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Work-Life Fisherwomen In Unorganized Sector – A Study In Srikakulam District

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Abstract

The main aim of this study is to analyse the work-life balance of fisherwomen in unorganized sector. In this purpose Srikakulam district of Andhra Pradesh state has been chosen as the study area, where 12 villages of 6 mandals mostly fishermen community populated located in coastal zone are selected. A sample of 600 working women of fishermen community selected randomly 50 from each village with stratified method. Thus, the selected women are engaged in fish marketing activities and work for unorganised units like shrimp hatcheries, cold storages, etc. The data was collected about personal information of the sample respondents, along with work environment, facilities at workplace, work performance and work-life with the help of an interview schedule and processed with SPSS for analysis. The results revealed that better performance of fisher women gives the more satisfaction and managing their family emergencies becomes easier them to handle outside work with better work practices. Moreover, comparison of work performance with others makes their life more relaxed and they would be less stressed in their job with good work practices. Since, fisherwomen don't get reasonable remuneration for their work better work practices improve the efficiency and effectiveness of their work-life.

Keywords: Fisherwomen, work-life, unorganized sector, work environment, work performance.

Introduction

Female labour force participation rates in Andhra Pradesh have been historically higher than the national average, in both rural and urban areas (Sunita Sanghi, et al., 2015)¹. The recently released Periodic Labour Force Survey of 2017-18 reports indicate that rural female labour force participation rates is 39 percent, which is above the national level estimation of 18.2 percent. The difference between the state and the national female labour force participation rates in rural areas is visible, despite the fact that female labour force participation rates in Andhra Pradesh has been consistently declining since 2004-05. It dropped from 48.8 percent in 2004-05 to 44.78 percent in 2011-12, and then declined further to 39 percent in 2017-18. Urban female labour force participation rates in AP increased from 18 percent in 2011-12 to 25.1 percent in 2017-18. This is significantly higher than the urban female labour force participation rates for India (15.9 percent).²

Supporting their role as sole household managers in the majority of fisher families, fisherwomen play a significant role in the rapid development of the fishing industry. While women have played a vital role in the development of the family and society as a whole, in the community of fishermen they play an especially important role. They are required to engage in social and economic activities alongside men in order to supplement the family's income. Due to their culture and family structure, fisherwomen's invaluable contributions are generally unacknowledged. Women have long been involved in the fishing industry. Contributions made by women to the processing and marketing of fish support their families financially. Through economic and social development, economic progress can be achieved (Dehadrai, 2002)³.

In the state of Andhra Pradesh, the main commercial activities of women in the fishing villages are fish drying, curing and fish marketing. Since, majority of fisherwomen are engaged in marketing, their social standing remains low (Jayaraman, 2006)⁴. Therefore, hand braiding of fishing nets is also an important activity of these people in many fishing villages. In recent years, with the establishment of shrimp processing plants in Visakhapatnam, women are obtaining jobs in the shrimp processing industry in increasing numbers. Women get employment in shrimp processing industries not for entire year for activities like processing, segregating, packing, cleaning, etc. (Manju Pathania and Rama Mohan Rao, 2014)⁵.

The contributions of fisherwomen permeate every aspect of the pre and post harvest handling, preservation, processing, and marketing of seafood products, and they serve as a vital link between producers and consumers. In addition to these the fisher women who are engaged in other activities like housemaids, shopkeepers, sales girls, etc., are considered as unorganized workers. Moreover, women account for approximately one-third of the labour force in India, there are 14.96 million active fishers, of which 9.32 million are fishermen and 5.64 million are fisherwomen (Handbook on Fisheries Statistics, 2020)⁶. The fisherwomen participate in the fish auction, purchase fish, and then sell it at the market and streets. Therefore, the researcher is interested in conducting study on the status of fisherwomen working in unorganised sector. This study is based on primary data collected from the fisher women of the study area using a structured research instrument (schedule). In addition, secondary data of literature, collected through published sources like Journals, News Papers, Periodicals, Articles, Research Papers, Books, etc. are reviewed.

In addition to their role as sole household managers in nearly all fisher families, women play an important role in the rapid expansion of the fishing industry. The days of women sitting at home, administering the household, and caring for children have passed. Now the fisher women must work alongside men to generate additional income to maintain their family for livelihood. Nonetheless, as in the past, the home was managed solely by women without any change. The invaluable role played by women is typically undervalued. Women have been involved in fishing for centuries. Women's participation in fish processing and marketing generates income for their families. Through social and economic development, economic progress can be achieved. The majority of fisherwomen are engaged in marketing, and their social standing remains low. Modern technological amenities also benefit men, who can readily access and utilise them (Krishnan Vetrivel, 2015)⁷.

Significant contributions are made by fisherwomen to the marketing of fish and the processing of fish with reference to fisheries, and majority of fisherwomen today are playing key roles in many unorganized sector units like shopping malls, cold-storages, housekeeping, etc. Participation in these activities by women generates supplemental income for their families. In addition to the above, some of the fisherwomen stated their own self-employment through self-help groups. The self-help groups have improved their members'

economic well-being, through savings, and banking habits, as well as addressed other obstacles spanning gender, infrastructure, and high interest rates. The members' technical knowledge has increased, their interpersonal and financial management skills have been honed, and their self-assurance has grown (Vimala, Ravisankar, Kumaran, Rengarajan and Krishnan, 2010)⁸.

Moreover, fisherwomen described how they lived their life on chance of the daily yield and sale of fish would determine their evening meal. Most often, money lenders would lie in wait for the boat to grab the fish in repayment of their loan. Their children do not go to schools, due to lack of care from the parents and also have no good clothes. While income determines the status of women, the fisher women work more for increase their income levels to improve their status in the society. In this context the present study entitled “Status of working women in unorganized sector – A study on fisherwomen in Srikakulam district” to concentrate on the following objectives.

1. To study the socio-demographic profile of fisherwomen in Srikakulam district.
2. To study the satisfaction levels of fisherwomen on work environment aspects at workplace
3. To analyse the perceptions of fisherwomen on facilities at their workplace
4. To analyse the perceptions of fisherwomen on their work performance
5. To analyse the perceptions of the fisherwomen on their work-life in unorganised

Methodology

The main aim of this paper is to study the work-life of fisherwomen in unorganized sector. Thus, in the present study, descriptive research methodology was employed to analyse the perceptions of fisherwomen on work environment, facilities at workplace, work performance and their work-life. In this regard, Srikakulam district of Andhra Pradesh state has been chosen as the study area, where the fishermen community populated villages located in the coastal zone are selected. A sample of 600 working women of fishermen community selected randomly from 12 villages of 6 mandals, and from each village 50 samples considered with stratified method. So much care has been taken in selecting the study sample. While the primary objective of this study is to determine the work-life of fisherwomen in the unorganised sector, the sample respondents consist of women who engage in fish vending and work for unorganised units. Since, the majority of these fisherwomen engage in unorganised labour and play a pivotal role in their family's economic activities, the data was collected with the help of an interview schedule to collect personal information of the sample respondents, work environment, facilities at workplace, work performance and work-life, and after data collection it was processed with SPSS for analysis. According to the perceptions of the fisherwomen about their work-life aspects the scores have been generated by Likert's scale and with the scale value of the individual aspects have been ranked. Hence, the output results of the study are tabulated and analysed in the following.

Table – 1: Demographic profile of fisherwomen in unorganised

Demographic variables	Demographic groups	Frequency	Percent
Age group	20-30 years	108	18.0
	31-40 years	296	49.3
	41-50 years	103	17.2
	Above 50 years	93	15.5
Literacy level	Illiterate	293	48.8
	Primary level	87	14.5
	Secondary selve	126	21.0
	Collage level	94	15.7
Marital status	Married	391	65.2
	Unmarried	60	10.0
	Divorced	61	10.2
	Widow	88	14.7
Religion	Hindus	491	81.8
	Non-Hindus	109	18.2
Work area	Harbor	183	30.5
	Open Market	160	26.7
	Street Vending	155	25.8
	Others	102	17.0
Work experience	0-5 years	74	12.3
	5-10 years	155	25.8
	10-15 years	211	35.2
	More than 15 years	160	26.7
Total		600	100.0

Since the study confined to fisherwomen who are working in unorganized sector, the age-wise distribution of the respondents shows that 49.3 percent are in the age-group of below 31-40 years, 18.0 percent are in 20-30 years age-group, 17.2 percent are in 41-50 years age-group and above 15.5 percent are in above 50 years age-group. Whereas, their education levels shows as many as 48.8 percent are Illiterates, and from the rest 14.5 percent studied up to primary level, 21.0 percent studied up to secondary level and the remaining 15.7 percent studied up to college level.

The marital status of the respondents reveals that majority group of 65.2 percent are married and the remaining 14.7 percent are widows, 10.2 percent are divorced and 10.0 percent are unmarried. According to the religious believes it is observed a predominant group of 81.2 percent respondent believe Hinduism and the remaining 18.2 percent believe Non-Hinduism.

Regarding working area of fisherwomen it is observed 30.5 percent are working at harbors, 26.7 percent are working at market yards, 25.8 percent are on street vending and 17.0 percent are performing their duties like housemaids, working in cold storages, etc. Hence, the working experience of respondents reveals that 12.3 percent have 0-5 years, 25.8 percent have 5-10 years, 35.2 percent have 10-15 years and 26.7 percent have more than 15 years of experience in their professions.

Table–2: Satisfaction levels of fisherwomen towards work environment at workplace

SL. No.	Work environment	High	Moderate	Low	Total
1	Working hours	251 (41.8)	294 (49.0)	55 (9.2)	600 (100.0)
2	Work load	187 (31.2)	280 (46.7)	133 (22.2)	600 (100.0)
3	Earning for extra work	260 (43.3)	318 (53.0)	22 (3.7)	600 (100.0)
4	Possibility of shift duties	277 (46.2)	299 (49.8)	24 (4.0)	600 (100.0)
5	Dignity of labour	230 (38.3)	325 (54.2)	45 (7.5)	600 (100.0)
6	Safety at work place	242 (40.3)	331 (55.2)	27 (4.5)	600 (100.0)
7	Support from the co-workers	205 (34.2)	373 (62.2)	22 (3.7)	600 (100.0)

The satisfaction levels of the fisher women on work environment aspects at their workplace indicate that 49.0 percent perceived moderate, 41.8 percent perceived high and 9.3 percent perceived low level of satisfaction. With reference to work load at workplace the data shows that 46.7 percent perceived moderate, 31.2 percent perceived high and 22.2 percent perceived low level of satisfaction. While most of the people do extra work for more earning, the data reveals that 53.0 percent of the respondents perceived moderate level and 43.3 percent perceived high level of satisfaction in earning for their extra work.

Regarding possibility of shift duties in their duty the data indicates that 49.8 percent perceived moderate and 46.2 percent perceived high level of satisfaction. With reference to dignity of labour at workplace, the data shows 54.2 percent perceived moderate and 38.3 percent perceived high level of satisfaction. While safety at work place is very much importance to determine the work-life of any person, especially in unorganized sector, the perceptions of fisher women reveals that 55.2 percent are perceived moderate level and 40.3 percent perceived high level of satisfaction with safety at work at their workplace. Finally it is noticed from the data that majority group of 62.2 percent perceived moderate level and 34.2 percent perceived high level of satisfaction with the support they received from their co-workers.

Table-3: Perceptive score analysis on rank order priority given by the fisher women towards work environment aspects

SL. No.	Work environment	High	Moderate	Low	Total
	Scale Value (SV)	3	2	1	
1	working hours	251	294	55	600
	Frequency x Scale Value	753	588	55	1396 – IV
2	work load	187	280	133	600
	Frequency x Scale Value	561	560	133	1254 – VII
3	Earning for extra work	260	318	22	600
	Frequency x Scale Value	780	636	22	1438 – II
4	Possibility of shift duties	277	299	24	600
	Frequency x Scale Value	831	598	24	1453 – I
5	Causing ill health	230	325	45	600
	Frequency x Scale Value	690	650	45	1385 – V
6	Safety of work place	242	331	27	600
	Frequency x Scale Value	726	662	27	1415 – III
7	Support from the co-workers	205	373	22	600
	Frequency x Scale Value	615	746	22	1383 – VI
	Total score for work environment				9724
	Maximum Possible Score	5 (Maximum score points) 600 (number of respondents) X 7 (number of statements)			21000
	Percentage of score of work environment	Total score for general working condition display/Maximum Possible Score X 100			46.3
	Average				1389

From this above table, it can be understood that the first rank is given to satisfaction levels of respondents on possibility of shift duties for which the scale value is 1453. It is observed that second rank has been given to the statement “Earning for extra work”, which is secured a scale value of 1438. The data reveals that third rank is given to the statement “Safety of work place”, with a scale value of 1415, and the fourth rank is given to “working hours”, which is carrying a scale value of 1396. It is found from the data that fifth rank is given to the statement “Dignity of labour”, with a scale value of 1385, and the sixth rank is given to “Support from the co-workers”, with a scale value of 1383. And finally it is also observed that seventh rank has been given to the statement “work load”, which is secured a scale value of 1254.

According to the individual scores of the seven aspects of work environment the total score obtained was 9724 and the average score is 1389. Hence, the work environment aspects have been separated by more positive and less positive statements according to their individual scores.

More positive statements:

1. Possibility of shift duties
2. Earning for extra work
3. Safety of work place
4. working hours

Less positive statements:

1. Dignity of labour
2. Support from the co-workers
3. work load

Table-4: Perceptions of fisherwomen on facilities at workplace

SL. No.	Facilities	Excellent	Very Good	Good	Bad	Very Bad	Total
1	Cafeteria at work place	75 (12.5)	58 (9.7)	28 (4.7)	201 (33.5)	238 (39.7)	600 (100.0)
2	Drinking water facilities	58 (9.7)	19 (3.2)	60 (10.0)	199 (33.2)	264 (44.0)	600 (100.0)
3	Rest rooms	77 (12.8)	93 (15.5)	79 (13.2)	132 (22.0)	219 (36.5)	600 (100.0)
4	Toilets Facilities	66 (11.0)	57 (9.5)	28 (4.7)	173 (28.8)	276 (46.0)	600 (100.0)
5	Crèches at workplace	101 (16.8)	103 (17.2)	29 (4.8)	64 (10.7)	303 (50.5)	600 (100.0)
6	Communication facilities	148 (24.7)	123 (20.5)	27 (4.5)	132 (22.0)	170 (28.3)	600 (100.0)
7	Transport facilities	194 (32.3)	145 (24.2)	86 (14.3)	100 (16.7)	75 (12.5)	600 (100.0)

The perceptions of the fisherwomen on facilities at work place implicit that majority group of 39.7 percent felt very bad and 33.5 percent felt bad with the cafeteria at workplace. With reference to drinking water facilities at workplace it is found that 44.0 percent felt very bad and 33.2 percent felt bad. Since, rest rooms are very much needed for workers at any environment, especially for women. But here in the case of fisher women it is found that 36.5 percent felt very bad and 22.0 percent felt bad about the rest room facility at work place.

While the first and foremost necessary for women workers at workplace is toilet facility. In this regard it is observed from the perceptions of the fisher women that 46.0 percent opined very bad and 28.8 percent opined bad for toilet facilities at workplace. Today crèches are very much needed at workplace for the women who are with babies. For this it is found that above fifty percent (50.5%) of the respondents said 'very bad' and 10.7 percent said 'bad' about the crèches at workplace.

Concerning to the communication facilities at work place the data reveals that 28.3 percent felt very bad and 22.0 percent felt bad. Since, the data shows 32.3 percent respondents said that the transport facilities are excellent, whereas 24.2 percent said 'very good' and 14.3 percent said 'good'.

Table-5: Perceptive score analysis on rank order priority given by the fisher women towards facilities at work place

SL. No.	Facilities	Excellent	Very Good	Good	Bad	Very Bad	Total
	Scale Value (SV)	5	4	3	2	1	
1	Cafeteria at work place	75	58	28	201	238	600
	Frequency x Scale Value	375	232	84	402	238	1331 – V
2	Drinking water facilities	58	19	60	199	264	600
	Frequency x Scale Value	290	76	180	398	264	1200 –VII
3	Rest rooms	77	93	79	132	219	600
	Frequency x Scale Value	385	372	237	264	219	1477 – III
4	Toilets Facilities	66	57	28	173	276	600
	Frequency x Scale Value	330	228	84	344	276	1262 – VI
5	Crèches at workplace	101	103	29	64	303	600
	Frequency x Scale Value	505	412	87	128	303	1435 – IV
6	Communication facilities	148	123	27	132	170	600
	Frequency x Scale Value	740	492	81	264	170	1747 – II
7	Transport facilities	194	145	86	100	75	600
	Frequency x Scale Value	970	580	258	200	75	2083 – I

Total score for facilities at work place							10535
Maximum Possible Score	5 (Maximum score points) 600 (number of respondents) X 7 (number of statements)						21000
Percentage of score of facilities at work place	Total score for general working condition display/Maximum Possible Score X 100						50.2
Average							1505

Perceptive score analysis on rank order priority given by the fisher women towards facilities at workplace shows that the first rank is given to the transport facilities at workplace for which the perceived score value is 2083. It is noticed from the data that second rank has been given to the facility ‘Communication’, with a score value of 1747. In this process the third rank is given to the facility of rest rooms at workplace for which the score value is 1477, and fourth rank is given to ‘Crèches at workplace’, which is carrying score value of 1435.

The data reveals that fifth rank has been given to the facility of cafeteria at work place, which accounted with a score value of 1331, and the sixth rank is given to ‘Toilets Facilities’, with a score value of 1262. Finally the last and seventh rank has been given to the facility of drinking water at workplace, which secured a score value of 1200.

As per the data that scores values of seven facilities at workplace the total score obtained was 10535 and the average score is 1505. Hence, the facilities available to fisher women at workplace are separated by more positive and less positive according to their individual scores.

More positive statements:

1. Transport facilities
2. Communication facilities

Less positive statements:

1. Rest rooms
2. Crèches facilities
3. Cafeteria at work place
4. Toilets Facilities
5. Drinking water facilities

Table-6: Perceptions of fisher women on their work performance

SL. No.	Work Performance	Always	Often	Sometimes	Really	Never	Total
1	I normally work more than 6 days in a week	173 (28.8)	166 (27.7)	42 (7.0)	122 (20.3)	97 (16.2)	600 (100.0)
2	I normally work more than 10 hours in a day	190 (31.7)	123 (20.5)	57 (9.5)	84 (14.0)	146 (24.3)	600 (100.0)
3	I complete my work before my target time	173 (28.8)	134 (22.3)	43 (7.2)	81 (13.5)	169 (28.2)	600 (100.0)
4	I worry about work when I am not at job	234 (39.0)	204 (34.0)	50 (8.3)	49 (8.0)	63 (10.5)	600 (100.0)
5	Post pone work to future day/date	92 (15.3)	83 (13.8)	44 (7.3)	180 (30.0)	201 (33.5)	600 (100.0)

The perceptions of fisherwomen on their work performance reveals that 28.8 percent perceived always, 27.7 percent perceived often and 7.0 percent perceived sometimes that they work more than 6 days in a week. With reference to working hours 31.7 percent perceived always, 20.5 percent perceived often and 9.5 percent perceived sometimes that they work for more than 10 hours in a day. Concerning to the data it is found that 28.8 percent said ‘always’, 22.3 percent said ‘often’ and 7.2 percent said sometimes that they complete their work before their target time. Moreover, 39.0 percent felt always, 34.0 percent felt often and 8.3 percent felt sometimes that they worry about work when they are not at job, it is also observed that 33.5

percent perceived never and 30.0 percent perceived really they post pone work to future day/date.

Table-7: Perceptive score analysis on rank order priority given by the fisher women towards their work performance

SL. No.	Work Performance	Always	Often	Sometimes	Really	Never	Total	
	Scale Value (SV)	5	4	3	2	1		
1	I normally work more than 6 days in a week	173	166	42	122	97	600	
	Frequency x Scale Value	865	664	126	244	97	1996 – II	
2	I normally work more than 10 hours in a day	190	123	57	84	146	600	
	Frequency x Scale Value	950	492	171	168	146	1927 – III	
3	I complete my work before my target time	173	134	43	81	169	600	
	Frequency x Scale Value	865	536	129	162	169	1861 - IV	
4	I worry about work when I am not at job	234	204	50	49	63	600	
	Frequency x Scale Value	1170	816	150	98	63	2297 – I	
5	Post pone work to future day/date	92	83	44	180	201	600	
	Frequency x Scale Value	460	332	132	360	201	1485 – V	
	Total score for work performance						9566	
	Maximum Possible Score	5 (Maximum score points) 600 (number of respondents) X 5 (number of statements)						15000
	Percentage of score of work performance	Total score for general working condition display/Maximum Possible Score X 100						63.7
	Average							1913

The perceptive score analysis on rank order priority given by the fisher women towards their work performance shows that first rank is given to the statement “They are worry about work when they are not at job” with a score value of 2297. The second rank has been given to the statement “They normally work more than 6 days in a week” which is carrying a score value of 1996, and the third rank is given to “They normally work more than 10 hours in a day” with a score value of 1927. In this process the fourth rank is given to the statement “They complete their work before their target time” with a score value of 1861, and the fifth rank is given to the statement “Postpone work to future day/date”, which secured a score value of 1485.

According to the individual scores of the five statements the total score obtained was 9566 and the average score is 1913. Hence, the statements are separated by more positive and less positive according to their score values.

More positive statements:

1. They are worry about work when they are not at job
2. They normally work more than 6 days in a week
3. They normally work more than 10 hours in a day

Less positive statements:

1. They complete their work before their target time
2. Post pone work to future day/date

Table-8: Perceptions of the fisher women on their work-life

SL. No.	Reasons	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
1	Heavy competition at work does not affect my life	316 (52.7)	128 (21.3)	26 (4.3)	120 (20.0)	10 (1.7)	600 (100.0)
2	Having inflexible timings affects my work performance	303 (50.5)	93 (15.5)	89 (14.8)	80 (13.3)	35 (5.8)	600 (100.0)
3	Non cooperation of family members affects my time for outside work	289 (48.2)	116 (19.3)	53 (8.8)	81 (13.5)	61 (10.2)	600 (100.0)
4	A better performance of my work gives me more satisfaction	446 (74.3)	47 (7.8)	16 (2.7)	81 (13.5)	10 (1.7)	600 (100.0)
5	If I don't get reasonable remuneration for my work, I will feel bad	356 (59.3)	62 (10.3)	92 (15.3)	65 (10.8)	25 (4.2)	600 (100.0)
6	Unfair of work performance makes me dissatisfied	298 (49.7)	80 (13.3)	55 (9.2)	145 (24.2)	22 (3.7)	600 (100.0)
7	With my hard work of I can achieve my career goals and aspirations	319 (53.2)	97 (16.2)	59 (9.8)	117 (19.5)	8 (1.3)	600 (100.0)
8	Better work practices improve my efficiency and effectiveness in my leisure time	326 (54.3)	127 (21.2)	27 (4.5)	112 (18.7)	8 (1.3)	600 (100.0)
9	My available resources allow me of a good work practice	305 (50.8)	98 (16.3)	68 (11.3)	87 (14.5)	42 (7.0)	600 (100.0)
10	I would be less stressed in my job with good work practices	353 (58.8)	101 (16.8)	38 (6.3)	81 (13.5)	27 (4.5)	600 (100.0)

Perceptions of the fisher women on their work-life shows that a majority group of 52.7 percent strongly agreed and 21.3 percent agreed that heavy competition at work does not affect their work-life. It is observed that 50.5 percent strongly agreed and 15.5 percent agreed that having inflexibility of timings in their job affects on work performance. The data also reveals that 48.2 percent strongly agreed and 19.3 percent agreed that non-cooperation of family members affects their time for outside work. As per the data it shows that 74.3 percent strongly agreed and 7.8 percent agreed that better performance of their work gives them more satisfaction. Since, 59.3 percent strongly agreed and 10.3 percent agreed that if they don't get reasonable remuneration for their work, they would felt bad in their work-life.

According to the data it is found that 49.7 percent strongly agreed and 13.3 percent agreed that unfair of work performance makes them dissatisfaction. On the other hand 53.2 percent strongly agreed and 16.2 percent agreed that they can achieve their career goals and aspirations with hard work. Furthermore, 54.3 percent strongly agreed and 21.2 percent agreed that better work practices improve their efficiency and effectiveness in their leisure time.

With reference to perceptions of the fisher women it is found 50.8 percent strongly agreed and 16.3 percent agreed that their available resources allow them a good work practice. So 58.8 percent strongly agreed and 16.8 percent agreed that they would be less stressed in their job with good work practices.

As per the perceptions of the fisher women about their work-life the scores have been calculated by Likert's five-point scale and with the score values of individual statements ranks have been given. Hence, the rank order analysis of statements related to work-life of the fisher women at workplace has been presented in the following table.

Table-9: Perceptive score analysis on rank order priority given by the fisher women towards their work-life

SL. No.	Reasons	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total	
	Scale Value (SV)	5	4	3	2	1		
1	Heavy competition at work does not affect my life	316	128	26	120	10	600	
	Frequency x Scale Value	1580	512	78	240	10	2420 – V	
2	Having inflexible timings affects my work performance	303	93	89	80	35	600	
	Frequency x Scale Value	1515	372	267	160	35	2349 – VII	
3	Non cooperation of family members affects my time for outside work	289	116	53	81	61	600	
	Frequency x Scale Value	1445	464	159	162	61	2291 – IX	
4	A better performance of my work gives me more satisfaction	446	47	16	81	10	600	
	Frequency x Scale Value	2230	188	48	162	10	2638 – I	
5	If I don't get reasonable remuneration for my work, I will feel bad	356	62	92	65	25	600	
	Frequency x Scale Value	1780	248	276	130	25	2459 – III	
6	Unfair of work performance makes me dissatisfied	298	80	55	145	22	600	
	Frequency x Scale Value	1490	320	165	290	22	2287 – X	
7	With my hard work of I can achieve my career goals and aspirations	319	97	59	117	8	600	
	Frequency x Scale Value	1595	388	177	234	8	2402 – VI	
8	Better work practices improve my efficiency and effectiveness in my leisure time	326	127	27	112	8	600	
	Frequency x Scale Value	1630	508	81	224	8	2451 – IV	
9	My available resources allow me of a good work practice	305	98	68	87	42	600	
	Frequency x Scale Value	1525	392	204	174	42	2337 – VIII	
10	I would be less stressed in my job with good work practices	353	101	38	81	27	600	
	Frequency x Scale Value	1770	404	114	162	27	2477 – II	
	Total score for responsibility of women at working area						33996	
	Maximum Possible Score	5 (Maximum score points) 600 (number of respondents) X 14 (number of statements)						42000
	Percentage of score of responsibility of women at working area	Total score for general working condition display/Maximum Possible Score X 100						80.9
	Average							2428

The perceptive score analysis on rank order priority given by the fisher women towards their work-life in unorganized, there are 10 statements and each one is carrying its individual score on the basis of respondents' perceptions. Thus, the data reveals 1st rank is given to the statement "A better performance of their work gives the more satisfaction" with a scale value of 2638, and the 2nd rank has been given to the statement "I would be less stressed in my job with good work practices" with a scale value of 2477. It is observed from the table that 3rd rank is given to the statement "If I don't get reasonable remuneration for my work, I will feel bad", which secured 2459, and the 4th rank is given to the statement "Better work practices improve my efficiency and effectiveness in my leisure time" with a scale value of 2451. Concerning to the data that 5th rank is given to the statement in which "Heavy competition at work does not affect my life", with a scale value of 2420, and the 6th rank is given to "With my hard work of I can achieve my career goals

and aspirations”, with a scale value of 2402. It is also observed that 7th rank is given to the statement in which “Having inflexible timings affects my work performance”, which is carrying a scale value of 2349. In this process the 8th rank has given to the statement “My available resources allow me of a good work practice” with a scale value of 2337 and 9th rank is given to the statement “Non cooperation of family members affects my time for outside work” with a scale value of 2291. Finally the 10th rank is given to the statement “Unfair of work performance makes me dissatisfied”, which secured a scale value of 2287.

According to the scores of the ten statements the total score obtained was 33996 and the average score is 2428. Hence, the statements are separated by more positive and less positive statements according to their individual scores. Hence, the list of each group is presented here under.

More positive statements:

1. A better performance of their work gives the more satisfaction
2. Managing family emergencies outside work becomes easier with better work practices
3. Comparing their performance at work with others makes their life more relaxed
4. They would be less stressed in their job with good work practices
5. If they don't get reasonable remuneration for their work, they will feel bad
6. Better work practices improve their efficiency and effectiveness in their leisure time

Less positive statements:

1. Heavy competition at work does not affect their life
2. They are able to handle their life outside work better if they work for good work practices
3. With their hard work they can achieve their career goals and aspirations
4. Having inflexible timings affects their work performance
5. Their available resources allow the good work practice
6. Non cooperation of family members affects their time for outside work
7. Unfair of work performance makes the dissatisfied
8. If they have freedom of home they would enjoy better life outside work

Discussion

The satisfaction levels of fisher women with reference to their working environment found that majority group satisfied moderately followed by high level with working hours, work load, earning for extra work, possibility of shift duties, dignity of labour, safety at workplace and support from their co-workers. Moreover, above two-third of the fisher women felt bad and very bad about the facilities like cafeteria at work place, drinking water facilities, rest rooms, toilets facilities, crèches and communication facilities, whereas with reference to transport facilities more than seventy percent felt satisfied.

The perceptions of fisher women about their work performance indicate that 28.8 percent always work for more than 6 days in a week, but 31.7 percent always work for more than 10 hours in a day. While 28.8 percent always complete their work before their target time, 39.0 percent worry about work when they are not at job. Even though 33.5 percent never post pone their work to a future day/date

The work-life of fisherwomen in unorganized sector indicate that highest number of respondents agreed and strongly agreed with better performance of their work gives them the more satisfaction with a scale value of 2638, and the least number of respondents agreed and strongly agreed that they would be dissatisfied with unfair of work performance, which is carrying a scale value of 2287.

Conclusion

As per the personal observations of the researcher it is found that many of the fisher women doing their work like collecting, purchasing and marketing of fish from their house or nearby places. In this regard it is found that a predominant group of fisher women (46.0 percent) said that they have possibility to do their work from their home. Since, most of the fisher women are performing multiple roles both inside as well as outside their houses; the data reveals that more than fifty percent of the fisher women have been getting support from their family members in their household activities. Moreover, it is observed from the data that more than eighty percent of the fisher women are getting support to large extent and to some extent (43.0% and 41.2%) in their job related activities. While most of the fisherwomen this study are engaged in unorganized activities like fish catching, collecting and vending, more than sixty percent have a possibility of flexible working hours in their job. Regarding their work environment the more than ninety percent

satisfied with working hours, earning for extra work, possibility of shift duties, causing ill health, safety at work place and support from the co-workers.

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