



AN EMPIRICAL ANALYSIS ON WORKING CONDITIONS OF WOMEN WORKERS IN UNORGANISED SECTOR: A STUDY IN PRAKASAM DISTRICT OF ANDHRA PRADESH

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Abstract

In India, unorganised sector will play a vital role in nation economy. Major workforce constituted from this sector and also high employment generated, provided by this sector. In case of informally economy employs about 86 per cent of the country's work force and 96 per cent of its women workers. Nearly half of the percentage of national product was found from the unorganised economy. In this context, how the women worker has been working in unorganised sector, their satisfaction and conditions were found from this empirical paper.

Key Words: *Unorganised Sector, Women, Women Workers, Risk, Satisfaction.*

Introduction

A high portion of socially and economically underprivileged women of our society are concentrated in informal economic activities. Many of these women workers are primary earners for their families for sheer survival. Low income women workers, especially in the formal sector form one of the most vulnerable groups in the work force. The reasons for their vulnerability are like irregular work, low economic status, little or no bargaining power, lack of control over earnings, need to balance paid work with child care and household work, little or no access to constitutional credit, training and information and lack of assets.

The women were find themselves vulnerable, caught between unorganised work and household responsibilities, and lacking access to support in the event of seasonal or life cycle contingencies. Though they are contributing a lot to the income/saving of the family and to the GDP of the country, their contribution is not recognised. Sometimes they are subjected to many social evils like gender discrimination, domestic violence and sexual harassment at work place. Therefore, it is time to address their issues, evolve policy measures, and initiate reforms and institutional changes for their emancipation and empowerment.

Review of literature

Lakshmi Pavani and venkateswar Rao (2020) They presented a empirical study that socio-economic conditions of the women in unorganized sector in Prakasam district of Andhra Pradesh State. They selected sample from the 12 urban towns, 1081 panchayat, in four divisions among 56 mandals, altogether 240 women workers from unorganized sector in Ongole division. The data was collected from the selected sample women through simple interview schedule. The main objective of the present study that socio-economic conditions of the selected sample women workers in various aspects like age-wise, type of family, family size, educational levels, monthly income levels, community wise, religion wise, experience wise and occupation wise etc. The study found majority of the women have been working in unorganized sector due to poor family conditions, and also reported that they don't have minimum facilities such as water supply, toilet facility and sanitary arrangements.



According to findings of the study, they have given some of suggestions to the policy makers. The main problem of women, who are engaged in fruit vendors, or vegetable vendor don't have adequate finance, and also give an assurance to unorganized women workers rights. And further suggested the government agencies should strive to enforce the legislation to protect the female workers in construction field.

Dinesh kumar and Ruby (2021) taken up a case study on women workers in unorganized sector in Meerut District of Uttar Pradesh State. The present paper main objectives are to understand the demographical conditions of the unorganized women workers in the study area. The researcher has selected 30 sample women workers from Yasoda Kunj colony, Meerut District and they adopted non-probability sampling. They were collected information through Pre-Structure Interview Schedule.

They cover various dimensions of the women workers in unorganized sector. According to their study, they concluded from empirical analysis, majority of the unorganized women workers have been facing various problems like low paid wages, no pay to the extra hours, there is no maintain proper timing (irregular timings) taking health problems, and very less awareness about government schemes, or policies, and rules & regulations due to low literacy levels. according these sever problems, the government will focus on women development through effective implementation of rules and regulations, laws, and try to solve the problems of women who are working in unorganized sector.

Conceptual meaning

On the basis of the previous researchers and other reports, following categories of women workers in the unorganised sector have been identified.

Construction labour: women labour have to work always as unskilled labour carrying construction material on their heads to the construction site, while the skilled or semi skilled work is done by men.

Domestic servants: This category of employment mainly to women especially young girls, in 1997-1998, there were some 1.68 million female domestic servants, while the number of male servants was only 0.62 million, the household workers include part time and full time servants.

Garment Workers: These women work with some big drapers, boutiques and stores, too same bias is evident that the women work as helpers to male tailors.

Vendors: This is the most scattered category it includes women engaged in selling different types of commodities like cane baskets, utensils, petty cosmetics, bangles, vegetable/fruits, and those running road side tea stalls etc. nearly 40 per cent of total vendors are women and 30 per cent of these women are the sole earning member in their families.

Sales girls: These workers are further divided into two categories. First one is those moving from door to door and place to place, other those working in shops etc.

Fish Vendors: Women fish vendors play critical roles in a country like India, catering to the food security needs of a diverse range of consumers. Fish vending provides employment and livelihood to lakhs of people, primarily women.



Agricultural labour: Over time the proportion of male labour force has fallen as they move out in search of better opportunities and wages, leaving behind the women, who have no choice but to engage in agriculture, as and when they do get work. “On an average, a women gets three-and-half months of work in a year, indicating a state of severe under-employment in the agriculture sector”.

Tailoring: Traditionally, a seamstress was a woman who sewed seams in clothes using a machine, or occasionally by hand. Seamstresses weren't considered as skilled as a dressmaker, who makes custom clothing, or a tailor, who alters clothes to fit a specific person.

Statement of the problem

The existing literature reveals that the problems of the women workers in unorganised sector in various places. It is also potroyat that there is urgent need for in-depth study concerning working conditions and privileges for women in the unorganised sector in Andhra Pradesh in general, Prakasam district in particular. Here, the researcher despite valuable contribution in this sector, thus still exist gap.

Need for the study

The nation economic status and conditions have depends on unorganised sector in developing countries like India and also men and women are also depends on rural economic activities. The women workers have better contribution in nation’s economy through unorganised sector in this area. The research study has focused on problems of the women workers in unorganised sector in Prakasam district of Andhra Pradesh.

Objectives

1. To know the status of unorganised sector in India
2. To study the nature of work and working conditions of women in unorganised sector in India

Rationale of the study

The present days, women workers who are working in unorganised sector are utmost vulnerable, diverse and ignored. The women have played key role in every nation economy. Therefore, it is time to address their issues and discuss the various kind of policy reforms and institutions changes required for their emancipation and empowerment.

The present study made an attempt to understand the socio-economic conditions of the women workers, and also convey nature of works, working conditions, and problems of women workers in unorganised sector in Prakasam district of Andhra Pradesh.

Sample Design

Table: 1, Details of select sample size from the study

| S.No | Revenue Division | Name of the select mandal | No.of. Sample |
|------|------------------|---------------------------|---------------|
| 1 | Ongole | Ongole | 30 |
| | | Tangutur | 30 |
| | | Zarugumalli | 30 |
| | | Kotha Patnam | 30 |
| | | Total(A) | 120 |
| 2 | | Donakonda | 30 |
| | | Kanigiri | 30 |



| | | | |
|---|------------|--------------------|------------|
| | Kanigiri | Veligandla | 30 |
| | | Podili | 30 |
| | | Total(B) | 120 |
| 3 | Markapuram | Markapuram | 30 |
| | | Bestavaripeta | 30 |
| | | Recherla | 30 |
| | | Tarlupadu | 30 |
| | | Total(C) | 120 |
| | | Total A+B+C | 360 |

The present study is covers only Prakasam district and it is one of the drought prone areas in Coastal Andhra in Andhra Pradesh. The district classified in to three revenue division like Ongole, Kanigiri and Markapuram. Each revenue division -four mandals were selected and each mandal 30 women workers were selected. Altogether, three revenue divisions, twelve mandals and 360 sample women worker respondents from the Prakasam district.

Data collection

The present study is based on both primary and secondary data. The researcher has gone through primary data with the help to pre-structure personal interview schedule for collecting information regarding socio-economic status and also their problems of women workers engaged in domestic workers in unorganised sector.

The secondary data were also collected from various sources like journals, books, published and unpublished theses, dailies, government reports, and various university libraries.

Insecure job

In organised sector there is a possibility to continue with same organisation because of contract basis and also secure job through their policies. But there is no structure, policies and rules and regulation in unorganised sector due to this reason at any time the employer will be terminate the worker.

Job security provides confidence to the worker and helps in maintaining her efficiency and contrast to organised sector, absence of a job security is a significant characteristic of unorganised sector. In the present sample, it was noted that 99.0% women workers had a feeling that their job was not secure (Table 2). Only 1.0% women workers felt that their job was secure, provided they continue to work as they were working. The feelings of insecurity towards job was due to various grounds such as, the mood of the employer, the ground of poor need for leave on health or functions in the family, absence of any legislation for employment guarantee, stiff competition in the industry due to large population, lack of education, etc.

Table: 2, Responses of respondents on insecure their job

| S.No | Opinion | Frequency | % |
|--------------|-------------------|------------|------------|
| 1 | Strongly agree | 216 | 60.00 |
| 2 | Agree | 112 | 31.00 |
| 3 | Can't say | 14 | 04.00 |
| 4 | Disagree | 18 | 05.00 |
| 5 | Strongly disagree | 00 | 00.00 |
| Total | | 360 | 100 |

Source: Field Survey.



In view of response of the respondents on feeling of insecure in their fields. From their responses have tabulated and analyzes here under out of 360 sample respondents, 328 sample respondents (91 per cent) have stated that their opinion ranges from strongly agree to just agreed because of they really feel insecure job when they working in unorganised sector.

Working with risk

Many women workers have been working in unorganised sector in the minor or in the high raised construction field/sector and also there is no maintained minimum safety measures especially physical dimensions. In all most all construction field women workers do not ware helmet while dong work. Generally cheap labour has been pooling by the contractors and they don't have rules and regulations about them. So, majority of the contractors violation the rules and regulations. This is one of the problems in construction field and other fields also have the problem. In all these dimensions, the researcher has collected the data, analyzes the opinion and presented here under.

Table: 3, Responses of respondents on working with risk in their job

| S.No | Opinion | Frequency | % |
|------|-------------------|------------|------------|
| 1 | Strongly agree | 54 | 15.00 |
| 2 | Agree | 40 | 11.00 |
| 3 | Can't say | 36 | 10.00 |
| 4 | Disagree | 148 | 41.00 |
| 5 | Strongly disagree | 82 | 23.00 |
| | Total | 360 | 100 |

Source: Field Survey

The table found that only 26 per cent of the women workers have been facing the risk in their respective fields especially in construction works, 10 per cent did not face risks in their working environment. It is clearly concluded from the table that only risk has involved in some of the fields like construction, chemical based units and otherwise there is no risk involved in the study area.

Lack of maternity

In unorganised sector, there is no followed and implementing polices, programmes and schemes which are formulated by the competent authorities. Especially women cases, they should not concern about this social security, economic security, health security and safety measures, etc. The government have sanctioned six months to women for maturity leave. But, unorganised sector did not implement and neglect to the women workers. According to this, the researcher tries to understand – how many workers have been suffering from the above problem.

Table: 4, Opinion of the respondents on lack of maturity

| S.No | Opinion | Frequency | % |
|------|-------------------|------------|------------|
| 1 | Strongly agree | 115 | 32.00 |
| 2 | Agree | 94 | 26.00 |
| 3 | Can't say | 32 | 09.00 |
| 4 | Disagree | 105 | 29.00 |
| 5 | Strongly disagree | 14 | 04.00 |
| | Total | 360 | 100 |

Source: Field Survey



The table shows that opinion of the respondents of working women on lack of maternity. The table figures have shows that more than half percentage of the respondents have been facing maternity problem why because the employer did not allow and consider the women workers and 33 per cent of the women workers have stated that they did not face that problem.

Helpers for unorganised women workers at home

Table: 5, Details of helpers to the women workers at home

| S.No | Helping at home | Frequency | % |
|------|--|------------|---------------|
| 1 | No helping hand | 162 | 45.00 |
| 2 | Daughter | 65 | 18.00 |
| 3 | Sons | 18 | 05.00 |
| 4 | Husband | 50 | 14.00 |
| 5 | Mother in law, Sister in law or brother in law | 65 | 18.00 |
| | Total | 360 | 100.00 |

Source: Field Survey

The table reveals that the helping hand to women workers in their homes is analysed and presented here table 4. It is found that 45 per cent of the respondents were stated that there is no anybody helping hand at their home, 18 per cent of the women workers have stated that their daughters have been helping at home, only five per cent of them stated that their son was helping, 14 per cent of the women respondents have stated that their husband have been supporting at home and finally 18 per cent of respondents families have taken help by their mother in law, sister in law and brother in law in the study.

Job satisfaction in unorganised sector

The researcher has collected information about women satisfaction levels on various dimensions in unorganized sector. After collected data, the data was comprised satisfactory levels in to the three levels like satisfied, somewhat satisfied and dissatisfied etc.

Table: 6, Particulars of job satisfaction of women workers in Unorganised sector

| S.No | Indicators | Satisfied | Somewhat Satisfied | Dis-satisfied | % |
|------|-----------------------------|-----------|--------------------|---------------|--------|
| 1 | Hours of work | 40.00 | 25.00 | 35.00 | 100.00 |
| 2 | Amount of wage | 38.00 | 09.00 | 53.00 | 100.00 |
| 3 | Condition of the work place | 35.00 | 34.00 | 31.00 | 100.00 |
| 4 | Bonus | 05.00 | 10.00 | 85.00 | 100.00 |
| 5 | Salary increment policy | 11.00 | 20.00 | 69.00 | 100.00 |
| 6 | Medical leave | 9.00 | 15.00 | 76.00 | 100.00 |
| 7 | Job security | 16.00 | 22.00 | 62.00 | 100.00 |
| 8 | Mode of payment | 50.00 | 35.00 | 15.00 | 100.00 |
| 9 | Child care facility | 03.00 | 02.00 | 95.00 | 100.00 |
| 10 | Maternity benefits | 01.00 | 03.00 | 96.00 | 100.00 |

Source: Field Survey



The researcher has focused on various indicators like working hours, amount of wage, conditions of work place, Bonus, salary increment policy, medical leave, job security, mode of payment, child care facility and maternity benefits. According to the above indicators, the scholar has analysed the sample respondents' responses and it is found that 65 per cent of the women workers' satisfaction ranges from satisfied to somewhat satisfied in hours of work, 53 per cent of sample respondents were dissatisfied on payment of wages and nearly 70 per cent of the respondents are satisfied on working conditions at working environment.

It is further analysis that the employer did not pay any bonus for the women workers in unorganized sector in Prakasam district- it is statistically proved that majority of the women respondents did not satisfy on above statement. The majority of the employers did not increase their wages because of they don't follow the laws, rules and regulations and even medical leave also not considered.

It is another disclosure from the above table 5 there is no job security in unorganized sector because of that the majority of the respondents have stated that there is no much satisfaction on their jobs by the women workers, and employer should have been paying wages through cash according to satisfaction in this direction.

It is finally noticed that employer should not facilitate some of the minimum facilities like child care facility and maternity benefits. In this context, the sample respondents did not satisfy on above issues and it is represented 95 per cent and 96 per cent of women workers in this study.

Conclusions

Working and living conditions are inseparable for the women working in the unorganised sector. Poor infrastructure and lack of basic services result in poor working conditions. Improvements in working conditions are very much required for the women workers of the unorganised sector. This can be achieved through better infrastructure and better basic services to all the unorganised workers, especially women. Legislations enacted during the last three decades are out of reach for most women workers because they are not beneficiaries of these legislations. Therefore, there is a need for an integrated approach of all the agencies, joint functionaries consisting of government, concerned departments, management, labour unions, local bodies, voluntary organisations and women's organisations for proper implementation of those policies for all round development of the women working in the unorganised sector.

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