CHAPTER 2

DESIGN AND METHODOLOGY OF THE STUDY
2.1. Objectives

The main objectives of the present study are:

1. to examine the structure and various dimensions of the informal sector in India,

2. to examine women work and development with special reference to domestic work,

3. to study the living pattern of servant maids in Vijayawada city, Andhra Pradesh,

4. to examine the child abuse among servant maids with reference to Vijayawada city, Andhra Pradesh,

5. to examine the legal perspective of domestic workers, and

6. to suggest policy measures to improve the working conditions of servant maids in the study area.

2.2 Sources of Data

The data needed for the present study was collected both from primary and secondary sources. Primary data was collected through a structured questionnaire framed for the purpose. The questionnaire consists of information on socio and economic living pattern of servant maids. Secondary data was collected from different publications, journals, government reports, and other sample surveys. Thus, the present study of servant maids of Vijayawada city is based on both primary and secondary data. The study was conducted during the months of June and July 2008.

2.3 Methodology

The present study is mostly based on primary data collected from a survey conducted in Vijayawada Municipal Corporation, Andhra Pradesh during June and July 2008.
Vijayawada city is an important link in connecting the three regions of Andhra Pradesh. The Municipality of Vijayawada was constituted on first April 1888 with an area of 30 sq kms and was upgraded as a selection grade municipality in the year 1960. It was further upgraded to a municipal corporation in 1981 and in 1985.

The population of Vijayawada increased from 1,61,198 in 1951 to 8,45,217 in 2001, i.e., the increase was about 5 times. There is an increasing trend of population for Vijayawada urban agglomeration due to migration from rural to urban led to the increase of Vijayawada city. Nearly 75 per cent of the population are migrants of their first generation. They migrated to the city during their own lifetime.

The growth of slum life in cities is the result of continuous migration of the rural poor into the urban areas in search of livelihood and their failure to find adequate means to support themselves. Thus urban poor are only an overflow of the rural poor into the urban area.

In most cases the important factor stimulating migration is economic opportunities. The most important economic factors that pushed out rural workers are due to poor agricultural condition or push factors, and the better urban economic conditions which acted as a pull force. The data on migration for Vijayawada reveals that migration is high.

The percentage of total workers, main and marginal workers to total population is referred to as the work participation rate. Higher the work participation rate, lower would be the dependency ratio and vice-versa. Higher the number of workers, higher would be the production and income level in an economy.

In general in urban areas, the work participation rates are lower than in rural areas. Because of better educational facilities and higher enrolment rates in schools and colleges, the work participation rate is low in Vijayawada city.
The proportion of male workers to total workers decreased by 0.2 per cent and the proportion of female workers to total workers increased by 0.2 per cent resulting in no great improvement in the female participation rates. The growth rate of female workers is higher than that of female population, whereas the growth rate of male workers is lower than that of male population. The reasons for the higher growth rate of female workers might be that more and more women are coming out to work because of sheer economic necessity. With the increasing rate of inflation and soaring prices, women are compelled to leave the houses.

Table 2.1
Sample Selection

<table>
<thead>
<tr>
<th>Sl. No</th>
<th>Name of the Ward selected</th>
<th>Ward</th>
<th>Ward Population (2001)</th>
<th>Number of Households in the Ward</th>
<th>Number of Households Selected</th>
<th>Non-Response with sample</th>
<th>Number of Households Responded</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Gunadala</td>
<td>1</td>
<td>14,029</td>
<td>3,507</td>
<td>60</td>
<td>2</td>
<td>58</td>
</tr>
<tr>
<td>2</td>
<td>Auto Nagar</td>
<td>10</td>
<td>13,046</td>
<td>3,261</td>
<td>55</td>
<td>3</td>
<td>52</td>
</tr>
<tr>
<td>3</td>
<td>Governor Peta</td>
<td>20</td>
<td>13,790</td>
<td>3,448</td>
<td>58</td>
<td>3</td>
<td>55</td>
</tr>
<tr>
<td>4</td>
<td>Milk Factory</td>
<td>30</td>
<td>13,210</td>
<td>3,303</td>
<td>56</td>
<td>2</td>
<td>54</td>
</tr>
<tr>
<td>5</td>
<td>Kedhareswara Peta</td>
<td>40</td>
<td>14,793</td>
<td>3,698</td>
<td>62</td>
<td>1</td>
<td>61</td>
</tr>
<tr>
<td>6</td>
<td>Ayodya Nagar</td>
<td>50</td>
<td>13,862</td>
<td>3,466</td>
<td>59</td>
<td>0</td>
<td>59</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td></td>
<td><strong>82,730</strong></td>
<td><strong>20,683</strong></td>
<td><strong>350</strong></td>
<td><strong>11</strong></td>
<td><strong>339</strong></td>
</tr>
</tbody>
</table>


The city is divided into 59 administrative divisions. For the purpose of sample, the wards are first numbered as 1 – 59. Out of them 6 wards are selected randomly, namely 1, 10, 20, 30, 40, and 50. They are (1) Gunadala (ward 1), (2) Auto Nagar (ward 10), (3) Governor Peta (ward 20), (4) Milk Factory (ward 30), (5) Kedhareswara Peta (ward 40), and (6) Ayodya Nagar (ward 50). 350 households having servant maids were chosen and out of them 339 servant maids were interviewed (11 is the non-response). The sample households were selected using the random number tables. The house list of the wards was used as the basis for selecting the sample. The servant maid of the house holds is the unit of analysis for the present study. Thus stratified
random sampling technique is used in the present study. Statistical tools such as mean, correlation, bar diagrams, etc., are used for interpretation and analysis of data, wherever necessary.

2.4 Survey of Literature

This study is concerned with the employment of women in the informal sector. Several studies in the past were conducted covering informal sector, but mostly outside the home. Some of the works undertaken earlier, on women in the informal sector, are reviewed here.

Padmini Senguptha’s (1960)\textsuperscript{4} study revealed that of all services in India, there is not a more unregulated or disorganised form of work than the domestic service. There are no regulated hours of work for women in domestic service, nor have laws been passed to protect them.

Keith Hart (1973)\textsuperscript{5} in his study, “Income opportunities and urban employment in Ghana”, used for the first time the concept of informal sector. He has identified a number of income and employment generating activities in the unremunerated sector of the urban economy.

Harrison, J (1973)\textsuperscript{6} felt that women workers through their ability to stretch the wage, and their provision of unremunerated services within the home, made the capitalist pay lower wages than would be needed for the reproduction of the labourer and the future generations of labourers. The housewife's unpaid labour is transferred to the capitalist sector as a surplus value, the mechanism by which this transfer of surplus labour from house work

\textsuperscript{4} Padmini Senguptha, (1960), \textit{Women Workers of India}, Asia Publishing House, Bombay.


to the capitalist sector takes place in the payment by the capitalist as wages below the value of labour power.

**A World Bank (1978)**[^7] study found that migration of women has been increasing more rapidly than that of males for the last several decades. In the urban centers women are over represented in unorganised and non-modern sectors. It is also observed that employment among women comes mostly from the lower middle class, and the poor socio-economic groups. It is more common among the elite group. The women labourers engaged in the unorganised segment suffer from disabilities and exploitation of much higher magnitude than those employed in the organised sector.

**Molyneux, Maxine (1978)**[^8] felt that in the capitalist countries where the value of labour power has been established through labour militancy, the domestic labour lowers the value of labour power. In many peripheral economies, the family wage is not yet generalised even among the fully proletarianised workers.

**Reeves, Maude Permber (1979)**[^9] felt that despite the very different process of capitalist expansion experienced, there has been a tendency to equate the position of urban women in peripheral economies with that of women in metropolitan capitalist economies. Young women are drawn into very narrow sectors of production or into services; but once married, they were absorbed back into the home to become working class housewives. Women's labour became increasingly privatised, and directed to the transformation of the wage into use values for consumption within the home, their main task being to stretch the man's wage so that it would cover the main needs of the family.

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[^9]: Reeves, Maude Permber, (1979), Round about a Pound, Virago, London.
Dasguptha, Aparna (1980)\textsuperscript{10} in a study of domestic women in Delhi indicates that women do not go to hospital due to fear of the hospital, and long delays there. Most of the women hold a number of jobs, and time is of great value to them.

Kaptan.S.S (1980)\textsuperscript{11} observed that the low caste women workers in unorganised sectors are suffering with their general low level of living.

Mathur.R.N and Anju Mathur (1981)\textsuperscript{12} observed that a large number of female workers are employed as part-time domestic servants, sweepers, unskilled workers in local industries and factories, and in construction work.

Balgovind Babu and Laxmi Panwar (1984)\textsuperscript{13} have studied the maid servants in Haryana. The study emphasises that they are leading a miserable life. They suffer from low wage, long hours of work, shift in nature of job, lack of freedom and low prestige due to inferior status of the job. Due to lack of coordination, their children are neglected, and become familial. The relation becomes tense. The fragmented nature of their job, lack of education, and low bargaining capacity refrain them from organising themselves collectively.

Nirmala Banerjee (1985)\textsuperscript{14} found that women did work in low paid jobs. She also observed that women were paid low wages in the informal sector.


\textsuperscript{13} Balgovind Babu and Laxmi Panwar,(1984), "Maid Servants: A Case Study in Haryana" \textit{Mainstream}, Vol. 23, p. 1

Agarwal, Saritha's study (1986)\textsuperscript{15} is based on Andhra Pradesh data. She examined the issue of female employment as a consequence of adoption of technology.

Nair, G. Ravindran (1988)\textsuperscript{16} observed that the impact of social changes and developmental efforts benefit the women much less than men. The women have been working for their families for as long as sixteen hours or more right from day break till late into the night. They manage the household work; feed the children as well as the adults in the family, clothe and educate the children.

Dhanalakshmi S (1988)\textsuperscript{17} pointed out some general issues concerning women in labour market. The issues include the segregation of women into certain occupations, wage differentials between men and women for the same job, low and falling work participation rates of women, etc. She made an attempt to study the domestic servants in Thiruvananthapuram city. The Socio-economic conditions of domestic servants and the need of servants in city have been studied.

According to the Report of HRD (1988)\textsuperscript{18} on working condition of domestic servants in Delhi, nearly 90 per cent of the domestic workers are women.

Kaptan, S.S. (1989)\textsuperscript{19} observed that ignorance, tradition-bound attitudes, lack of skill, seasonal nature of employment, heavy physical work of


difficult types, lack of job security, long hours of work, lack of minimum facilities at the work place, ill-treatment and bondage are some of the features of the employment of women in the unorganised sector.

**Nair Tara (1989)**\(^{20}\) examined the census and NSS data up to mid-eighties. She finds that there is a declining trend in women employment in the informal sector in Punjab. It is observed that machines replaced female labour force in Punjab.

**L. Kasturi (1990)**\(^{21}\) has conducted a study on family migrants in Delhi, and revealed that among migrants, family women acquire work earlier than men.

**Saran A.B and A.N. Sandhwar (1990)**\(^{22}\) felt that women workers are not provided any facilities and compensation at the work place.

**Rajalakshmi V (1991)**\(^{23}\) in her study makes a comparison between the conditions of women in India, and those in other countries. After highlighting their situation in the social, economic, political and cultural spheres, she concludes that if no step is taken to render justice to women, they may emerge as the only surviving section of the society that is continuously exposed to injustice.

**U. Kalpagam (1991)**\(^{24}\) felt that we know little about women, that too a certain elite section, and not about the vast majority. He underlines the need to

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\(^{20}\) Nair, Tara (ed), (1989), ASA'S Achievements, Policies and Strategic Direction, Social Alternatives, Trychy (Mimeo).


\(^{22}\) Saran. A. B and A.N. Sandhwar, (1990), *Problems of Women Workers in Unorganised Sector Problem's of Working Women*, New Delhi, Northern Book Center.


discover the plight and potentials of the ordinary, rural women of India on whom depend the fortunes of the 21st century India. The future of the third world and that Indian women, like others, have a period of struggle ahead.

Padmini Jesudurai (1991)\textsuperscript{25} opined that there is a big gap between theory and practice, as far as the implementation of laws are concerned. Any legislation will be meaningful, only if society receives it in the proper spirit. In other words, only a change of attitude will make the laws more effective, and the condition of women more humane.

U. Kalpagam (1991)\textsuperscript{26}, in his article “The Working Women of India”, Quest for Gender Justice, underlines the painful truth that a large part of women’s work which consumes time and energy, and calls for great care and attention is neither appreciated nor recognized by the official organs of the State. It then discusses various problems of working women: the problems faced by them in the agricultural sector where more than 80 per cent of working women are engaged in the problems arising due to the structural changes in the economy, the introduction of modern technology, and the spurt in export-oriented industries and finally the place of women workers in the organised sector and the role of trade unions in solving their problems. In conclusion, the author offers some concrete suggestions for improving the conditions of the working women, and for enhancing their opportunities.

Martin Patrick (1992)\textsuperscript{27} analysed an important aspect of the informal labour market, namely, gender discrimination, using field data from Ernakulam district of Kerala state. Taking a sample of sales persons employed by


\textsuperscript{27} Martin Patrick, (1992), Socio-economic Status of Unorganised women: A case study of sales women in Ernakulam district M. phil dissertation, Cochin University.
registered shops, he shows that men- women wage gap is substantial for different age groups and with different length of service. The works of women are discriminated in terms of average hours of work and role in decision making.

**Jacqueline Scott and Jean Duncombe (1992)** found that there is a substantial difference in gender role attitudes between home makers and women who are employed in the labour force. Also the women who work full time are more likely to reject traditional gender role segregation. Further he also suggested that unless beliefs about gender-roles change and women stop being defined as primarily responsible for family care, women who are in paid work will have to struggle to do a double shift of employment and family care while still fearing that their families will suffer.

**Rekha R. Gaonkar (1992)** felt that the rural Indian Women have always worked with men in the fields. Similarly women have also been working to help their husbands in handicrafts and small cottage industries. Advancement of technology in agriculture, industry and urbanisation, resulting from economic development displaces women workers and restricts their access to new jobs. It is indeed a healthy trend that educated women in India today aspire for a professional career. In lower and middle class families, women work to supplement their family's income.

**Batliwala (1994)** felt that empowerment is the process by which powerless gain greater control over the circumstances of their lives. He felt that importance of resources such as physical, human, intellectual and financial for the women empowerment.

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Susan Bullock (1994)\textsuperscript{31} opines that a key factor in the growth of informal activity in most developing regions has been the plummeting value of wages. The informal sector has not only offered the possibility of work to the unemployed, but has permitted survival of many households with wage earners. Some division of labour exists between formal and informal sectors on the basis of gender. It has been suggested that women tend to stay within the informal sector because of the flexibility of working arrangements and diversity of opportunities.

S.N. Tripathy (1996)\textsuperscript{32} observed that most of the women construction workers belong to the category of scheduled caste and lower socio-economic groups.

I. Sathya Sundaram (1996)\textsuperscript{33} argues that the workers in the unorganised sector remain unprotected by law. They are the most vulnerable section of the society, and they enjoy no job or income security with little bargaining power.

S.V. Sethuraman (1997)\textsuperscript{34} described that the informal sector would include all unregistered commercial enterprises and all non-commercial enterprises that had no formal structure in terms of organisation and operation. According to him, one of the most convenient ways of identifying the informal sector is to define it in terms of the source of employment of the urban poor. Since the vast majority of the urban labour force, particularly the urban poor, would depend on private source of employment, public sector employment


\textsuperscript{32} S.N. Tripathy, (1996), Unorganised Women Labour in India, Discovery Publishing House, New Delhi.


\textsuperscript{34} S.V. Sethuraman, (1997), A quarterly review of Social Trends, Social Action, April-June, Vol. 47, p.2.
would be considered as outside the informal sector. The employment would be protected for the employees in the sense that the ways and conditions enjoyed by the workers in the informal sector would not be available to all the job seekers to trade unions, Governments or both acting together.

A study in Orissa, (1997)\textsuperscript{35} conducted by the Department of Applied Economics, Utkal University, reveals a strong preference among employers for girl-children, particularly part-time domestic workers. Invariably, all research points to the fact that child domestic workers are preferred, not only because they cost less but are more pliable. This study found that nearly 90 per cent of girl domestic workers started work before they completed 12 years of age. More than 75 per cent belonged to the age-group 12-14 years. Pre-puberty girls, whilst themselves still unaware of their sexuality, are increasingly becoming targets of sexual abuse. Again, while 70 per cent stepped out to work to supplement the family income, the remaining 30 per cent did so owing to family breakdowns -- either the father had deserted the family, or he was an alcoholic or a drug addict, or, the mother was living with another man. The study found that the absence of a supportive family structure made girl domestic workers more vulnerable. The study also found instances where mothers had accepted 'silence money', following the abuse of their daughters.

Jaya Arunachalam (1997)\textsuperscript{36} is of the opinion that the issues of informal sector are common to the developing countries, but have to be understood in the context where informal systems of work are promoted and encouraged among the working poor. The character of this sector is connected to highly exploitative irregular working conditions and wage discriminations.

\textsuperscript{35} The Department of Applied Economics, Utkal University, (1997), A study of Orissa.

A.C kulashrestha (1998) analyses the methodological issues of measurement of informal sector.

S. Sundari and M.K. Rukmani (1998) revealed that women like men migrate from areas of low opportunities, to areas of high opportunities. Family migration is economically more viable than individual migration.

Shramshakti Report (1998) revealed that there are 16.8 lakh female domestic workers in the country, as against 6.2 lakh male workers. This finding is reinforced by another study, conducted in the early-1980s, by the Catholic Bishops Conference of India, which says females constituted 78 per cent of Domestic workers in a 12-city study.

Subesh K.D (1998) observed that in India about 90 per cent of the total workforce work in the informal sector, and 50 per cent of them are wage employed. Most of these workers are from poor families, and for the vast majority of them, wage is the only source of income, and profoundly influences the quality of their lives. It is thus an important labour policy issue. Wage policy has to be formulated through a process of political compromises and consensus.

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Nirmala Banerjee (1999)\textsuperscript{41} opined that the emerging labour market is likely to prove even more problematic in the case of women workers than for the rest of the Indian workers. Recent trends in the position of labour in general have neither been very encouraging nor can these signs be ignored as irrelevant in the changed perspective. She felt that, there are few forces at work that can alter those characteristics of the average women workers even though it is easy to see that they are likely to prove even more crippling for them in the changed scenario. There is a possibility of a dynamic interaction between the past trends and the uncertain future.

Atanu Thakur (1999)\textsuperscript{42} felt that a non-essentialist epistemological perspective and tries to read the discourse of the gender discrimination and workforce participation from the neo-Althusrian Marxist standpoint. He has argued that for lessening gender discrimination, it is necessary to intervene in the political process and ideological process. If the discourse is not looked at from this standpoint then the stereotyping of women in the workforce is an inevitable phenomenon.

U. Kalpagam (1999)\textsuperscript{43} examined the latest available statistics on women's domestic duties in rural and urban India. The study shows that women engaged predominantly in domestic duties also perform a set of activities, of which some could be classified as economic and others as beneficial. The implications of such a heavy involvement in domestic activities for their labour market participation are explored. The skills they possess and the type of assistance they require suggest differences in the preference patterns of rural and urban women as well as regional differences. The policy implications of


this analysis strongly suggest the strengthening of women's bargaining position within households by making access to resources and income an explicitly acknowledged objective of public policies.

**Jeemol Unni and Uma Rani (1999)** observed that a majority of the informal workers are self-employed, operating with a very low level of capital. A noteworthy feature of the emerging scenario as revealed by the study is the consistent growth of non-wage employment in the non-agricultural sector and the capacity of informal women workers to generate employment and incomes, undeterred by constraints such as poor access to capital and lack of state support. They concluded that the imperative need for improving access to capital and the level of productivity in the informal sector poses a daunting challenge to our policy makers.

**N. Lalitha (1999)** observed that the decline in female workers engaged in the unorganised manufacturing sector is high, and that most of the women workers are in traditional sectors. Another important dimension is the high incidence of unpaid female workers, and the increase in the female hired workers during the 1990's. It is argued that these large numbers of hired and unpaid female workers in the unorganised manufacturing sector, however, face uncertainty of work opportunities.

**Nirmala Banerjee (1999)** argues that the emerging labour market is likely to prove even more problematic in the case of women workers than for the rest of Indian workers.

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Atanu Thaker (1999) has made an enquiry into women's workforce participation, and she concluded that the proposal for participating in the workforce made by feminist literature and the gender empowerment measure (proposed by UNDP) may not empower the women, rather it will burden the women more and more.

Sandra Rothboeck and Sarthi Acharya (1999) argue that the gender segregation of jobs has two distinct elements. One referring to bunching of workers in jobs and the other to the social and occupational hierarchy that permeates it.

Sundari. S and Geetha. W (2000) opined that poverty is often the consequence of unemployment which being gender related. It leads to feminization of poverty. To eliminate poverty particularly, among women, should be encouraged to undertake micro enterprises with available credit facilities by banks and other financial bodies. They felt that necessary skill and credit facilities would help to empower women.

NSS 54th Round Survey (2000) reveals that the number of women regular employees in urban areas is 10 times those in rural areas. Also the regular women work force in urban areas has been increased by 15 per cent over the period from 1977 to 1995. So we can argue that the rapid process of urbanisation led to such an increase in the number of urban work force.


50 NSS 54th Round, (2000), Survey results on cultivation practices in India, Sarvarakshana, 24(1), 84th issue, July - September.
A Study (2001)\textsuperscript{51} on child Domestic Workers in Orissa found that lack of regular income by the head of the family, mostly daily-wage earners or small cultivators, and fathers addicted to liquor was a major reason for the incidence of child domestic labour. Intense poverty in backward areas where alternative avenues for earning are non-existent is widely acknowledged as being responsible for the practice of child domestic workers. The intervention strategy to address the issue of child domestic work should be a combination of approaches/activities at different levels.

The World Development Report (2000)\textsuperscript{52} concludes that poor peoples opportunities for empowerment increases, their security. One way of increasing the assets is promoting small saving or micro finance. In the 1990’s micro finance become a key strategy for poverty alleviation and women improvement.

K Murugaiah (2002)\textsuperscript{53} has analyzed occupational risk of domestic servants in Tirupathi selection grade municipality in Andhra Pradesh. The risk areas include high level of insecurity, deplorable wages, long working hours, etc.

Annelies Moors and Ratna Saptari (2002)\textsuperscript{54} observed that the increased economic and political interconnectedness of different parts of the world has enabled a rapid increase in the number of labour migrants amongst domestic workers. The status of domestic workers and the statistical categories under which they fall have a direct impact on different state regulations and their status as citizens. The conditions under which domestic workers are

\textsuperscript{51} A study by Campaign Against Child Labour (CACL) in (2001) \textsuperscript{51} On child Domestic Workers in Orissa. Save the children UK.s program on Child Domestic Work (CDW)

\textsuperscript{52} World Bank,(2000), The World Development Report.


\textsuperscript{54} Annelies Moors and Ratna Saptari, (2002), CLARA, Work Shop Report: Domestic Services and Mobility, Agenda, Publications.
defined as citizens are often linked to the larger political context such as fascism, religion and colonialism.

Renana Jhabvala and Shalini Sinha (2002)\textsuperscript{55} looked at the women problem at micro level. The world of the unorganised women workers and an analysis of the varied impact of liberalisation and globalisation has deteriorated her working conditions. A decline in employment opportunities has seen a simultaneous casualisation, and growing "feminisation" of the work force, with concomitant ills such as low wages and declining job security.

A One-day Seminar (2002)\textsuperscript{56} on "Working conditions, coping strategy and legal status of Female Domestic workers" in Delhi on 12th October, 2002. revealed that the situation of domestic workers is deplorable.

N. Manimekalai (2002)\textsuperscript{57} felt that women constitute half of the population, contribute for more than half of the duties and responsibilities of the family but are hardly empowered to participate in decision making. Women's work including agriculture, animal husbandry and on the industrial front such as mat, coir weaving etc in the household enterprises are productive but not paid for nor accounted in the national income accounting.

Sanjay Kumar and N.K. Sharma (2003)\textsuperscript{58} examines the basic purpose of defining " informal sector", its applicability in the Indian context and whether the enterprise-based approach based on the operational definition


\textsuperscript{56} Deshkal and FES,(2002), semenar on "Working conditions, coping strategy and legal status of Female Domestic workers" in Delhi on 12th October,


adopted by ILO in 1993 at the 15th International Conference of Labour statistics (ICLS) can fulfill the same.

**Santosh Mehrotra (2003)** examines in detail home-based work driven by subcontracting by foreign and domestic firms. Some findings from a survey in five south and south-east Asian countries regarding the conditions of work of home-based workers in the value chain, at the bottom of which they are located.

**Sukti Dasgupta (2003)** examines the hypothesis that such organization of women in the informal economy leads to both tangible and intangible benefits greater income security, employment security and work security along with greater control over their earnings and greater self esteem.

**Renana Jhabvala (2003)** observed that an important dimension of the change is that the majority of workers work in the informal economy who do not have social protection and voice of representation. She analyses the changes that have come about in the world of labour and suggests new forms of organisations and system of voice and representation for workers appropriate for the new era.

**Santosh Mehrotra (2003)** discusses some findings from a survey in five South and South-east Asian countries regarding the condition of work of

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home-based workers in the value chain, at the bottom of which they are located.

Mohemmed Sherfuddin (2003) explained the morale of working women. The success of enterprise dependents to a great extent, on the willingness, confidence and discipline with which the members accomplish the task entrusted to them. This willingness leading to a dependable performance is considered to be the morale of an individual. The morale is influenced by personal and social factors and the interest in the job. This applies to both male and female workers. Woman's role as an employee is one among the multifaceted roles she has to play as wife, mother, and so on.

D. Kumar and R. George Clement (2003) stated that “Working Women” in India for over a decade have been mobilising the poorest and the marginalised sector of the work force. Poor women workers fall constraints and oppression in their occupation barriers of caste and class which further marginalise their position both at home and at the work place.

Melanie Kumar (2003) opined that women do the work that no one else is prepared to do. Domestic work is a case in point, in every metro. Young women are mobilised every morning to sweep, wash, cook and clean. Organising these workers is a daunting task that has been taken up by a few voluntary institutions in some of the cities. This trend will help to empower these needy women.

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64 D.Kumar and R.George Clement,(2003)," Women Harassment at work", Kissan world, June, Vol.32 No.6, P. 17.
K. Rethi Devi (2003) argues that several jobs are inherently dangerous to both men and women workers, but some jobs are more dangerous for women because they have less physical strength and their special needs during maternity put them at risk.

Badal Chandra Das (2003) felt that apart from a tiny minority of high-class women, all Indian women are working women. This article explores the myriad occupations of women and some of the reasons why they seem to be invisible.

Uma Devi (2003) argues that women are agents of change and not just victims of change. The United Nations has realised that the role and status of women are central to changes in population and development of the society. Law is an effective instrument to bring about social change so as to make it suitable to the changing needs of people in society.

Sunitha Kishore and Kamala Gupta (2004) observed that employment be a source of economic independence, but it can help to give women a sense of self-worth; women's labour force participation outside the house exposes them to the world outside the household and kin group. It is important for developing support other than kinship based ones.

Kumar. D and R. George Clement (2005) felt that in the Urban areas a majority of women work in the informal sector, which includes household industries, building construction, petty trade or in domestic services, while

development experts are fumbling to identify workable solutions that can speed up the poverty alleviation process. A few experiments such as a Working Women's Forum (India) stand out as pioneering and successful ventures. Today thousands of women have been relieved from the clutches of perpetual indebtedness and dependency on money lenders and other middlemen. Women have thus been able to save, create assets, and improve the quality of living, thus, ensuring growth with equity.

Sammaiah. M and K. Madhavi (2005)\textsuperscript{71} opined that women constitute a significant part of the work force in India. The women in unorganised sector are facing many problems such as unemployment, low wages, irregular hours of work, irregular payment of wages, non-availability of social-security and welfare facilities. The worker must be between the age of 18 and 35 years on the age of joining the work. Then 35 years about less than 50 years of age can also join the scheme. The benefits like medical care, sickness benefit, injury benefit, invalidity benefit, and old age benefit including pension should be provided.

Kuruba. G (2005)\textsuperscript{72} felt that the economic reform programmes still pay little attention to the issue of women development. There is an urgent necessity to integrate gender dimensions into many aspects of economic reform programmes. A comprehensive economic policy needs to be formulated taking into account the gender dimensions in order to empower women in all societies.


Shankuntla Gupta and Disha Mittal (2005) examines the main attributes of women operated micro enterprise in the informal sector are a) Self operated b) Self financed c) Poor Technology base d) Dominant Presence in the service sector. To support and supplement women entrepreneurship, women organisations can arrange training programmes like skill upgradation, marginal skills, production, and marketing, etc. A collective effort on the part of women entrepreneurs to create new work structures and broaden the forms of solidarity is required.

Radhava Reddy. G and J.M.J. Vinodhini (2005) opined that the informal sector of the urban economy provides easy access to opportunities of work and thereby the means of livelihood for the deprived segments of the urban society as well as the migrants from the rural sector. The structural adjustment policies of the fund-Bank being implemented in the developing world also seem to worsen segmentation and discrimination in the informal labour market. Due to the dynamics of the labour market over time and space, there is a need for region/area specific studies to diagnose the labour situation, and to formulate appropriate policy choices by those who are operating in such markets as well as policy makers.

Krishna Bhowmick (2006) felt that the actual worker participants in the informal sector have always been pushed to 'subordinate positions', and have been made 'invisible'. Policy option has always overlooked their existence. They have always been considered as a reservoir of cheap labour available for exploitation. When we come to realities of acts, bulk of the third world poor are women workers living in sub-human conditions of starvation.


and squalor. It is a recurring story of incomplete human existence for the female poor in all developing countries due to powerlessness.

J.Y. Suchitra and D. Rajasekhar (2006) revealed that the unorganised sector contributes enormously to the Indian economy, but certain features innate to it render it highly insecure and vulnerable. These are the absence of a fixed employer-employee relationship, the temporary, seasonal, and changing nature of employment, the failure of wages to meet minimal requirements, poor work environment, long working hours, insecure employment, irregular incomes, etc. which make the need for greater employment security an important component of social security policies for this sector. In this context, the paper finds that the extent of employment security faced by different occupational groups within the unorganised sector differs, and the factors influencing the same are also different. Such inter-and intra-sectoral heterogeneity among these occupational groups has implications for the policies aiming at ensuring their employment security. A one-size-fits-all policy for the entire unorganised sector will be inadequate because it fails to address the sector-specific needs of worker.

P.K. Ray (2006), in his paper examines the labour laws, particularly the law which has a bearing on employment creation in China as well as India and brings out the main differences in the approach to employment. Since the Labour Act 1995 of China through which flexible form of employment was introduced was the major breakthrough in China. The paper examines the employment-unemployment situation, employment growth, economic growth (in terms of Gross Domestic Product), employment elasticity, and social security of workers in both the countries since then along with the structure of

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employment as observed in various industries. Main problems being faced in China as well as India have also been assessed, and conclusions drawn.

Centre for the prevention and healing of child sexual Abuse (2006)\(^{78}\) observed that training on Personal Safety should be provided to the grassroots level staff of project partner organizations that conduct and run these drop-in centers. Children should be taught the Personal Safety Rules. For future strategy and action, stress should be on giving children age-appropriate and rights-based information on abuse, and creating safe spaces for children to speak about their abusive situations so that abuse can be checked in the preliminary stages itself without being given the opportunity to escalate into more severe forms. Empowering children with knowledge to make effective use of such spaces should be an integral part of such activities. Messages regarding forms of child abuse and the legal provisions against child abuse should be communicated to the employers of Child Domestic Workers. Besides Information, Education and Communication (IEC) campaigns, this may also be achieved through holding programmes with the employers at the local community levels.

Devaki Jain (2007)\(^{79}\) felt that unless the entire range of facilitators of women’s empowerment come together, the new wagon will move along without women.

Indira Rajaraman (2007)\(^{80}\) opines that the services-sector calls for skills all of which will soon be in short supply unless there is a huge rise in effective literacy among girls, and hitherto to excluded castes.

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\(^{79}\) Devaki Jain, (2007), "Women and Plans" Yojana, February, P.16

A.K. Panda (2007)\textsuperscript{81} felt that the concept of permanent job associated with contemporary labour market institutions have made labour more fixed than physical equipment and machinery and prompted substitution of capital for labour as the kink shaped isoquants allow for a certain level of substitution within a certain range. Empirical work may throw further light. It is also time to see whether the conventional tools of economic analysis are equipped to analyse the Indian scenario.

2.5 Limitations of the study

The following are some of the limitation of the present study

1. The study is limited to Vijayawada Municipal Corporation area only.

2. Generally income data is inaccurate and the same is applicable to the present study.

3. The income data is based on memory only. No systematic records are maintained by the respondents.

4. In spite of the best efforts made by the interviewer, the respondent did not provide information fully on aspects related to sexual abuse. They felt embarrassing to reveal information on sexual abuse.

However, sufficient care is taken such that the limitation of the study did not affect the main findings of the study.

The present chapter presents the broad objectives of the study, methodology adopted, sources of data survey of related literature and limitations of the study.

\textsuperscript{81} A.K. Panda, (2007), "Labour Market Reforms", \textit{Yojana} May, P.4