

## **A Study on Issues and Challenges of Working Women in the Unorganized Sector in India.**

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### **Abstract:**

The unorganized sector plays an important role in creating opportunities for gainful employment, especially in developing countries, which are generally abundant in labour. The Eleventh Five Year Plan stressed that the unorganized manufacturing sector holds the promise of large-scale job creation and could thus be a panacea for the burgeoning Indian labour force. The relationship between the stability of the nation and the condition of women can be understood by Pandit Jawaharlal Nehru's famous quote, "You can tell a nation's condition by looking at the status of its women." India is a traditional country and there is diversity in religions, culture and customs. Women's role in India is mostly domestic and limited to household issues. Women's role in India is mostly domestic and limited to household issues. Female workers make up India's largest unorganized workforce group. Majority of women work in unorganized sectors for low wages due to low level of skills, illiteracy, ignorance and surplus labour and thus face high level of exploitation. Women's social and economic profile is greatly affected by the nature of where they work in the industrial sector.

Keywords: Unorganized Sector, Women Worker, Women Welfare, Women Employment.

### **Introduction:**

According to Indian tradition has been treated with great honour and dignity since the beginning of society, although sometimes we find derogatory references to women. She is the pioneer of organizational and social change. She is the race's mother and intergenerational intermediary that lays the foundation for new relationships. Females are stepping forward in

every walk of life now for days. They invade even male dominated fields. This woman has broken out of the confining of a house's four walls and the household's traditional domestic duties she has been doing since ancient times. Ironically, she is sometimes admired for The presence of a vast multitude of women as workers and producers in the unorganized sector, where earnings are low, employment seasonal and insecure, supportive services woefully inadequate or even non-existent, growth opportunities few and collective organization weak, has brought into sharp focus the failure of the mainstream to alleviate their predicament. While it is true that workers, irrespective of sex, are exploited in the unorganized sector, women suffer more by the fact of their gender. playing a multifaceted role, but more often than not, accused of not conforming to her traditional and unquestionable societal code of conduct.

The National Commission for Women estimates that the unorganized sector accounts for 94 percent of the total female workforce. The existence of a large multitude of women as employees and producers in the unorganized sector, where earnings are small, seasonal and precarious jobs, grossly inadequate or even non-existent support services, little opportunities for growth and poor collective organization, has brought the inability of the establishment to alleviate their plight to a sharp focus. While it is true that workers in the unorganized sector, regardless of sex, are oppressed, women are suffering more from their gender. In the liberalization era, the changing patterns of economic development have placed a heavy burden on women, reflected in their health status.

**Definition of unorganized sector:**

Although, it is difficult to give a concise and holistic definition of unorganized labour. Unorganized labour stands for scattered and fragmented workforces working individually sometimes loosely associated, in various occupations. In any recognized association and union with defined ideology, goals and areas of specialization, unorganized labour is not formally cohesive. India's unorganized economy sector is the labour force's largest sector in terms of employment. It consists of agriculture and such related activities as forestry, livestock and fishing as well as non-agriculture. The bill of National Commission for Enterprises in the unorganized sector, 2006 presented by the government of India, broadly divided the works of unorganized sector into self-employment and wage workers.

## CHARACTERISTICS OF THE UNORGANISED WORKERS:

- In terms of their number range, the unorganized labour is overwhelming and therefore omnipresent in India.
- Considering that the unorganized sector suffers from cycles of extreme job seasonality, most unorganized employees do not have stable, long-lasting employment opportunities.
- The workplace is fragmented and dispersed.
- There is no formal employer – employee relationship.
- The unorganized labour force is highly stratified on caste and community considerations in rural areas. Although these concerns are much less in urban areas, it cannot be assumed that they are entirely absent as the majority of unorganized workers in urban areas are primarily migrant workers from rural areas.

### Review of literature

The literature review shows that there is more focus on working women in marriage than on working women who are unmarried. It is also seen that focus is more on organized sector rather than unorganized sector of working women advocates for more facilities to women in the workplace, suggesting that “it is an important part of developmental strategy as well as an act of social justice” **The World Bank (1991)** estimates that Indian women make up one-third of essential for economic development and population planning.”

**Saradamoni (1995)** states that the risk of sexual harassment and exploitation is higher for women workers. **Breman (1985)** reports women workers often have to work till the last stage of pregnancy and have to resume work soon after child birth exposing themselves and the child to considerable danger.

**Rao and Suryanarayana (2013)** take the view that market segmentation is accentuated with the entry of younger women into export processing zones; female dominated jobs are devalued, degraded and less paid. While this does not augur well for women's development, it has not dissuaded women from contributing to family survival, and studies do not want to emphasize that it is women who settle in the labour market as flower / fruit vendors, domestic servants and enable men to find suitable jobs at leisure or improve their skills.

**Saran and Sandhewar (1990)** researched the issues faced by women workers in the unorganized sector. Their study revealed that women were exploited, low paid, worked for long hours in the case of migrants, i.e. 14-16 hours, and 8-10 hours for local workers. Mass analphabetic prevailed, belonged to planned castes, planned tribes and backward classes, and debt was common.

#### **OBJECTIVE OF THE STUDY:**

- To Study the problems faced by women working in unorganised sector
- To Suggest Measures for Overcoming the problems of women workers in Unorganized Sector

#### **UNORGANIZED WOMEN WORKERS IN INDIA:**

The World Bank argues that "gender equality is an intelligent economy," and there is no doubt that women are central to broad economic and social development. According to census 2011, women constitute 48.46 percent of the total population in India and about 25.67 percent of female population is designated as workers. Two National Labour Commissions have studied the socio-economic conditions of workers in the unorganized sector in India over the past 50 years, along with many other international and national commissions, committees and conferences.

#### **Problems of women in unorganized sector:**

A large number of rural women are migrating to cities and towns throughout India. Most of these women and girls are illiterate and unskilled. Unorganized women's sector faces so many problems:

- **Lack of education:** The biggest problem is illiteracy because they don't have time to educate themselves. They will start working early in childhood, which does not encourage them to go to school.
- **Insufficient skill & knowledge:** Many women do not have adequate training and matched skills with their mission. This results in excessive stress and inefficient work.
- **Exploitation of the female labour:** Many women do not have adequate training and matched skills with their mission. This results in excessive stress and inefficient work.

- **Insecure job:** In this sector, the lack of strong regulations regulating the unorganized sector makes the job extremely dangerous.
- **Non sympathetic attitude of employer:** Temporary employment in this sector does not allow the employee-employer bond to be formed and become strong.
- **Extreme work pressure:** Female are overworked, they work twice as many hours as worked by their male counterpart. In agriculture sector the condition is the worst. When measured in terms of number of tasks performed and the total time spent, it is greater than men as per one study in Himalayas which found that on a one-hectare farm, a pair of bullocks' works 1064 hours, a man 1212 hours and a woman 3485 hours in a year.
- **Irregular wages payment:** In the unorganized sector, there is a lack of controlled processes resulting in the early payment of wages to the workers. It's even worse when it comes to paying to women.
- **Wage discrimination:** Female do not get similar payment to the male for same work.
- **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 on to saviour problems such as backache and knee-ach.

### **Suggestions:**

- ·Since women workers lack in skills, they should be equipped with skill development programs to improve their skills.
- Creating awareness among women workers about the institutional support they have available to protect their rights is very critical.
- Efforts must be made to change the social outlook for women in general and women workers in particular. Mass media can play a major role in changing the social outlook for women workers.
- To protect the rights of women workers, a comprehensive law is needed.
- Any kind of exploitation, including sexual harassment of women workers, must be prevented and rigorous action against the wrong doer must be taken.
- Mass media should be used to express the equality of women's social message.

- Criminal justice should be more proactive in dealing with cases involving the abuse of women workers, and punishment should be very high compared to the level of oppression.
- Last but not least, a separate women's grievance cell headed by a woman should be set up in each organization that employs women workers in the organized sector and in the case of unorganized women in the sector to form self-help groups to protect themselves.

### **Conclusion:**

Various reasons for the deplorable state of women's affairs in the unorganized sector could be assigned. It is mainly due to a labour market segment that works against women. In addition to the lack of organisation in terms of the creation of trade unions among female workers, the negative impact of technological growth on women's labour, the lack of a purposeful human resource development strategy to improve the employability of women through training, inadequate legislation and ineffective implementation of safeguards to protect female workers, especially in terms of their working conditions, etc. are few of the major causes leading to pitiable condition of working workers. Under these prevailing conditions, it would not be out of context to say that the government should make efforts to improve its working conditions in terms of occupational safety, working hours, payment of adequate wages, so that women workers engaged in an unorganized job sector can have decent and dignified work.

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