

Socio-Economic Status of Women Workers in Unorganised Sector: Issues and Challenges

Dr Suresha K.P.

Project Director, ICSSR-IMPRESS, Department of Economics, Karnataka State Akkamahadevi Women's University, Jnanashakthi Campus, Torvi, Vijayapura-586108 (India)

ARTICLE DETAILS

Article History

Published Online: 16 Jan 2020

Keywords

Socio, Economic, Women, Workers, Industry.

*Corresponding Author

Email: syndsuresh[at]yahoo.in

ABSTRACT

The half of the Population of the country Consist of women and therefore half of the potential work force is of the gender based, any social, economic, or Industrial system that ignores the potential talents and special aptitudes of this half will be defective on many counts, it is therefore necessary to ensure equal opportunities and protection to the women of the country particularly to the women worker who are living in rural area from indignities. The participation of women in the labour force has always been lower than that of men. The risks to health are not confined to those who work industrial sub contacting has increased work, opportunities for women, but it is unfortunate that, that earnings are very low, sometimes well below the minimum wage. The women labour constitutes an important segment of the labour force in India and their participation in the labour force is increasing over the years. Wage work in India, as elsewhere, in a number of sectors is sharply differentiated along sexual lines. Their participation in economic activities of the country has grown enormously after rapid industrialization in post independence era. Increased participation of women in economic activities on one hand has helped them to narrow down the gap between their needs and resources, while on the other hand it has given rise to a number of complex problems having a direct bearing on their Socio- economic Conditions. The present scheme titled "Socio-economic Conditions of Women Industrial Workers in North Karnataka " Initially, the Research was confined to the Unorganised sector only. However, keeping in view the utility of the data so generated, it was considered to extend the scope of scheme to the Un- organised Sector as well. A beginning was made by covering Building and Construction industry followed by Handloom, Khadi, Beedi, Readymade Garments, Agarbathi, Lime Manufacturing, Cashewnut Processing, Food processing Industry (including Sea Food and Marine Products) and Plantation Industry. The present report relates to the Socio-economic conditions of Industrial women workers in North Karnataka.

1. Introduction

The women labour constitutes an important segment of the labour force in India and their participation in the labour force is increasing over the years. Wage work in India, as elsewhere, in a number of sectors is sharply differentiated along sexual lines. Their participation in economic activities of the country has grown enormously after rapid industrialization in post independence era. Increased participation of women in economic activities on one hand has helped them to narrow down the gap between their needs and resources, while on the other hand it has given rise to a number of complex problems having a direct bearing on their Socio- economic Conditions. The present scheme titled "Socio-economic Conditions of Women Industrial Workers in North Karnataka " Initially, the Research was confined to the Unorganised sector only. However, keeping in view the utility of the data so generated, it was considered to extend the scope of scheme to the Un-organised Sector as well. A beginning was made by covering Building and Construction industry followed by Handloom, Khadi, Beedi, Readymade Garments, Agarbathi, Lime Manufacturing, Cashewnut Processing, Food processing Industry (including Sea Food and Marine Products) and Plantation Industry. The present report relates to the Socio-

economic conditions of Industrial women workers in North Karnataka

2. Women and Economic Development

Women have been working in each and every society of the world since the beginning of human civilization. Participation of women in socio economic activities is prevalent in all countries. One of the striking features women's labor force participation is its drastic change in size and composition in the last several decades. However, this capacity of female population has been largely ignored over the years and has resulted in the poor economic position and low status of women

The half of the Population of the country Consist of women and therefore half of the potential work force is of the gender based, any social, economic, or Industrial system that ignores the potential talents and special aptitudes of this half will be defective on many counts, it is therefore necessary to ensure equal opportunities and protection to the women of the country particularly to the women worker who are living in rural area from indignities. The participation of women in the labour force has always been lower than that of men. The Textiles and garments industry is a major area of employment for women

which, however, remains low-paid, insecure and hazardous for health. The risks to health are not confined to those who work industrial sub contracting has increased work, opportunities for women, but it is unfortunate that, that earnings are very low, sometimes well below the minimum wage.

The materialistic attitudes is dampening and frustrating the attitude of self respect and provides a scope to denounce women's empowerment. Though the national policy has an elaborate provision but retains many of prospective and practices already in practice which shows that there was no major changes in women's positive despite constitutional provisions, changes in law and other development programmes implemented from time to time under various plans and non-plans schemes.

The employees by subcontracting production and dividing the establishment into small units are able to evade all the existing laws. The contract labour Act, 1971 has been flouted by private and government itself by employing contract labour for work of continuous nature. The industrial disputes does not applicable to informal sector and workers who participates in union activities are dismissed no protection is given by Industrial Dispute Act 1971. Against this background an empirical attempt has been made to study problems and prospects of women industrial workers in India. A case study of North Karnataka

3. Importance of Small Industries:

Economic development in an economy faced with the vicious circle of poverty and unemployment is a long-term process. To remove poverty, the purchasing power of the poor masses will have to be increased first, to enable them to fulfill their basic needs. The question of removal of poverty could therefore be identified with the question of providing employment to the unemployed and underemployed. Agriculture is the main source of livelihood for the masses in the country and this primary sector is featured with chronic unemployment and underemployment. It is necessary that avenues of employment in the non-farming occupations have to be provided to tackle this problem. Khadi and village industries with its intermediate technology answer this need very well. The khadi and village industries fulfill the social objective of providing employment and at the same time fulfill the economic objective of producing saleable goods of daily use on a decentralized basis.

4. Present Status Women Worker in Industry in India

In India, women-workers constitute about one-fifth of the total work force in the overall economic activity. Out of these, very few are employed in organised sector. In spite of the mandatory legislative protective provision, the extent of their exploitation exists not only in the unorganised sector but in the organised sector also. Due to inadequate implementation of protective legislative provisions concerning women workers, there still remain a yawning gap between these provisions and the facilities actually available to them. Some instance have occurred, where women workers were deprived of the benefits and amenities like equal remuneration vis-a-vis their male counterparts, maternity benefits, child care service etc. Several factors are responsible for their plight, like weak bargaining

power, indifferent attitude of the employers, and non-awareness of the rights available as per the legislative provision. Although the Government is seized of the situation, yet it continue to remain a problem area due to non- availability of reliable statistical data and other information pertaining to working and living conditions of womenworkers.

5. The Origin Problem of women Workers in Industry in Study area

Women have been working from the time immemorial. But they are invisible in the development process. Much of the women's work which is mainly informal in nature is unrecognized and unpaid, and therefore does not enter many standard force and employment indicators. In India, the unorganized sector accounts for 92 per cent of the total workforce of about 458 million. And more than 90 per cent of women workers are concentrated in informal sector. Women are found to be over-represented in the informal sector because the flexibility, especially in home-based work, is advantageous to them given their other needs and demands upon their time in the form of unpaid labour. Women, who are generally unskilled, are considered to be the cheap source of labour. Typically, work in the informal sector is less remunerative and the conditions are inferior to the organized sector. They lack economic security and legal protection. Therefore there is much greater vulnerability of workers who are outside the reach of labour legislation or trade union organization due to absence of workers' rights and social protection.

Women workers in particular, are in vulnerable position than their male counterparts. In this connect to study area, Hyderabad Karnataka or Northeast Karnataka initially comprised the three districts of Bidar, Kalaburagi (Gulbarga) and Raichur, which formed part of the princely state of Hyderabad. Today, the term, 'Hyderabad Karnataka' is used to describe the three districts mentioned above, along with the district of Ballari (which was part of the former Madras state, and had a different political and administrative legacy but which is contiguous with the northeastern districts), the new district of Yadgiri, which has been carved out of Kalaburagi (Gulbarga) and the new district of Koppala, which has been carved out of Raichur. Human resource development and human capital formation are the foundation knowledge based economy. Human resource empowerment results from literacy and education. Literacy and employment are the important components of human resource Utilization .Link between literacy and educational level with employment has been discussed by several researchers. With this background, an attempt is made to analyze the status of Female Employment and Literacy in Hyderabad Karnataka.

6. Purpose of The Proposed Study

Women's employment in unorganized sector consists of self-employment in petty trade, food processing, or in family units of traditional occupations or manufacturing establishments that are small workshops scattered geographically or in various forms of putting out systems. As rapid industrialization and mechanization have destroyed traditional crafts, poor women in the developing countries face

extensive and acute unemployment. Women are mainly found in traditional unorganized units as they face difficulties in entering in the more structured units because of illiteracy, low technical skills and lack of opportunities for acquiring either literacy or new skills. As men move up through education and higher jobs, women continue to hold traditional occupations that ensure basic survival for the family. And whenever there is an availability of alternate job opportunities, men are quick to grab it. Women's employment in petty ventures provides men and society in general, an insurance against unemployment and sickness, against inflation and wage cuts. Majority of women, sell or produce goods from their homes, stitching garments, weaving cloth, embroidering textile goods, making crafts, making shoes, processing food or assembling electronic and automobile parts and work as domestic workers. Thus informal employment is generally a large source of employment for women than men in developing world. In Indian context, woman's capacity to earn is to maintain herself, her children and family and not actually to give her the economic independence. In this context, the proposed Project to attempt on this theme "Socio-Economic Conditions of Women Workers in Industry: A case of North Karnataka" will focus on identifying and overcoming the problems of women as well as improve their working conditions in the study area.

7. Major existing Research Works Reviewed

A study of related literature is an inevitable and essential step to get a full picture of what has been done with regard to the problem under study and acts as a guideline to understand the general trends in the research work already done in the field. Review of related literature serves as a bridge between the old and new between known and unknown and between the already investigated and to be investigated. Such a review brings about a deep and clear perspective of the overall field. An important aspect of quality of employment in India is the predominance of the informal sector. The size of the organized sector, characterized by higher earnings and job security is small, it accounted for less than 6% of the total employment in 2017-18. Around two-thirds of the total organized sector employment is in the public sector. Over the years, organized sector employment has grown more slowly than the total employment, reflecting the faster growth of employment in the unorganized sector. As a result, there has been increasing informalisation of employment over the years. This informalisation has been more pronounced in the case of female workers. As a whole, about 96% of female employment is in the unorganized sector as against about 91% of males. In urban areas, the percentage of unorganized sector workers is close to 65-70%. Not all of them are poor but crude estimates suggest that close to half of this number is in dire need of occupational up-scaling.

A large proportion of the workers engaged in the urban unorganized sector is migrants from rural areas with poor educational, training and skill background and are employed in low-paying, semi-skilled or unskilled jobs. The productivity and earning levels in most of the enterprises are low and do not often provide full time work to those engaged. For the employees, the working environment is not conducive; working hours are long and most of the conditions of decent employment (e.g. paid leave, pension, bonus, medical support

and health insurance, maternity leave benefits, compensation against accident, etc.) are nearly non-existent. The past trends and all the available evidence suggest that the bulk of the growth in employment in future will come from the unorganized sector. It will be an important challenge to ensure that employment in this sector consists of jobs with safe conditions of work, decent and growing earnings and a measure of income and social security. Moreover, increasing the proportion of organized sector employment will be an important task to accomplish in the near future.

8. Identification of Research gap

The Proposed Research work consists the following Research gap, the main problem in the society is that there is no proper awareness and understanding informal sector constitutes a pivotal part of the Indian economy. So in this that, The struggles have to somewhere with wages and job security and then move beyond those issues to raising the loss consciousness of the workers. The struggles have to gradually make from factories to the streets. The conditions of women workers in the rural area can ultimately improve only through their participation in the revolutionary movement and the only victory of the working class bring their emancipation.

9. The Scope and Research Gap:

Recognition of women workers and providing proper jobs to suit their qualifications and experiences providing equal rights and wages under labour economy is in practice in advanced countries, which is the issue to be implemented in the new millennium in developing country like India. It is an emerging issue which will be given due consideration by both the State and Central Governments for upliftment of women work force in particular society, in general and for the total development of National Economy as a whole.

Ever since ancient times, women have constituted an effective part of workforce in India. They worked along with the male members of house hold, in sowing weaving, transplanting, watering the fields, harvesting the crops, gathering cattle, poultry, helping in family enterprises, such as beedi-making, rope-making, pottery etc., they do all this in addition to their normal domestic work and those women always played, a dual role in India economy. Women in the state in spite of enjoying better status and position compared to other parts of the country have low levels of participation in economic activity.

Find some related review research gap are following .The reasons for their vulnerability are irregular work, low economic status, little or no bargaining power lack of control over earnings; need to balance paid work with care for children and homework, little or no access to institutional credit, training and information, and lack of assets. Unequal gender relations play a very important role in defining their insecurities. Given their vulnerable status at home and at work, income generation alone may not improve the socio-economic status of women attached to the informal sector. Their economic empowerment needs to go along with political empowerment, which could improve their bargaining power both in household and at work. This means that organizing women workers in the informal economy could have beneficial impacts on their work and their

life if such organization combines voices representation along with access to resources such as credit and information- a holistic strategy that provides political empowerment allied with economic empowerment. The present study aims at understanding the degree of vulnerability of the women workers in informal sector in India. Towards fulfilling the objective, a small study has been conducted in the State of Karnataka to find out the realities and Results suggest that a highly visible percentage of occupational group irrespective of their monthly average income, continue to face multiple constraints which otherwise compel them to live a life full of compromises.

10. Objectives Of The Study:

The proposed research work consists of the following objectives.

- ❖ To study the working pattern and wages earnings of women workers in Industries.
- ❖ To study the job satisfaction and problems faced by women at the Work place.
- ❖ To study investment expenditure and economic condition of women workers in common life.
- ❖ To study standard of living of working women in industries.
- ❖ To study about the economic benefits derived by working women in their work place of industries.
- ❖ To study the union activities among the working in North karnataka areas.

11. Hypothesis Of The Study:

The present study has been framed the following hypothesis based on the objectives of the study:

- ❖ The wage earnings of women workers in industries are satisfactory.
- ❖ The job satisfaction is based on necessary of women workers.
- ❖ The standard of living of working women is not at expected level.
- ❖ Economic benefits received by working women in industries are satisfactory.

12. Research Methodology and Design

The present study is based on Simple Random sampling method. The study is based on primary and secondary sources. The sample consist of women respondents from different industrial area of North Karnataka District. In order to cover two areas under study area a total of 1500 samples have been selected for the study. In order to get more meaningful and useful respondents the tested questionnaire was used as a schedule and entries were made by the interview respondents answered the questions. The feed back obtained the final version was analyzed. The secondary data compilation also taken into consideration from Government reports, labour magazines, labour chronicle, labour review, Government Bulletins, State Government Publication, I.L.O. Study also considered apart from prepare articles Economic Times, Political and Economic weekly, National Sample Survey estimates committee reports have been fully utilized to explore the working women's problems. The respondents were also asked the questions to indicate their level of satisfaction.

The present study the North Karnataka district has been selected as there is a concentration of industries located and lakhs of women worker both skilled and unskilled being employed. The District namely Vijayapura ,Rayachuru, Kalbhurgi and Bhidhar. In these taluks women are predominantly employed in textiles, plantations, garments, weaving, and other related industries. These workers are paid very negligible wages and no social security. It is very interesting to study the social, economic and educational status of women workers in these industries, and their problems. Hence in this particular field 50 textiles industries and plantation related industries were selected for interview and to enquire about their existing problems. The development of social and economic status of the working women and their employment in the industries, and its impact on the family life of the working women has been considered for investigation. The size of the sample for primary survey is 1500 working women in Industry.

13. Statistical Tools and Techniques of data collection

The data and information has been analyzed with the help of statistical tools such as averages, percentages, simple and compound growth rates and multiple regression analysis for both secondary and primary data of the study.

14. Limitation of the Study:

The present study is restricted for the need, scope and objectives. It has also certain conditions. Since there is no systematic, maintenance of records, data collection was difficult and data was not available for the recent years of women workers of different selected industries and in case of village industries information is not available to the year 2016.

The study is based on questionnaire and the responses for women workers could be causal in nature. The accuracy of information provided by the respondents in the personal data could not be established. Moreover the study is confined only to one district in north Karnataka and a few selected industries which come under textiles plastic, chemical agro based village 'industries in the district.

15. Chapter Plan:

The present study divided into seven chapters. The first chapter gives introduction; review of literature, statements the problem, the broad objectives of the study, methodology data sources and collection, analysis, contribution and limitations of the study.

The second chapter deals with review of current literature, The third chapter deals with the women in traditional industries in India which comprised village industries. The fourth chapter represents the role of women industrial workers in Karnataka.

The fifth chapter represents the Profile of the case study area and its importance for Women Industrial Workers.

The sixth chapter analyzed the socio-economic conditions of women industrial workers in the North Karnataka district.

The seventh chapter presents the summary findings and conclusion of present study along with suggestions offered for

upgrading the living conditions of women workers in the rural industries.

References

- 1 Government of India, (2010). Draft sixth plan, small scale Industries,
- 2 Vol. I
- 3 Government of India, (2011). NSSO, "Employment and unemployment situation in India 2011-" NSS-55th Round,. Tables 6.4,7.4.
- 4 Government of Kerala (2012). "Economic Review", Thiruvananthapuram: State planning Board.
- 5 Krishna Raj, Mythreyi, (2012). "Women and work in the Seventies". In (eds) K. Saradmoni, Women and Society, Indian Social Institute, Delhi.
- 6 Kuttikrishnan, T.N. (2012). "Wage, Employment and output in Interrelated labor Markets in an agrarian Economy - A study of Kerala" Economic and political weekly, Vo.26, Jan 29.
- 7 Papnek, Hanna, (2013) "The differential Impact of programs and policies on Women in development", in (eds) Roselyn Dauber and Melinda L. Cain "women and technological change in developing countries. Selected Symposium 53, Colorado west view press.
- 8 Papola T.S (2014). "Labor studies in India — some Reflections on Developments in the post Independence period", the Indian Journal of labor economics, Vol.42, no.2, April-June.
- 9 U.N. (2015) reports, women and work Vol.
- 10 Ajit Ghose, (2015), "current issues of employment in India", Economical and Poiltical Weekly, Vol. 34, No. 36, 4th Sept 2015
- 11 Women workers in the garment industry in Bengaluru, AIPMA and AICCTU, Bengaluru.
- 12 Snehalatha Panda, (2015), "empowerment of women in India", Man and development, Vol. XXXI, No. 3, Sept. 2009, P. 62.