

Difficulties Faced By Female Transport Conductors in BMTC

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ABSTRACT: All throughout the globe, the road transport industry is recognized as a male-dominated sector. Transport Company is regarded as the back bone of the development and prosperity of any nation and it is generally stated that road are the lifeblood of a country when it comes to industrial revolution. Especially in India, Women are regarded differently if they are presenting themselves as bus conductors. The chance for women bus conductors were given in 1973 by Bangalore Metropolitan Transport Corporation (BMTC). BMTC is a government owned road Transport Company in Karnataka. Till date, the transport company is controlled by men. Working women encounter a lot of difficulties and this research aims to investigate issues faced by women bus conductors working in BMTC. The research will also explore the issues by the existing working women employees. The current research primary aim is to investigate the encounters encountered by working women as bus conductors.

KEYWORDS: Challenges, Conductors, Transport, Working Women.

1. INTRODUCTION

The entire globe is considered to be A Man's World and from generations we have been taught how males are instructed to dominate over women. It took a lot of time for many nations to accept into working profession. A male dominated workplace is not always favorable for the woman worker [1]. There are lot of misconception regarding the capacity of the woman worker liker they don't have the adequate stamina to work as that of the male worker. A gender prejudice presents a barrier at every step in working environment [2]. The inherent belief has formed that the women are capable of less work than males or less effective than men. The prejudice makes women go through so many difficulties and have accept so many laws and regulations.

Employment is fundamental need of every one as it give an amount of money to spend life with a dignity, aside from this, the employment is to enhance economic situation of a nation as well as wellbeing of the country man. Bus conductors are likewise a carrier option out of numerous career possibilities [3]. But this work profile is not a great match for all genders as women may not to be suited in this job profile. Therefore, it is regarded as a difficulties for many women to work in such a demanding profession. The major issue is that a woman required to perform all house hold job in financially poor home and they don't have a large quantity of money to retain a maid for household chores [4].

Apart from this, a lady is ready to a work of conductor doesn't belong to a financial solid household. There are many families in India which are not earning so well that they provided a good life to their children, thus, in such household, it is essential to work for both parent. Normally, women are involved in domestic labor in other households to make a livelihood but this will ruin their own lives monetarily as well as, psychologically since this is not a stable employment and there is no assurance of a fixed income [5].

In India, culture plays a major part since it is taught and obeyed that male are superior to women and male are more competent in accomplishing things than women. Though women are given right to study, there is still little assistance to that. This way working women's challenges and problems are understood in a male-dominated industry. The study focuses on the treatment towards women bus conducted in BMTC. The study also focuses on the motivation that thrive these working women to stick up to this profession. The bus conductor job profile is totally different than the other job profile as it required more physical as well as interactive skill with other passengers and this job profile seems little bit challenging for women than male [6].

Women confront still experience obvious prejudice at their jobs. The society and family impose limitations on working women since they believe they are not competent or anything. Many issues include health or physical, psychological, social or family problems. Women also experience uncomfortable to enjoy job with male colleagues since they are surrounded by mainly male. The flexibility to complete job and lack of free communication with specific individual will be challenging. It is extremely difficult for women in India to survive the obstacles, discrimination and exploitation but yet women are persistent in their hard work and continuously are striving to make their presence known in this male dominated Indian society [7].

2. REVIEW OF LITERATURE

R. Kurbett explained in the article that transport sector has traditionally been considered men's profession. Women remained away from this area until 1980. Later, women increasingly got into this industry as bus conductors in various regions of India. In the same manner, the scenario can be observed in Karnataka road transport sectors both in KSRTC and BMTC. There was no single woman conductor until 1980, but eventually 12 women conductors were hired. Later few were appointed on compensating grounds against the death of their spouses or other family members until 1990. Gradually it grew to greater number of woman conductors. The unit of the research is an entity called Northwest Karnataka Road Transport Corporation (NWKRTC) Hubballi-Dharwad. The data was gathered via pre-structured questionnaire technique. The sample size for the research is composed of 100 women bus conductors were chosen based on random selection. The results of the study revealed that regarding the working hour's fixations (47 percent) of the women bus conductors are agreed that they have the occupational problems at work place, whereas 46 per cent of them are agreed that they are facing problems due to depression and doing full justice to their family. Round around 40 per cent of the women bus conductors are agreed that they are experiencing difficulties when performing local route responsibilities, long routes duties and concern about job. It also revealed that most (50.00 percent) of the women bus conductors had significant musculoskeletal pain experiences in the legs, ankle/feet, knees, thighs, palm/fingers and in the wrist. Maintaining family as well as performing the local route responsibilities caused the women bus conductors to lose valuable time with family and friend because of strain of job. It can be concluded that women bus conductors are highly suffer from pain in various areas of the body primarily in the leg, ankle/feet, knees, thighs, lower back and in the palm /fingers regions, it causes the women conductors hampers their regular work as well as feel to quit the job [8].

She believes that it is time that people let go of the cultural and traditional expectations by the family and society of preventing women in reaching their ambitions and objectives. Some of the medical organization has described the health as a condition in which a synchronization of

mind, health and social wellbeing have produced and wellbeing of healthy life style is not simply define as a body which is free from all illnesses. The stress and pressure experienced by women are not just at job but at home duties including houses, child care and care for elderly. The overall working hours of women reduces down her spare time Charles and Brown Women, shift work and the sexual distribution of labor. The health condition of women doesn't precisely match to that of males since their psychological structure is different.

Lydia Dishman presented in the article that orthopedic surgery is a commonly conducted therapeutic process that deals with issues in connection to the bones, joints, and ligaments of the human body, such as musculoskeletal trauma, spine illnesses, sports injuries, degenerative diseases, infections, cancers, and congenital abnormalities. Surgical navigation is widely regarded as the next generation technique in orthopedic surgery. The development of orthopedic navigation systems seeks to evaluate pre-, intra- and/or postoperative data in various modalities and offer an augmented reality 3-D visualization environment to enhance clinical results of surgical orthopedic operations. This chapter examines surgical navigation methods and technologies that are presently available in orthopedic operations. In particular, optical tracking, electromagnetic localizers and stereoscopic vision, as well as marketed orthopedic navigation systems are extensively addressed. Moreover, advancements and development trends in orthopedic navigation are also addressed in this chapter. While current orthopedic navigation systems enable surgeons to make precise decisions in the operating room by integrating surgical planning, instrument tracking, and intraoperative imaging, it still remains an active research field which provides orthopedists with various technical disciplines, e.g., medical imaging, computer science, sensor technology, and robotics, to further develop current orthopedic navigation methods and systems Working women also deal with menstruation issues because of which distinct menstrual cycles are identified. After conducting a research in 19 countries, women reveal the major issues in workplace that are Equal pay, Career Opportunities, Harassment, Having Children while holding a carrier, balance of work life [9].

3. DISCUSSION

Job satisfaction is favorable and unfavorable with which the employee sees his/her job. Employment satisfaction is how happy and person is with his or her job and if they enjoy their work. The aspects of employment include type of labor or supervision. It also deals with multi-dimensional psychological reaction to one's work are included. However, many comprehensive methods need to inquiry about the work satisfaction in various job profile, really, some of the job are intended to be only for male but with changing time women are also getting interest to perform odd profile tasks with a keenness to complete job with perfection.

The above figure indicates that just 27 percent of women were satisfied with work satisfaction and remaining 73 percent are not content with their employment. The research was done privately on this topic since it could principal to altercations. Job satisfaction is with regards to one's emotions or state-of-mind about the nature of their job. The outcome may contain the timings set for them, relationship with their superiors in addition to colleagues, the quality of physical surroundings, the ambiance of the workplace, wages, perks, etc. The women bus conductors also contend with prejudice as few reservation spots when vacant are taken over by male bus conductors. This will assist the business in not having additional workers to pay. In Figure 1 shown the job satisfaction.



Figure 1: Job Satisfaction of the Respondents.

Shorter number of hours is extremely important for women as they spend considerably more time on care in addition to domestic labor. Women are regarded to work 33 hours a week if home founded duties are included, aged between 24 and 65. Lisa Evans there should be some attempt to regulate the conduct of colleague and also need to change of connected person in order to that a woman may adapt herself in work place with a dignity and motivated mind. In Figure 2 shown the shift hours.

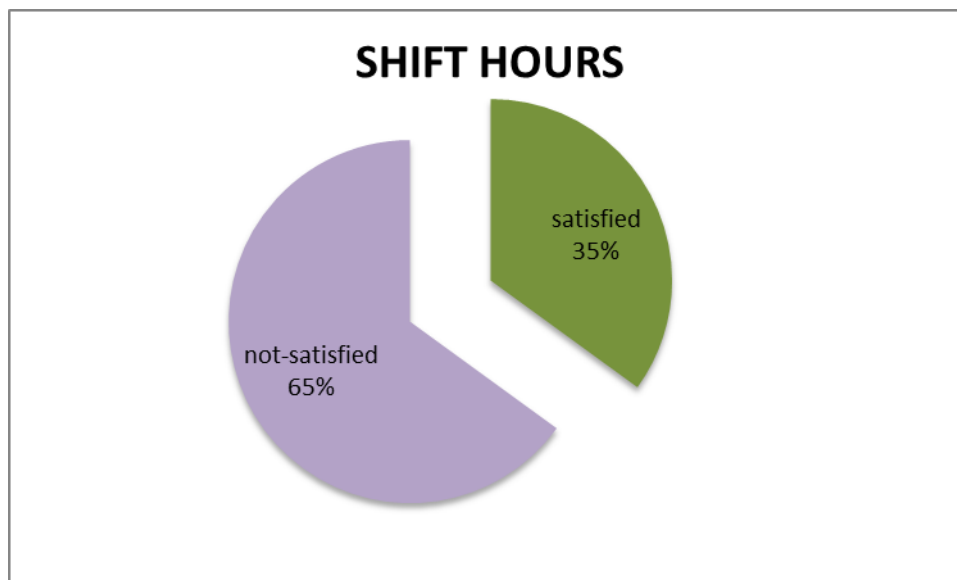


Figure 2: Satisfaction of Shift Hours

As per that BMTC has schedule of 4 shifts per day for bus conductors. The conductors are encouraged to work on different shifts on revolution basis. The daytime shift is planned from 9am to 5pm which is challenging for many women to handle home duties, taking care of children and commuting to house and job. When questioned about the convenience, 65 percent of women were not pleased with the shift schedules and lengthy hours. Most of them are

married and those who had children. That is 11 women bus conductors mainly aged below 28 don't have any problem with the working hours.

Few of them are requested to work for general shift hours which adds about 4 hours to their shift and is regarded to be known as OT (Over Time) and are additional remunerations. Alas, most of them aren't pleased with the OT pay as they believe it's not worth for their additional difficulty. The second shift working staffs had to shut at 10pm and very few women bus conductors are seen working this shift. But BMTC doesn't offer any Staff Bus at late night, so women have to organize their travel back home, which leads to arriving late. This also results in trust difficulties with safety and family related problems.

Similarly, owing to the workload, 92 percent go through static leg pain, 75 percent go through body discomfort and many go through headache, Neck pain and edema. Maria (2009) musculoskeletal insinuations that may be generated by extended standup are a cost not just for workforces but also for companies in addition to Society. Around 7 million employees in Britain spent 4 hours or more of still standing which may lead to faults like hurting muscles, corns, and bunions plus undue weight on hip knee also ankle joints. Breaks should be provided on an equal basis as most of them go in risk of consuming arthritis.

Women bus conductors in BMTC issue tickets to approximately 400-500 passengers every day. On busy hours, they have to squeeze on through the crowded bus and make sure they collect the money. Many passengers behavior towards the woman bus conductors are odd and not acceptable. This conduct has led them to stress between their shifts and have prompted them to complaint to the supervisors. Many people pass on obscene remarks and misbehave by groping the women conductors. Many of them contain stereotypical remarks and compare them with other gender. In Figure 3 shown the sexual Harrasment.

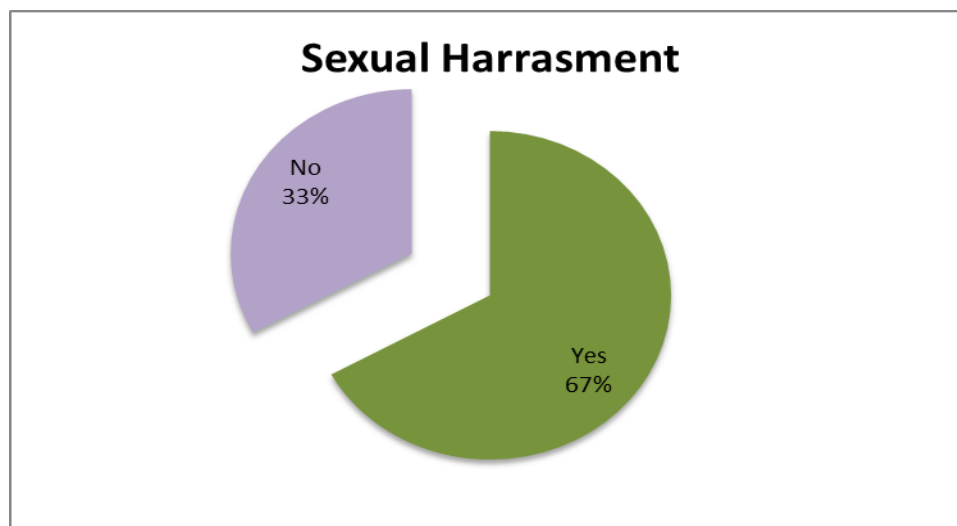


Figure 3: Sexual Harassment

Around 67 percent samples claimed to have gone through sexual harassment when they come across misbehaving, shoving, etc. and 33 percent of the samples weren't comfortable responding about the occasions. Few working women bus conductors during the night shifts reported encountering intoxicated passengers and attempting to make nonsense. Lady bus conductors claim not just harassment on them, also on many woman passengers.

Manisha (2017) shows out that 70 percent working women do not account workplace sexual irritation in India. Women at effort would poverty to report but then believe they won't be busy severely. Most discussions about sexual harassment at workplace tend to veer into misleading critiques than real instances of harassment. The reality is that there is more to concern about underreporting than abuse of law. Experts' intelligences that sensual harassment is a serious problem in workplace. She explains that sexual harassment may come in two habits: Quid pro quo - that refers to this for that and hostile work environment –interfering with an individual's job performance. The research reveals the amount of difficulties women bus conductors experience in their day to day lives working in BMTC. The task isn't simple and should be considered alteration in the management. Important discoveries are given below

- Working in hectic shift hours, lead them to discomfort and strain.
- The long hour also is our focus on work households and family.
- Most of the women bus conductors are compared with male workers and are not given enough preference that they deserve.
- Almost every woman bus conductor goes through body strain or problems due to long hours of standing.
- Handling commuters and their misbehavior is something that is not acceptable.

4. CONCLUSION

Women all around the globe play a major part in growth of the civilization. Given the equal rights they may bring about change in number of areas. It's time and we don't view anything as macho job or male-dominated work sector. This research illustrates the difficulties that women bus conductors encounter and also shows that they still battle despite the issues. The government should take their complaints into account and bring in a big modification in these work requirements. Being a conductor in a bus, a woman require some fundamental amenities like work security, earnings should be able to meet a good decent living, economical situation may support children, some life insurance since bus conductor employment is little hazardous. There are certain method which may help the woman in case of any problems on employment as being a women, she also warried for her dignity and respect at work place.

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