PLIGHT OF WOMEN WORKERS IN UNORGANISED SECTOR WITH SPECIAL REFERENCE TO CHENNAI CITY

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ABSTRACT

KEYWORDS:
Unorganised Sector, Chi-square and KMO bartletts

"Woman is more fitted than man to make exploration and take bolder action in nonviolence"."Mahatma Gandhi"

Women in unorganised sector refer to women work like a slave due to lack of regulated laws as one who has in organised sector. Their problems and issues remain unaddressed in spite of their voices. They do not come under workers welfare act, factor act, minimum wages act and so on. They suffer a lot at their work places in the form of sexual harassment, seasonal employment, unfair wages and discriminatory practices. There are a few organisations functioning for the welfare of these workers. But, still their predicaments continue. In addition to this, they do not have any welfare measures such as gratuity, pension benefits, maternity leave and holidays like those in organised sectors.

INTRODUCTION

The above are a few quotes about Women by Father of Our Nation. Likewise, Women have been viewed either in the image of Eve or in the image of Mary by the western world. The double standard regarding the status of women is found throughout the history of India. In India, there has been stereo typical glorification of the women. The state and status of women in India from the ancient period till the modern age changes from period to period. In early times, women were meant only for housework such as taking care of children, cooking, washing and other activities in the family whereas men were engaged in work and bring in income to his family. Family was run in such a way that expenses of family were met with an Individual's Income. At that time, employment of women was redundant. Macro family system was adopted in ancient times, due to which, women were not forced to work by their families. But in modern time, things have changed which led women to work for their families. Women workers realised that employment gives economic status, social status and combination of these two gives empowerment. Even income of women is now a day considered as significant as earnings of men. Survival of family depends on the income of both men and women. Therefore, women have started working like men everywhere across country. This is where women's plight begins in the form of unstable income, discriminatory practices, sexual harassment, and lack of education, hindrance to growth, seasonal employment and Poor payment of wages. Plights of women in unorganised sectors are worse than women being employed in other sectors. Generally speaking, there are no or little regulations for the employees belonging to unorganised sector. They are scared of too many ordeals in their ordinary life.

WOMEN IN UNORGANISED SECTOR

Women in unorganised sector refer to women work like a slave due to lack of regulated laws as one who has in organised sector. Their problems and issues remain unaddressed in spite of their voices. They do not come under workers welfare act, factor act, minimum wages act and so on. They suffer a lot at their work places in the form of sexual harassment, seasonal employment, unfair wages and discriminatory practices. There are a few organisations functioning for the welfare of these workers. But, still their predicaments continue. In addition to this, they do not have any welfare measures such as gratuity, pension benefits, maternity leave and holidays like those in organised sectors.

OBJECTIVES OF THE STUDY

The study contains primary and secondary objectives as mentioned bellow:

1. To explore various issues and problems pertaining to women workers in unorganised sectors.
2. To examine economic and social status of women workers in unorganised sectors.

STATEMENT OF PROBLEM

There are numerous problems to women of unorganised sector such as sexual harassment, discriminatory

practices, poor payment of wages and seasonal employment. Sexual harassment to women workers in unorganised sectors is at alarming level. Sexual harassment at their work place occurs in various forms such as harassment from co-employees, sex abuse from employer, sexual harassment from strangers. They are often vulnerable to various kinds of sexual harassment or abuse. Next plight of women engaged in unorganised sector is long duration of work. They are forced to work for more than eight hours and paid wages less than that. Sometimes, their contribution is least taken into consideration and they are not honoured for this. In addition to these, they get employment occasionally and it is difficult for them to make end meet of their family. This paper focuses on the plight of women workers in unorganised sector and some valuable suggestions would be given by the researcher to overcome their plights to some extent.

SCOPE OF THE STUDY

This study makes an attempt to highlight plights of women workers in unorganised sectors in Chennai city. Researcher has explored various predicaments of women workers engaged in unorganised sectors. This study has covered workers in construction industry, workers from papadam making units, some departmental stores, garment industries and workers from pickle making units. Research has been carried out covering these people in some parts of Chennai city. This paper is believed to come up with some possible practical solutions to overcome the predicaments of women workers in unorganised sector.

REVIEW OF LITERATURE

Fathima Adeela Beevi (2014), in her article showed the plights of women workers in unorganised sectors. The unorganized women workers are living below the minimum accepted standards without adequate facilities and having very lower income that did not meet their daily needs of life. Unorganised women workers including home-based works likes rolling papad and beedis, self-employment programs likes selling vegetables, employment in household enterprises and small units, agricultural workers, labour on construction sites, domestic work, handicrafts, khadi and village industries, handloom weaving and sericulture etc. The more women workers were employed mainly in the field of textile sector as sales women and comparatively more opportunities are there. They worked hard in shops to make their life better and reach their children in quality education and healthy food without acquiring any special skill and training. The study focused on the job satisfaction of sales women and the data were collected from 85 respondents and also from various books, reports, journals and websites. This is revealed that most of the women were satisfied with the facilities at work place given by the employer like special refreshment room for the women staff and staying or hostel facility etc but there is no time for refreshment because of continuous working hours without shifting and seasonal workload.

Manju (2017) explored something in her research article regarding women workers in unorganised sectors. The relation between nation's prosperity and women condition can be understood by the famous quote given by Pandit Jawahar Lal Nehru, "You can tell the condition of a nation by looking at the status of its women." 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. Female workers form the largest segment of India's unorganized workforce. Majority of women work in unorganized sectors for low wages due to low level of skills, illiteracy, ignorance and surplus labour and thus face high level of exploitation. The social and economic profile of female worker is greatly affected by the nature of industrial sector where they work.

RESEARCH METHODOLOGY
Sources of Data Collection

Both primary and secondary data have been used for eliciting information. Primary data has been collected through thoroughly prepared questionnaire which were circulated among target workers in some select unorganised sectors. Secondary data was collected by referring to books, articles, journals, magazines, and websites.

Research Design

The present research study is of descriptive and analytical in nature.

Sample Size

The sample size is 50. 50 women workers were interviewed in some select unorganised sector. Data analysis was made according to that.

Sample type

The type of sampling is Non-probability sampling. In non-probability sampling, convenient sampling was adopted.

Sample Area

Chennai was chosen for the study. Chennai city includes North Chennai, South Chennai, East Chennai and West Chennai.

DATA ANALYSIS AND RESULTS DISCUSSION

Some important tests are taken up for processing the collected data. Findings are made with respect to the results of these tests. Some important questions are constructed to elicit the information through suitable likert's scale. First of all, chi – square test was performed to find the association between marital status and work load of women workers in unorganised sector.

Chi-Square Test

Table 1
Chi-Square as a test of attributes for marital status and work load of women workers

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	5.530[a]	2	.063
Likelihood Ratio	5.258	2	.072
Linear-by-Linear Association	1.714	1	.190
N of Valid Cases	50		

Interpretation

The key result in the Chi-Square test table is the pearson Chi-Square. The value of the test statistic is 5.530. The corresponding p-value of the test statistic is p= 0.063. Based on this, the null hypothesis is accepted thereby spelling out there is no association between marital status and work load of women workers in unorganised sectors.

Table 2
Chi-Square as a test of attributes for age and payment of wages to workers in unorganised sectors

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	.999a	4	.910
Likelihood Ratio	1.407	4	.843
Linear-by-Linear Association	.813	1	.367
N of Valid Cases	50		

Interpretation

The key result in the Chi-Square test table is the pearson Chi-Square. The value of the test statistic is 0.999. The corresponding p-value of the test statistic is p= 0.910.

Based on this, the null hypothesis is accepted thereby spelling out there is no association between age and payment of women workers in unorganised sectors.

Factor Analysis

Table 3
KMO and Bartlett's Test for various plights of women workers

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.518
Bartlett's Test of Sphericity	Approx. Chi-Square	19.523
	df	15
	Sig.	.191

Interpretation

From the above analysis of KMO and Bartlett's test, value is positive and it is said to be 0.518. According to this value, sample is not adequate enough as the value is less than 0.6. Therefore, the researcher has to conduct such a study elsewhere to ensure sufficient sampling seen in the study. Moreover, variables designed in the study also are not best suitable on account of this value.

Table 4
Factory analysis for various plights of women workers in unorganised sectors

Rotated Component Matrixa			
	Component		
	1	2	3
Welfare Measures	.848		
Work Load	-.673		
Family Support		.802	
Payment of Wages		-.737	
Discriminatory Practices			.832
Sexual Harassment			-.588

Interpretation

From the above factor analysis, it is clearly shown that welfare measures are not upto the satisfaction of women workers in unorganised sector. Similarly work load is not encouraging the workers as they are done at the whims and fancies of employer. Sexual harassment is there but it is not too often in the sector. Therefore, unorganised sector has both positive and negative impact on welfare measures, work load, family support, payment of wages, discriminatory practices and sexual harassment.

Table 5
One Way ANOVA for work load of women workers in unorganised sector and Marital Status

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.115	2	.557	2.922	.064
Within Groups	8.965	47	.191		
Total	10.080	49			

Significance Level: 5%

Interpretation

This is the table that shows the output of one way ANOVA and whether there is a statistically significant difference between marital status and work load of women workers in unorganised sector. We can see that the significance value is 0.064 (i.e., $p = .064$), which is above 0.05. Therefore, there is a statistically significant difference between marital status and work load of women workers in unorganised sector.

FINDINGS OF THE STUDY

a) Based on the results of analysis, inference is drawn that work load of women workers specifically in unorganised sector is worse. Women worker in any select unorganised sector has heavy schedule of work.

b) Another finding of this paper is payment of wages to women workers in unorganised sector. Very few people are satisfied with what they are paid. But most of the women workers do not have satisfaction over their wages.

c) Sample size taken for this study is not sufficient as per the results of KMO Bartlett's test. Therefore, researcher has to widen study elsewhere to obtain what actually happen to the women in unorganised sector to arrive at the meaningful conclusion.

d) From factor analysis, researcher has showed some plights of women to be good and bad. For example, family support to women workers in unorganised sector is better as compared to other plights. Worst of the entire plight is work load and discriminatory practices.

SUGGESTIONS AND CONCLUSION

This study mainly focuses on welfare of women workers in unorganised sector. They are pitiable situation. Work load should be brought down to a considerable extent. For this, feedback can be taken by the employer from time to time. Frame the work load according to their acceptance. It needs not necessarily be eight hours of work a day. It can be maximised based on their flexibility. Similarly, employer has to protect all the women workers deployed in unorganised sector by offering proper transport facilities from their home to the work place. This is to ensure that they are away from sexual harassment.

Discriminatory practices are said to be a common sight at the work place. Men should develop the culture of respecting women on par with men. Their work should be recognised and they should be appreciated for their contribution. Above all, going by the words of our father of nation women is more fitted than men. Women should be respected irrespective of different places they work.

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