



ORIGINAL RESEARCH PAPER

Economics

INFORMAL SECTOR EMPLOYMENT IN THE MANUFACTURING SECTOR IN KERALA

KEY WORDS: Informal Employment, Female Labour, Manufacturing Sector.

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ABSTRACT

The manufacturing sector is one of the most important economic activities in Kerala. It partakes an enormous significance for the development of the state. The objective of the paper is to analyse the informal manufacturing sector employment in Kerala, especially focused on the women workers in the manufacturing of food processing sector. The informal sector provided as a larger source of employment for women than for men in most of the countries. The major problem faced by the informal women manufacturing sector in Kerala is the sale of the products, the demand of the producing products, their employment status, hours of work and the availability of social security benefits provided by the government. In this study, the information is gathered from both the primary and secondary data. The secondary data were collected from the NSSO unit level data based on the two rounds viz 61st (2004-2005), and 68th (2011-2012). The primary data collected from the various information on 30 women workers in the informal sector has been gathered from the extensive survey of field investigation. The analysis shows that the conditions of female labour are facing many problems such as low wages, various health issues, lengthy working hours and social security coverage etc. since a greater part of the proportion of socially and economically underprivileged sections of society are concentrated in the informal economic activity, their proportion regarding wages, working conditions and social security is of utmost importance for the development of any economy. Moreover, they empower themselves a lot to earn and sustain their family and participate in various kinds of economic activities in Kerala.

1.1 INTRODUCTION

The manufacturing sector is one of the most important economic activities in Kerala. It has an enormous significance for the development of the state. As per the National Industrial Classification (NIC-2008), the manufacturing sector consists of thirty major economic activities including manufacturing of food products, beverages, textiles, wearing apparel, coke, chemical and chemical products, metal products, other transport equipment, and other manufacturing products etc. Majority of the workers in the manufacturing sector is the small unit mainly depending on the retailers of the sale of their product. This study mainly focuses on the informal workers in the manufacturing of food products especially the bakery industry.

The unorganised sector plays a vital role in providing employment opportunities to a large segment of the workforce in India. About 92 per cent of the total employment in the Indian economy during the period 1999-2000 (55th round) was accounted for the unorganised/informal sector. In most states, the share of informal workers is approximately the same as the national average of liberalisation; undoubtedly there is a marginal increase in the participation of women in labour force around the globe. These trends are largely being recognised as 'feminisation of labour' (ILO 2004, Aupama 2007).

A Man is incomplete without a woman; she is the nucleus of the family and forms half of the human society. Universally, it has been realized that women play an important role in building the backbone of a nation's economy. Women are the inevitable part of the economy, and they participate in development ubiquitously. There is a vast difference between the idealised concept of women and their real-life situation. Women's biological and social reality has created several distinct roles for her in the society that of daughter, wife, mother, sister, homemaker, worker, citizen, etc. She provides a peaceful atmosphere for the family and the society. Her earnings are the survival and livelihood of a large number of families. The woman is the inspiring force and genius of the home. Man and woman are made for one another, and they are like two halves of humanity in completing a perfect whole.

Majority of the women informal sector workers are engaged in traditional activities such as agriculture, animal husbandry, chips making, pickle making, garment making, etc. Such activities are always characterised by traditional technologies, low capital, seasonal work, etc. Women engaged in these activities have more unexplored potential inherent in them. But these potentials are neither admired nor explored within the family or by the society. They are the most vulnerable to various types of exploitations and atrocities. Therefore it is quite inevitable to make them

empowered in all respects to get them involved in various economic activities with great confidence. Our former president of India Dr A.P.J. Abdul Kalam once said, "Women had an important role to play in the mission to transform the country into a developed nation by 2020". In a message on the eve of an international women's day, Dr.Kalam said, "women were a source of inspiration for the family, society and ultimately for the nation". Gender inequalities have resulted in the concentration of women in unorganised sectors and unequal pay for equal work.

Women are mostly considered as weaker than men, and hence they require social and economic protection. This attitude has constrained their mobility and consequently lack of opportunities for development of their personalities. So women have lagged behind in the field of education, skill development and employment and hence their work is greatly undervalued in economic terms. Therefore women need to be empowered economically, socially and politically. Concerted efforts are needed to empower women to get involved in all aspects of development.

Empowerment of women is considered as an important responsibility of every Government. The role of women in the informal sector is well recognised, and the informal sector is generally outside the regulatory framework of the government, labour laws are hardly enforced. There is a positive correlation between economic development and women's workforce. When women's workforce and savings increase, women can play an active role in decision-making and strengthen economic rationality. The distinction between formal and informal employment is of particular importance for policy-oriented monitoring on gender issues.

Informal employment is an important source of employment for women. Given the multi-segmented nature of the labour market, a reliable picture of the progress being made toward the goal of women's equality in employment requires a cross-classification of status in employment, employment in agriculture and non-agricultural sectors and formal and informal employment (Grown et al. 2005). The expansion of employment opportunities for growing labour force has been one the major thrusts of India's economic policy (ILO 1993). Therefore, the strategies for employment generation should give more emphasis to labour intensive industrialisation.

1.2 Review of Literature

The informal sector accounts for more than 50 per cent of India's informal sector labour force. Since 1991, there have been drastic changes in the formal and informal sectors regarding output, employment, earnings and the condition of the worker. The

increasing process of globalisation and the subsequent process of informalisation has lead to a lack of job security, irregular salary, no wage revision and no other benefits. Today food industry is caught in the various circle of inefficiency apathy of food processors to quality and safety in the ineffective regular mechanism. One of the major challenges faced by the manufacturing industry is that innovation, value addition, packaging and branding issues (Swarupa. R, 2014). It has also lead to increased completion in the labour market, where workers have to work long hours and get low wages, and they are not covered by any insurances.

In general, it is observed that informal employment is scattered and intermittent temporary or short-term and is home based with the result that women production activities are frequently hidden, behind their household work (ILO, 2013). Informal labour in India shows the dual labour market, one formal with listed job security indicators, and the other informal; the latter is a clubbing of different ways of absorption of excess labour often because of the constraints and willingness of the employers in the formal to expand the labour size. (GOI, 2012-2013).

There is also a gender dimension, women are more vulnerable to informal employment and are more likely than men to be working in the most disadvantaged and marginalised segment of the informal economy (ILO-2013). With regard to economic sectors, workers in the trade and construction sectors in India are more likely to be in the informal employment than workers in other sectors (ILO-2013). However, the share of informal employment is larger and in the transport and manufacturing sectors are over 80 per cent. In India 52.8 per cent of the informal sector workers are working in non-agricultural employees only at 9 per cent are from own account workers and members of producers, cooperatives and the remainder 9.3 per cent are contributing family workers (ILO-2013). During the past two decades, our economy has reached a high level of growth point, and this may point to the development of the informal sector. The biggest problem the development of India is that there is no precise information about the total number of workers and women engaged in this sector and also their respective ratios in various diversified occupations, Sudheer (2013).

India is the first among countries to give women equal grant and had a highly credible record about the enactment of laws to protect and promote the interests of women continues to be denied economic social legal rights and privileges. Though they are considered to be equal partners in progress yet, they remain subject to repression, marginalisation, and exploitation. Consequently, female workers are joining the informal sector are casual labour force more than ever before. Faster and inclusive growth needs special attention to the informal economy.

During the past few years, many studies have been conducted on the issue of employment of women, which have shown that women not only perform, productive tasks, Tom (1989). However, in the sphere of productive tasks, they are jointly marginalised given low profile jobs and lower wages than men and made to perform unskilled activities. Therefore it is stated that the marginalisation of women and the course of economic development are closely related to each other, Mukhopadhyay (1999). Papola and Sharma (1981) report a high incidence of female work participation in the unorganised sector in both the rural and the urban areas. Parthasarathy, and Nirmala, K. A. (1999) "marginalisation hypothesis and post green revolution period probe into four aspects which they consider, to be considered to be collectively an index for women's marginalisation like law work participation rates, high unemployment rate, casualisation of female labour, and the shift of women to law paid occupations".

Sakthivel and Bhattacharya (2002) argued that female employment is typically characterised by under-recognition and undervaluation of their employment. The era of liberalisation, no doubt, has registered an increase in labour power involvement by women everywhere in the world. These trends are largely being recognised as 'feminisation of labour' (ILO, 2004). At the same time, it is also being observed that women are concentrated in low-quality and low-paid informal jobs (Heintz, 2006), especially in

developing countries, women are less likely to be employed as wage and salary workers as compared to men (Chen et al., 2005; ILO, 2004). No one seriously disputes the reality of a gender-wage differential.

The feature mainly focuses on the cause of the wage disparity. Is it the result of gender discrimination? Or is it the result of differences in other characteristics that are correlated with gender? The gender wage differences mainly exist occupation; working condition those who believe that the gender-wage differential is due to discrimination argue that discrimination affects women's choice of careers, educational attainment, and labour supply decisions. Moreover, women often work longer hours than men, but they almost invariably earn less income as a result of their labours and less property.

Though the overall picture shows that employment in this particular sector is being feminised, the attention diverts to the quality of female employment, i.e., on the types of jobs, earnings and benefits, etc., and how the jobs with some positive qualities are distributed among men and women. So, firstly, we will discuss how far the employment in the unorganised manufacturing sector is segregated by gender. Goldar and Agarwal (2010) show that labour market reform tends to increase the foundation of regular jobs while import rivalry tends to raise casual employment among workers with an education above primary. It also shows that education enhances the probability of getting regular jobs.

The (NCEUS) 2007 shows that the education level of casual labour is lower than that of a regular worker. The level of education and the standard of working is directly related. As the level of education increases, the proportion of regular wage workers become more than that of casual labour. Education is one of the most important factors influencing the women labour market in Kerala. The implication of the differences in education and experience between casual and regular wage workers. The author pointed out that the low-quality employment is available to women in the informal economy is brought out by evidence on wages and incomes received and differential in earnings, (Unni, 2001). The rise in women participation has been accompanied by a shift in employment from the agriculture sector. Casualisation is one of the most important features of the informal economy.

One of the important trends toward increasing the feminisation of the workforce in the non-agriculture sector was observed in Kerala and other states of India. The link between gender, informality and poverty in the labour market in Kerala are evident. The various components of the informal economy are growing, and increasing participation of women in them is observed. As we know, Kerala is one of the high literacy states than any other states in India. According to 2011 census, Kerala literacy rate was 93.9 per cent compared to the national level. Vanamala, M (2001) argued that another noticeable trend had been the increasing feminisation of the workforce as women are engaged in operating most production processes. The employment condition s in the unorganised moved towards the uncertainties, low wages, underemployment and low-income syndrome. Apart from the insecurities the workers are also heterogeneous and dispersed widely. The overall number of female workers is more than that of male casual workers. The author pointed out that flexibilisation, informalisation of work, relations and casualisation of employment which together leads to the maximisation of profit women and informal sector.

As we know that women have tended to be highly involved in informal activities. It was marginally higher in Kerala compared to others states in India. The reason is that they are more educated than men. (Economic Review, 2016). The number of organisation exists to focus on women and formalised work and such as the self-employed women association (SEWA) (women and informal employment globalising and organising (WIEGO).

The author argued that the high concentration of women in the informalised production could be partially are result of their lower educational status ,educational policies are crucial to deal with women's economic insecurity .another point he argued that,

higher educational levels and rising labour market participation have benefited those who have moved into professional occupation and managerial. An increase in income inequality among women the benefits received by women at higher education levels must be contrasted with the precarious conditions for the large majority.

Caroline (2003) examines the women informal sector workers in Kerala with the special attention to Kerala with the informal manufacturing sector under the manufacturing of food items and bakery workers. In the manufacturing sector, most of the workers are women than men. Women workers have engaged a lot in manufacturing products. It is now well documented that compared to men women are over-represented in the informal economy. Similarly, a disproportionate number of women are concentrated in the low-income activities of the informal economy. (Charmes J, 1998).

women labour is an important segment of the total labour force in India. (Parveen 2014). They perform nearly two-thirds of all working hours and receive only one-tenth world income. Women work longer hours than men in every country. The objective of the study is to examine the level of women labour participation in the informal services. This paper focuses on the household social, economic, health problems, vulnerabilities and participation in local activities, and working condition of informal women labours in the manufacturing sector.

1.3 Objectives

- 1. To examine the growth of manufacturing sector employment in Kerala
- 2. To analyse the working condition of women workers in the manufacturing Sector.

1.4 Hypothesis

There is a significant positive relationship between the monthly income and experiences of the workers.

1.5 DATA SOURCES AND METHODS

Both primary and secondary data are used for the study. The population for the study is selecting the female informal sector workers in the selected bakery shops in Kerala stretching from Ernakulam District. This district is the leading district in the case of manufacturing of food producers in Kerala (NSSO 2012). Percentages and graphs are used to the study.

The paper is structured as follows. Apart from the introductory section, the paper will have four more sections. Section two will give the review of relevant literature, section three deals with the data sources and methodology, section four discusses the working condition of female workers in the unorganised sector in Kerala and finally their social security coverage. Section five gives conclusions derived from the analysis and some suggestions for their improvement.

1.6 Growth of Manufacturing Sector in India

A major impediment to the pace of quality of employment generation in India is the small share of manufacturing in total employment. However, data from the NSSO 68th round (2011-2012) indicates a revival in employment growth in manufacturing from 11 percentage in 2009-2010to 12.6 percentage in 2011-2012. This is significant to note that the National manufacturing policy 2011, has set a target of creating 100 million jobs by 2022, promoting the growth of Micro Small and Medium Enterprises,(MSME) is critical from the perspective of job creation which has been recognised as a prime mover of the development agenda in India. Also, total informal employment in India increased by 9.5 million to 435.7 million between 2004-2005, and 2011-2012. It is significant that the informal, unorganised employment declined by 5.8 million to 390.9 million. Leading to an increase in informal organised sector employment by 15.2 million. Consequently, the share of unorganised sector labour has declined from 87 per cent to 82.7 per cent.

Table 1: Gender-wise classification of the Informal sector in Kerala

Sector	61st Round (2004-2005)				68th Round (2011-2012)			
	India		Kerala		India		Kerala	
	Male	Female	Male	Female	Male	Female	Male	Femal
Rural	71.1	83.9	58.2	71.2	53.1	66.0	56.70	63.5
Urban	28.9	16.1	41.8	28.8	46.9	34.0	43.30	36.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

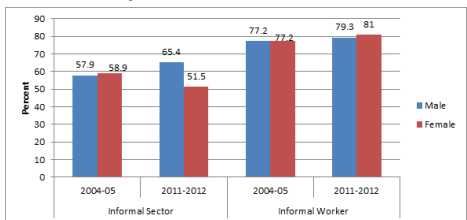
Source: 61st (2004-2005) and 68th (2011-2012) Rounds NSSO unit record data

The male-female proportion of informal sector in India and Kerala shows that the females are higher that is (71.2 per cent) in the informal sector in the 61st round in rural and (28.8 per cent) in urban sector in Kerala. On the other hand in the 68thround, the female proportion is (63.5 per cent) in rural and (36.5 per cent) in urban which means that the female proportion is significantly increasing trend but the male proportion is significantly decreasing in the informal sector 68th round NSSO unit data analysis. Females are entering more into the rural area than into the urban area. But compared to the 61st and 68th round both males and females are increasing in the urban areas.

Gender

In every discussion we have mentioned the classification is based on gender. In the present study, we also examine the gender aspects of the informal sector and informal employment in Kerala. This is an inevitable factor in the global scenario. Gender discrimination is found in every sector of the economy.

Figure 1: Distribution of Gender by Informal sector and worker in Kerala (in per cent)



Source: Author's calculation from61st (2004-2005) and 68th (2011-2012) Rounds of Employment and Unemployment Survey, National Sample Survey Organization (NSSO).

Figure 1 shows that the male-female proportion of informal sector and worker in Kerala. It is seen that the males are higher in the informal sector as per the latest rounds (2011-2012). In the case of worker, females are showing an increasing trend. In the 68thround, the male proportion is 79.3 per cent in Kerala, whereas the female proportion is 81 per cent.

Table 2: National Industrial Classification (NIC) of the Manufacturing Sector in Kerala

UPS Classification of Manufacturing sector Informal workers in Kerala	Sex		Total
	Male	Female	
Manufacture of food products	47.7	52.3	100
Manufacture of beverages	84.6	15.4	100
Manufacture of tobacco products	13.3	86.7	100
Manufacture of textiles	33.3	66.7	100
Manufacture of wearing apparel	26.2	73.8	100
Manufacture of leather and related products	66.7	33.3	100
Manufacture of wood and products of wood and cork, except furniture; manufacture of articles	90	10.0	100
Manufacture of paper and paper products	66.7	33.3	100
Printing and reproduction of recorded media	72.7	27.3	100
Manufacture of coke and refined petroleum products	100	0	100
Manufacture of chemicals and chemical products	50	50	100

Manufacture of pharmaceuticals, medicinal chemical and botanical products	80	20	100
Manufacture of rubber and plastics products	50	50	100
Manufacture of other non-metallic mineral products	73.3	26.7	100
Manufacture of basic metals	100	0	100
Manufacture of fabricated metal products, except machinery and equipment	98.2	1.8	100
Manufacture of computer, electronic and optical products	100	0	100
Manufacture of electrical equipment	100	0	100
Manufacture of machinery and equipment n.e.c.	100	0	100
Manufacture of motor vehicles, trailers and semi-trailers	100	0	100
Manufacture of other transport equipment	100	0	100
Manufacture of furniture	95.8	4.2	100
Other manufacturing	87.8	12.2	100

Source: NSSO 68th round (2011-2012) data

From table 2, it is stated that, out of the 23 major manufacturing activities, most of the female workers in Kerala are concentrated especially in the four dominant manufacturing sectors activities like, Manufacture of food products, tobacco products, textiles and wearing apparels in Kerala. Within the manufacturing sector, wearing apparel, Tobacco products, Textiles, non-metallic mineral products and food products and beverages are the major employment generating sectors, Chand, Srivasthava, Singh (2017). Most of these sub-sectors witnessed either stagnation nor gain in employment between 2004-2005 and 2011-2012.

Table 3: Education and Economic Status of the Workers

General Education	Activity Status		Total
	Self Employed	Casual Labour	
Primary Education	75.0	25.0	100
Secondary Education	41.2	58.8	100
Higher Secondary Education	60.0	40.0	100
Graduation and Above	25.0	75.0	100
Total	46.7	53.3	100

Source: Primary Data

The status of the workers is classified in this study into two levels. They are self-employed workers and casual labourers. It was observed during the time of survey that most of the labours as working as a casual labourers (53.3 per cent) than the self-employed once (46.7 per cent). Casualisation is increasingly happening in the informal sector workers in Kerala. Majority of the female workers are graduated and they engaged in casual activities.

Table 4: Age and Educational status of women workers

Age of the worker	Below secondary education	Higher Secondary and above	Total
20 to 40	14.3	55.6	26.7
40 to 50	42.9	11.1	33.3
50 and above	42.9	33.3	40.0
Total	100	100	100

Source: Primary Survey

From table 4 it is understood that majority of the workers are working 50 and above age groups, they have below secondary education. Young women workers (55.6 per cent) are mostly educated above higher secondary levels. Majority proportions of workers are not technically skilled or professionally qualified. They learned and acquired skills from their experience and after doing the job. Most of the workers argued that finance is the main reason to discontinue their education. In the past, they have been

living in very poor and bad circumstances. So they were not attaining the education at most level. Therefore, his educational status would have a profound influence in the financial earnings. In this aspect, education is considered to be an important determinant of any economic activity

Monthly Income and Hours of Work

Another important variable that constituting the worker's problem is that the monthly income and hours of work. It shows a positive relation, when monthly income increases, hours of work also increases. The relation between monthly income and the hours of work explained with the help of back word bending labour supply. The labour supply curve shows how the change in real wage rates affects the number of hours worked by employees. This theory shows that the higher wage indicates, people, to spend more time working for pay. In that situation, the substitution effect will arise. The people spend more time to substitute their wage. So it implies a positively sloped labour supply curve. But it becomes negative or bends back word in some circumstances. Higher wage entices people to work less and consume more leisure or unpaid time. There are two kinds of economic effects are arising in this situation, are Income effect and Substitution effect. In this situation, these two effects are working simultaneously.

Table 4: Monthly Income and Hours of Work

Monthly Income	Hours of Work		Total
	6 to 10 hours	11 to 16 hours	
less than 15000	95.7	28.6	80
15000 and above	4.3	71.4	20
Total	100	100	100

Source: Primary Survey

Income is an inevitable factor for any person. For worker/employee, the family income is the basic thing for which she lives and faces necessities. From figure 4, it is found that the maximum numbers of workers have their family income is less than 15000 per month. Only limited respondents of the sample get income above 15000. It reveals that the incomes of the employees are not much satisfied as to meet the day to day expenses.

Years of experience and monthly income

Experience is the best known of any small economic activity of a person. If experience increases, our knowledge increases, skill will develop and did work as easily as possible. The working experience can be classified into less than ten years, 10 to 20 years, 20 to 30 years, and 30 years and above.

Table 5 Monthly income and Years of Experience

Years of Experience	Monthly Income		Total
	less than 15000	15000 and above	
Less than ten years	70.8	33.3	63.3
10 to 20 years	29.2	16.7	26.7
20 to 30 years	0	16.7	3.3
30 years and above	0	33.3	6.7
Total	100	100	100

Source: Primary Data

From table 5, the years of experience at work shows that the majority of the workers have 10-20 years of working experience comparatively. Also, The result shows that the informal sector workers have a longer year of working experience in construction, then trade and manufacturing. One of the important facts is that years of experience and risk level is inversely related. When the years of experience increases, the risks of the workers continuously decreases.

Linear regression

The following linear regression model emerges by Linear regression attempts to model the relationship between two variables by fitting a linear equation to observed data. ... A linear regression line has an equation of the form $Y = a + bX$, where X is the explanatory variable (Years of experience), and Y is the dependent variable(monthly income).

Table 6: Model Summary

Model	R	R Square	Adjusted R Square	Std. The error of the Estimate
1	.648 ^a	.419	.399	4054.234

a. Predictors: (Constant), Years of Experience
b. Dependent Variable: Monthly Earnings

ANOVA

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	332567859.213	1	332567859.213	20.233	.000b
Residual	460230807.453	28	16436814.552		
Total	792798666.667	29			

a. Dependent Variable: Monthly Earnings
b. Predictors: (Constant), Years of Experience

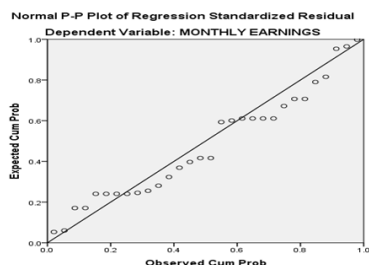
Coefficients

Model		Unstandardised Coefficients		Standardised Coefficients	t	Sig.
		B	Std. Error			
1	(Constant)	4921.429	1532.356		3.212	.003
	Years of Experience	3936.025	875.037	.648	4.498	.000

a. Dependent Variable: Monthly Earnings

This signifies that years of experience has a higher influence on income than other variables. Thus the H0 is accepted. The "P" value is less than 0.05. The result shows that the monthly income and years of experience have shown a statistically significant relation. It can be concluded from the above discussion that there is a difference in the dimensions of the informal sector workers their income influence mostly on the years of experience.

Figure: 2 the normal p-plot of regression standardised residual dependent variable (monthly earnings)



The normal plot of regression shows that there is a positive relation between the two variables like income and experience of the informal workers.

Welfare schemes and Social Security Coverage

Workers in the unorganised sector are characterised by low level of unionisation and lack of social security and welfare provisions. Almost all of these workers in this sector remain unprotected by the various labour welfare and social security legislation. According to NCEUS (2007), only (5.4 per cent) of the workers in the informal sector are getting benefits under the existing social security schemes. The situation is not very different as regards the welfare provisions as well. There are some social security and welfare provisions which directly or indirectly govern the informal sector workers. Despite the fact, there are no special provisions laid down by the Central and State government to protect the informal sector in the state of distress.

Unorganised Workers Social Security Act, (2008)

Most of the people in the country earn their livelihood by working in the informal sector out of the total workforce, only the workers in the formal sector and 0.4 per cent of informal sector workers are covered under existing provisions of social security as per NCEUS reports 2007. In these circumstances, these workers do not enjoy the benefits of old age pension, provident funds, maternity benefits, accident claims, medical benefits and many other welfares and social security benefits related to the conditions of work and live. Accessing the gravity of the problem of the unorganised sector workers the government enacted the social

security act in the year 2008. The table shows it in detail

Table: 7 Social Security Benefits of the Workers

Age of the Worker	Social Security		Total
	PF/Pension	Not get any social security	
20 to 40	0	100	100
40 to 50	0	100	100
60 and above	16.7	83.3	100
Total	6.7	93.3	100

Source: Primary Survey

From table 7 shows that, most of the respondents do not get any of the social security benefits provided by the government. Only limited respondents (6.7 per cent) responds to get a pension, and 93.3 per cent of them do not enjoy any of the social security benefits provided by the government. Apart from this, many of these workers do not get the benefit of various government welfare facilities like Public Distribution System (PDS), maternity benefits, Girl Child Allowance, Provision of Free Education, etc., because either they are not aware of these welfare provisions or lacks proper documentation to claim the benefits. This analysis has been presented in the subsequent sections, like Welfare provisions, social security provisions, suggestions of the respondents about the required welfare facilities for their overall well-being and the benefits of social security schemes given as per Unorganised workers social security act, 2008.

CONCLUSION

This paper discusses the status of women in the informal sector in Kerala. The information indicates that manufacturing sector sales is the main problem of the workers, and the majority of their work is seasonal in nature. Most of the workers are above 50 years old and, they do their work as hereditary. After a few years, the small retailers are going to be disappearing due to the arrival of huge shopping malls, and sales will go on. So we can conclude that most of the workers in the informal sector in Kerala have less education and they are doing the ancestral occupation. They are satisfied in their present living and working conditions, and they have limited social security benefits compared to other humans. From the study, it can be noted that future generations are not going to carry over with their ancestral occupations. So one of the major problems of the future generation will be that, they are entirely going to depend upon shopping malls and purchase costly products. Therefore the concept of decent work (ILO-1999) paradigm is not applicable to the informal sector workers.

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