

Women in Unorganized Sector: Role, Problem and Challenges

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Abstract

Indian constitution is one of the most effective legal statement in the world, which guarantees equal rights for women and men. But still women are always considered as second priority almost everywhere. They have to perform responsibilities with challenges like discrimination and marginalization without being credited for her contribution. Unorganized sector constitutes very important part of India economy and involvement of women in this sector are more than of men. Unorganized sector in India employees about 86 percent of country work force and 91 percent of work force are women. But still women are not provided with the facilities and they are working and living their life below satisfaction level. This paper focuses mainly on participation of women in unorganized sector. The main objective of paper is to highlight the problem and challenges faced by women working in unorganized sector and to know the schemes reformed for women empowerment. The study is of qualitative nature totally based on secondary data which was collected from journals and websites. At last study concluded that women are very important and beautiful creation of god in this earth. Empowering them is need of society for all over growth of nation. Which is only possible by encouraging them for education and motivation by providing healthy working environment?

Keywords: Constitution, Unorganized, Discrimination, Marginalization, Empowerment, Participation.

Introduction

India is known for its great geographical spread and magnitude of its population. India has population of 1.2 billion as of Oct 22, 2015 in which women constitute nearly half of the population and play a vital role in rural and urban economy. Yet, the economic statuses are shown comparatively lower than male. As far as social status is concerned they have more responsibilities compare to men particularly those women's who are working in the unorganized sector, but still bounded to take decision for performing their responsibilities and duties in society .The paradoxical situation is arises as such when somewhere women are praised as goddess and at the sometime treated as slave. Women had faced many difficulties during post Vedic and epic ages .Women's in India are always dependent on male members of family, they are not allow to speak in front of elders or in laws. She was always been made responsible for every mistake. Now , from early twenty century their status have been improved a little .After independence of India constitutional makes and national leaders strongly abolished some act and initiated new act for equal social status .As a result today position of women has occupied in every field with respectable position. Yet, they have not absolutely free from some discrimination and harassment of society.

Review of Literature

Dhrubha Hazarika (2011) studied that at post Vedic and epic ages, where women are treated as slaves. After independence of India, the National leaders strongly demanded equal social position of women with men. Paper was Analyzed and prepared with objective to know the status of Indian women and reasons for empowerment of women. Study concluded that empowerment is only possible if women come forward to help and make self empowered to them.

R.Rajesh kumar and Dr.R.Rajendran (2014) Studied and focused on women worker in unorganized sector in India. Women contributes almost half of global total population. Main objective is to study the problem faced by women in unorganized sector , At last author concluded that problem of can be solved if we start to highlight and reduce the unequal distribution of values. There is need to concern about unorganized sector worker , which have not been provided with proper faculties. So, Government should plan comprehensive strategy to stop exploitation and slavery.

N. Nita (2014) Studied the working status of women in unorganized sector .Author highlighted that unorganized sector are improving day by day and women percentage are getting more involved in unorganized sector and percentage of women worker are increasing every year ,but they are not been credited for the participation. The study has been carried out with objective to understand or to know the reason why women's re working in unorganized sector and why are they in only specific department of unorganized sector .Study reveals that women are not that much competent compare to men in labour market as women are less educated ,skilled and nit aware of proper market conditions. Another reason is cultural and social foundation due to which they are not able to grow well.

Ramesh Chandra (2014) studied the women are continue facing problem of discrimination and marginalization. Their contribution is not given due credit, despite many advances made by women in society. The main objective of paper is to analyze problem and challenges of women working in unorganized sector and study concluded that women working in unorganized sector are living life below from satisfaction. They are not able to meet their daily needs even they work more than men and perform dual role in society. Hence government and NGO must come forward to improve the lot of these women with strict implication of law.

Nirendra Dev (2015) studied the traditional image of women in India especially in the villages and remote corners. He explained that rural women in India have long and different work experience, but now women are moving ahead which can be easily considered in term of work and contribution to village economy. Many states has been overcome with the problem of gender discrimination but still there is need for understanding the complex and dynamic challenges women face. Author revealed that in most of regions rural women are more conscous than men like in Nagaland and Mizoram where social responsibilities of women are more compare to other parts of country. Study also

highlighted those women work force are actually in major involved in agriculture. Women by tradition in many States are keepers of seeds and play key role in all post harvest operations. Government had initiated various schemes for promoting rural employment among women. In some regions government efforts brought phenomenal result in form of women participation 60-70 percent women of eastern UP are working in non agricultural sector.

Tejinder Pal Singh (2015) Studied the sustainable food security for rural women. With concern food security is fundamental human right issue. There is enough food in the world to feed everyone but still people get affected by hunger and malnutrition which have disproportionate impact on women and girls. Describing malnutrition in India among children are five times more than in china. Study concluded that gender inequality leads to and is result of food insecurity. Rural women are under the double burdened responsibilities which affect her access to livelihood resources. Still she plays a critical role in management of natural resource and local biodiversity. This all can be easily done by composite measuring tool like food security and agricultural growth to increase the connection and understanding of women empowerment.

Objectives

To study women participation and role working in unorganized sector.

To know and understand problem and challenges faced by women working in unorganized sector.

To highlight the legal measures and schemes initiated for empowering women.

Research Methodology

The study is of descriptive in nature and totally based on secondary data. The data has been collected and reviewed from various reports, journals and official websites.

Women in Unorganized sector

According to census 2011 women constitute 48.46 percent of total population in India and about 25.67 percent of female population is designated as workers. The participation of women in the occupational field is having great significance in the society. In ancient period, women have freedom to take part in various fields and in later period the status of women gradually decline. The women working in unorganized sector are not included in the official statistics even their work is also not documented and considered in different wage work; unskilled, low paying and they are not provided with benefits. Despite the advances women have made in societies they continue facing discrimination and marginalization. Women worker in unorganized sector lagging behind the male in level of quality of employment. As such women have to perform dual responsibilities both at work in hostile working condition and manage their homes. They are generally exploited by long working hours, wages paid to them are not according to their work and not been provided with the basic facilities at work place like toilets etc.

PROBLEMS AND CHALLENGES FOR WOMEN WORKING IN UNORGANIZED SECTOR

As matter of fact, problems of female worker in unorganized sector are index of worry for India. Discussion regarding the problem associated with women workers has many aspects such as economic, political, psychological, sociological and legal etc. Some of key problems are as follows:

The life of women working in home based work is overburdened as they have to perform dual role.

Lack of collective bargaining.

Education among women is very low which does not allow them to understand basic information.

Food Insecurity in women is so much in rural areas that some of the women are so weak to work due to insufficient nutrition because they consume less food.

Harassment at work place , rape etc .are problems women face at work but not able to say due to insecurity of job. They need empowerment to protect themselves and secure their purity and dignity.

Gender inequality is most pressing issue in present time.

Lack of health facilities.

Workplaces are located so far.

Hard work is invisible to policymakers and general public.

Low and irregular income.

Seasonal work are present.

According to the analysis women are predominantly engaged in agriculture and unorganised sector. Womens are still behind in actual distribution of social status, economic value and political authority. Womens contribute 66 percent of world work, produce 50 percent of global food but receives only 10 percent of income output and own 1 percent of property (UNICEF 2007).The highly restrictive culture of Indian society has been major factor for low participation of women in public sector.

MEASURES FOR WOMEN EMPOWERMENT

Basically we have to start initial empowerment of women so that they can ultimately get empowered in every field .Women empowerment is concept of functioning and control over resources , which extends and allow to decision making capabilities regarding household decisions, employment, income, right and control on property , expenditure and freedom of movement. In early twenty century national movement under leadership of Mahatma Ghandji ji was initiated for removing all disabilities of women at same time Raja ram mohan rai, Ishwar Chandra Vidhyasagar and various other social reformers laid stress on women education , prevention of child marriage withdrawal of evil practices of sati etc. for proper liberalization .Following are some acts which has been considered:

Sati (Abolished)-1829

Hindu Widow remarriage Act -1856

Child Restriction Act -1929

Women property right act-1937

After Independence of India constitution maker recognized equal social position of women and men .The Hindu marriage act 1955 determined the minimum age for marriage , the dowry prohibition act of 1961 was initiated. The constitution of India guarantees the equality given special preferences to women for this articles in constitution are made some of them are Article 14 declares that government shall not deny equality of person before law .Article 15 declares government shall not discriminate on the ground of sex. Article 15(3) is for special provision for taking favour of women discriminated. Article 42 directs to make provision for human condition of work and maternity relief and above over all constitution regards a fundamental duty on every citizen through Article 15(A) , (E) is dignity towards women. Measuring women empowerment is challenging ,because the term itself is poorly defend (Gurumurthy 1998, Kishor and Neitzel 1996:, Mason 1986).

However , the government initiated various schemes and acts both at state and central level. The government of India under Prime minister Narendra modi recognizes the importance of the role of women in development of the society, ultimately growth of the nation. Union Minister rural development Chaudhary Birender Singh also said that we should committed for the women empowerment and welfare. He also implementing various development program which includes the guidelines for facilities to be provided at the work site for women to encourage their participation. Presently in unorganized sector women worker are well organized under self empowerment women association (SEWA) an NGO for poor and self employed women worker fighting for their basic socio economic and political rights. The organization was established in 1972 by the noted Gandhian and civil right leader. One specific provision and laws for protection and welfare of working women are Mahatma Gandhian national rural employment grantee act (MGNREGA) it is a major step in providing employment and security to basically rural workers.

One of type major success of MGNREGA is that the average participation of women in program is higher than stipulate minimum requirement of 30 percent.

According to country report of government of India “Empowerment means moving from a position of enforced powerlessness to one of power”. To achieve empowerment women's have to be educated and aware of their rights and privileges in modern society. Government efforts should be directed towards all round development of each and every section of Indian women not confirming the benefits to particular section of women in society. For this government and non government organization must include media or play active role in creating awareness in society. Its is not too difficult task to achieve, it only needs honesty and sincerity on the part of women for themselves.

Suggestion

No doubt there are laws to protect women and prevent exploitation but the legislation are not implemented strictly.

Implementation of schemes must be with fruitful motive.

There must be regular vigilance of schemes working in field, it will result positively.

Government can create a team of women for door to door investigation to know the domestic status of women at home, it will ultimately protect women from domestic violence.

Encourage women for self help groups, micro financing so that women can compete in financial market.

Conclusion

To sum up, women empowerment cannot be possible unless women come with hand in hand for self empowerment. There is need to reduce minimized poverty, promoting education of women prevention and elimination of violence against women. However India is also known as " Bharat Mata" who is in turn says that women serves as the mother of every Indian , which simply means that women looks after every Indian child. At last men ought not to forget the fact that "men are in women". Then only the Vedic verse ' **yatra naari pujiyate ramante tatra devta** ' (wherever women is respected, god resides there) would come true.

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