

**WOMEN LABOURERS IN UNORGANIZED SECTOR:  
AN EMPIRICAL STUDY WITH REFERENCE TO  
VELLORE DISTRICT, TAMIL NADU**

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## **CHAPTER 8**

### **SUMMARY AND CONCLUSION**

This chapter of the thesis deals with the findings, suggestions and conclusion of this research. Unorganised or informal sector constitutes a pivotal part of the Indian economy. More than 90 per cent of workforce and about 50 per cent of the national product are accounted for by the informal economy. A high proportion of socially and economically underprivileged sections of society are concentrated in the informal economic activities. Informal employment is generally a larger source of employment for women than for men in the developing world. In India around thirty crore people are working in the unorganized sector and the number is on the rise. The meaning of unorganized sector, popularly known as unprotected sector, could be without regular source of income and working throughout the year. They constitute the fringes of society and are not getting a chance to be a part of the mainstream economy. Indian economy is to a great extent characterized by large number of people working in unorganized sectors as unorganized workers; transitional nature of the Indian economy, disparity in education, skill and training are some of the major factors abetting such a large concentration of workers in an area most vulnerable to exogenous economic vicissitudes.

Women working in the unorganized sector deserve a separate mention as they are much marginalized. Women have always worked, albeit the definition of work if seen only through the prism of contribution to national input will mean different things to different people. Women, who might not be ‘working’ in the narrow definition of work, are still engaged in socially productive and reproductive labour. It is observed that there is no legal protection system, bearing and rearing of children

remains the first responsibility of women workers and there is not much help from the government and legal frame work of the country. Social security and sustained human development for workers of the unorganized sector are big question marks. A large percentage includes migrant workers. High rents and living expenses, low and irregular salaries, unequal wages for male and female workers, no overtime payment, no standard daily working hours, no public holiday and no prior notice for dismissal from work constitute some of their trials. The vendors face problems like dependence on money lenders, lack of dignity, and delay in payments, underemployment, and violence against employees, oppression and maltreatment by local authorities. Poor relations between the employers and employees, discrimination at work, sexual harassment, poor health and medical care and denial of terminal benefits, torture and poor working conditions echo the common plight of workers in almost all spheres of this sector.

Organized sector workers are distinguished by regular salaried jobs with well-defined terms and conditions of employment, clear-cut rights and obligations and fairly comprehensive social security protection. The unorganized sector, on the other hand, has no such clear-cut employer-employee relationships and lacks most forms of social protection. Having no fixed employer, these workers are casual, contractual, migrant, home based, own-account workers who attempt to earn a living from whatever meager assets and skills they possess.

The First Indian National Commission on Labour (1966-69) defined ‘unorganized sector workforce’ as those workers who have not been able to organize themselves in pursuit of their common interest dues to certain constraints like casual nature of employment, ignorance and illiteracy, small and scattered size of establishments.

## **8.1 PROBLEMS AND CHALLENGES OF WOMEN WORKERS IN UNORGANIZED SECTOR**

- There is no sustainability of employment of women workers in unorganized sector.
- They are not getting proper training in unorganized sector.
- Women belonging to lower caste and communities face more disparity in social terms.
- They don't get right to raise their voice and interrupt in financial decision in their own family.
- Exploitation is the main problem of female workers in unorganized sector.
- In unorganized sector women are exempted from maternity benefit and child care facilities.
- Women workers frequently face discrimination due to gender inequality
- In unorganized sector women workers do not have benefit of minimum wage act or factories Act.

## **8.2 ACTS AND PROGRAMMES FOR WOMEN IN UNORGANIZED SECTOR**

Government of India has formulated some act and programs for women workers in unorganized sector

**Domestic Workers and Social Security Act, 2010:** Women and child are more vulnerable exploitation so government has formulated this act for providing them better working conditions including registration.

**Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA):** MGNREGA has played a remarkable role in employment of women workers in organized sector. It has created better working conditions same wage to women and men.

**Unorganized Sector Workers Act 2008:** The Workers Felicitation Center is responsible for implementing the act. Under this act, various schemes are

- Janani Suraksha Yojna
- National Family Benefit Scheme
- Rastriya Swasthya BimaYojna

**Cooperative intervention:** Cooperative provides employment opportunities to women worker for earning income. Corporative tries to make balance in individual need and communing needs by empowering them.

### **8.3 MEASURES FOR EMPOWERMENT OF WOMEN OF WOMEN IN UNORGANIZED SECTOR**

- Providing basic education to women so that they become aware about the schemes and facilities about the schemes for them.
- Make women aware of technical and financial assistance available to women entrepreneurs, and to encourage them through concessions and incentives.
- A Trade Union should be formed among women workers.
- Adequate training should be provided to women workers
- There should be proper guidelines for recruitment process working hours and for health hazards.
- A supervisory body should be established to monitor the proper implementation of legislation and provision related to women workers.
- There is need of more effective poverty alleviation program.
- Co-operative should be promoted because they are important role in improving the socioeconomic conditions of women workers.
- Government should focus on promoting gender equality and empowerment of women.

Therefore, in this study, an attempt has been made to analyses the women workers in the unorganized sector conducting the experiment on Vellore District of Tamil Nadu, addressing the research issues, the specific objectives of this study are:

- understand the effects of globalisation on developments in the women workforce participation in India over the years;
- To analyses the growth of unorganised women employment in industry, agriculture and service sector in India.
- To ascertain the conditions of women working in the unorganised sector in India;
- To assess the socio-economic conditions of the women workers in unorganised sector in the study areas;
- To trace out the basic problems faced by women workers in the unorganised sector in the study area;
- To ascertain the working conditions of women workers in the unorganised sector in the study area;
- To suggest policies to promote the socio economic development of women workers in the unorganized sector;

#### **8.4 FINDINGS**

Framing objectives has made the summary of the major findings. These objectives have enabled to synthesis some hypothetical assumption and on the basis of these employing appropriate statistical technique draws some valid conclusions. The major findings of this study are summarized in details.

The findings of the effects of globalization on developments in the women workforce participation in India over the years reveal the following facts:

It is observed that the overall literacy rate has increased and the workforce participation has risen over the years, the male female gap has not narrowed. There are many openings and opportunities emerged in various organized and un-organized sectors due to globalization. Lack of proper education is the hindering factor. Indian women have to be given modern education and professional skills. The experiences of professional women in most of the developing countries indicate that the problems faced by them are essentially the same. The issues are tuned towards in equality, gender representation and social justice. In India the problems faced by women are the same. The governments have to implement suitable policies to effectively address gender disparities and to bring social justice. In a fast developing country like India, progress and development do not confine to increase in production, health and social welfare alone. We cannot have any major development by marginalizing the majority of educated women with professional skills. The first step in national development is to recognize their merit and their contribution. Women should really feel proud of their accomplishments and status in the society. That will strengthen themselves to fight against the social evils. The entire success of the family and nation depends of the women of the house and at the working place. Further, the annual growth rate of women work force participation in India is worked out 14.08 per cent and the annual growth rate of women employment in India is worked out to 18.96 per cent. Therefore, there is a significant annual growth rate of women work force participation, women employment in India during 1971 to 2011.

## **THE FINDINGS OF THE GROWTH OF UNORGANIZED WOMEN EMPLOYMENT IN LEATHER INDUSTRY, AGRICULTURE AND SERVICE SECTOR IN INDIA REVEAL THE FOLLOWING FACTS:**

It is observed that no doubt, there are laws to protect women and prevent exploitation but these laws (The Interstate Migrant Workmen Regulation of Employment and Conditions of Service Act, 1979, The Bonded Labour System (Abolition) Act, 1976 and Maternity Benefit Act, 1961 etc.), and legislations are not practically and strictly implemented. The very vastness of the country, the scattered nature of women workers, their lack of education and legal literacy, the indifferent attitude of the government-bureaucracy and the general status of women in society caused vulnerability to women. It is the need of the hour that Government and Non-Government Organizations (NGOs) must come forward to actively and efficiently deal with the plight of these women. The Trade Unions and Voluntary Organizations can play a vital role in making them conscious of health, education and above all their rights. Women should be provided education and training to enhance their sense of self-worth and self-esteem and to enlighten them regarding their right to good health. Therefore a credible employment strategy needs to focus to enhance educational level of the workers, social status of workers including women, specific industries that can absorb a higher proportion of males and females and creation of quality job.

## **THE FINDINGS OF THE CONDITIONS OF WOMEN WORKING IN THE UNORGANIZED SECTOR IN INDIA REVEAL THE FOLLOWING FACTS:**

It is observed that however there has to be the promotion of the positive aspects keeping the negative aspects in mind. The “working women” today aids the economic status of the household and the society as a whole. For an Independent India, the saying is apt, “A free race cannot be born of slave mothers.” This

civilization is yet to witness the real power of the women carving picture perfect in the present day world of globalisation and liberalization.

As far as the impact of technology is concerned, there is shift from subsistence to a market economy which has a dramatic negative impact on women. Where technology has been introduced in areas where women worked, women labourers have often been displaced by men. Violence against women and girls is the most pervasive human rights violation in the world today. Economic necessity compels women to work outside for meager wages and without social security. Women face a lot of sexual harassment in the course of employment. Due to their inability to work for long hours stands in the way of their job career.

The findings of the socio-economic conditions of the women workers in unorganised sector in the study areas reveal the following facts:

It is observed that the categories of unorganised sector in Vellore District contributes more than 70 per cent of the income and 80 per cent of the leather garment workers are female. Due to participation in this income generating sector their life and status in the society got upgraded. However, largely, the condition of female leather garment workers is very frustrating. Women workers face various crises in the Readymade Garment sector. The print media had written many reports and the TV channels had aired many pathetic stories on their low wages, unfriendly working environment, health issues, nutrition, insurance, etc. but feeble measures have been taken so far to address these problems. Overall, these problems are hampering the production and environment of the leather sector and if these obstacles are not removed, the sector may be affected more and more in the coming days. Last but not the least, the poor female garment workers, who are the major workforce behind this sector, must be recognized properly and concrete ideas and their implementation

should come to lessen the plight of them. Unless and until the basic rights of the poor female garment workers are ensured, it may not be expected that this sector will achieve its desired goal. If the recommended measures are implemented in the leather sector then it may improve the present situation and the workers and owners may achieve their goal. Moreover, the difference between socio economic variables with respect to women workers in the unorganized sector in the study area is significant which is tested with the application of t-test.

**THE FINDINGS OF THE BASIC PROBLEMS FACED BY WOMEN WORKERS IN THE UNORGANISED SECTOR IN THE STUDY AREA REVEAL THE FOLLOWING FACT:**

It is observed that women workers have to perform dual role of both outside employment with or without violent working conditions and also manage their home. They are also having same productivity and efficiency like men even then they faced discrimination in wages and poor working conditions and insecurity. Both the Central and State Governments have formulated certain specific schemes to support unorganized workers but which fail in meeting the real needs and requirements of the unorganized labour force. This study deals with the problems and satisfaction level of worker in unorganised sector in the study area and found that their working conditions and wage patterns were comparatively higher than other unorganised work like contract, agriculture, self-employed, household units, construction field etc. Engagement of women in this field was high because of less hard work, no skill and easy accessibility even some sort of inequality is there when compared to men. This revealed that most of the women were satisfied with the facilities at work place and showed dissatisfaction in continuous working hours and work load at seasons.

**THE FINDINGS OF THE WORKING CONDITIONS OF WOMEN WORKERS IN THE UNORGANISED SECTOR IN THE STUDY AREA REVEAL THE FOLLOWING FACT:**

It is observed that work profile of the women workers was studied in terms of their type of job, work related characteristics, union membership and availability of facilities. Maximum number (78% per cent) of urban workers were migrant labour whereas in the rural areas only 20 per cent was recorded. Highest number of rural and urban workers was involved in the domestic work. On the other hand, in rural areas very few numbers of women were involved in construction work and agriculture in urban areas. Majority of them received their own wages at workplace and they were working for maximum days, that is, more than 26 days in a month. None of the respondents was the member of any union. Health check-ups and crèche facility for their children were not provided to them at the workplace. None of them were issued any job cards from their employer or contractor. So there is a need to create awareness among women workers regarding importance and benefits of job cards during any mishappening.

All the women workers reported that there was no crèche facility for their children at work place. Job cards were not issued to women workers by either contractor/ employers. None of the respondent was member of any union due to lack of their knowledge. There is a need to provide them crèche facility to take care for their children while at work and to create awareness among women workers regarding importance and benefits of job cards during any mishappening at workplace. They should be made aware regarding various benefits of trade unions. Moreover, the result of variance analysis found that the working condition of women workers differs significantly between unorganized industries in the study area. On comparing ‘F’ values of different unorganized industries attributes between working

conditions of women workers in the study area; it becomes quite evident that all unorganized industries show high degree of correspondence to working conditions of women workers.

#### **8.4.1 Testing of hypotheses**

The first formulated hypothesis is that the effects of globalisation on developments in the women workforce participation in India over the years are statistically significant is identified as validated on the basis of the Growth Rate analysis.

The second formulated hypothesis is that there the growth of unorganised women employment in industry, agriculture and service sector in India is positive significant is identified as validated on the basis of Growth rate analysis.

The third formulated hypothesis is that the difference between socio economic factors with respect to women workers in the unorganized industries in the study area is statistically significant is identified as validated on the basis of the t- test.

The forth formulated hypothesis is that the working condition of women workers differs significantly between unorganized industries in the study area is identified as validated on the basis of F-Ratio.

#### **8.5 SUGGESTIONS AND RECOMMENDATIONS**

The following suggestions and recommendations are made by this study are as follows:

- Nation develops if the women's are developed. So it is the first and foremost duty of our Government to pay attention for the well-being of the women community. A number of measures have been adopted by the Government for their welfare. But in some cases, women's interest is not protected.
- Separate rest room should be arranged for the women workers. There should

have a separate neat and clean toilet for the women workers. The eligible women workers should be given maternity benefit.

- In order to provide the maternity benefits to the women workers necessary amendments are required in the Maternity Benefit Act.
- Adult education programme for the women workers should be implemented for making them literate.
- Exhaustive and comprehensive legislation is urgently needed for regulating working conditions, wage structure, welfare measures of the women workers.
- The Labour Department should come forward to prevent physical-mental torture, sexual harassment and molestation of the working women. For this, the department should introduce special wing that can supervise the matter and take necessary action against the wrongdoers.
- Voluntary organizations of eminent personalities should be involved to see whether the different provisions and welfare measures are being strictly implemented. It is necessary to enforce the “Inter-State Migrant Workmen Act” and “Contact Labour Act” to check the bungling in the recruitment procedure and working condition. The parents of the women workers married at early stage should be aware of the fact that early marriage invites a lot of problems. Such workers are affected mentally and physically. So Government as well as NGO should make an awareness programme that will discuss about the ill effects of early marriage.
- Women workers live in poverty. In order to alleviate poverty, they should be informed about different poverty alleviation programmes adopted by the Government from time to time. Due to lack of information and ignorance, they suffer from poverty.

- Regularly long working hours and overtime hours create many problems in their families and health, so working hours should be minimized by increasing regular salary.
- To provide housing and transportation facilities by the respective owner, increase the present wage and need to ensure the minimum wage for them and to ensure the payment of salary in the due date
- To save a portion of their salary in the account created by the owner and to prevent sound pollution in the working place and need to ensure proper medical facilities To take punitive measures against guilty supervisor for their misbehave.
- To determine a target based bonus system as well as other incentives such as leaves, health benefit and so on the Government should be aware of the violations of the labour law against the poor female workers.
- The government should fix the minimum wage system in order to cater the needs of the women workers.
- Every informal industries may be provides medical facilities to safeguard the women workers health.
- The Government should arrange education of women workers so that, the workers get necessary information from these education.
- The Government should necessary take steps to ensure regular supply of electricity.
- The government should give necessary training to the women workers to increase the efficiency of the women workers.

- The informal industry may provide bonus to the women workers regularly. Employee State Insurance Scheme (ESIS) can also be introduced for the welfare of the workers in the unorganised industry.
- The informal industry may provide necessary working facilities to the workers in the working hours. The industry should modify the wages system in order to meet the present condition of expense.
- The informal industry may introduce Employees Provident Fund (EPF) facility to the women workers. The informal industry may reduce the working hours because majority of workers feels that long working hour.
- There is a need to provide them crèche facility to take care for their children while at work and to create awareness among women workers regarding importance and benefits of job cards during any mishappening at workplace. They should be made aware regarding various benefits of trade unions.
- 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 (WGC) headed by a woman should be established in every organization employing women workers in the organized sector and in case of unorganized sector

## **8.6 CONCLUSION**

Women workers have dual responsibility of home and work. There are various reasons for pitiable conditions of women in unorganized sector i.e. gender discrimination, poverty, lack of basic knowledge, ignorance of government, inadequate laws which are failing to prevent them. For the betterment of women in unorganized sector, government need to prepare statistics records of employed women. On the basis of this record Government has to prepare programs for educating women for their rights. Central and State Government had launched many schemes for providing support to women but there are not sufficient to overcome the problems of women workers. There is need of effective implementation of these schemes and laws for empowering the women workers. The Central and State Government can formulate many policies to increase the welfare of the workers.