



**ORIGINAL RESEARCH PAPER**

**Management**

**The socio-economic problems faced by the women working in the unorganised sector**

**KEY WORDS:** Financial problems, unorganised sector, working women

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**ABSTRACT**

The trend today is students specially girls tend to join the unorganised sector like malls, cyber, medicals and other shops as soon as they complete their PUC or under graduation. The major reason for this is they suffer from financial problems but the sad part is neither is their financial problem solved nor are they given any other facilities. In this paper we are making an attempt to find the problems faced by the women working in the unorganised sector and provide suggestions to make their work life better.

**Introduction:**

Financial problems, lack of education and skills are the major reasons why women are attracted towards unorganised sector as their job choice. Most of the unorganised sectors take advantage of these women because of their socio-economic problems. According to us, as compared to the organised sector, unorganised sector does not follow the minimum wage policy and do not provide the basic facilities required for the working women.

**Literature Review:**

Pandya and Patel (2010), says that out of the total working population, people working in the unorganised sector are a majority and among these majority are women and they face a lot of problems. Thus special emphasis should be laid on women's problems. Importance is also given to the different policies and programs by Government to these women.

Soni (2007) analyses that particular attention should be given to the women development, especially health care, burden should be reduced and basic necessities should be provided to them. Government should take the initiative to make these women's life better.

Agarwal (2012) this book examines the condition of women workers in the unorganised sector. It focuses on policies and programs of Indian Government to improve their socio-economic existence.

**Objectives:**

1. To study the working environment of women working in unorganised sector.
2. To analyse the socio-economic problems faced by the women working in the unorganised sector
3. To suggest remedies to the different problems faced by the women working in the unorganised sector.

**Research methodology:**

To realize the objectives of the study, we collected the primary information through questionnaires. The respondents were women working in the unorganised sector of Mangalore Region. Both the primary and secondary sources are used for the collection of data. We have used random sampling techniques. The study being a descriptive in nature, an attempt is made to understand the working conditions and the problems faced by these women. The study focuses on few selected respondents in the Mangalore city limit.

**Findings:**

- Majority (50%) of the women working in the unorganised sector have PUC as their qualification, wherein only 30% are graduates and 20% have just finished their school education
- Majority (50%) of women are working in the malls and remaining 50% are working in different places like cyber, medicals, cloth shop etc

- As expected 70% of the women working in the unorganised sector have chosen this job because of financial problems and remaining 30% women have chosen this job because of low qualification
- When asked about whether their family is happy with their choice of work, 70% women replied that their family is happy with their choice of work wherein 30% women replied that their family is not happy with their job choice because of the low pay scale, irregular timings and lack of facilities.
- Only 40% of the women working in the unorganised sector were satisfied with their present working conditions but 60% of the women were not satisfied with their current working conditions. They expect a lot more betterment in the facilities provided for them.
- It is a sad reality that all the women respondents we contacted draw a salary below 10,000 rupees per month.
- Only 20% of the women respondents were satisfied with their pay scale whereas 80% of the respondents were not satisfied with their pay. As we see the prices of all goods and services are increasing but the salary remains the same, thus causing an imbalance.
- Facilities like provident fund, ESI, overtime pay is provided only to 20% of the women respondents as sadly 80% of the women working in the unorganised sector do not enjoy these facilities.
- The work timings of the women working in the unorganised sector extends up to 8.30 PM and in some situation this might also exceed till 9.00 PM. Thus majority of the women are not happy with their work timings.
- Majority (80%) of the women are facing problems like low pay scale, no rest and breaks. only 20% of the women are comfortable with their work conditions.
- As majority of the women working in the unorganised sector are facing problems, we asked about their expectations wherein 30% women requested for better pay, 30% women requested for proper timings and remaining 40% of women expected for minimum breaks.

**Suggestions:**

1. Government has set a minimum wage policy for every sector. Like organised sector, unorganised sectors should also follow this minimum wage policy mandatorily.
2. Unorganised sectors should follow the standard timings for working example eight hours and if the employees work overtime then payment should be made for this extra time of work
3. Peaceful work environment is very important to any employee so that they can give their best performance. Thus partial treatment between employees should be avoided they should be given dues respect and favouritism should be avoided.
4. Women employees face lot harassment by their superiors. Government should form a women anti-harassment cell for a particular locality, where these women facing problems can take their help to solve their problem.

5. Government has to send some officials regularly to inspect the working conditions of the unorganised sector. To fulfil this need they have to form an inspection board, who will take action against any irregularities followed by the unorganised sector.
6. Cab facilities should be provided to the women employees working in the unorganised sector. The cab facility provisions should be made available to each locality or a particular complex depending on the number of employees.
7. Regular tea breaks and ample time for lunch should be provided for the women employees working in the unorganised sector. A clean and hygienic restroom with basic amenities should be made available to the women in a complex or building.
8. As organised sector provides a lot of facilities to their employees like PF, ESI etc unorganised sector should also provide such facility to their employees.
9. If an unorganised sector is paying the minimum wage, better facilities, better working conditions, cab facilities etc. The family will also lend their support to the women working in the unorganised sector because they would feel this is a good and secure job.
10. Recreational activity is also very important simultaneously with the work. Activities such as picnics, games, annual meet with the families and celebration of different festivals should be arranged to freshen their mind and improve their work.
11. Financial help like scholarships to their children, insurance to their families and any other assistance should be provided to the women working in the unorganised sector.

8. Your monthly pay is
  - a. Below 5000 Rs
  - b. 5000 -10,000
  - c. above 10,000
9. Are you satisfied with your pay scale?
  - a. Yes
  - b. No
10. Are you provided with :
  - a. PF
  - b. ESI
  - c. OTP
  - d. Any others(specify).....
11. Your work timings are .....
12. Are you comfortable with your work timings?
  - a. Yes
  - b. No
13. Are you facing any problems in this job?
  - a. Yes
  - b. No
14. The problems faced by you are:
  - a. Low pay scale
  - b. Irregular pay
  - c. Harassment from higher authority
  - d. Harassment from colleagues
  - e. No rest/ break
  - f. Favouritism
  - g. Shift problem
  - h. Any other (specify) .....
15. What changes do you expect in your work environment?
  - a. better pay
  - b. proper timings
  - c. minimum breaks
  - d. peaceful environment

**Conclusion:**

After conducting the survey we got a clear picture on the actual working conditions of the women working in the unorganised sector. According to us government is lacking in introducing certain policies and facilities which are required by the women working in the unorganised sector. It is high time for the government and the owners of the unorganised sector to take certain measures before it is too late.

**Questionnaire**

Dear Madam,

We, Thanuja (Dept of Commerce) and Seema Pereira (Dept of Management ) are conducting a survey on **"the socio-economic problems faced by the women working in the unorganised sector"**. We request you to kindly give us your valuable time to fill this questionnaire. We assure you that the data provided by you will be kept confidential.

1. Name :
2. Age :
3. Qualification :
4. Employed in
  - a. Malls
  - b. Cyber
  - c. Medicals
  - d. Any other (specify).....
5. The reason for choosing this sector is
  - a. Financial problems
  - b. Low qualification
  - c. any others (specify).....
6. Is your family happy with the choice of your job?
  - a. Yes
  - b. No
7. Are you satisfied with the present working conditions?
  - a. Yes
  - b. No

Signature

Thank You

**Reference:**

1. Agarwal Meenu, Rural women workers in Indian unorganised sector, New Century Publications, New Delhi, 2012
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3. Soni Balbir, Empowerment of Women workers: unorganised sector, Dominant Publishers, New Delhi, 2007