scale of four	Four	Three	Two	One
35	Functionality of safety cell against sexual harassment	Yes	No	Not interested	Never communicated
36	Expressions describing about male co-workers	Trustworthy	Communicative	Partly trustworthy	Not to trust
37	Rating leave - provisions of maternity child care or flexible timings	Excellent	Good	Bad	Other

PART - B

I - Distribution of different statement of employees.

1. Role of working women in organizations.
 - (1) Strongly Agree
 - (2) Agree
 - (3) Neutral
 - (4) Disagree
 - (5) Strongly Disagree
2. Impact of work life balance on women employees.
 - (1) Strongly Agree
 - (2) Agree
 - (3) Neutral
 - (4) Disagree
 - (5) Strongly Disagree
3. Relationship of work life balance and productivity of the organization.
 - (1) Strongly Agree
 - (2) Agree
 - (3) Neutral
 - (4) Disagree
 - (5) Strongly Disagree
4. Function of work life balance effects attitudes of women.
 - (1) Strongly Agree
 - (2) Agree
 - (3) Neutral
 - (4) Disagree
 - (5) Strongly Disagree
5. Balance between personal and professional life.
 - (1) Strongly Agree
 - (2) Agree
 - (3) Neutral
 - (4) Disagree
 - (5) Strongly Disagree
6. Equal opportunity to women employees.
 - (1) Strongly Agree
 - (2) Agree
 - (3) Neutral
 - (4) Disagree
 - (5) Strongly Disagree

II - Types of Barrier for managing work and life among employees.

Types of Barrier:-

1. Economical Barrier Yes/No
2. Psychological Barrier Yes/No
3. Sociological Barrier Yes/No
4. Rational Barrier Yes/No

III - Factors affecting work life balance.

Factors:-

1. Part time work Yes/No
2. On site child care Yes/No
3. Paid Maternity leave Yes/No
4. Paid special leave for other purpose Yes/No
5. Financial Assistance Yes/No