

Dimensions of the Cases and Barriers of Employment of Rural Bodo Women in India in the Context of Socio-Economic Underdevelopment.

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Abstract

The rural Bodo woman in India is poorly employed due to some cultural barriers and other notable causes. It is essential to know reasons behind barriers attached in it, nonetheless Bodo women were never reached in the way of employment. Improving the employment of Bodo women and understanding and removing the cultural barriers to women in employment can increase socio-economic development of Bodo women as well as society at large. Knowledge and attitude of women should be increased and authenticated properly. Conservative outlook, negligence of family, lack of attention to women activities and work, societal attitudes to women responsibility, discrimination attitude of communities, internalization of attitude in women were the cultural barriers of the women employment in Bodo communities in India. The finding of the research is that innumerable causes and barriers of employment of women are the main cause of socio-economic underdevelopment in Bodo communities. This research paper tries to highlight the dimensions of causes and barriers of women employment as well as try to find out how these barriers and causes lead to socio-economic underdevelopment.

1. Introduction: -

The contribution of women in all-round development is worldwide. No matter urban or rural. But the fact is that as half percent of the world are women. Women play a significant role in socio-economic development. But especially rural women of Bodo communities are not getting appointment in services or jobs. Unwillingness, internalization among women, nuclear family, conservative outlook, not paying attention to women's activities, attitude to women responsibility, unwillingness to provide education to girl child are the barriers of women employment in Bodo communities. Due to unemployment, many causes of socio-economic condition of Bodo communities in rural areas are not as per accepted result. The result gets worse due to nuclear family, conservative outlook, attitude towards women activities, less in economic, health, education and social development in rural areas.

There is a close relationship between employment and socio-economic development and the leading barriers agents. The ILO global survey from 2016 revealed that there are still many people who believe it is unacceptable for a woman to have a paid job outside the home. 20% of men and 14% of women globally do not believe it to be exact. Many women reported that their immediate

family disapproved of their decisions to work outside the home. Some teamwork across the globe if women preferred to work in paid jobs, care for their families. The data showed that the answer is yes. In the United States, women have been making steady gains in the workforce for more than 40 years (2018). Despite women continue to face discrimination. So from the above literature review it is clear that whether developed or rural employment or work space. Women are not free from discrimination. It is also shown that women are interested to work in paid jobs but their immediate family disappointed, their willingness. Despite those barriers, women working in paid jobs is prevalent. If women's potential power is not applied in cultural, social, economic, and political areas development is impossible. According to Ghanbari et al. (2017) as an effective member of society. Women can play a pioneering role in some responsibility. Promoting the concept of participation and employment in life laying the proper foundation for acting freely and recognizing economic management, rights, ownership and presence in society. There is a close relationship between an increased level of women's employment and their economic participation with achieving basic geographical, increasing informed

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political and social participation in the economic, socio-cultural development planning of the country as well as eliminating illiteracy and expanding technical and vocational training. And improving the family living pattern, how to regulate relationships inside a family and rising children are among the issues closely related to the level of education and economic, political and social participation of outside the house hold (Safari et al 2017) so woman should participated in every field and they should be encouraged through organization training and with helping hand so that they can apply their sleeping potential power for the development of society and as well as for rural development. The employment of woman in rural area can transfer family background as well as society in the field of health condition, economic, education etc.

2. Discussions:

Theories of the woman employment: There are various theories of woman employment. There are neo classical theories, labour market theories, disintegration theories and gender theories.

Family or society's development: Basically depend up on woman domestic climate and national climate is guided by woman. Employment to woman confers more autonomy and influence in the end in society than unpaid household labour (Sen 1990) kesslerhari 2003, kabir 2008. Greater power of woman is gained though employment and it is pathway for woman to achieve more equality in other domains, such as access to health care etc.

Labour market Disintegration theories: - This is the new forum of neo-classical theories and considered labour market theories as originations. Dual labour market theories of disintegration theories. It distinguishes two different types of jobs. The primary sector jobs and secondary sector jobs. Primary sector is characterized by static and jobs that have higher wages, more opportunities and better status. The secondary sectors jobs includes how wages less supply with a few jobs seekers. In secondary sectors workers stability in granted so high placement of woman might increase the recruitment in secondary sector jobs.

Neo-classical theories:

This Theories differentiate gender, explain the causes of limitations of employment opportunities and earnings from woman's employment. Neo-classical

theories give importance to family responsibilities, physical, strength, public education, technical education, working house, job displacement, which affect labour productivity and supply.

Gender Theories:

The main hypothesis of gender theories is the connection between woman status in the labour market and in home and family and the fact that woman are part of social system dominated by man. The main point of these theories are assigning house hold work, especially childcare, to woman. The discourse of this journey is feminine jobs is a reflection of the domestic role of woman and as household works are downgraded in most communist.

Findings:

Economically weak family background: - Some of the families of rural areas are economically very weak not afford to provide enough food cloth and other essentials things which are basis of good health. Due to ill health, physical and mental development restricted. This is the main causes of rural woman not getting job. Because from childhood their academia performance became very poor latter they cannot compete for job competitive exam.

Nuclear family: In rural areas of Bodo communities it is seen that joint families are broken into small families that is nuclear family, remain separated with their siblings after get married and not supported physically, mentally and financially to their siblings which is required for mental growth and development that make suitable girl or woman for getting jobs (employment).

Conservative outlook of family and society:

The bodo communities of rural areas are infavour of traditional outlook. They are agonist the modern and change with the changing circumstances of the society. They believed that woman's duties are limited in child bearing, taking care of home etc. They also believe that men are more capable of woman both in physical fields and in areas of talents, morals and thoughts. Woman are considered material responsibilities only (Sekhavot 2001). Accordingly woman plays a crucial role in maintaining the family system and basis for the socialization of children in the entire social system based on dividing tasks. In our communities culture woman activities affect family occasions. Therefore full time employment of woman of and the mother of

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the family increases parents anxiety about children's welfare. As such. It has a negative effect on marital relations. Employment of woman also prevents them from household duties of their spouse and children take the responsibility of performing part of the household tasks as the main part of the tasks is the responsibility of woman.

Patriarchal outlook:

Patriarchal culture cannot be neglected in the employment of woman. Patriarchal culture is determinant phenomenon that influenced woman employment. It is a most dominant and prepared plan for woman employment. It is a most dominant and prepared plan for woman violation etc. Of which would be considered as standing against God's will and natural law (Firdausi 2011) (al-as four 2018).

3. Conclusions:

Woman employment is essential for social and cultural and ethical development. Various theories of woman employment support employment of woman. But some

of the social cultural barriers hampers woman employment woman should be allow space for employment for their own development as well as for social development as woman are also human being. Restriction to woman employment lead poverty and underdevelopment in society.

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