

Are women still facing class discrimination in the workplace?

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ABSTRACT: *The paper focuses on Physical conditions and women rights in work place. The sample size of the participants were (275) women as a selected participants. For the mode of methodology, questionnaire format was used as a tool for data collection. While interpreting the results obtained through questionnaire showed that women in industrial workers still face many problems such as a drop in the monthly wage rate, poor physical & health conditions, difficulty of transportation and verbal abuse harassment. This study will allow the readers to identify the main factors because of which the women face different challenges in the professional field.*

Keywords: *Women, Feminism, Social Justice, Economic problems.*

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I. INTRODUCTION

In the nineteenth century, European and American society converted from feudal to capitalist; women engaged widely in the industrial field. Men hated industrial work in Ohio. Therefore, women and children proceeded more in industrial work because they couldn't defend themselves, for instance, the wages of working women were not more than (104) dollars a year. On the other hand, they worked in an inappropriate environment and physical conditions, they suffered from bad conditions inside work environments, such as high temperature, low light, and bad aeration. They worked more than twelve hours a day for (104) dollars a year. In addition, they suffered poor healthcare, and no compensations for being injured, even they were simply fired from their jobs. Despite all the harsh conditions in industrial work, they had no other choice to provide basic needs for themselves and their children since most of the men went to war. Women worked in the weapon manufacturing but they only received one-third of what men were earning in the same job (Tentle, 1982).

Many organizations defended women rights through policies to support the participation of women in trade unions and empowering women in the new concept, but all those policies mostly weren't transformed into action to motivate the role of women in participating in national development process without discrimination, therefore, the national policy on gender equality didn't bear any fruit yet. According to Mustafa (2014) "men still enjoy the highest degree than women, for example in America men earn 1,495/- dollars, but women earn 614/- dollars" (Mustafa, 2014).

By the massive increase in population in the world and in the Middle East and the evolution of technology and the prosperity of the industrial revolution significantly, we recognize that women tend to work in different aspects especially in industrial work, for instance, the number of Jordanian women in the industrial sector reached (17200) working women (department of statics, 2016).

Background of the Problem

In Europe, women worked in difficult conditions, and they were exploited by industrial enterprises for simple wages in difficult physical conditions. There were also victimized for emotional exploitation and harassment. There is great progress in many countries of the world in all areas, particularly in the area of human rights and women's rights in particular. However, women continue to face discrimination based on gender in employment. It is therefore necessary to identify the types of problems faced by women in the workplace.

Research Objectives

1. Identifying the social and economic characteristics of women workers in the industry.
2. Identifying social problems that the workers suffer from in the industrial work.
3. Identifying the physical problems that the workers suffer from in the industry.

II. LITERATURE REVIEW

The review of the literature prior to the subject of the study is an important secondary reference in the identification of the results of previous studies conducted in the same field. Here, the results of these studies will be compared with the results of the current study, and here we will learn the most important studies conducted in this area.

Kumara (2014) examined "the problems facing urban workers in India". The aim of the study was to identify the problems that urban women face in the Indian labor market. The sample included 100 women working in the public sector. The results showed that women suffer from various labor market issues, such as mental and physical stress, the inability to reconcile work and domestic responsibilities, and workplace maltreatment. Work as well as physical problems. and security issues.

Dashors (2013), conducted a study about the problems faced by working women in India. The study showed that women in Indian society suffer from significant discrimination in work as they got half of the salary that men got. Furthermore, they are also still treated differently in the labour market.

Osman (2006) conducted a study on "Jordan's Involvement in Human Development: Reality and Borders". The results showed that the participation of women in economic and political spheres is still limited and that the obstacles to their participation are due to structural and cultural factors and not to legislative or legal factors. However, there is a high level of equality in the education and training of women in higher education between women and men.

Al-Duqas (2004) made a study about "the problem of absence among workers in the industry". The sample consisted of (208) workers, and the study found several factors that cause women absence from work. The most important factor was the difficulty and deterioration of environmental conditions in the workplace and low wages.

The Methodology

The approach which was applied for this methodology part was the primary qualitative analysis. The study used the social survey method by selecting a random sample with a sample size of 275.

Research approach

The social survey method is used for being the most suitable for this kind of study, and a random sample was selected from the study population because it is very large and data covers the research population. The purpose of the study is to determine the social and economic problems faced by women in industrial work.

Data Collection

Data Collection identified the social and economic problems faced by women in industrial work, a survey conducted with those who worked in industry. The survey questionnaire was typically used.

Research Interpretation

Question 1: What are the social and economic characteristics of Jordanian female workers in the industry?

To identify the social and economic characteristics of the study members, the frequency and percentages of the respondents were extracted according to age variables, social status, age range, monthly income, number of working hours. Table (1) shows the following:

Table 1).Distribution of the members of the study according to social and economic characteristics

Aairiable	Category	Number	Percentage
Age	Less than 20 years	54	19.6
	20-24 years	21	7.6
	25-29 years	119	43.3
	30 years and up	81	29.5
	Total	275	100
Educational level	Illiterate	38	13.8
	Essentials	13	4.7
	Preparatory	63	22.9
	Secondary	90	32.7
	Academic	71	25.8
	Total	275	100
	Total	275	100
Monthly income	Less than 150	127	46.2
	150-199	99	36
	More than 200	49	17.8
	total	275	100
Working hours	Less than 8 hours	17	6.2
	9 hours	60	21.8
	10 hours and more	198	72
	total	275	100

It is clear from the data in Table (1) that (43.3) % of the members of the study are from the age group (25-29), among 119 members of the study. Results showed that (29.5) % of the study members were over (30) years old which were followed by the age group (less than 20) by (19.6)% (54) (21) of the total members of the study in percentage (7.6)%. In terms of the educational level variable, it was found that (32.7)% of the members of the study were in secondary school who were 90 individuals of the total study population, and the results showed that (25.8) % of the members of the study had a university education level who were (71) members. As for the monthly income variable, it was found that (46.2) % of the students earn a monthly income of less than (150) dinars, who were (127) individuals, and it was found that (36) % of the students earn a monthly income of JD (199-150), and their number was (99) participants, and the rest received a monthly income (200 and over) with (17.8) %, with a number of (49) of the total members of the study. It is clear that (72) % of women worked for more than (10) hours per day, the number was (198) women. (21.8) % of women worked for (9) hours per day who were (60) women workers, and the last category was the category (6.2)% of women working less than (8) hours per day

Question 2: What are the Social problems faced by Jordanian women workers as a result of working in the industry?

Table (2) shows the order of social problems descending "according to the respondents' opinions.

Sequ ence	Phrase	Arithmetic mean	Standard deviation	Relative importance	Rank
1	The workplace is full of noise	4.1	.91	88.44	High
2	Indoor lighting is not suitable	4.1	1.0	85.20	High
3	The workplace is busy with machines	4.1	.95	84.00	High
4	The workers' demands are ignored by the administration	4.1	1.1	82.42	High
5	The competent authorities do not inspect the institution	4.0	1.0	82.20	High
6	There are no special means of transportation for workers	4.0	1.2	79.80	High
7	The place where I work is crowded with workers	4.0	1.2	78.20	High
8	Work causes health problems	4.0	1.1	78.20	High
9	Dealing with female employees is unsatisfactory	4.0	.72	74.60	High
10	Indoor ventilation is not good	4.0	1.1	88.44	High
11	I feel ashamed when talking about my work	4.0	1.0	85.20	High
12	Women workers are harassed at work	4.0	1.0	84.00	High
13	I get absent from work because of stress I experience at work	4.0	1.3	82.42	High
14	Drinking water is not safe	3.5	1.2	72.82	High
15	Female workers are subjected to insult and abuse	3.4	1.2	72.80	High
16	My family is not satisfied with my work	3.4	1.2	72.80	High
17	Rest times are not enough	3.4	1.1	71.60	High
18	I do not talk to my colleagues with satisfaction	3.3	1.9	68.20	High
19	I am constantly absent from work	3.2	1.1	65.70	moderate
20	The relationship of the workers with the work supervisor is good	3.2	1.2	50.70	Moderate
21	Cleanliness and arrangement by the factory is good	3.2	1.3	49.80	Moderate
22	I smoke in the workplace	3.2	1.3	48.80	Moderate
23	I spend my break times with my colleagues	3.0	1.3	34.50	Low
24	I feel comfortable doing my work	2.9	1.3	31.30	Low
25	Total average	3.4	0.59	75.30	High

Table (2) shows that the rate of problems resulting from the physical factors of the Jordanian workers in the industry was moderate, with an average of (3.4) and relative importance (75.30). The average of the social field fluctuated between medium and high. In the first place stood the "soundproof workplace" with an average of (4.1) and a relative importance of 88.44. After the second sentence, "the lighting in the factory is sufficient with an average of (4.1) and a relative significance of (85.20)", followed by the phrase "mechanically filled workplace" with an average of 4. 1 and a relative importance of (82.00), followed by the penalty. "There is

disregard for the demands of the workers by the administration with an average of (4.1) and a relative importance (82.42), then the phrase "The competent authorities do not inspect the institution with an average of (4.0) and a relative importance (82.20), the phrase "No special transportation means for workers on a mathematical average (4.0) and a relative importance (79.80), and the phrase "The place where I work is crowded with workers" with an average of (4.0) and a relative importance of (78.20). The phrase (management dealing with workers is unsatisfactory) with an arithmetic mean (4.0) and relative importance (74.60), and the last phrase was "I feel comfortable in my work" with an average of (2.9) and relative importance of (46.20).

Question 3: What are the economic problems that Jordanian female workers experience because of work in the industry?

Table (3). Shows the order of economic problems according to respondents' opinions

Phrase	Arithmetic mean	Standard deviation	Relative importance	Level	Rank
The institution does not provide functional housing for workers	4.1	1.2	82.60	high	1
The wage is not equal to the effort	4.1	1.1	82.42	High	2
I live far from the factory	4.1	1.3	80.25	high	3
The institution does not pay for housing	4.0	1.4	82.20	High	4
The worker does not receive any help when an accident occurs	3.8	1.3	80.00	High	8
The transportation is crowded and uncomfortable	3.5	1.3	76.00	High	10
I find it difficult to reach my place of work	3.4	1.3	73.30	high	11
There is a lack of public safety means	3.0	1.2	68.00	Moderate	13
There is health insurance for workers	3.1	1.2	65.00	Moderate	14
I wear protective work clothes regularly	3.1	1.1	64.20	Moderate	15
The factory gives paid sick leave	2.0	1.0	52.00	Low	16
The factory provides transportation	2.0	0.94	50.00	Low	17
Total average	3.5	0.80	79.70	high	

Table (3) shows that the rate of economic problems was high with an average of (3.5) and relative importance (79.70), the level of phrases was between the high and the low level. The first phrase, "The institution does not provide functional housing for the workers," was based on a mathematical average (4.1) and a relative importance (82.60), in the second place, the phrase "The wage is not commensurate with the effort exerted has a mean (4.1) and a relative importance (82.42). In the third place, the phrase "I live far away from the factory" with an average of (4.1) and a relative importance (80.25), in the fourth place, the institution does not pay housing allowance, with an average of 4.0 and a relative importance of 82.20, and in fifth place, "the worker does not receive any assistance as a result of an accident" with an average of 3.8 and a relative importance of 80.00, while in the last place the phrase "The factory gives paid sick leave with an average of 2.0 and a relative importance of 1.0, and the phrase "factory provides us with transportation with an average of (2.0) and a relative importance (50.00).

III. SUMMARY OF RESULTS

The present study aimed to identify the impact of physical and economic factors on Jordanian women working in the industry. The study showed that:

- Women working in the industry are young women of the age group (29-25) years.
- Most of them graduated from high school and did not complete their university studies.
- They work in the clothing sector for more than (10) hours per day and earn a monthly income of less than (150) dollars.

This can be attributed to the study members in the low income of the family, the reason why the girl finishes her studies is to help the family in the living. According to recent research, "they work in the clothing sector because they work in this industry more appropriate for women." However, the results showed that women continue to be exploited in industrial work and earn low wages. This can be attributed to women's ignorance of their financial rights or the shame of demanding their rights and fear of dismissal. The results of the study also revealed the existence of social problems women face while working in the industry. In addition, the most prominent problems are workplace congestion, widespread noise, mixing with males in the workplace, mistreating female workers, ignoring female workers' requests, insufficient time for rest and lack of services, and sometimes being exposed to insult.

These social problems are attributed to the lack of a decent work environment and poor physical conditions in the workplace. This indicates that employers have not complied with the instructions and regulations of the official authorities regarding the working environment. This could also be the result of weak

official controls and sudden visits to the workplace and the lack of incentives from industry to control work. In terms of economic issues, the results of the study showed that workers in the industry complained. The low monthly salary, which is not commensurate with the workload, and the lack of incentives to promote workers and the institution do not provide grants or loans. Workers also suffer from residence, road congestion and sometimes unavailability. However, it is the material need that has led workers to work in industry and under such difficult circumstances. The reason for these problems is often due to the fact that the industrial enterprise does not provide services to women workers and that women continue to be financially exploited and not all have their rights.

IV. CONCLUSION AND RECOMMENDATION

The study gives the confirming information, and it recommends the following:

- 1- The importance of intensifying the supervision of the industrial establishments by the competent governmental bodies and following up the problems of the workers in the industry.
- 2- Improving the wages of women workers in the industry according to the Labor Law and shall be monitored by the competent authorities.
- 3- Link wages to production and raise the morale of women workers through the application of the incentive system to achieve equality between women workers and achieve development plans to increase production.
- 4- Activating the system of promotion and placement in the industry according to the educational level and duration of service in the factory, far from cheating.
- 5- Providing transportation facilities for the institution that are comfortable and modern to relieve workers from the problem of transportation and to ensure the arrival of workers to the institution on time to avoid the problem of absence from work. Or, providing private housing for workers and their families in exchange for a symbolic rent, which releases the organization from transportation and its burdens, and releases the workers from the hardship of transportation and expenses.
- 6- Improving sanitary conditions within the industrial establishments and the requirements of industrial security to prevent the danger of materials used in industry.
- 7- Providing health, therapeutic and ambulatory services in all industrial facilities.
- 8- Providing women workers in all industrial facilities with public safety tools such as work clothes, mugs, earphones, and other necessary supplies.
- 9- Work on involving Jordanian women workers in industrial cities and their families with comprehensive health insurance, so that workers can provide treatment for themselves and their families, which enhances confidence in the factory and safety.

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