



AN EVALUATION OF ECONOMIC CONDITION OF WOMEN WORKERS WORKING IN UNORGANISED SECTOR

Authors

Dr. Sunita Bankira

Assistant Professor
Department of Commerce
The Graduate School College for Women, Jamshedpur
Kolhan University

&

Amrita Rai

Research Scholar
Department of Commerce & Business
Management
Kolhan University

ABSTRACT

It's obvious that unorganised employees can't meet their most fundamental necessities. Many individuals who work in the shadow economy are, without a question, scraping by. The wage gap between men and women in the workforce persists. Several laws have been passed to protect workers, albeit they are often more strictly enforced in formalized sectors of the economy than in their less formalized counterparts. In light of the complexity of the issues surrounding informal labor and the variety of potential solutions, the author has focused on a select few for this article. There are an estimated 447 million individuals working in the unorganised sector of India's economy, which employs the remaining 90% of the country's labor. The formal economy's decline and inability to keep up with rising job demands has made the informal sector more important.

Keywords:- Unorganised Workers, Unorganised Sector, Employment opportunities.

INTRODUCTION

The vast majority of Indian employees are engaged by the informal economy. Almost 95% of all working women in the nation are employed in the informal economy. About half of the economy's output is thought to come from the unofficial sector. There is a disproportionate number of women involved in the black market in our society's social and economic underclass. In many cases, these women are the only or primary breadwinners in their households. Low-income women workers, especially those in the informal economy, are one of the most at-risk groups in the labor market. People in these situations are especially vulnerable due to (a) low economic status, (b) limited bargaining power, (d) lack of control over earnings, (e) the need to balance paid work with child care and household work, (f) limited access to institutional credit, training, and

information, and (g) an absence of assets. These women are particularly vulnerable because they often have to juggle unpredictable work schedules with caregiving responsibilities at home, and they have no way of anticipating seasonal or life-cycle shifts. Their contributions to national GDP and personal income or savings are typically disregarded, despite their substantial magnitude. Women are more vulnerable to the faults of society, such as sexism, domestic violence, and sexual harassment in the workplace. Women have always made major contributions to India's economy. But thus far, their efforts haven't paid off too much. About three-quarters (76.4%) of all female workers in India are considered to be employed in the unorganized or informal sector. When women in urban labor force are included in, the percentage jumps to 80.7%. Women are not considered workers even if they work long hours for little compensation. They lack the means to keep up with the latest developments in transportation, communication, and technology. They face several challenges when trying to break into mainstream markets and have restricted access to safety net services.

It's no secret that women are crucial to the success of businesses and economies. But it's also true that women are often prevented from taking part in vital economic tasks. For instance, in India's agricultural sector, women have a significant part in production, processing, and preservation but a negligible one in marketing. They work in both rural and urban areas, yet their efforts are seldom compensated for. Many women are forced into the underground economy due to their already tenuous financial situations and the lack of options and assistance they get compared to males. They enter the underground market when legal barriers prevent them from participating in the mainstream economy. They may find employment in the informal sector as housekeepers, janitors, construction workers, bricklayers, farmers, weavers, and seamstresses. Due to economic constraints, these women are often forced to accept low-paying jobs.

Women often put in more hours than men do at work. Official statistics seldom account for the value of unpaid household work. Indirect signs of this may be seen in the workplace in the form of disparities between the sexes in areas such as the labor force, fields of employment, hours worked, and wages.

REVIEW OF LITERATURE

Mittal N. (2012) The problems that women encounter in the workplace are discussed in "Women Workers in the Unorganised Sector: Socio-Economic Perspective," the author's study. They put in long hours every single day in a stressful environment for little pay and no benefits of any sort.

Majumdar A. (2013) conducted a review of the social security system and the informal sector in India. She thinks that the government of India's social security system, which has been in place since 1947, does very little for workers in India's unorganized sectors, where the vast majority of the country's workforce is found. Workers' lack of emergency reserves is a major theme of this essay, which evaluates their financial status. She also hoped to illustrate the impact the lack of standardized saving across this worker segment had on India's economic productivity as a whole.

OBJECTIVES OF THE STUDY

The specific objectives of the study are:

1. To study the problems faced by women workers while working in unorganised sector in Ranchi District.
2. To assess the economic condition of women workers working in unorganised sector in Ranchi District.
3. To study the role of employer in the empowerment of women workers working in their sites.

RESEARCH METHODOLOGY

In this suggested study, we will employ both descriptive and analytical techniques. Therefore, both primary and secondary sources were used to compile the study's findings. The bulk of the study's information came from interviews conducted according to a well developed and extensively tested interview schedule. Secondary sources such as books, journals, magazines, relevant research papers, websites, etc. were combed for the information needed for the study.

Given how difficult it would be to use a census to collect the data, the researcher has opted for a sample study instead. Seventy-five workers were chosen at-large using a judgmental sampling method.

DATA ANALYSIS AND INTERPRETATION

Table 1: Socio-Economic Characteristics of women workers

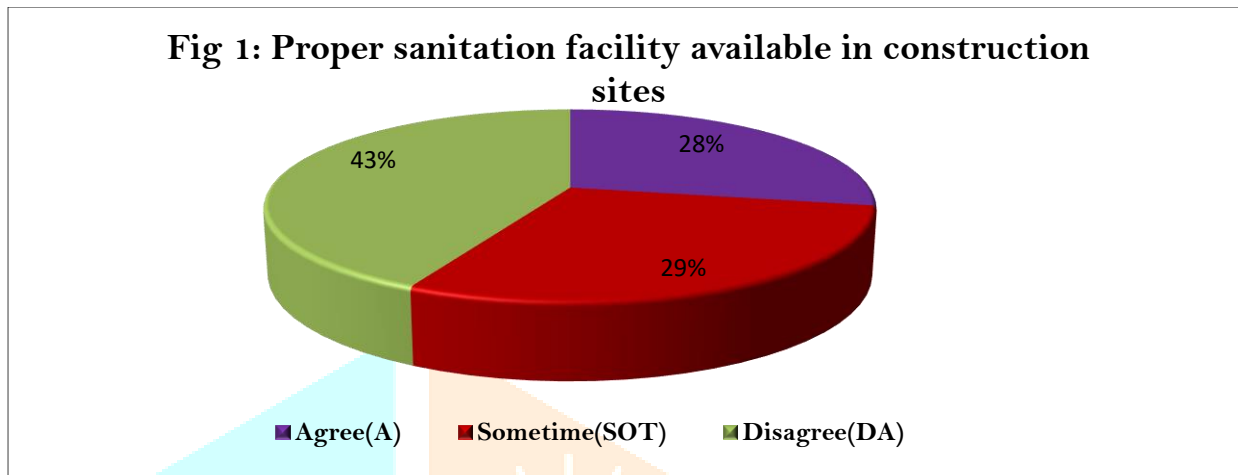
Characteristics	Frequency(75)	Percentage	
Age Group	Below 21 years	14	18.67
	21-27 years	29	38.67
	27-33 years	20	26.67
	Above 33 years	12	16.00
Qualification level	Primary	21	28.00
	Elementary	28	37.33
	Matriculation	17	22.67
	Intermediate	09	12.00
Marital Status	Single	34	45.33
	Widow	15	20.00
	Married	26	34.67
Income(Monthly)	Below 7,000	31	41.33
	7,000-13,000	19	25.33
	13,000-19,000	19	25.33
	Above 19,000	06	08.00

Source:- Primary data

Table 2: Proper sanitation facility available in construction sites

Statements	No. of Respondents	Percentage
Agree	21	28.00
Sometimes	22	29.33
Disagree	32	42.67
Total	75	100%

Coutesy: Primary Data



Coutesy: Primary Data

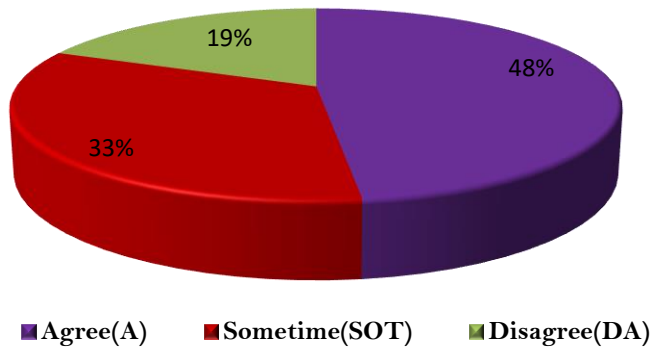
Sanitation in a site is an important facility provided to women workers. As per the polled data out of 75 women workers, 28% women workers argued that there is a proper sanitation facility available in the construction sites where they worked, 29.33% women workers stated that sometimes they get proper sanitation facility in the place where they worked and sometimes they get improper facility of sanitation and 42.67% women workers stated that they didn't get proper facility of sanitation in the site where they worked. The analysis showed that maximum women workers didn't get proper sanitation facility.

Table 3: Regular and timely payment of wages

Statements	No. of Respondents	Percentage
Agree	36	48.00
Sometimes	25	33.33
Disagree	14	18.67
Total	75	100%

Coutesy: Primary Data

Fig 2: : Regular and timely payment of wages



Coutesy: Primary Data

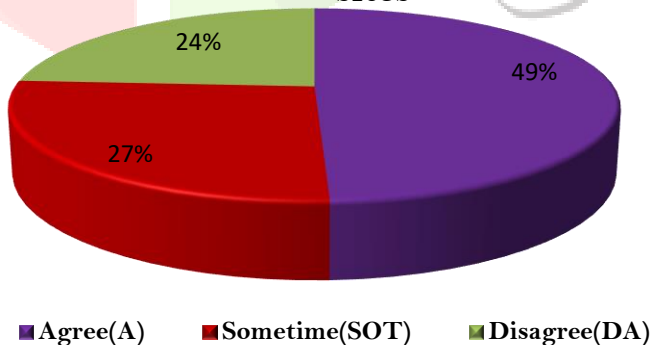
Workers are working for wages, sometimes they get wages on time and sometime do not. In the statement regular and timely payment of wages out of 75, women worker 48% women workers get regular and timely wages, 33.33% women workers stated that sometime they get wages on time and sometimes delay in payment of wages and 18.67% women workers stated that they didn't get wages on time, there is always delay in payment of wages on their respective sites.

Table 4: Supportable environment is available in construction sites

Statements	No. of Respondents	Percentage
Agree	37	49.33
Sometimes	20	26.67
Disagree	18	24.00
Total	75	100%

Coutesy: Primary Data

Fig 3: Supportable environment is available in construction sites



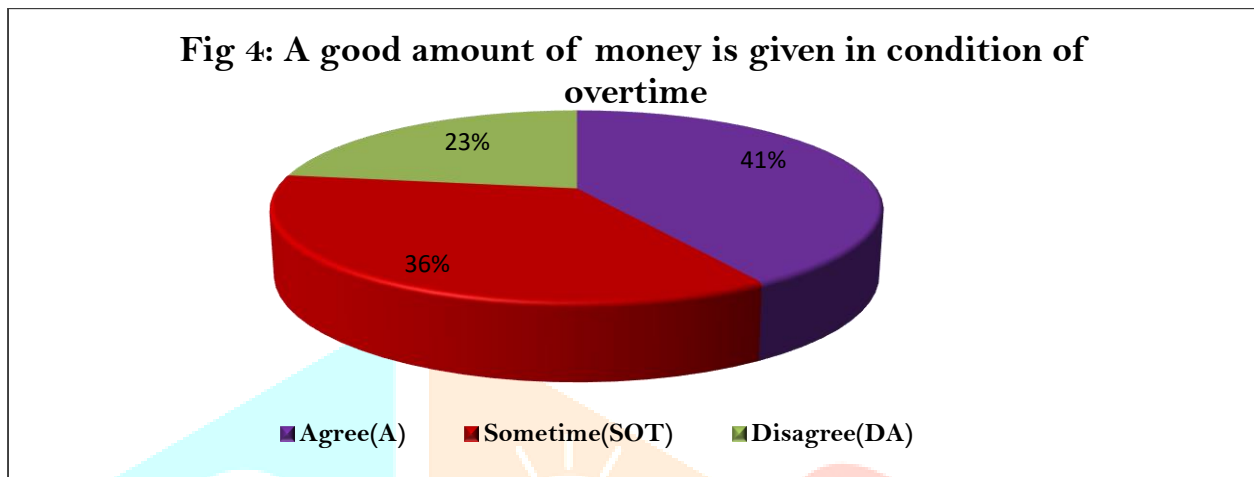
Coutesy: Primary Data

Women workers need support from other women or men worker in the site where they worked. In the polled data 49.33% women workers stated that they get supportable environment around them in their sites, 26.67% women workers stated that sometime they get supportable environment in their sites and sometime they suffer in their sites and 24% women workers stated that they didn't get any support from other members or management while working in construction sites. The analysis showed that approx half of the women workers of this research work are satisfied with the environment around them in the sites where they worked.

Table 5: A good amount of money is given in condition of the overtime

Statements	No. of Respondents	Percentage
Agree	31	41.33
Sometimes	27	36.00
Disagree	17	22.67
Total	75	100%

Coutesy: Primary Data



Coutesy: Primary Data

Overtime is a time of work which occurred when they worked more than regular working hours. As per the poll data 41.33% women workers stated that they get good amount of money in the case of overtime work, 36% women workers stated that sometimes they get good amount of money in case of overtime and sometimes they didn't get proper amount of money for overtime work and 22.67% women workers stated that they didn't get enough money for overtime work.

CONCLUSION

Compared to metropolitan areas, rural areas have a higher concentration of the unorganised sector, as shown by this study. More women than males are employed in this field. Women often face discrimination in the workplace, such as lower wages, less job security, and shorter pay periods. Because of the rise of new technology, educated men have joined formerly female-dominated sectors. Due to financial constraints, women may be compelled to work outside the house without compensation, where they are more likely to experience sexual harassment and exploitation.

REFERENCES

1. Neha Mittal (2012), Socio-Economic Conditions of House Construction Workers in Vijayawada City, Research Scholar, and Dept of HRM, Acharya Nagarjuna University, Guntur, and AP.
2. Ashima Majumdar (2013), Workers in unorganised sector lack security. Down to Earth.
3. Azadeh Barati Rooh Ollah Arab, Seyed saadat Masoumi, Challenges and Problems faced by women workers in India.
4. Dr. Md. Krishna. Supporting Service for working women in India in unorganised sector: a critical analysis,ISSN 2321-4171
5. Kamala kanta Mohapatra.women workers in informal sector in India: Understanding the occupational vulnerability.International Journal of Humanities and Social Science,2021:2:21
6. Rao Shanmukha P, Suryanarayana NVS. Issues and challenges of female labour migration,2013.<http://www.globalrp.org/issues-and-challenges-of-female-labour-migration.html>.
7. International Labour Conference-Forty Eight Session,1964.women workers in a changing World(ILO,Genva,1963)

