

Women Empowerment Through Unorganized Sector

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ABSTRACT

The female labour force constitutes one third of the rural workers in India. Women workers face series problems and constraints related to work such as lack of continuity, insecurity, wage discrimination, unhealthy job relationship, absence of medical and accident care etc. Underemployment, but in many cases the jobs are low-paid and they face job security. Women's empowerment (or female empowerment) is the process of empowerment women. It may be defined in several ways, including accepting women's viewpoint or making an effort to seek them, raising the status of women through education, awareness, literacy, and training. In comparison to the organized sector, this sector has not tasted the advantages or benefits of the organization. In defining the unorganized sector, self- employed with or without family labour and micro enterprises with less than five workers, is also included. Unorganized sector or informal sector do not enjoy much privileges of the organized sector especially when it comes to women it fully biased with lots of economic disparities.

Key Words: Empowerment, Informal women workers, Problems, Unorganized Sector.

Introduction:

In India, women constitute almost half of the total workforce. However, over 96 per cent of women work in the informal, unorganized sector. The size of the informal labour market varies from the estimated 4-6% in the high-income countries to over 50% in the low-income countries.

Its size and role in the economy increase during economy downturns and period of economy adjustment and transition. Women's empowerment has become a significant topic of discussion in development and economics. Economic empowerment allows women to control and benefit from resources, assets, and income. While often interchangeably used, the more comprehensive concept of gender empowerment concerns people of any gender, stressing the distinction between biological and gender as a role. The difficulty begins with the unorganized industry itself being identified or defined. The term unorganized sector was first used by Hart in 1971 who described the unorganized sector as that part of urban labour force, which falls outside the organized labour market. The constitution of India under the Article 23 which speaks about the right against exploitation.

To know the living, workers and economic status of women in the informal sector. We need to identify the problem that women face in the informal sector. To study social security measures for unorganized workers. There are several principles defining women's empowerment such as, for one to be empowered, they must come from a position of disempowerment.

Over the years, the unorganized industry has gained traction. In all official documents and analyses, the word 'unorganized industry' is widely used in India.

India's workforce accounts for approximately 92% of the unorganized group, with the entire farm sector falling under the informal category, while only one-fifth of the non-farm employees are in the organized sector.

The Ministry of labour, Government of India, has categorized the unorganized labour force under four groups depending on occupation, nature of employment, specially distressed categories and service categories.

There is no formal employer-employee relationship. The work status is of inferior quality of work and inferior terms of employment, both remuneration and employment. Workers in the unorganized sector are usually subject to indebtedness and bondage as their meagre income cannot meet with their livelihood needs. The unorganized workers do not receive sufficient attention from the trade unions. Inadequate and ineffective labour laws and standards relating to the unorganized sector.

Social welfare scheme for unorganized sector a detailed analysis of the problems of unorganized sector workers showed that social security is required to reduce the vulnerability of unorganized sector workers.

Welfare measures for the unorganized sector the ministry of labour and employment in order to ensure the welfare of workers in the unorganized sector which, inter-alia, includes weavers, handloom workers, fishermen and fisherwomen, toddy tappers, leather workers, plantation labourer's, beedi workers, has enacted the unorganized workers social Act, 2008.

Formalization of unorganized workers India's unorganized sector workforce has been at the forefront of driving the economy's rampant growth prior to the onset of **COVID-19**, however, despite increased economic prosperity employment, poverty and lack of basic necessities are still commonplace.

Why do women work?

Women work mainly for economic independence, for economic necessity, as some women are qualified enough to work, for a sense of achievement and to provide service to the society.

Importance of women participation women's participation may be used both for support by an agency and as a control device by the law-makers. Participation may be direct or indirect, formal or informal; it may be political, social or administrative in nature.

Review of Literature:

Women's Empowerment

Mohanty Bedabati: (2005)¹ Dowry torture is more prevalent among women in the lower age group and the same gets less manifested in the later part of life. The reasons for such decline in the incidence of dowry torture are accommodation of demands of in-laws by the parents, development of a positive understanding between the victim and the husband, changing family environment because of the responsibility of offspring and above all acceptance of harassment as a part of life and not reporting about the torture.

Manjusha Sharma: (2005)² Karnataka experiences also indicate that women in the younger generation show an interest in the PRIs. The majority of them are married but the significance attached to marital status seems to be declining. Illiteracy among female members is higher at the gram panchayat level, while female members at the zilla panchayat level were graduates. The women members had a little exposure to mass media compared to men, particularly in newspaper reading, perhaps due to lower literacy rates among rural women.

Unorganized Sector

Bairagya Indrajit, (2009)² conducted study on "Measuring the Informal Economy in Developing Countries". The goal of this study was to measure the economic importance of the informal sector in Indian economy by its share, growth and composition from the year 1970 to 2006. Another objective was the measurement of efficiency performance of the unorganized sector.

Mukherjee Piu, Paul G D Bino, Pathan J.I (2009)³ conducted a study on the migrant workers' working condition in to explore whether migration to urban areas had substantially altered their working and living conditions as also the labor market and human development issues. The study reviewed how the migrants survived the expected deficiencies and dispossessions and also the role of labor brokers in this arena.

Problems of Women Unorganized Sector:

Minimum wages: The supreme court of India held that the employer of salaries below the statutory minimum salary level was equal to forced labor and forbidden under Article 23 of the India constitution.

Absence of a suitable physical environment at work: In most industries in the unorganized sector, the sanitary conditions in the lack of proper toilet facilities are so precarious.

Revenue loss resulting from accident: A job or other injury is a significant problem for migrant as a result of income loss. When a breadwinner dies, the family needs to borrow money, spend saving or sell properties, and the income loss is irreversible.

No trade union or labor union knowledge: Not many, but most, are unaware of the existence of the trade union and its rules. Trade union means a trade union, registered under the trade unions Act, 1926 for the time being. Trade union which is analyzable in the following ingredients.

Long working hours: During long working hours the social and family lives of workers in general and of women workers, in particular, have a serious impact. Long working hours beyond labor standards are common in India in the unorganized workers.

Health and occupational risks: The key cause for detrimental effects on the health conditions of workers of working conditions in the unorganized workers. Lack of health care resources often force poor workers to forget it or to become indebted.

Insecurity resulting from illness: Many studies show health risk to informal workers as the primary risk. A variety of studies have shown that the lack of funding for treatment sometimes leads to inadequate health care or debt or a bad payment. Poverty was a major factor in the absence of health care.

Benefits of unorganized sector:

In Laxmi Mandal & Ors. Vs. Den Dayal Harin agar Hospital & Ors, the Supreme Court of India acknowledged that reproductive rights are covered under Article 21 of the Constitution of India, i.e., ‘Protection of Life and Personal Liberty’.

Poverty, insufficient healthcare and other socio-economic barriers make quality health services inaccessible to women.

Women working in the unorganized sector are particularly vulnerable as they continue to work in harsh circumstances till the last days of their pregnancy which can cause complications. Lack of resources pushes them to resume work soon after childbirth, even though their bodies might not permit it. Constant work also limits their ability to breastfeed exclusively during the baby’s first six months, which itself is unhealthy for the growth of the child.

Women’s economic empowerment is central to realizing women’s rights and gender equality. Women’s economic empowerment includes women’s ability to participate equally in existing markets; their access to and control over productive resources, access to decent work, control over their own time, lives and bodies.

Empowering women in the economy and closing gender gaps in the world of work are key to achieving the 2030 Agenda for Sustainable Development and achieving the Sustainable Development Goals, particularly Goal 5, to achieve gender equality, and Goal 8, to promote full and productive employment and decent work for all.

When more women work, economies grow. Women’s economic empowerment boosts productivity, increases economic diversification and income equality in addition to other positive development outcomes. Conversely, it is estimated that gender gaps cost the economy some 15 percent of GDP.

Increasing women’s and girls’ educational attainment contributes to women’s economic empowerment and more inclusive economic growth. Education, upskilling and re-skilling over the life course – especially to keep pace with rapid technological and digital transformations

affecting jobs—are critical for women's and girl's health and wellbeing, as well as their income-generation opportunities and participation in the formal labor market.

Overcome the problem of unorganized sector:

The unorganized worker employees should be granted pension during the rainy season, maternity leave benefits, accidents relief, natural mortality allowance, education assistance for children for higher education. Unique scheme for helping unorganized sector to their specific demands and needs should be developed by central and state government. The contribution of unorganized workers to GDP is almost 50%.

- Women workers lack in skill, skill development programs should be provided to them to enhance their skill level.
- Women workers should be educated and make them aware about their rights and legislative provision.
- It is very much essential to create awareness among women workers about the institutional support available to them to protect their rights.
- A comprehensive law is needed to protect the rights of women labour.
- Any kind of exploitation including sexual harassment of women workers is to be prevented and stringent action needs to be taken against the wrong doer.
- Mass media should be used to communicate the social message relating to women equality.
- A separate women grievance cell headed by a woman should be established in every organization sector and in case of unorganized sector women to form self-help groups for their protection.

Conclusion:

The overwhelming majority of employees in the country are from an unorganized sector, including the agricultural sector, the construction, shops, road sellers, small-scale service providers, salt pans, domestic work, rework, beedi industries, etc. Unorganized workers function without sufficient benefits in extreme conditions. For both economic and social growth, security and support for unorganized sector workers are very important.

In India, almost 92 per cent of the work force in the unorganized sector one- third of which are women and their dependents. Though the Indian Constitution guarantees equality of opportunity related to work, equal rights for livelihood, equal pay for equal work etc., The condition of women in the unorganized sector is deplorable. The most serious hazard faced by the working class in the era of globalization is the increasing threat to job security.

Contract, casual, temporary, part-time, piece-rated jobs and home-based work etc., decreasingly replacing permanent jobs. Unorganized labourers are stated to be those labourers, who have not been able to organize themselves in the pursuit of the common interest. They often experience barriers in the achievement of their desired goals and objectives. These barriers are like causal and uncertain nature of employment, unawareness, backwardness, illiteracy, insecure environmental conditions and work culture.

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