

WOMEN WORKING IN UNORGANIZED SECTOR-A**CONCEPTUAL STUDY****Mrs. S. Antony Rubathi**

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Unorganized women workers play a significant role in Indian economy. Even though present has been a verification of alteration in the public and the position of women in workplace, still the trend in this course are not acceptable. A qualified woman of these days still struggle with the insensitive reality of discrimination, development and violent behavior in organization, common and family pressure and suffer from the acidic effects of the complementary act which she is predictable to accomplish for behavior work place and family circle chores. In this article hard work are finished to make known the scope of troubles of female workers in universal women working in the unorganized sector in finicky. Unorganized or unceremonious sector constitute a crucial division of the Indian country. Around 52% of Unorganized staff are occupied in agriculture & allied division and they comprise more than 90% of the labor work force unorganized staff also contributes 50% to GDP (according to National Commission for enterprise in the Unorganized Sector), of these at slightest 120 million are women. The employment of women is towering in the unorganized Sector such as part time collaborator in domestic, structures surroundings, tanneries, equal and beady industries etc. Women working in unorganized sector are not incorporated in the spokesperson statistics and their work is not predictable and well thought-out as wage work, untrained work etc., Low efficiency compared to official sector, subordinate wages to workers, Poor working conditions, too much seasonality of employment, Absence of social security actions etc are some of uniqueness of unorganized Sector. Women have dual responsibility in complementary their

home and work. Women in unorganized sector face frequent problems. The objective of this paper is to make out the living situation, working condition, fiscal position of working women in unorganized sector. This paper attempts to out the troubles faced by women in unorganized sector. This paper also examines awareness on social safety measures and schemes available for women in unorganized sector.

Keywords: Unorganized segment, women employee

Introduction

“Empowering Women is a requirement for create a good country, while women are empowered, culture with solidity is solid. Empowerment of women is serious as their cost system lead to the growth of a good family, superior society and eventually good nation”. The National order for Women estimates that 94 percent of the entire female personnel is to be originate in the unorganized sector. The occurrence of a vast massive amount of women as workers and producer in the unorganized sector, wherever pay packet are low, employ cyclic and unconfident, loyal services dolefully not enough or even absent, growth opportunity few and collective group weak, has bring into pointed focus the breakdown of the typical to improve their mess. While it is true that staff, irrespective of sex, is browbeaten in the unorganized sector, women experience more by the reality of their gender. The changing pattern of financial development in the liberalization era has put an important weigh down on women, which is reflecting in their fitness status. The small farmers, landlessness, obligatory immigration both temporary and lasting, have indisputably affected women’s strength, dietary and emotional status. The growth of miniature and cottage industries has depended heavily on female labor. Women work in industries like tanning, tobacco, cashew, coir, textiles, garment, fish processing and canning, creation and domestic work, etc. In all these industry, they work hard long hours at low paid, skilled or unskilled workers. As a effect they face grim health troubles related to work place, hazard of pollutants on women who work during teens, and pregnancy have serious consequences on women. Women work the nearly all inconsistently they earn the slightest in life.

Research design

In this study examining advance has been adopted and data are collected from secondary source such as: published study article, books, news, Indian arithmetical details and journalism offered in website.

Objectives

- To analyze the socio-economic condition of women workers in unorganized sectors.
- To analyze the problem faced by women workers in unorganized sector.
- To define the different categories of women workers in India.
- To suggest actions for overcome the troubles of women employees in unorganized sector.

Socio Economic status of Female

Female work in unorganized segment is much marginalized. As per International labor organization (ILO) women represents:-

- 50% of the population
- 30% of the labor force
- Perform 60% of all working hours
- Receive 10% of the world's income
- Own take away than 1% of the world's property

Despite having this large population contributing in Indian industries, the life of female workers is very challenging. The main problems faced by female workers includes:-

1. Lack of Education: - Illiteracy is the biggest problem since they do not find time to educate themselves. In childhood, they have to start working early which do not allow them to go school.

2. Insufficient skill & Knowledge: - Majority of female worker does not have proper training and skills aligned to their task. This result is excessive stress and inefficient working.

3. Extreme Work pressure: - Female are unoriginal, they work twice as many harass worked by their male complement. In agriculture sector the circumstance is the most terrible. When n careful in terms of number of errands perform and the whole time depleted, it is superior than

men.as per one revise in Himalayas which set upto facilitate on a one-hectare ranch, a brace of bullocks' workings 1,064 hours, a man 1,212 hours and a female 3,485 hours in a year.

4. Irregular wages payment:- There is lack of proscribed processes in unorganized sector which consequences in to unfortunate payment of earnings to the workers. When it comes to expense to female, it is level worst.

5. Wage discrimination:-Female does not get parallel payment to the male for same task.

6. Seasonal employment:- Many of the unorganized sector industries are seasonal. These industries includes fruits processing, pickle making, agricultural sector, construction sector etc. They have to fetch another employment when there is no work during offseason.

7. Physical problems:- The working conditions are not healthy. Work place is not ergonomically designed. This results into workers facing fatigue resulting physical problems. Female workers are mostly on such tasks where they need to remain in one position such as agriculture. This results in to severe problems such as backache and knee-ach.

8. Insufficient employment benefits: - Benefits such as structured leaves, medical facilities, provident fund, compensatory off, insurance, pension etc. are completely absent from unorganized sector.

9. Exploitation of the female labor: - Female employee are extraweak to development by company. They can be simplysusceptible of their job for impolitefavors.

10. Insecure job: - Absence of strong legislation ofcontrolling the unorganized sector makes the job greatly insecure in this division.

11. Non sympathetic attitude of employer: -Short-termnature of employment in this sector does not permit the bond among the worker and company to institute and develop into strong.

Categories of women workers in unorganized sector

- 1. Rag pickers:** Rag picker is a individual who salvage reusable or eco-friendlyresourcesfrightenedgone by others to trade or for personal expenditure. There are

millions of desecrate pickers international, principally in increasingcountry. The global population of urban dweller is predictable to dual between 1987 and 2015, with 90% of this increase occurring in increasing countries. The combinedlocalestatement found that practically one billion publicuniversal live in slums, about a third of the world's urban dweller.

2. **Domestic workers:** In 1977-78, presentbe some 1.68 million femininehouseholdemployees, even as the integer of male employeesbe only 0.62 million. A learn of householdemployees in Delhi (Neetha 2004) [8] shows that even thoughhouseholdemployment has bring higher income to many women and their family it is unmoving far from civilized work being characterize by long functioning hours, low wages and scarcely any social safety. Domestic workers are more susceptible than additional kinds of workers since they are not legitimatelyconfidential as employees at all and are therefore not roofed by laws that are appropriate to workers.
3. **Coolies:** Women coolies mostly do the work of loading/unloading of correspondence being established at railway stations to warehouse and from warehouses/ go down to additionalallocationcenter.
4. **Vendors:** This is the majoritysprinkledgroup, which include women engaged in advertisingunusualtype of merchandise, like broomsticks, bamboo baskets, tackle, trivial cosmetics, bangles, vegetables and those administrationwayside tea stalls, etc. Nearly 40% of entirety vendors are women and 30% of these women are the solitary earning member in their families.
5. **Beauticians:** A large number of women are in employment as beauticians. A large section of the beauty saloons/parlours plunge under the unorganized sector and are characterize by unceremonious employment. According to a study on Human Resource and Skill necessities in the Unorganized Sector: map of human resource skill gap in India till 2022 conceded out by National Skill Development company, Mumbai, the command for special care/ body care would impel the require for beauticians.
6. **Construction laborers:** The construction manufacturing provides direct employ to at least 30 million personnel in India. Women employmentchiefly as unskilled employees.
7. **Garment workers:** The garment manufacturing is a subsector of the textile industry and as well generatesa lot of jobs for migrant workers. India's readymade garment exports

biggerdrastically as a divide of total exports (12% or Rs 254780 million in 2001-02). The women job as helper to male/female tailors. These human resourcetak in those concerned in knit clothes/woolens.

8. **Agricultural labors:** Agricultural laborers are the majority unorganized and browbeaten class of the rural population of the country. Their average of living, level of income and the rate of income have remainedstrangely low.

Problems of women in unorganized sector

A huge number of women from rustic areas roam to cities and towns all terminated India. Most of these women and girls are uneducated and unqualified. They work in insensitvecircumstances in cities as their existing standard is particularly poor. It is a recognized statistic that there is still no society in the world in which women workforces enjoy the same occasions as men. According to the 2001 census about 96% of women employees in India are in unorganized sector. The women unorganized sector are finish so many problems:

1. **Illiteracy:** Illiteracy is the largestdifficultsince they do not get period to instruct themselves. In childhood, they have to start employed early which do not permit them to go school.
2. **Insufficient skill & knowledge:** Majority of female do not have proper training and skills aligned to their task. This result is excessive stress and inefficient working.
3. **Exploitation of the female labor:** Female employee are more vulnerable to mistreatment by proprietor. They can be without difficulty susceptible of their job for indecent favors.
4. **Insecure job:** Absence of sturdyregulationmonitoring the unorganized sector makes the job extremelyunconfident in this sector.
5. **Attitude of employer:** Temporary nature of employment in this sector does not allow the bond between the employee and employer to establish and become strong.

6. **Extreme work pressure:** Female are unoriginal, they work double as many hours as functioned by their male complement. In agriculture sector the complaint is the worst.

7. **Irregular wages payment:** There is lack of measured processes in unorganized sector which results in to precocious payment of wages to the employees. When it comes to imbusement to female, it is even worst.

8. **Wage discrimination:** Female do not get comparable expense to the male for same work.

9. **Seasonal employment:** A lot of of the unorganized sector industries are cyclic. These industries embraces fruits dispensation, pickle production, agricultural sector, construction sector etc. They have to fetch another engagement when there is no work throughout offseason.

10. **Physical problems:** The employed conditions are not hale and hearty. Work place is not ergonomically calculated. This outcomes into employees facing weakness resulting physical complications. Female workers are frequently on such tasks anywhere they need to remain in one situation such as agriculture. This results on to Spartan problems such as backache and knee-ach.

III. SUGGESTIONS

- Since women workers lack in skill, skill development programmes should be provided to them to enhance their skill level.
- It is very much essential to create awareness among women workers about the Institutional support available to them to protect their rights.
- Efforts shall be made to change social outlook towards women in general and women workers in particular. Mass media can play a great role to change social outlook towards women workers.
- A comprehensive law is needed to protect the rights of women workers.
- Any kind of exploitation including sexual harassment of women workers is to be prevented and stringent action needs to be taken against the wrong doer.
- Mass media should be used to communicate the social message relating to women's equality.

- Criminal justice system should be more effective to deal with the cases relating to the exploitation of women workers and punishment should be very high in
- comparison to the degree of exploitation.
- Last but not the least a separate women grievance cell headed by a woman should be established in every organization employing women workers in the
- organized sector and in case of unorganized sector women to form self-help groups for their protection.

CONCLUSION :

Women domestic workers have a dual encumbrance and there is superior demand for their skills as caregivers and service workforces outside but they also labor inside doing the identical work which is voluntary. (Shirley Pryce, 2010). There are numerous reasons for deplorable circumstances of women in unorganized sector. The Dominant and state government had hurred many schemes for as long as support to women but there are not enough to overcome the problems of women workers in unorganized sector. There is need of actual application of these arrangements and laws for allowing the women workforces.

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