

A ANALYTICAL STUDY ON THE STATUS OF WOMEN WORKERS IN UNORGANIZED SECTOR IN INDIA

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Abstract: Unorganised Sector is key part of the Indian economy. More than 90% of Workforce and about half of the national product are accounted for by the informal economy. Informal employment is generally a larger source of employment for women than for men in the developing world. In unorganised sector, the share of women worker are more than half in term of working hours but they get less remuneration/wage as compared to their counterpart. In informal sector female workers work as piece rate workers, self-employed workers, unpaid family workers, casual worker and regular workers etc. In our country out of total population 48.46% is shared by female, in which 25.67% female are working.¹The 94% of total working female are engaged in informal.² On the contrary, of this woman in this sector is highly dependent. They are working at very low wages for the same work and duration of working as compared to male workers. Many of these women workers are primary earners of their family. The objective of this paper is to study the status of female workers in unorganised sectors and to identify the factors behind it. In this study secondary data is extracted from various sources like Report of NCEUS (2004-13) have used. This paper also discuss the measures taken by government for improving the Conditions of these workers in this sector.

Keywords: Unorganised Sector, Employment, Labour Input, Women Status, Government Schemes

Introduction: *"You can tell the condition of a nation by looking at the status of its women".*

Jawaharlal Nehru

In India 93% of total workforce is employed in the unorganised sector, out of this 80% of workers are working in farm sector while rest 20% are non-farm workers working in the organized sector. The share of Unorganized Sector in National Income is more than 30%, which is mainly come from agricultural activities. "Unorganised workers consist of those working in the unorganised enterprises or households, excluding regular workers with social security benefits, and the workers in the formal sector without any employment/ social security benefits provided by the employers". In other words the workers who are not able to systematize their selves to achieve common objective because of some limitations such as informal nature of employment, unawareness, illiteracy, small size of establishments with low capital investment, per person employed, scattered nature of establishments, better strength of the owner etc.

The workers of informal sector do not have privileges of employment as the workers of organized sector have. They are not entitled for: (1) Job security i.e. no protection against firing (2) work security i.e. non-coverage from any accidental losses and illness at the work place (3) social security i.e.no maternity and health care benefits, pension, etc. (4) NO leave rule i.e. no paid leave provision. In unorganised sector, the share of women worker are more than half in term of working hours but they get less remuneration/wage as compared to their counterpart. In informal sector female workers work as piece rate workers, self-employed workers, unpaid

family workers, casual worker and regular workers etc. In our country out of total population, 48.46% is shared by female, in which 25.67% female are working. The 94% of total working female are engaged in informal. On the contrary, of this woman in this sector is highly despondent. They are working at very low wages for the same work and duration of working as compared to male workers.

Objective of the Study: In India the contribution of unorganised sector is huge in creating employment and providing growth to the economy. The male and female both joint hands together in working and earnings for the family. Although the condition of female workers working in unorganised sectors are very poor and vulnerable. They do not get those facilities and benefits which is easily available to female workers of unorganised sector. The objective of this paper is to study the status of female workers in unorganised sectors and to identify the factors behind it. These papers also discuss the measures taken by government for improving the conditions of these workers in this sector.

Research Design: In this study exploratory approach has been adopted and data are collected from secondary sources such as: published research articles, books, reports and literature available in website.

Un-Organized Sector And Women Employment In India: The Indian economy is characterized by the existence of a vast majority of informal or unorganised labour employment. As per a survey carried out by the National Sample Survey Organization (NSSO) in 2009-10, the total employment in the country was of 46.5 crore comprising around 2.8 crore in the organized and the

remaining 43.7 crore workers in the unorganised sector. Out of these workers in the unorganised sector, there are 24.6 crore workers employed in agricultural sector, about 4.4 crore in construction work and remaining in manufacturing and service. As per the Economic Survey 2007-08, 93% of India's workforce include the self employed and employed in unorganized sector. The Ministry of Labour, Government of India, has categorized the unorganized labour force under four groups in terms of Occupation, nature of employment, especially distressed categories and service categories. In addition to these four categories, there exists a large section of unorganized labour force such as cobblers, Hamals, Handicraft artisans, Handloom weavers, Lady Tailors, Physically handicapped self employed persons, Rikshaw pullers, Auto drivers, Sericulture workers, Carpenters, Tannery workers, Power loom workers and Urban poor. Though the availability of statistical information on intensity and accuracy vary significantly, the extent of unorganized workers is

significantly high among agricultural workers, building and other construction workers and among home based workers.

According to the Economic Survey 2007-08 agricultural workers constitute the largest segment of workers in the unorganized sector (ie. 52% of the total workers. The NSSO Report of May 2011 about the casual workers in India between 2004-05 and 2009-10 compared to that of the period between 1999 - 2000 and 2004-05 very clearly shows that there is significant increase in the number of casual workers and decline in the number of regular workers. This report shows a substantial shift between 1999-00 and 2009-10 in the structure of the labour force which can be broadly divided in to self employed, regular, and casual workers. (Casual workers are employees who do not enjoy the same benefits and security as tenured employees. All daily wage employees and some categories of contract employees are casual laborers.)

Table 1: Work Force Participation Rates

Work force participation Rate		1971	1981	1991	2001	2011
Total	Persons	34.2	36.7	36.7	37.7	-
	Male	52.8	52.6	51.6	51.9	-
	Female	14.2	19.7	22.7	25.7	-
Rural	Persons	35.3	38.8	40.2	42	-
	Male	53.8	53.8	52.5	52.4	55
	Female	25.9	23.1	27.2	31	31
Urban	Persons	29.6	30	30.4	32.2	-
	Male	48.9	49.1	49	50.9	54
	Female	7.2	8.3	9.7	11.6	14

Source: Various Census Reports: The percentage of women employment in the organized sector is considerably less than the un-organized sector. Lack of education is one of the hindering factors to gain productive and remunerative employment. There is a huge education gap between organized and un-organized women workers. The agricultural workers have the lowest level of education. In unorganized sector, they work in various capacity-attached, bonded, casual, contract labor, workers in sweated industries like construction work, hand and power looms, bidi & cigar making, stone cutting, dhal and rice milling, pottery, crafts, match working, wooden work etc.

Condition of Female Workers

- The International Labour Organization says that women represent:
- 50% of the population
- 30% of the labour force
- Perform 60% of all working hours

- Receive 10% of the world's income
- Own less than 1% of the world's property.

As per a report by International Labour Organization released on the International women's Day on March 8, 2007, it is depicted that though the status of a working woman dose not surprise many, there is surprisingly a significant gender inequality in terms of wages, job security, etc. In all the regions women either work for poor wages or are unpaid contributing members of the family.

Suggestions:

- Since women workers lack in skill, skill development programmers should be provided to them to enhance their skill level.
- It is very much essential to create awareness among women workers about the institutional support available to them to protect their rights.
- Efforts shall be made to change social outlook towards women in general and women workers in

particular. Mass media can play a great role to change social outlook towards women workers.

- A comprehensive law is needed to protect the rights of women workers.
- Any kind of exploitation including sexual harassment of women workers is to be prevented and stringent action needs to be taken against the wrong doer.
- Mass media should be used to communicate the social message relating to women's equality.
- Criminal justice system should be more effective to deal with the cases relating to the exploitation of women workers and punishment should be very high in comparison to the degree of exploitation.
- Last but not the least a separate women grievance cell headed by a woman should be established in every organization employing women workers in the organized sector and in case of unorganized sector women to form self-help groups for their protection.

Conclusion: The status of women workers is very poor. Their condition is vulnerable although they are working for long hours as compared to their male counterpart. These women are unskilled or semiskilled and forced to choose work in unorganized sector due to economic compulsion. For improving the condition of these workers, the government has made various Acts. To provide them social security against any risk on their employment. For this purpose both the central and state governments have formulated certain specific schemes to support unorganized workers but it failed in meeting with the real needs and requirements of the unorganized sector labour force especially for women workers. They have been unsuccessful in implementing the basics of social

security schemes, including skill building, at both state and national levels. This failure is not as a result of lack of resources rather due to lack of priorities, omissions, negligence and discrimination by governments and other players are leasing laborers down.

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