ORIGINAL RESEARCH PAPER

Economy

KEY WORDS: Unorganized Workers, Home-Based Work, Women Workers And Social Security

AN EMPIRICAL ANALYSIS OF WORKING CONDITIONS AND CHALLENGES OF HOME-BASED WOMEN WORKERS IN COIMBATORE CITY

Dr. Baranipriya A Assistant Professor of Economics Sri Ramakrishna College of Arts & Science Coimbatore-641006

ABSTRACT

Informal sector has emerged as one of the major source of employment for both men and women. Home-based workers are the major part of informal sector and these workers work within their homes or in neighbourhoods. They were usually paid on a piece rate basis and received work through subcontractors or middlemen. Women workers spend the majority of their time doing home-based work, in addition to their household responsibilities and reproductive role activities. The lack of statistics on home-based women workers was a significant problem. In this study an attempt has been made to analyze the Working conditions and challenges faced by home-based women workers working in the unorganized sector.

INTRODUCTION

The informal sector is an essential part of the Indian economy and more than 90 per cent of the workforce and above 50 per cent of the national product are accounted for the informal economy. Informal economic activity concentrated a sizable number of socially and economically disadvantaged section of the society. In the developing world, informal employment is usually a greater source of employment for women than for males. This sector offers jobs and decreases unemployment, but predominantly these jobs were poorly-paid and they faced insecurity of job (Dimitrov *et al.* 2017).

Women's Participation in the Unorganised Sector

Women are over-crowded in the unorganized sector worldwide. In developing countries, the informal sector was the primary source of employment for women. Indian society has gained an important role in the growing number of women workers in the unorganized sector. In India, the majority of economically active women were engaged in the agriculture and non- agricultural work force in the unorganized sector together with all those women namely "construction workers, rag-pickers, home-based workers, domestic workers or helpers, street vendors or sellers, casual or temporary workers" who work without any social security protection (Gothoskar, 2003).

Challenges faced by Home-Based Women Workers

Home based women workers fall under the purview of the informal economy and are not acknowledged, assisted, protected, or governed by the government. For those who work from home, their house serves as both their workspace and a vital source of productivity. This indicates that a significant issue affecting their productivity, income, and health is inadequate housing and infrastructure. Productivity is hampered by a tiny home since the home-based worker cannot keep raw materials and cannot work constantly due to conflicting demands for the same area from other household members and activities.

Review of Literature

Jayanthi *et. al.,* (2019) Working from home is becoming a crucial component in the process of economic development. This study investigates the working circumstances and issues that woman who works from home in Coimbatore city. The results of the study showed that women who worked from home had little pay, no social security benefits, work-related issues, and the most precarious working conditions. Therefore, the government ought to implement certain corrective actions to enhance their quality of life.

Statement of the Research Problem

Home-based work has increased globally as a result of manufacturers' cost-effective tactics and global rivalry. The absence of formal employment possibilities, socio-cultural normative tendencies, and economic limitations in developing nations has increased the acceptability and accessibility of home-based work for women. Therefore, it is crucial to research women who work from home in the unorganized sector since it is believed that insufficient action is being made, and it needs more understanding and insight into the problems of such women working in unorganized sector.

Objectives of the Study

- To analyse the working conditions of home based women workers.
- To identify the Challenges faced by the home based women workers.

Research Methodology

The Coimbatore city was purposefully chosen for the study, the city of Coimbatore is separated into five zones: the North, South, East, West, and Central zones. Primary data was collected from the chosen home-based women workers, since they were dispersed throughout the city's five zones. A sample of 300 respondents was collected from five zones using the snowball sampling technique. The study used statistical tools like Logistic Regression and Garrett Ranking Technique.

Working Conditions of Home Based Women Workers

In this study, the dependent variable is whether the Home-based women workers are satisfied can be given a value (1) and the Home-based women workers those who are not satisfied can be give a value (0). The selected independent variables are the Age, Educational qualification, Total number of family members, Type of family, Wealth of household, Experience in years, Working hours, Nature of work, Family support, Separate room for Home-Based Work, Mode of getting raw materials, Health issues faced by the respondents and Future Preference of home-based work.

$$\mathrm{Ln}\left[\frac{P}{1-P}\right] = \alpha + \beta_i X_i + u \; ; \; i = 1,2,\ldots\ldots\ldots\ldots 13$$

Where Ln = Natural logarithm

P = Probability of home based-women workers those who are satisfied in working conditions.

$\mathrm{Ln}\left[\frac{P}{1-P}\right]$ = The log odds ratio of home-based women workers those who are satisfied in working conditions. α = a coefficient on the constant term.

βi= are the coefficients of the thirteen independent variables.

Xi = are the independent variables

And ui = Error term

Table 1 Logistic Regression Results

Independent Variables	B	S.E.	Wald	Exp(B)
Age of the respondents	0.410*	0.207	3.922	1.507
Educational Qualification	0.010	0.190	0.003	1.010
No. of Family Members	0.170	0.160	1.124	1.185
Type of Family	-1.693*	0.403	17.654	0.184
Wealth of Households	-0.293	0.207	1.991	0.746
Experience in Years	-0.919*	0.253	13.245	0.399

Working Hours	0.473	0.332	2.025	1.604
Nature of Work	-1.972*	0.532	13.710	0.139
Family Support	1.312*	0.340	14.894	3.712
Separate room for Home-based work	0.660	0.534	1.530	1.936
Mode of getting raw materials	-0.647*	0.269	5.806	0.524
Future Preference of work	1.296*	0.470	7.604	3.655
Health Issues	-1.110	0.721	2.370	0.329
Constant	2.840	2.372	1.434	17.123

Source: Computed from Field Survey
* 5 per cent level of significance
Note: Exp (B): Odds ratio

Age of the respondents is statistically significant at 5 per cent level of chi-square value with unexpected positive sign, as most of the respondents were aged women workers as they are exposed to physical risk factors at the workplace but odds ratio associated with the age of the respondents 1.5 per cent more likely to highly satisfy towards working conditions.

Type of family is statistically significant at 5 per cent level of chi-square value with expected negative sign. If the number of family members increases, it will reflect in home and it make some congested to work and live. The odds ratio of this variable indicates that the 0.18 per cent less likely to increase their satisfaction of working conditions.

Experience in years, Nature of work and Mode of getting raw materials are turned out to be statistically significant at 5 per cent level of chi-square value with expected negative sign. The odds ratio of Experience in years (0.39), Nature of work (0.13) and Mode of getting raw materials (0.52) will leads to 0.39, 0.13 and 0.52 per cent less likely to increase in the satisfaction towards their working conditions in the study area.

Family support is statistically significant at 5 per cent level of chi-square value with expected positive sign and the odds ratio associated with the family support 3.71 per cent more likely to chances in increasing their satisfaction towards working conditions. The odd ratio of the family support suggests that it is the key factor which influencing the satisfaction towards their working conditions. It means that family support is the most predominant factor for the home-based women workers those who are satisfied in working conditions.

Future Preference of work is statistically significant at 5 per cent level of chi-square value with expected positive sign. The odds ratio of this variable indicates that 3.65 per cent more likely to chances of increase their working condition than their counterparts. Despite low level of income, poverty and no alternative job forced them to work in vulnerable working condition in the study area.

Table 2 Challenges Faced by the Home-Based Women Workers

S. No	Problems	Garrett Score	Rank
1	Heavy work	16335	2
2	Occupational hazards	13540	5
3	Low & irregular wages	19522	1
4	Lack of social security	15242	3
5	Congested environment	12894	7
6	Lack of family support	12969	6
7	Exploitation of intermediaries	13990	4
8	Lack of time to take care of child and old age care	11304	8
9	Lack of recreation and entertainment	10297	9
10	No frequent order	9764	10

Source: Field Survey

A Majority of the home-based women workers complaint regarding low and irregular wages, so this problem ranked as first. Home-based women workers work for long hours in order to fulfill their basic needs, so heavy work ranked as second. A social security measure was the third problem and it was the common issue of unorganized workers. Fourth problem faced by the respondents were exploitation by intermediaries. Occupational hazards ranked as fifth because the respondents who has involved in tailoring and Exfoliation of cotton waste were dealt with the problem of occupational hazards. Lack of family support ranked as sixth. Some of the workers were residing in a very congested environment; hence this was ranked as seventh problem. Certain workers report as they don't have ample of time to take care of their children and family so they lack time to take care of child and old age care ranked as eighth problem. Then lack of recreation and entertainment & no frequent order of work placed as ninth and tenth accordingly.

CONCLUSION

Home-based employment is a significant source of unorganized work, particularly for women. The study concluded that home-based women workers were poorly paid on piece rate basis and they belong to low socio-economic segment of the society. Home-based women worker's workplace is their home itself and they were facing the problem of congested and deplorable working condition, which creates occupational health hazards. The study identified some of the major problems faced by home-based women workers were low wages, long working hours, heavy work load, congested working environments, deplorable living conditions and lack of security measures. To overcome these problems government should take some measures against registration on Home-Based workers, Minimum Wages Act and Social security measure to safeguard the Home-Based Women Workers and also give adequate facilities to improve their health conditions.

REFERENCES

1. George Dimitrov B E, Gandhimathi S and Siva K (2017), "A Study on the Problems and Prospects of Women Labourers in Unorganized Sector", *International Journal of Advanced Research*, 5(12), December, pp. 142-150.
2. Gothoskar S (2003), "Globalization forced to do their work: Globalization and women workers in the informal economy- A perspective", *Combat Law*, 1, pp. 5-7.
3. Jayanthi G, Baranipriya A and Sreeanandan (2019), An Econometric Analysis of Working Conditions and Problems of Home Based Women Workers in Coimbatore City", Journal of Acharaya Narendra Dev Research Institute, Vol 28, Pp.56-61.
4. Rajasekar, Suchitra J.Y and Manjula R (2007), "Women Workers in Urban Informal Employment", The Status of Agarbathi and Garment worker in Karnataka,"The Indian Journal of Labour Economics, 50 (4), pp 835-846.
5. Ramesh Chandra (2010) "Problems, Challenges and Prospective of Women in Unorganised sector as Home Based workers" New Man International Journal of Multidisciplinary Studies, 1(12), pp 164-170.
6. Ruth Bergan (2009), "Women Home-based Workers Organising for Economic Rights: Case studies from Bulgaria and Turky", Gender and development, 17(2), July, pp. 219-229.
7. Sarika Patel and Rameshwari Pandya (2017), "Problems of Women in Unorganized Sector- A study on Home based Women Workers and Domestic Women Workers in Vadodara", International Journal of Applied Home Science, 4(7&8), August, pp. 593-610.
8. Wendy Cunningham and Carlos Ramos Gomez (2004),"The Home as Factory Floor: Employment and Remuneration of Home-based Workers", Policy Research Working Paper no. WPS 3295, Washington, World Bank.