

# An Analysis of women workers in Unorganized Sector: A Case study of Meerut District

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**ABSTRACT:** *Unorganised sector plays a very important role in any economy in terms of providing large number of employment and contributing in GDP. Majority of workers engaged in this sector. When we talk about gender aspect, job in this sector women and men both highly involved in this sector. Employment in unorganized sector is a major source for women in comparison to men in the developing nations. This paper tried to understand socio-economic status of women workers in unorganized sector engaged in domestic works with 30 sample size using convenient sampling in Yoshoda kunj colony of Meerut district, state of Uttar Pradesh.*

**Key Words:** *Unorganized sector, women workers, socio-economic status*

## Introduction

Unorganized sector provides large contribution not only in terms of employment but also in GDP of an economy. Many people enter into this sector due to lack of employment opportunities in the organized sector. Employment in unorganized sector is a major source for women in comparison to men in the developing nations.

According to National Commission for Enterprise in the Unorganized Sector, in their Report on Condition of work and Promotion of Livelihoods in the Unorganised Sector (August 2007) “The unorganised sector consists of all unincorporated private enterprises owned by individuals or households engaged in the sale and production of goods and services operated on a proprietary or Partnership basis and with less than ten total workers”.

As per ministry of Labour & Employment Government of India (Annual Report 2017-18) “The term unorganised worker has been defined under the unorganised workers social security Act 2008, as a home-based worker, self-employed worker or a wage worker in the unorganised sector and includes is not covered by any of the Acts mentioned in schedule – II of Act.”

Like all time history today's world is still having the problem of gender inequality. However it is true that in many countries labour force participation rate of women has increased but this is not enough because their share in employment, remuneration and working conditions are still showing a desperate picture. They are working mostly in unorganized sector as wage earners and some are engaged in very low level self employment at home, Street vendors or day labourers. The so called white collar jobs or prestigious posts are still out of reach for most of them and they are bound to live in vulnerable conditions and to having stuck in low paid jobs.

## Review of Literature

**Kumawat Minakashi (2015)**, studied on “**Female Workers and their Socio-Economic Profile: A study of Unorganised Sector in India**”. The researcher concluded that workforce Participation of women worker is more as compared to men in unorganised sector. condition of these women workers are pitiable such as lack of security, discrimination in wages, lack of health and medical facilities, and discrimination in wages. The study also suggested that there is a need to reform the policy related to women workers at national level.

**M RadhaKrishna and P Shripathi Kalluraya (2016)**, in their paper “**Employment and Working Conditions in Urban Informal Sector: A Study**” analyzed the structure of employment, working condition of labourers and understand problem in urban informal sector. This study is based on primary data as well as secondary data. The researchers have used 50 respondents with random basis in Dakshina Kannada district of Karnataka State engaged activities in entrepreneurs of Bell Metal, Gold Smiths, Carpentry and

Tailoring through interview method for getting information regarding informal workers working in informal sector. Findings of the study are that females are disproportionately engaged in non-trade services. Men are engaged more than women in trade and working conditions of workers are low. Due to lack of training facilities, awareness of government welfare scheme and inefficient role of SHG and NGO made these workers deprived from benefits and their rights.

**D Angel (2017)**, in paper “**A Analytical Study on The Status of Women Workers In Unorganized Sector In India**” analysed status and recognise factor of female workers in unorganised sector with help of secondary data sources like report of NCEUS (2004-13) and discussed policy measures for making better condition of these female workers taken by government. The researcher concluded that economic necessity is the main reason of these female to enter in this sector. though government has initiated various act and formulated central and state government scheme for making better condition of these workers but due to lack of implementation regarding schemes to these workers in unorganised sector these workers did not get real needs and requirements.

**Manju (2017)**, in her paper “**Women in unorganized sector - Problems & issues in India**” focused on problems and identify different categories of female worker in unorganised sector. The study is exploratory in nature and based on secondary data sources. The study suggested that skill development programs help women to enhance their skill so policy maker should focus on skill development programmes and opened institution. There should be amendments in labour laws and to aware their rights for women workers in unorganised sector.

**Ansari S. Thameemul & Mehabood D.S.A (2018)**, in their research paper “**Plight of Women Workers in Unorganised Sector with Special Reference to Chennai City**” explained issues and problem and socio-economic status of women worker in unorganised sector. Findings of the study is that working schedule and working condition of these worker was in worse situation and suggestion is that employer of these workers should have to provide facilities like transport facilities and should take feedback by these employer to ensure that they have face no harassment.

**Chandramouli & Kodandarama (2018)**, examined in their paper “**Women Domestic Workers in India: An Analysis**” that in Indian society female domestic workers are weak from every aspect i.e. they weak from socially, economically, and politically. They have no any kind of support. They had to face exploitation due to lack of effective legal instrument on the national and international level.

### Objective of the study

The objective of the present study to understand the socio-economic status of women workers in unorganized sector engaged in domestic works.

### Research Methodology

#### Source of Data Collection

The present is based on primary data as well as secondary data. The researcher has gone through primary data with the help of pre- structured personal interview schedule for collecting information regarding socio-economic status of women workers engaged in domestic work in unorganized sector. The secondary data is collected from journals, articles, various government reports etc.

#### Research Design

The present study is descriptive in nature and simple percentage method is used for analysing data.

#### Sample Size

The researcher has used 30 sample sizes of women workers working in unorganized sector.

#### Sample Type and Area

The study is adopted non-probability sampling. In this sampling convenient sampling is used. The area of the study is Yashoda Kunj Colony, Disrict of Meerut in Uttarpardesh State.

#### Study Period

The period of the study is conducting during July 2019.

#### Socio-Economic Background of women Workers

Socio- economic status made from combination of the variables related to the individual's occupation, income, education, caste, religion, place of residence, expenditure etc.

**Table: 1 Age-Wise Classification of Women Workers**

FACTOR	PARTICULARS	RESPONDENTS	PERCENTAGE
Age	15-25	2	6.7
	26-35	8	26.7

	36-45	7	23.3
	45-55	6	20.0
	56 ABOVE	7	23.3
TOTAL		30	100.0

**Source: Based on Field Survey**

Table 1 exhibits the age group of the 30 women workers and it is clear from the table that the majority of women workers 26.7% belong to the age group 26-35 years and 23.3 % workers belong to the age group 36-45 and above 56 years, 20% workers belong to the age group of 45-55 years and remaining 6.7% workers belong to the age group 15-25 years.

**Table: 2 Education-Wise Classifications of Women Workers**

FACTOR	PARTICULAR	RESPONDENTS	PERCENTAGE
Education-Level	illiterate	23	76.7
	primary	4	13.3
	middle	1	3.3
	high school	1	3.3
	intermediate	1	3.3
Total		30	100.0

**Source: Based on Field Survey**

It is evident from table 2 that majority of the respondents 76.7% are illiterate while 13.3% have primary school, 3.3 respondents have middle, high school and intermediate level. It is clear that education level of women workers is very low.

**Table 3: Marital Status of Women Workers**

FACTOR	PARTICULARS	RESPONDENTS	PERCENTAGE
	Unmarried	2	6.7
	Married	24	80.0
	Divorced	1	3.3
	Widowed	3	10.0
Total		30	100.0

**Source: Based on Field Survey**

Table 3 discloses that 80.0 % women workers are married, 6.7 are unmarried, 3.3% are divorced women workers and others remaining are i.e. 10% widowed women workers.

**Table: 4 Type of the Family of Women Workers**

FACTOR	PARTICULAR	RESPONDENTS	PERCENTAGE
	Joint	12	40
	Nuclear	18	60
Total		30	100

**Source: Based on Field Survey**

Table 4 presents that out of 30 respondents 40% are coming from the joint family and 60% are coming from nuclear family.

**Table: 5 Size of the Family of Women Workers**

FACTOR	PARTICULARS	RESPONDENTS	PERCENTAGE
	2	2	6.7
	2-4	12	40.0
	4-6	13	43.3
	More than 6	3	10.0
Total		30	100.0

**Source: Based on Field Survey**

Table 5 exhibits size of the family of women workers. 43.3% respondents have 4-6 family members in the household. 40.0% respondents having 2-4 family member, 6.7% respondents have 2 and others remaining are i.e. 10.0% respondents have more than 6 family members in the household.

**Table: 6 Availability of housing Facility of Women Workers**

FACTOR	PARTICULARS	RESPONDENTS	PERCENTAGE
	Own	17	56.67
	Rented	13	43.33
Total		30	100.0

**Source: Based on Field Survey**

Table 6 illustrates ownership of the house of women worker. Maximum respondents i.e. 56.67% have own house and only 43.33% respondents have living in rented house.

**Table: 7 Condition of House of Women Workers**

FACTOR	PARTICULARS	RESPONDENTS	PERCENTAGE
	Kuccha	1	3.3
	Pacca	19	63.3
	Semi Pacca	10	33.3
Total		30	100.0

**Source: Based on Field Survey**

It is clear from above table the majority of women workers i.e. 63.3% live in pacca house 33.3% have semi pacca and others are remaining 3.3% of the respondents live in kuccha houses. It can be said that mostly women workers live better housing conditions.

**Table: 8 Water Facilities of Women Workers**

FACTOR	PARTICULARS	RESPONDENTS	PERCENTAGE
	common tap	5	16.7
	own tap	25	83.3
Total		30	100.0

**Source: Based on Field Survey**

Table 8 presents availability of water facilities of women workers and it is clear that 83.3% of respondents have own tap in their household and others remaining 16.7% of respondents have common tap avail by municipal corporation.

**Table: 9 Electric Facilities of Women Workers**

FACTOR	PARTICULARS	RESPONDENTS	PERCENTAGE
	No	3	10.0
	Yes	27	90.0
Total		30	100.0

**Source: Based on Field Survey**

Table 9 depicts availability of the electric facilities of the women workers. 90.0% respondents are electricity connection. While 10.0% of the total respondents are deprive of the facility.

**Table: 10 Monthly Incomes of Women Workers**

FACTOR	PARTICULAR	RESPONDENTS	PERCENTAGE
	1000-3000	7	23.3
	3001-5000	17	56.7
	5001-7000	6	20.0
Total		30	100.0

**Source: Based on Field Survey**

Table 10 discloses monthly incomes earn by women workers. Out of 56.7 % respondents earn rupees 3001-5000, 23.3% of women workers earn monthly income between1000-3000 while 20.0% of women workers earn only rupees 5001-7000. It can be conclude that due to weak bargaining power, women workers do not get fair wages according to their work in unorganised sector.

**Table: 11 Monthly Expenditures of Women Workers**

FACTOR	PARTICULAR	RESPONDENTS	PERCENTAGE
	1000-3000	11	36.7
	3001-5000	10	33.3
	5001-7000	7	23.3
	7001-9000	0	0.0
	9001 and above	2	6.7
Total		30	100.0

**Source: Based on Field Survey**

Table 11 shows monthly expenditure of the respondents. Out of total, 36.7% respondent monthly expenditure has between 1000-3000, 33.3% respondents have 3001-5000, and 23.3% respondents have monthly expenditure between 5001-7000 and only 6.7% respondents do expenditure above 9001, because due to the low wages and having no other source of income, the status of monthly expenditure of women workers is low.

**Table: 12 Having Bank Account of Women Workers**

FACTOR	PARTICULARS	RESPONDENTS	PERCENTAGE
	No	5	16.7
	Yes	25	83.3
Total		30	100.0

**Source: Based on Field Survey**

it is clear from above table that 83.3% of women workers have own bank account in this majority of workers have bank account opened through the scheme Pradhan Mantri Jan Dhan Yogna. 16.7% respondents have no own bank account.

**Table: 13 Distribution of Saving Money in Bank Account by Women Workers**

FACTOR	PARTICULARS	RESPONDENTS	PERCENTAGE
	No	23	76.7
	Yes	7	23.3
Total		30	100.0

**Source: Based on Field Survey**

Table 13 presents saving habit of women workers. Most of women workers i.e.76.7% not capable to save their money in own bank account as they told to the researcher that their earnings is not quite enough so that they can save their money in future reference. Only 23.3% women able to save their money in own bank account.

**Table: 14 Improve Economic Condition of Women Workers**

FACTOR	PARTICULARS	RESPONDENTS	PERCENTAGE
	No	8	26.7
	Yes	22	73.3
Total		30	100.0

**Source: Based on Field Survey**

Table 14 illustrates economic condition of women worker. After coming into this work majority of women workers i.e. 73.3% have accepted that their economic condition are improved after engaged while into this work. They satisfied with their basic needs while others 26.7% of women workers not satisfied as their economic condition are not improve quite enough.

**Table: 15 Working Hours of Women Workers**

FACTOR	PARTICULAR	RESPONDENTS	PERCENTAGE
	1-4	5	16.7
	5-8	21	70.0
	8 and above	4	13.3
Total		30	100.0

**Source: Based on Field Survey**

Table 15 highlights working hours of women workers. Out of women 70.0% have to work 5-8 hours, 16.7% have to work 1-4 hours and others remaining 13.3% respondents have to work above 8 hours.

**Table: 16 Problems at Workplace Women Workers**

FACTOR	PARTICULARS	RESPONDENTS	PERCENTAGE
	No	13	43.3
	Yes	17	56.7
Total		30	100.0

**Source: Based on Field Survey**

Table 16 shows that problems at workplace. 56.7% respondents are face problems at workplace, most of problems related to the low wages they face While 43.3% respondents are not face any problem at workplace.

**Table: 17 Facing Health Issues of Women Workers**

FACTOR	PARTICULARS	RESPONDENTS	PERCENTAGE
	No	6	20.0
	Yes	24	80.0
Total		30	100.0

**Source: Based on Field Survey**

Table 17 presents facing health issue. 80.0% respondents face health issue and only 20.0% respondents have no issue related to health disease.

**Table: 18 Awareness of Govt. Scheme**

FACTOR	PARTICULARS	RESPONDENTS	PERCENTAGE
	No	28	93.3
	Yes	2	6.7
Total		30	100.0

**Source: Based on Field Survey**

Table 18 illustrates awareness of government scheme regarding workers in unorganised sector. It clarifies from the table that 93.3% of women workers do not know about social security scheme except Pradhan Mantri Jan Dhan Yogn. Only 6.7% women workers know government scheme related to their right.

## Conclusion

This study mainly focuses on welfare of casual domestic women workers in unorganized sector. They face many problems at workplace like low paid, sometimes no payment for extra work, untimely work and also face health issues and have a very low level of awareness regarding government schemes related to their rights. Thus government should be implementing the laws and act to these women workers to ensure their welfare and away from any kind of harassment. In order to make empowered of these women workers, problems and issues should be give top priority so that they can make self reliant themselves.

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