

Issues of Challenges of Women Workers in Un-organised Sector in India

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Abstract

India is a traditional country and there is diversity in religions. Culture and customs role of the women in India mostly is household and limited to domestic issues. Informal sector is the largest employ or of relatively unskilled workers, when skill based technological changes in production of manufactured commodities and services have always facilitated income and employment growth for the highly skilled. Due to globalization the scenario among women has been changing as the formal sector is shrinking and unable to provide employment opportunities to growing population informal sector has an important role to play . In some cases women may find employment as nurse, doctors, teachers, the caring and nurturing sectors..

The to come of the present Paper is to identify the factors preventing women employees from aspiring for higher post and challenges of woman workers further the study try to explain the real condition of Indian working women and also make an effort to clear basic problems of working women.

Keywords : *Challenges, women workers, tarditional, unorganised sector, work life balance,*

Introduction

***“When women move forward the family moves the village moves and nation moves”:-
Nehru***

Woman is the companion of man, gifted with equal mental capacities. she has the right to participate in minutest details of the activities of man , and has the same right of freedom and liberty as he has. Man and women are equal in status, but are not identical .

It is observed in most country studies that the informal sector is the largest employer of relatively unskilled workers when skill- biased technological changes in production of manufactured commodities and services have always facilitated income and employment growth for the highly skilled. In fact the increased requirement of technical expertise in this work place has no only created an entry barrier for those who are not the firm level. There are many reasons and problems that forced Indian's women to work. The financial demands on the Indian families are increasing day by day. Expenses on education cost of living, and cost of housing properties in India raised and these reason force every family in India to look for ways and means of increasing the household income. Thus women final employment easily as nurses, doctors, teachers, secretaries

of on the assembly line . A gender bias creates an obstacle at the recruitment stage itself the inbuilt conviction that women are incapable of handling arduous jobs and are less efficient then men influences the payment of unequal salaries and wages for the same job. But in most families her salary is handed over to the father, husband or in –laws.

Women workers in informal sector, on account of their poor and working environment bear the inordinate share of health burden. There is no exaggeration in accepting the fact that women worker in informal sector are vulnerable.

Women workers in India are faced with lot more challenges than their counterparts in the other countries. Besides of so many efforts from past years, female section of society is deprived in compared to male section. According to united nations development programmer (UNDP) report , women are involved in doing 67% work of world they are only 10% of the universal income and have 1% part in global assets.

Men do that work that is to be dealt outside the house. Now a day there is increasing need for getting some income for the family than women have to work harder. Women Wrokers have to handle persecutions at their work place, sometimes just over look things to ensure that their job is not jeopardized in anyway. Many Indian families are still living as joint families along with the parents and in-laws this adds to their stress further because they have to please all the family members of her husband. Listen to their complaints that they make against her and turn deaf ears towards them and so on. Overall, majority of women in India look towards or live in the hope that things will change.

Objective of the study

This paper has an attempt.

1. To indentify the factors preventing women employs from aspiring for higher post and challenges faced by women workers.
2. To clear main challenges of working women.
3. To identify the women involvement in various activities of family community and society that can lead to their overall development.

Research methodology

The study is descriptive on secondary data. So secondary sources have been used for data collection . In this regard, data is collected and reviewed from various reports , journals, books and official websites relevant to are of the present enquiry. Difference methods were used for collecting data on the working women.

Nature of unorganized sector

- No restriction on entry and exit
- Autarchy and resilience

- In may be legal or illegal
- No record of income
- Ignorance of government towards this sector
- Ownership is in family hands in unorganized sector

Challenges facing women working in the informal sector:-

Before we can begin to discuss the challenges facing women who work in the informal economy. It is important to first address the sociocultural issues that affect them. This is mainly because of the influence these factors have in determining the success or failure of a women in her business venture in this regard, Mwaba(2010:14) argues that" social factors and cultural priorities, constraints and opportunities from the basis of what people hope to achieve and how they go about meeting their goals".

In Mwaba's words (2010), women are generally regarded as subordinate to their male counterparts, have less voice, less autonomy, fewer opportunities and lowered self esteem.

Women in the informal sector are certainly not exempt from these condition and these constraints system has given men the" right" to invade the private space of women with inappropriate demands that are demehing to women as well as infringing on their reghts to make a living . some men go to the extent of demanding to know whether or not a women is menstruating before engaging in business with her. According to Ecumenical service for socioeconomic transformation(ESSET,2010) the expectation is that women should stay away or employ other women during such times sadly, women tend to internalize thir subordination and this is reflected in their approach to leadership issues with in their associations.

Women working in the informal sector face multiple forms of competinon including from their male counterparts and large scale companies street traders often experience stiff competition from big economic players (chen,2001:8). Women who are less advantaged compared to their male counterparts suffer the most.

As per census 2011, the final population of India is 1210.57 million comprising 587.45 million (48.5%) females and 623.12 million (51.5%) males .

World health organization's (WHO) definition

Occupational or work related stress is the response people may have when presented with work demands and pressures that are not matched to their knowledge and abilities and which challenge their ability to cope.

Unorganised women workers in India :-

In all major aspects of employment including the terms and conditions of employments job security earnings perquisites social security, and retirement benefits, the unorganised Labour is found to be in a disadvantageous position (S.K.G. sundaram 2010) . Workers India federation is a

CBCI (Catholic Bishop Conference of India) response to unorganized workers of India of 460 Million of India workers, 93% are estimated to belong the unorganised Workers . The Labour department of the union Government Has WIF as an organization of unorganised Workers , which may be able to achieve national trade union status for unorganised female workers of India in near future.

Women in our society have so far had only a secondary status and the economic dependence of women upon men is one of the primary reasons which has pushed them into the background and resulted into their secondary status both with in and outside the family. According to Domestic work link (vol -12, no-1, 2003),female domestic workers occupy the largest segment of unorganised female workers in India.

To face these new challenges women profession in public sphere needs to have new strengths and spirits;

- Make your work /profession visible that which is invisible.
- Articulate your judgement that which unarticulated earlier.
- Decode the deeply embedded social cultural conding and discover new logical meanings.
- Redefine yourself and other women.
- Own the disowned inner asset skillof yourself
- Integrate self, others and system of belongings.

Interpretation

Most of the working women said that as working women you will definitely suffer from problems. sexual harassment is faced by women not only in the work place but also out side the work place women have a fear of their own safety and security not only from strangers but also from their own relatives or neighbours try to sexually harass and abuse them.

If working women work and get a higher post then people usually think that the women has got the higher post because of favoritism and draw conclusions on her character rather than accepting her capability of achieving this kind of a position.

One more interesting but bitter fact was reveled that female colleagues also give mental stress, like indulging in jealous behavior, unnecessary gossip and rivalry. Several women also commented on injustice meted out to them by their female colleagues where they spread negative rumors about one's character and upbringing .They neither listen to nor are they interested in listening to your side of the story, but simply continue with their comments, and any objection to that is met with arguments and unreasonable behavior they try to harass by creating confusion and misunderstanding with superiors and complain about other females.

Conclusion

Women workers have dual responsibility in home and work. Now a day's women workers are

improved and promote in their workplace and in technological work . Trade union should try to improve the conditions for women's workers in many parts for example maternity leave is easily provide to women and help the women for achieve higher post actually women's nature is promotion to gain high quality in every field but if the condition is not ready then the reduction of promotion and optimization in work will be occurred and etc.

Women are generally unable to give proper and quality time to household's kids and family. Female are also highly judgment about other female colleagues and try to put one at any given opportunity.

Women workers are often subject to sexual harassment then the government should put strict rules for these types of crimes , traditionally people think that men should only work and gain money and women should work as household, but the financial demands on the Indian families are increasing that's why women also should company in gaining income for families.

Therefore a fundamental change is required in attitudes of employees family members and public.

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