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## Impact of Exploitation of Non-Teaching Women Employees with Special Reference to Lucknow District

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**Abstract:** *Women are the pillar of families, communities and society where as Non-teaching women employees are very important component of any Institution. They play their role and duties in every channel of institution very well through the coordination of administration. If we see non-teaching women employees in the frame of social justice, there are the pictures of discrimination as well as exploitation, exist. So, Non-teaching women employees are working in unsafe environment without any safety guard. If administration provides them all services with the justice, the status of organization are growing and developing from top to bottom and bottom to top. Objective of the study are to know about socio-economic status of non-teaching women employees, know the opinion on types of exploitation, impact of exploitation and find out role of social worker in universities settings. Most of Non-teaching women employees faced injustice and many types of exploitation at their work place. They design their coping mechanism for the adjustment at the settings of individual, family and administrative level. Our constitution provides all safety guard to them but when the frame is broken of social justice, many barriers and angles look in the picture like injustice, discrimination, exploitation, mistreatment etc., where, social worker can play their role in eliminating exploitation and empowering to non-teaching women employees.*

**Key Words:** : economic status, Non-teaching Women Employees, Workplace and work environment, Exploitation, ICC.

The change in the structure of the society, changed the responsibilities and roles of women considerably, women besides fulfilling their domestic responsibilities are increasingly stopping out their houses to work. However, the change is not easy. According to census (2011) women population is 58.64 caror in India which representation of total population of country is 48.4 percent. Millions of women's worldwide find their workplace polluted by the any kind of exploitation. In India, exploitation of women employees at workplace is a wide and extended problem. We can see that throughout their lives, women in our society have experienced a variety of injustices and inequality. They face negligence, many forms of enslavement, rejection, and physical and psychological abuse. Despite efforts by women worldwide to combat the discrimination they encounter, their quest for equality, recognition, and survival does not reach on any conclusion. Women's labour is severely undervalued, underappreciated, and discriminated against based on gender in all fields. Although current laws and regulations recognize the limitations of institutional responses, such as police and other implementing agency intervention, many women who have experienced violence are reluctant to seek the police or the court in the first place. Therefore, it is necessary to provide comprehensive support services with robust and integrated service delivery mechanisms that women impacted by violence can turn to whenever they are compelled to deal with violent situations.. There is a demand of any civil cultural society especially in our modern democratic system in which we are living that there should be no discrimination between men and women. Our Indian Democracy aims to treat all people equally. The World Economic Forum's 2014 Global Gender Gap Report finds a positive correlation between gender equality and per capita GDP, the level of competitiveness, and human development indicators. Then why women are more exploited in our society?

The founders of the Indian Constitution were influenced by the American Bill of Rights and French Declaration of the Rights of man & of citizen of 1789. This constitution inspired our policy makers to include a chapter on Fundamental Right in Part - III of the Indian Constitution. These article layout the general principles of non- discrimination that the Indian State embodies. Such as in India, Section 10 of the National Commission for Women Act, 1990 (Act No. 20 of 1990 of the Government of India) mandated the commission to review the constitutional and legal protections for women, recommend corrective legislative measures, facilitate the redress of grievances, and advise the government on all policy matters affecting women. The National Commission for Women was established as a statutory body in January 1992 under the National Commission for Women Act, 1990. While many acts and programs, such as the Factory Act, Maternity Benefit Act, Minimum Wages Act, Women Power Line 1090, and others, have to ensure the security of women at work, the Act also requires NCW to pay attention to issues pertaining to the denial of women's rights, the non-implementation of laws enacted to provide protection to women, and the mitigation of hardships, ensuring welfare, and providing relief to women. The Vishakha recommendations highlighted the many forms of workplace exploitation, including sexual harassment, and outlined the obligations of employers and organizations.



For example, India's female labour force participation rate is steadily declining, even in the face of numerous laws aimed at eliminating workplace exploitation. Without women actively participating in national activities, a nation's social, economic, and political advancement will surely decline and stagnate. Ironically and regrettably, however, society as a whole and their superiors' colleagues do not take employees seriously. Generally speaking, exploitation refers to taking advantage of someone unfairly. State laws on the matter differ.

**Need of the Study-** If we can see that the issue of women, safety has become a prime focus of public attention and concern in India. Exploitation at work place of women has been major problem with increased number of going out work. In our Indian legislation there is lots of safety guards are available in the public and private universities or organizations. Women have numerous legal protections under the constitution, such as the Indian Penal Code (IPC), which provides protection from rape, torture, mental and physical abuse, sexual assault, and other crimes; the state will not discriminate against any citizen on the basis of religion, race, caste, sex, place of birth, or any of these (art. 15(i)); and the state will give special attention to the educational and economic interests of the weaker sections of society and protect them from social injustice and all forms of exploitation (art. 46). Additionally, the Ministry of Human Resource Development launched the "National Policy for Empowerment of Women" in 2001 under the Department of Women and Child Development.

The progress, development, and empowerment of women in all spheres of society is the aim of this strategy. Yet women have faced lots of problem in our society and work place also. Work place is that place there they are formally safe on the basis of document but informally not at all. Women can easily be exploited physically, mentally, economically etc. by their colleague, owner, and employer. It is a common phenomenon everywhere that includes workplaces, streets and educational institutions and even at homes. A number of cases are not reported by victim because of various reason such as feel lonely or neglected, cannot take action against any exploitation, family pressure, the manner of colleague and police, the unreasonably long and unjust process and delay of justice or procedural laws and the resulting consequences thereof. After that these problem can change whole status and life of women at workplace like behaviour, playing role and responsibilities at work place and in the family. Although they are a tremendously effective resource for boosting any organization's economy, women are not given enough credit. For the women security many organization having laws and legal services, grievance committee, mahila mandal, women cell, sexual harassment committee but all these committees are not running very well due to political pressure and are unable to take decisions power, long procedure of investigation and problem solving etc. and some of organizations has not any grievance place as well as body structure. Through casework, group work, social action, social welfare administration, and social work research, social workers can play a significant role in identifying this kind of issue and educating the organization about women's power and suitability for the organization. Social workers are motivated by the goal of solving problems for, with, and for the people. The goal of social work is to address the issue of clients' initiative, strength, and empowerment in all workplace circumstances. in order to identify the function of social work interventions such as focus groups, workshops, training, individual counseling for exploited women workers, family counseling, group counseling, and workshops on women's issues at work, including exploitation. Using Social

The Exploitation of Women Workers in Higher Education by Joan W. Scott (2003): Author investigates the ways in which institutions of higher learning uphold gendered labour exploitation systems, especially in support, clerical, and administrative positions that are frequently held by women. Author work criticizes the double exploitation that these women workers experience, first from the undervaluation of their labour and then from the assumption that they will carry out these tasks without being acknowledged or paid fairly for their labour.

The Gendered University: A Critical Study of Women's Work in Universities by Diane Reay (2010): This study shows that the ways in which academic institutions' systems perpetuate gender inequity. It offers important insights into how university institutions sometimes marginalize women in both academic and non-academic (administrative and service) roles, even if the main focus is on women in teaching jobs. According to Reay, women are subjected to institutional exploitation, which includes poor pay, little opportunity for job advancement, and significant demands for unpaid labour, particularly in lower-status roles.

The New Faculty Majority: A Critical Analysis of Part-Time Faculty and Employment Inequality by William P. Kauffman (2011): This book's examination of the relationship between part-time employment and exploitation in higher education is pertinent even if it concentrates on part-time faculty. In the context of the overall university labour market, including non-teaching staff, it criticizes the use of adjuncts and temporary workers, many of whom are women, and how their exploitation can be viewed. The author talks on how colleges, being large employers, lead to exploitation and injustice by denying workers



basic labour protections and causing employment insecurity.

The Role of Unions in Protecting Non-Teaching Employees in Universities by Michael L. Grimes (2015): In this study, author emphasizes on the functions of unions in defending the rights of university non-teaching staff, especially women. His work addresses concerns of exploitation in academic institutions by demonstrating how union representation can result in improvements in pay, working conditions, benefits, and job security.

All the studies represent the problems of women employees in academics institutions. There are many problems faced by non-teaching women employees and they are not able to adjust in many situations at the workplace and family.

**Objectives of the Study:**

The study's primary goals were to identify the factors that lead to non-teaching women employees in universities being exploited at work. The study looked at the several roles that social workers play in ending exploitation and their work. The particular goals of the study were as follows:

1. To know socio-economic profile of the respondents.
2. To know the impact of exploitation of non-teaching women employees in universities.
3. To find out the role of social work profession in supporting and empowering non-teaching women Employees of elimination of exploitation.

**Area of the Study :** This study conducted in Lucknow district where are many state universities situated and running to provide higher education, researcher collected data from eight (08) Universities which are undertaken by state government as Lucknow University. Uttar Pradesh is most-populous and fourth largest state of India. and geographical area is 93,935 sq. mi which is the largest state in term of land area. It contributes 16.16% of India's population. The population density is 828 people per square kilometre. The sex ratio is 908 female per 1000 males in 2011 which was lower than national ratio figure of 933. Uttar Pradesh State's capital, Lucknow, is home to numerous district and divisional administrative headquarters. Lucknow is the largest city of Uttar Pradesh. This is known as The City of Nawabs. It is also known as the Golden City of the East, Shirazi-Hind. It is the largest city in Uttar Pradesh. According to Census of India, Lucknow had a population of 2,815,601 of which 1,470,133 were men and 1,345,468 women and population density of 1,815 per kilometre in 2011. As the total area covered by Lucknow 2,528 square kilometre (976 sq. mi.), sex ratio is 915 female per 1000 males in 2011 as well as work participation rate in the district (32.24%) is higher than the state average (23.7%), the work participation rate among females in Lucknow is very low at only 5.6% and show decline from the 1991 figure of 5.9% as per census 2011. There situated many public, private and deemed universities like Lucknow University.

**Research Design :** In this research, exploratory cum descriptive research design have been used. This study aims was that identifying the causes of exploitation of Non- Teaching Women Employees in University, also mentioned about major effects at their work performance.

**Sampling Method:**

In this Lucknow district selected as Study area and Universities situated in Lucknow treated as universe for sampling. Lucknow district selected because there is highest university 34 are running.

Universities have been selected, only State Universities are selected which undertaken by State Government and run by UP State University Act and rules and funded by state government. There are total 14 universities state, private and deemed status was selected for the data collection. Sample unit have been select from the total non-teaching women employees 530 from all classes which is select by random sampling method. Total non-teaching women employees sample size 530 employees have been selected.

**Sampling method used as follow:**

Area and sample selection	Sampling method used	
Lucknow	Through Convenient sampling	Because there are many state universities function.
Universities	Through Purposive Sampling	Universities are selected which undertaken by State Government.
Sample Unit	Through Purposive Sampling	Non-Teaching Women Employee are selected from all class.



**Sources of Data Collection :** For the study, the data collection has done through primary and secondary source. Self-constructed interview schedule used where mentioned close end and open end questions were, these questions were related to socio- economic profile, exploitation of non-teaching women employees. Secondary data has been collected form books, journals, national or international reports, published articles, websites etc.

**Findings of Study:** In this study, researcher found some results on socio-economic profile of employees, types of exploitation, and the impact of exploitation and the role of social workers in eliminating exploitations in universities, these facts represented the status of the impact of exploitations at the workplace.

**Table: 1**  
**Socio-Economic Profile of respondents**

No. of Universities (14)						
No of Non-teaching women employees from all class ( 530(n) )						
Age group (In years)	Income	Education	Marital Status	Religion	Categories	No of families member doing Job/Bussiness
18-22(6.8%)	Less than 25000 (14.2%)	Primary (4.7%)	Unmarried (22.8%)	Hindu (52.5%)	General (56.2%)	Less than 3 members (77.4%)
23-27(12.8%)	25001 to 35000 (19.6%)	Secondary (7.3%)	Married (67.7%)	Islam (30.9%)	Other Backward Class (27%)	3 to 5 members (15.1%)
28-32(20.2%)	35001 to 45000 (39.6%)	High School (13.6%)	Divorced (3.8%)	Sikhs (6%)	Scheduled Caste (14.7%)	More than 5 members (7.5%)
33-37(10.2%)	45001 to 55000 (15.1%)	Intermediate (8.7%)	Single / Abandoned (1.3%)	Christians (4.7%)	Scheduled Tribe (2.1%)	
38-42(31.1%)	55001 to 65000 (11.5%)	Graduation (43.7%)	Widowed (4.2%)	Jains (3.8%)		
43-47(6.0%)	More than 65000 (11.5%)	Post Graduations (19.8%)		Buddhists (2.1%)		
48-52(6.6%)						
53-57(2.5%)						
58-62(3.8%)						

(Source: Primary sources)

Above the table shows about status of socio-economic status of respondents; Majority of the respondents belong to age between 38-42 years were 31.1% age group and Lower representations from the 53-57 age group 2.5% and 58-62 group 3.8%.

The religious composition of the respondents, Hindus make up the majority 52.5%, followed by Islam 30.9%, Sikhs 6%, Christians 4.7%, Jains 3.8%, and Buddhists 2.1% account for smaller fractions.

The categories distribution, with 56.2% of respondents classified as General, and followed by 27% as Backward Classes, 14.7% as Scheduled Castes, and 2.1% as Scheduled Tribe.

Majority of the respondents have qualification of Graduation with 45.7%. Lower representation from Primary Education with 4.8%.

The marital status of the respondents showing that 67.7% were married, 22.8% were not married, at 4.2% widowed , at 3.8% divorced and at 1.5% abandoned .

Majority of the respondents' stated that 77.4% less than 3 family members were doing job/business and 15.1% of the respondents' stated that 3 to 5 family members were doing job/business and 7.5% of the respondents' stated that more than 5 family members were doing job/business.

**Table-2**  
**Opinion on Exploitation of Non-Teaching Women Employees**

No. of Universities (14)		
No. of Non-teaching women employees from all class ( 530( n) )		
Types of Exploitation	Major impact on professional life	Major impact on family life
Mental/psychological exploitation (76.41%)	Feeling uncomfortable with employees / officials at workplace (64.5%)	Not comfortable with their families member (68.3%)
Social exploitation (57.92%)	Increase absenteeism (72.3%)	Not participating in any social event or showing disinterested (68.1%)
Sexual exploitation (58.49%)	Feels of fear / nervousness at the workplace (68.3%)	Not willing to fulfil their family responsibilities (66.6%)
Physical exploitation (56.98%)		
Economic exploitation (33.01%)	Expressing excessive anger at workplace (70.2%)	

(Source: Primary sources)



Above the table shows about status of exploitation, In this study founded that mental/psychological exploitation is the most common form at 76.41%, social exploitation at 57.92%, sexual exploitation at 58.49%, physical exploitation at 56.98% and economic exploitation accepted 33.01% of respondents. These issues point toward systemic organizational failures, cultural stigmas, and lack of enforcement in matters of workplace ethics. General conditions encompass paternalistic power relations, inadequate training on workplace behaviour, and fear of retaliation which deters victims from reporting exploitation. This data calls for stronger policies and accountability with an inclusive work culture to combat abuse effectively in the workplace.

There was mentioned some major impacts of exploitation on non-teaching women employees. They had impact of exploitation on their professional and Family life. In their professional life 64.5% respondents said that they feeling uncomfortable with employees / officials at workplace, respondents of 72.3% said that they takes more leaves which increase absenteeism due to exploitation, they feels of fear / nervousness at the workplace 68.3%, respondents said regarding expressing excessive anger at work 70.2%, feeling cornered 76% and in family, they are not comfortable with their families member 68.5%, they did not participating in any social event or showing disinterested 68.1%, they said that they did not willing to fulfil their family responsibilities 66.6%. So after the analysis the status of non-teaching women employees had many impacts like insecurity, fear, lack of competency in fulfil family's responsibilities.

Role of Social worker: Social worker can play major role at the universities system where many bodies are functioning to provide service to their women employees like ICC/WGRC and policy implementation. Social worker can understand the problems of non-teaching women employees through using of methods of social work profession as social case work, social group work, community organization, social welfare administration, social work research and social action . By these methods, counsel to victim or exploiter, share as an expert opinion with ICC/WGRC/Universities administration, policy formulations and implementation, awareness programme on gender sensitization, monitoring and accountability and can help to them in adjustment between workplace and family life. Also social worker can work with employees union for the betterment of working environment and proper provide the service to women employees at workplace.

**Conclusion :** All the facts state that, exploitation is wide and extended problems in universities at the present time. Universities can create a more equitable and supportive environment for non-teaching women employees for the dignity, respect and fairness as well as to promoted gender equality. The non-teaching women employees, who often work in support roles such as administrative assistants, cleaning staff, laboratory technicians, and security personnel, frequently face low wages, poor working conditions, limited career advancement opportunities, and lack of job security. In many cases, they also experience gender-based discrimination and harassment, which exacerbates their vulnerability within the workplace.

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