Economics

PROBLEMS AND PROSPECTS OF FEMALE LABOUR IN UNORGANIZED SECTOR OF CHITTOOR DISTRICT IN INDIA

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ABSTRACT In our country, district is a primary unit for planning. But due to non-availability of district-level data on many important indicators, the indicators at the State/UT level are used as a proxy for planning & policy purposes at the district level. For bigger states which have wide diversity across districts in terms of natural endowments, public and private investment and other employment opportunities, the state-level indicators would not be of much use for making state-level policies. 1.2 The 73rd & 74th 1.3 In a multi-level planning framework, the planning exercise in India can be undertaken at National, State, District level and Local levels. Plans formulated at higher levels namely National and State levels are sometimes quite distant from the grassroots realities. Thus there exists a gap between who plan (at higher Constitutional amendment (1992) has also brought into existence the democratically elected grassroots institutions of local self-governance.

KEYWORDS :

This has enhanced the demand for local level statistics and necessitated requirement of developing basic capabilities at grass root levels to organize such statistics in a harmonious manner. In order to meet this need of generating estimates at more disaggregate level particularly at district level, Labour Bureau has offered to all the States/UT's Directorate of Economics & Statistics departments Governments to generate district level estimates on important parameters relating to Labour Force and its derivatives by covering matching sample along with Labour Bureau Annual Employment Unemployment Survey. This would help the States to make Statelevel inclusive development policies by using statistics at local level. 2 levels) and those who implement it (at the local level). This gap can be reduced by planning at the lower levels as lower the unit or level of planning; smaller will be the gap between planning and implementation. This can only be possible if we have information of the ground realities at local level. 1.4 District level estimates may go a long way for effective district level planning. Generation of district level estimates viz. Labour Force Participation Rate which is also called as Labour Supply, Worker Population Ratio and Unemployment Rate will help the Government to device more effective and targeted employment and economic policies. Local needs can be taken care of more effectively and efficiently at the lower levels. Plans are expected to be more effective because of the homogeneity of the unit. Flow of information/data will be quick and reliable. 1.5 An embedded objective of economic development is to provide people opportunities for meaningful employment. The quality of district level estimates is critical determinant of economic development. Employment-Unemployment Statistics at district level can act as important input parameter for policy and planning purposes. After the advent of recent Global Economic Slowdown and its impact on employment in different countries, including India, the importance of Employment-Unemployment Statistics at more disaggregated level say region/district level on regular & frequent intervals has increased manifold. 1.6 In the present survey report, Labour Bureau agreed to assist the Directorate of Economics & Statistics, Government of Andhra Pradesh for generating district level estimates on important parameters relating to employment and unemployment. This will no doubt help the State Government to make state-level inclusive development policies. Moreover, District Level Estimates will be helpful to aid State and local policymakers, program planners, and community advocates to device sound policies. The district level estimates can also be used for setting priorities, allocating 3 resources and targeting areas where there are lack of employment opportunities

This topic introduces the study as a whole. It states and formulates the research problem, describes methodology and lays out the organization of the research study. Almost 400 million people (more than 85 percent of the working population in India) work in unorganized sector and of these at least 120 million are women. Women working in the informal sector are not included in the official statistics and their work is undocumented and considered as disguised wage work, unskilled, low paying and does not provide benefits to the worker. India was one of the first countries in the world to give women

the right to vote. The Indian constitution is one of the most progressive in the world and guarantees equal rights for men and women. Despite the advances women have made in many societies, women's concerns are still given second priority almost everywhere. They continue to face discrimination and marginalization both subtle and blatant and do not share equally in the fruits of development. Their contribution is not given due credit. Women workers in unorganized sector lag behind the males in terms of level and quality of employment. In the recent years there is seen an increase in number of women in India, working outside the family to get more income for the family. In India women workers constitute only one third of the total workforce in India. The unorganized sector in India has been hitherto a neglected segment. However, the passing of the Unorganized Sector Workers Social Security Bill 2008 can be hailed as a milestone in the economic history of the nation. National Commission for Enterprises in the Unorganized Sector had recommended setting up of a financial institution –national fund for unorganized sector called- NAFUS like NABARD so that loans can be made available to the unorganized sector at a comparatively lesser interest rates and more conveniently. The country needs to have a more generous policy towards them as they are contributing magnificently to the overall growth of the nation. Domestic workers as a part of unorganized work force in India remain the most exploited ones even after all these decades of the Independence in 1947. Many evidences indicate that over a period of time domestic work has become more feminized. It is reported that that 78% of domestic helpers in 12 cities were female (Pereira 1984) and there was an increase of 21.3% in the number of female workers in the Union Territory of Delhi from 1971 to 1981 (Dighe and Choudhury 1988).

Definition Of Home-based Workers
This category of workers and the kind of work they carry out are unique. There are two different sub-categories among home-based workers. They are differentiated based on the work carried out and the wages received, or profits earned. The first category is the self-employed own account worker, and the second category is the piece-rate worker.

Characteristics Of Self-employed Own-Account Home-based Workers
1. The worker bears the entire risk of capital invested in production.
2. The entire process of production starting from the purchase of raw material until the goods and services are sold is the responsibility of the worker.
3. Goods produced are mainly sold in the local market and retail outlets.
4. Most of the home-based workers in this category will not employ any other person as an employee. They will carry out the work on their own. They are termed as own-account workers. They may use their family members as unpaid workers and helpers.

These workers are either directly contracted by the industrial enterprises or sub-contracted through intermediaries. The raw

materials for production will be provided by the employer or contractor to the workers. Wages are fixed based on the piece produced. The hidden costs, such as room rent, electricity, and any loss of materials used for production, will be borne by the workers.The mean age of the sample respondent was recorded as 33 years, and the minimum age of the respondent was 18 years; the maximum was 72 years. It shows the median age group of the female work force engaged in this occupation. The average wage is recorded as Rs.165 rupees; the minimum wage of the women home-based workers registered as Rs.100. The maximum was Rs.350 per day, and it was earned in terms of piece rated wages. It is essential to note here, the mean wage of the women workers is much lower than the minimum wage rate fixed by the government for unorganized workers. The women home -based workers put in an average of 7 hours of work per day. The duration of work ranges from a minimum of four hours to a maximum of 13 hours according to the availability. On average, the women home-based workers are engaged for 24 days a month. The minimum is recorded as 15 days and the maximum is 30 days per month. It is found from the primary data that almost all the women workers are affected by one or more type of occupational health problems. These include back pain, skin diseases, varicose veins, knee pain, and eye-related issues. The women workers face problems such as delayed payment from contractors, sub-contractors, or enterprises. Among the total respondents, 78.5 percent of the workers have the problem of delayed payments. The average educational level of the respondent recorded as primary school level. Among the total respondents, the majority of 53.52 percent of them are illiterate, and 16.25 percent of women have completed their schooling up to the higher secondary level. The women workers who studied up to the 10th standard constitute 30.28 percent.

Minimum Wage – Domestic Workers In AP
1. Valid on november 2021
2. The amounts are in Indian Rupee.

Job Type	Basic wage	VDA	Total wage
Cleaning of Vessels, Washing the Clothes, Sweeping and Swabbing Floor, Baby sitting, Care of Old or infirm persons, Kitchen Shopping, Taking Children to School and back, Other house hold chores. - 1, 2 hour Minimum wage with effect from April 1, 2020 Minimum wage with effect till September 30, 2020	₹284.00	₹188.33	₹472.00
Cleaning of Vessels, Washing the Clothes, Sweeping and Swabbing Floor, Baby sitting, Care of Old or infirm persons, Kitchen Shopping, Taking Children to School and back, Other house hold chores. - 1 hour Minimum wage with effect from April 1, 2020 Minimum wage with effect till September 30, 2020	₹565.00	₹188.33	₹753.00
Cleaning of Vessels, Washing the Clothes, Sweeping and Swabbing Floor, Baby sitting, Care of Old or infirm persons, Kitchen Shopping, Taking Children to School and back, Other house hold chores. - 1 1, 2 hour Minimum wage with effect from April 1, 2020 Minimum wage with effect till September 30, 2020	₹848.00	₹188.33	₹1,036.00
Cleaning of Vessels, Washing the Clothes, Sweeping and Swabbing Floor, Baby sitting, Care of Old or infirm persons, Kitchen Shopping, Taking Children to School and back, Other house hold chores. - 8 hours Minimum wage with effect from April 1, 2020 Minimum wage with effect till September 30, 2020	₹4,521.00	₹3,013.20	₹7,534.00

Definitions
Definition of Unskilled, Semi-skilled, Skilled & Highly Skilled Workers.

(I) Unskilled:
An unskilled employee is one who does operations that involve the performance of simple duties, which require the experience of little of no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

(ii) Semi-skilled:
A semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment, skill and but for proper discharge of duties assigned to him or relatively narrow job and where important decisions made by others. His work is thus limited to the performance of routine operations of limited scope.

(iii) Skilled:
A skilled employee is one who is capable of working efficiently of exercising considerable independent judgement and of discharging his duties with responsibility. He must posses a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.

(iv) Highly Skilled:
A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled employees.
Wages per month are calculated as 4.33 times if a weekly wage is defined. It is calculated as 4.33 times the standard hours per week if an hourly wage is given.
1. Fixing wages to keep pace with other paid work in the informal sector.
2. Providing support service like day meal to all domestic workers irrespective of their nature of work.
3. Providing the workers some degree of flexibility in working hours.
4. Minimizing degree of command over the workers by the employers and imposing acceptable workload to the workers.
5. Building up proper understanding between workers and employers over worker's failure to attend at work.
6. Setting up formal domestic workers unions, which can look after their interests.
7. Providing equitable extra wages for extra workload due to arrival of employer's guests on holidays and festivals.
8. Providing annual incremental benefit to all workers.
9. Providing minimum leave facilities to the workers.
10. Passing out legislations for the welfare of the workers.

CONCLUSION:
The list of domestic workers is a very long one. They are unprotected workers in the sense that while all the workers are yet to be identified and hence do not get the protection of several legislative provisions. Thus Minimum Wages Act (1948), Equal Remuneration Act (1976), Interstate Migrant workmen Act (1979) Bonded Labour System (Abolition & Regulation) Act (1970) etc. are all there, but do not cover, all these workers. Secondly implementation of these Acts is also a very big problem for want of adequate Government machinery. Thirdly even trade unions have not been able to look after these workers, to the extent necessary, through these protective measures. Moreover, domestic workers are facing serious problems in both rural and urban sector. It is not by choice that these people have undertaken the vocation they are engaged in. It is a matter of compulsion that they have to do the jobs that they have undertaken. They are not trained formally or systematically for the jobs but somehow manage to do it because of opportunities to be in the vicinity of sites where such job is done.

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