

A study of Socio-Economic conditions of working women in unorganized Sector in the context of India.

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Abstract

Maximum of India's work force is worked in Unorganized or informal sectors. The main two factors i.e. Poverty and Unemployment which is influenced the labour forces to works in informal sectors. Working Women in informal sectors are an important part on labour forces in India. Most of the women working in informal sector for low wages because of low level of skills, in experiences and excess of labour. Apart from the situation, women working in unorganized sector are terrible as compared to organized sector. The socio-economic condition of women worker is greatly affected by the Industrial sector where they work.

Introduction:

In Indian context, the term 'unorganized' refers to the most numbers of worker engaged in different forms of employment which include in self -employment, home based work, works in agricultural sector, construction work, daily wage work and many other temporary employment. According to the National Commission for Enterprises in Unorganized Sector (NCEUS), 93 percent of the workforce in India is engaged in economic activity in the unorganized Sector, which forms a significant percentage of the available employment in both rural and urban areas. Majority of women, working in unorganized sector for low wages due to low level of skills, illiteracy, ignorance and surplus of labour. "Empowering women is a prerequisite for creating a prerequisite for creating a good nation, when women are empowered, society with stability is assured. Empowerment of women is essential as their value systems leads to the development of a good family, good society and ultimately good nation"-Dr. A.P.J. Abdul Kalam.

Condition of Women Workers:

The International Labour Organization says that women represent:

- 50% of the population.
- 30% of the labour force.
- Perform 60% of all working Hours.
- Receive 10% of the world's income.
- Own less than 1% of the World's Prosperity.

As per a report by International Labour Organization released on the International women's day on March 8, 2007, it is depicted that though the status of working woman does not surprise many, there is surprisingly a significant gender in equality in terms of wages, job security etc. In all the region women either works for poor wages or unpaid contributing members of the family.

One third of Indian labour force consists of women and at the same time women were found economically active. The participation of female workers in economic activity differs from one region to another due to different economic, social and cultural condition. Women worker are face overloaded work pressure in unorganized sector and due to technological chances and high incidence of sexual and physical exploitation of women, women are replace by men. At the same time participation of the women in labor force was also found to be high in Western Europe where women comprised one-third of economically active Population and most of them were found to be gainful employed in all age groups.¹The developed countries like Denmark, Germany, Japan,

Australia etc a major part of women work force is related to agriculture and their Participation is also high in non-agricultural activities

Working women in unorganized sector are a important part of labor force in India. According to an estimate of National Commission of Self employment of women, 94% of total female labour force operates in informal sectors. They dedicatedly do their work as wage earner and casual labour. The Coverage of labour laws has not benefited these women workers in many areas of working condition and social security.² In the field of Production of goods and services, the participation of women can be mentioned in the national income statistics. However, the participation of female work has always been low at 26 % compared to men at 52%. The Problem is that women have always been at work; only the definitions of work and work plan have never been realistic to include their contribution to the economy and Society.

Problems Faced by the women workers in unorganized sector:

- Education is the main problem. They do not get time for educate themselves because they have start working early which is stopped their education.
- Maximum no of women workers are not getting proper training in informal sector as a result they get excessive stress and pressure of working.
- In social terms, lower caste and communities belongings women faced many difference in unorganized sector.
- In these sector women workers faced insecurity of job due to lack of strong legislation.

¹ International Labour Conference-Forty Eight Session, 1964:
Women workers in a changing world (IL), Geneva, 1963)

² Nancy David, Unorganized Women Workers: Problem and prospects in UNORGANIZED WOMEN LABOUR IN INDIA 17 (S.N. Tripathy ed.,1996)

- Unorganized workers are vulnerable to diseases.
- Many unorganized sector industries are seasonal such as fruits processing, agriculture etc. Therefore the worker under this category faces many problems in offseason.
- Exploitation and Harassment at work place is another problem of Unorganized working labour.
- The working conditions are not healthy as a result women workers facing fatigue resulting physical problem.
- Wage discriminations between male and female workers at same work place is another problem of these sector.
- Women workers are not getting any kind of maternity benefit and child care facilities in unorganized sector.
- Irregularity of payment process is another Problem faced by workers in unorganized sector.

Suggestion:

- Since women workers lack in skill, skill development programs should be provided to them to enhance their skill level.
- To create awareness among the women workers to protect their rights.
- It is very much essential to provide education and make them aware about their rights and laws.
- A comprehensive law is needed to protect the rights of women workers.
- Mass media should be used to communicate the social message relate to women equality.
- A union should form among the women workers.
- Work relates training should provide them.
- Implementation of rule and regulation for women workers in work place is needed.
- Exploitation and Harassment of women workers in work place is to be prevented and stringed action needs to be taken against the wrong doer.
- A separate women grievance cell headed a women should be established in every sector.

Conclusion:

As I conclude that, in rural areas as compared to urban areas, the unorganized sector is larger. In this sector the participation of female worker is more than male worker. The condition of female worker is highly unpredictable and have constraints related to their work such as insecurity, wage discrimination, lack of continuity wages etc. Due to lack of education, women worker have been displaced by men where technology has been introduced in areas where women worked. The economic condition may bound the women worker to work outside without social security and in the course of employment they face lot of harassment and exploitation in the work place.

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