

Recorded Society Class 07

1st July, 2024 at 9:00 AM

THE CLASS STARTED (IN CONTINUATION) AT: (09:03 AM):

WOMEN IN INFORMAL SECTOR: (09:07 AM):

- **According to ILO:**
- **Women work more in the informal sector & part-time jobs in India than Men.**
- **According to the e-Shram Portal, 53% of registered workers are women.**
- **From this data, we can deduce that women in India are experiencing the Feminization of the Informal Sector.**
- **Due to patriarchy, women experience different kinds of deprivation such as:**
- **1) Limited access to education.**
- **2) Limited access to skills development & vocational training.**
- **3) Limited access to formal jobs.**
- **These deprivations result in the confinement of women to the Informal Sector:**
- **1) Lack of minimum wages.**
- **2) Lack of suitable working conditions.**
- **3) Lack of social security benefits.**
- **4) Lack of career prospects.**
- **Question: Discuss the role of the gig economy w.r.t women empowerment. (10 marks/150 Words).**
- **Positive Points:**
- **According to the World Economic Forum, the characteristic features of the Gig Economy are focused on workforce participation and income generation via gigs.**
- **Flexible working conditions make it easy to balance traditional roles with employment.**
- **Financial independence of women along with the improvement of the overall status of women in society.**
- **Work-from-home nature addresses the issue of safety and security.**
- **Gig offers pay parity and promotes entrepreneurship.**
- **Development of self-identity.**
- **Paid work and extra income boost confidence as well as decision-making authority.**
- **Better interpersonal relations, and resources to invest in the future of the child.**
- **Flexible work conditions will encourage women to seek career advancement.**

- It offers a level playing field where women can compete based on their skills and expertise rather than gender.
- Drawbacks of Gig Work:
 - Gig work is a largely urban phenomenon, with limited access to women of digital services, only 21% of women in India use mobile internet.
 - Hence, the digital market divide is greater than the dividend.
 - Alienation of women workers due to lack of benefits like Maternity, Sexual Harassment Laws, Sick leave, income security, etc.
 - The concept of flexibility is not straightforward as:
 - a) Disrupts the work-life balance.
 - b) Health issues.
 - c) Workers have to make them available irrespective of their other needs.
 - d) Always be on the hunt for the next gig.
 - e) According to a report by Teamlease 8-10% gap in wages.
 - f) Occupational segregation women largely concentrated beauty beauty-related or caregiving work.
 - g) Pressure of ramification of rating creates stress and also many platforms do not provide fair contracts to the workers.
 - According to the Mckenzie Global Institute, if Women's Labor Force participation increases by 10%, India's GDP will increase by 0.7\$ Trillion.
 - Hence, create a secure gig economy e.g. initiative by the Rajasthan Government to register and provide social security to gig workers.

ISSUES CONFRONTED BY THE WOMEN AT THE WORKPLACE: (09:38 AM):

- **Issues Categorised Under Three Subheads:**
- **1) Low Female Labor Force Participation:**
- **Statistics:**
- **GGGR is 127/146 economic participation.**
- **According to PLFS, 32.8% is female participation or FLFP for the year 2021.**
- **According to IMF Cheif Christine Laggard if India's FLFP=MLFP then its GDP could increase by 27%.**
- **According to a Paper by IMF reasons:**
- **1.1) Increased income of household income resulted in the domestication of women.**
- **1.2) The caste notion of purity & pollution has restricted mobility & labor force participation.**
- **1.3) Increased enrolment of girls in higher education has not translated into their participation in the labor market as they are socialized for domestic roles.**
- **1.4) Motherhood penalty (females tend to sacrifice career growth to fulfill biological responsibilities.)**
- **1.5) Feminization U-Hypothesis: Increased enrolment of girls in secondary education shows a declining trend in female labor participation in the informal sector, with better educational opportunities & skill development will increase FLFP.**
- **1.6) The nature of growth is such that we are failing to create jobs for the women in the sector which can readily absorb them.**
- **Question: In the backdrop of the decline in female labor force participation, critically examine its implication. (10 marks/150 words).**
- **2) Wage Gap:**
- **According to the 20% wage gap between men and women.**
- **The wage gap increases as you move higher on the work ladder.**
- **According to the OECD lack of bargaining power among females, and undervaluation of care work.**
- **According to the ILO, the wage gap exists because of:**
- **a) Underrepresentation of women in leadership.**
- **b) Motherhood penalty.**
- **c) Over-concentration in the unpaid work.**
- **d) Fewer working hours.**

- According to the Pew Research Centre, the Wage Gap exists because women are treated differently by the employers (gender-prejudiced attitude).

UNPAID WORK: (10:08 AM):

- **Concept:**
- It is referred to as the work for which a person is not remunerated e.g. household chores or care work within the households.
- According to the Economic Survey, 91.8% of women in India (15-59) perform unpaid work, whereas 20% of men perform unpaid work.
- **Statistics:** Globally 75% of the unpaid work is done by women.
- According to the Time-Use Survey irrespective of the educational status the amount of time spent by women in unpaid work remains the same.
- Irrespective of the educational attainment the concentration of women in unpaid work remains unaffected.
- According to the Oxfam report the primary role of women in India is to take care of the family & any income-generating work is secondary.
- According to the ILO if we monetize the unpaid work globally it will be approximately 10 Trillion Dollars.
- Hence it is referred to as a hidden engine as it helps run the economy, societies, and businesses
- ILO refers the unpaid work as a hidden engine because it contributes to the running of society, economy, businesses, etc.
- According to ILO low female force participation is an increased concentration of women in unpaid work.
- **Causes Of Increased Concentration in Unpaid Work:**
- i) Gender stereotypes that believe women are better suited for expressive roles.
- ii) Gender-specific socialization for domestic chores.
- iii) Society do not prefer the working women
- iv) Subordinated status of women in the society.
- v) Restricted mobility after marriage.
- iv) Sexual Division of labor consolidates family as an institution.
- vii) Limited job opportunities due to limited access to education and skill development.
- According to the Oxfam Report primary role of women in India is to take care of the family and any income-generating opportunity is secondary.
- **Implication of the Unpaid Work:**

- a) It restricts the policy for inclusive development as it prevents women from actively pursuing education, employment opportunities, and skill development.
- b) It will have an intergenerational impact as well as detrimental to women's empowerment because it has a considerable opportunity cost.
- c) It will increase hierarchy in gender relations and gender inequalities in the family.
- d) Occupational downgrading and segregation.
- e) It deteriorates the quality of life due to issues like sleep deprivation, social isolation, discrimination in hiring, and leading to mental health issues.
- f) Increased vulnerabilities due to natural disasters, etc.
- g) Due to the lack of respect for unpaid work there exists a low status of women in society.
- **Monetization of Unpaid Work:**
- **Positive:**
- It will contribute to unpaid workers visible which will correct the sexual division of labor.
- It will help women claim better status within the patriarchal household.
- Monetization will provide resources to women which can help in the development of overall personality.
- It will help women develop a sense of self-worth and prevent self-alienation.
- Can contribute to better bargaining power and policy making w.r.t gendered development.
- **Negatives:**
- Commoditization of the care work will reduce the emotional component of relationships and may destabilize the institution of family
- It is difficult to capture the whole spectrum of unpaid work as often women are multitasking.
- Difficulty in implementation e.g. who will be paying the amount.
- It will further stereotype the work done by women and she will be confined in the domestic space.
- Monetization does not guarantee the freedom to spend.
- **Measures to tackle unpaid work:**
- a) Recognize the unpaid work done by women.
- b) Reduce unpaid work by investing in the infrastructure e.g. according to the Oxfam report due to the Ujjawala Yojana women spend 49 minutes less in unpaid work.
- c) Redistribute through defeminization of unpaid work.

MATERNITY BENEFITS ACT: (10:49 AM):

- **Maternity Benefits Act:**
- **Premise:**
- **To arrest the decline in FLFP due to motherhood responsibilities the government introduced Maternity Benefits Act, 2017.**
- **Provision:**
- **26 Weeks of paid leave is valid for the first two children.**
- **12 weeks of paid leave if you have more than 2 children.**
- **Or you are adopting a child who is less than 3 months or the female is a commissioning mother (would be a mother through surrogacy).**
- **The leave can be availed 8 weeks before the due date.**
- **Applicable only to the formal sector there has to be a creche facility if the organization has more than 50 employees then the workplace must have creche facility.**
- **4 visits to the creche facility (day).**
- **If the nature of the work permits the employer should promote Work From the Home.**
- **It is for up to 2 children.**
- **12 Weeks of paid leave.**
- **Analysis:**
- **Pros:**
- **i) It benefits approximately 10 lakh women who are working in the formal sector.**
- **ii) It will ensure income security at the same time it will guarantee early childhood care.**
- **iii) It will provide an opportunity for women to continue working in the labor market without taking a career break.**
- **iv) Ensure postpartum rest & physical and mental health rejuvenation.**
- **Cons:**
- **i) It discourages the desirability of women in the formal labor market and will further aggravate the feminization of the informal sector.**
- **ii) It has a limited impact as the majority of the women are working in the informal sector.**
- **iii) The prescribed limit by ILO is 14 weeks but the Maternity Benefits Act provides 26 weeks which could result in a skill gap.**

- iv) It stereotypes a particular gender in childcare roles as there is no concept of paternity leave.
- v) Reduces cost competitiveness as the sole financial burden is on the company hence more contracting of the work.
- vi) It will reinforce the feminization of the informal sector.
- **Way Forward:**
- Introduce the benefits act in the Private sector as well.
- Introduce equivalent paternity leave.
- Provide an incentive to the company to recruit women
- We can take an example from Singapore 16 weeks of paid leave with 8 weeks paid by the company and the remaining 8 weeks by the government.
- **Paternity Leave:**
- It is a paid leave period reserved exclusively for fathers about the child's birth.
- No legal provisions in India to enforce paternity leave.
- (Cover the topic comprehensively from the handout).
- **Question: To what extent Maternity Benefits Act, of 2017 improve the desirability of women in the labor market? Discuss.**

TOPICS OF THE NEXT CLASS: Violence Against Women, etc.