



## WOMEN WORKING IN UNORGANIZED SECTOR-A CONCEPTUAL STUDY

### KEYWORDS

Unorganised sector, social security measures, Employment

**S.Monisha**

Cauvery College for Women, Tiruchirappalli.

**PL.Rani**

Asst.Professor ,Cauvery College for Women,  
Tiruchirappalli.

### ABSTRACT

*Unorganised or Informal sector constitutes a pivotal part of the Indian economy .Around 52% of Unorganised Workers are engaged in agriculture & allied sector and they constitute more than 90% of the labour work force unorganised workers also contributes 50% to GDP (according to National Commission for Enterprises in the Unorganized Sector) ,of these at least 120 million are women . The employment of women is high in the unorganized Sector such as part time helper in household, construction setting, tanneries, match and beedi industries etc. Women working in unorganized sector are not included in the official statistics and their work is not documented and considered as wage work, unskilled work etc., Low productivity compared to formal sector, Lower wages to workers, Poor working conditions, Excessive seasonality of employment, Absence of social security measures etc are some of characteristics of unorganised Sector. Women has dual responsibility in balancing their home and work. Women in unorganised sector face numerous problems.The objective of this paper is to identify the living condition, Working condition, Economic position of working women in unorganized sector. This paper attempts to find out the problems faced by women in unorganised sector. This paper also examines awareness on social security measures and schemes available for women in unorganised sector.*

### INTRODUCTION:

The term 'unorganised' is often used in the Indian context to refer to the vast numbers of women and men engaged in different forms of employment. These forms include home-based work (e.g.rolling papads and beedis), self-employment (e.g., selling vegetables), employment in household enterprises, small units, on land as agricultural workers, labour on construction sites, domestic work, and many other forms of casual or temporary employment. The unorganized sector is physically more visible in India. It is found in almost all the industrial segments of the Indian economy, that is, in agriculture, industry, household and the services sectors.In India, the formal sector which received significantly large resources has failed to provide employment to the growing labour force, resulting in the problem of labour force explosion. It is estimated that the unorganised sector workers constitute 88% as per the 66th round NSSO survey of 2011-12

### OBJECTIVES OF THE STUDY:

- i) To know the living condition ,Working condition and economic condition of the women in unorganised workers
- ii) To identify the problem faced by the women in unorganised workers
- iii) To examine the social security measures for the unorganised workers.

### REVIEW OF LITERATURE:

Fathima Adeela Beevi TKS(2014)It is clear from the study that the 75% of the workers were highly dissatisfied on the seasonal workload. Some of the employers ensure the fulfillment of basic needs of their employees like staying facility, sanitation etc. for their wellbeing and security, more employees also show positive responses towards it i.e. 41%.

Anthony P. D'souza (2013) focused the status and contribution of unorganized sector focused more on the challenges and problems faced by the youth in selecting job as self-employment. It is found that larger number of workers was get-

ting their livelihood from this sector and entrepreneur plays a vital role in bringing up unorganized sector at the better position in the country.

Jyoti Bharat (2008) focused on social economic conditions of female domestic workers. It described the pitiable living conditions of them. She applied two stage random sampling. She taken slum ass first And index women as a second stage study.

### CATEGORIES OF UNORGANISED LABOUR:

The Ministry of Labour, Government of India, has categorised the unorganised labour force under four groups depending on occupation, nature of employment, specially distressed categories and service categories.

#### 1 Under Terms of Occupation:

Small and marginal farmers, landless agricultural labourers, share croppers, fishermen, those engaged in animal husbandry, beedi rolling, labelling and packing, building and construction workers, leather workers, weavers, artisans, salt workers, workers in brick kilns and stone quarries, workers in saw mills, oil mills, etc. come under this category.

#### 2. Under Terms of Nature of Employment:

Attached agricultural labourers, bonded labourers, migrant workers, contract and casual labourers come under this category.

#### 3. Under Terms of Specially Distressed Category:

Toddy tappers, scavengers, carriers of head loads, drivers of animal driven vehicles, loaders and unloaders come under this category.

#### 4 Under Terms of Service Category:

Midwives, domestic workers, fishermen and women, barbers, vegetable and fruit vendors, newspaper vendors, etc., belong to this category.

**CHARACTERISTICS OF THE UNORGANISED WORKERS:**

- The unorganized labour is overwhelming in terms of its number range and therefore they are omnipresent throughout India.
- As the unorganized sector suffers from cycles of excessive seasonality of employment, majority of the unorganized workers does not have stable durable avenues of employment.
- The workplace is scattered and fragmented.
- There is no formal employer – employee relationship
- In rural areas, the unorganized labour force is highly stratified on caste and community considerations. In urban areas while such considerations are much less, it cannot be said that it is altogether absent as the bulk of the unorganized workers in urban areas are basically migrant workers from rural areas.

**UNORGANIZED WOMEN WORKERS IN INDIA:**

The World Bank believes that "gender equality is smart economics," and there is no doubt that women are central to broad-based economic and social development. According to census 2011, women constitute 48.46 percent of the total population in India and about 25.67 percent of female population is designated as workers. Two National Labour Commissions, along with several other international and national commissions, committees and conferences in the last 50 years have documented the socio-economic conditions of workers in the unorganized sector in India.

**PROBLEMS FACED BY THE WOMEN WORKERS IN UNORGANIZED SECTOR**

- There is no sustainability of employment of women workers in unorganized sector
- They are not getting proper training in unorganized sector.
- Women belonging to lower caste and communities face more disparity in social terms.
- They don't get right to raise their voice and interrupt in financial decision in their own family.
- Exploitation and Harassment at work place is the main problem of female workers in unorganized sector.
- In unorganized sector women are exempted from maternity benefit and child care facilities.
- Women workers frequently face discrimination due to gender inequality
- Women workers do not have benefit of minimum wage act or factories Act, benefits like organized sector..
- Insufficient Labour law in unorganized workers And absence of Social security
- Unorganised Workers are vulnerable to diseases

**PROGRAMMES IMPLEMENTED FOR UNORGANISED WORKERS:**

1. Domestic workers and social security Act, 2010: Women and child are more vulnerable exploitation so government has formulated this act for providing them better working conditions including registration.

2. According to a labour ministry official, through the registra-

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tion and issuance of U-WIN cards, the government also intends to create a Central-level database of all unorganised sector workers in the country. The new cards will ensure that all unorganised workers get social security scheme benefits covered under the Unorganised Workers' Social Security Act, 2008. Details Beneficiaries of Social Security Schemes Listed Under Schedule-I of the Unorganised Workers Social Security Act, 2008 are given below:

- Indira Gandhi National Old Age Pension Scheme (IGNOAPS)
- National Family Benefit Scheme
- Janani Suraksha Yojana
- Handloom Weavers' Comprehensive Welfare Scheme
- Handicraft Artisans' Comprehensive Welfare Scheme
- Pension to Master Craft Person

In Tamilnadu, the tamilnadu manual Workers (Regulation of Employment and conditions of Work) Act 1982, the act covers the employment listed and directs establishment Boards for the implementation of welfare schemes for the workers. The Tamilnadu Manual Workers (Construction Workers) Act 1994, aims for the welfare of construction workers. Under the schemes there are various assistance like accident, death and funeral, disablement, marriage, maternity, children's education etc will be given by this act.

**SUGESSTIONS FOR UPLIFTMENT OF WOMEN IN UNORGANIZED SECTOR**

- Providing basic education to women so that they become aware about the schemes and facilities about the schemes for them.
- A trade Union should be formed among women workers.
- Adequate training should be provided to women workers
- There should be proper guidelines for recruitment process working hours and for health hazards.
- A supervisory body should be established to monitor the proper implemented of legislation and provision related to women workers
- There is need of more effective poverty alleviation programme.

**CONCLUSION:**

Women household workers have a double burden and there is greater demand for their skills as caregivers and service workers outside but they also work inside doing the same work which is unpaid. (Shirley Pryce, 2010). There are various reasons for pitiable conditions of women in unorganized sector. The Central and state government had launched many schemes for providing support to women but there are not sufficient to overcome the problems of women workers in unorganized sector. There is need of effective implementation of these schemes and laws for empowering the women workers.

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