6.1 Introduction

According to the final report of the National Commission for Enterprises in the Unorganized Sector (NCEUS) released in April 2009, workers in the unorganized (or informal) sector constitute more than 93 percent of the total workforce of India. Unorganized sector workers are those who do not have any job security, income security or social security and are therefore extremely vulnerable to exogenous shocks. The problems of women workers in general and in the unorganized sector in particular deserve special emphasis and focus in view of their marginalized position within the class of workers. Even when women are not employed in the sense of contributing to the national output, a considerable share of their time is consumed by socially productive and reproductive labour. This is what is called the double burden of work that distinguishes women from men. A number of national and international studies have documented the sex-typing of jobs and occupations by women. Sexual division of labour has implications for the wages earned, permanency in the job and the possibilities for upward mobility in the industry. The overall picture that
emerges is one of greater disadvantage for women workers in general and those belonging to rural as well as Scheduled Caste /Scheduled Tribes in particular.

Informal sector in India is broadly characterized as consisting of units engaged in the production of goods and services with the primary objectives of generating employment and incomes to the persons concerned. These units typically operate at low level of organisation, with little or no division between labour and capital as factors of production and on a small scale. Labour relations, where they exist, are based mostly on casual employment, kinship or personal or social relations rather than contractual arrangements with formal guarantees. Thus, production units in informal sector are not constituted as separate legal entities independently of the household or household members that own them and for which no complete sets of accounts are available which would permit a clear distinction of the production activities of the enterprises from the other activities of their owners. The owners of their production units have to raise the finance at their own risk and are personally liable, without limit, for any debts or obligations incurred in the production process. Expenditure for production is often indistinguishable from household expenditure. For statistical purpose, the informal sector is regarded as a group of production units, which form part of the household sector as household enterprises or equivalently, unincorporated enterprises owned by households.

This study is an attempt to find the status of women in the unorganized sector of Kanyakumari District by taking into consideration 300 women workers who are working in Gloves industries, Coir Industries, Brick industries, Tiles industries and Fishnet industries. The sample has been taken
from all the five industries consisting of 60 from each. The entire study has been sub divided into six chapters. The first chapter deals with the introduction and design of the study, the second chapter gives an overview of the employment scenario of the status of women in general and in employment in particular. The third chapter highlights the scope for the employment of women in the study area. The fourth chapter is an analytical one which brings to light the problems and prospects of women in the unorganized sector with special reference to the chosen five industries that is from the Gloves industries, Coir Industries, Brick industries, Tiles industries and Fishnet industries separately. The fifth chapter further analyses the impact of employment on the women workers due the employment in the unorganized sectors by testing hypotheses. The sixth chapter is the outcome of the study which summarizes the findings, conclusion and suggestions.

6.2 Status of Women in India

The second chapter highlights the fact that the status of women has raised over the period both in terms of education and employment which is evident from the figures given in this chapter. The Male – Female Gap in Literacy Rate has been reduced considerably which reveals the fact that doors is wide open for the female to get educated. With regards to the work participation, the participation of middle aged female is more and appreciable. Employment by Industry and Gender reveals that the female participation is more in case of Community, Social, and Personal Services. The informal employment rate is more comparing to the formal sector that too is more in case of Agriculture sector.
6.3 Scope of Women Employment in Kanyakumari District

The third chapter narrated that the Kanyakumari District is blessed with good infrastructure, natural resources and educated human resource where various possibilities are available to start new units and to continue the existing industrial units successfully. Unfortunately, the district is having a few medium and no large scale industries. A large number of tiny and small scale industries exist without bringing in newer methods and techniques. Exports are very few. Entrepreneurship, innovative technologies, improved financing and governmental supports are needed to strengthen the existing tiny and small scale industries. Government should also take efforts to propagate the schemes, incentives, and support services available for industries including certain subsidies. While with regards to the employment opportunities, the unorganized sectors are dominated over organized sectors. Therefore stress is more among the unorganized sectors as most of them are seasonal and depends upon agro products. The District is fully resource oriented in agriculture, mineral, forest, marine and also in the availability of human skills. Regarding human resources, it has got a very high rate of literate population having fascination towards white collared and secured jobs. Though women in the district have good education, employment and other facilities, the women with low literacy rate still suffers in getting Better economic opportunities, which force them to take up the job even in unorganized sectors. Therefore more avenues can be created for the rural women to develop economically with all social benefits.

6.4 Personal Profile

The personal profile of the sample respondents reveal that
majority of them are youngsters in the age group of maximum 30 years to the extent of 84 percent, the literacy rate of the women who work in the unorganized sector are very low as almost all have Completed only schooling and nobody is either a graduate or a post graduate. A majority of 91 percent hailed from the rural area, and it is noted that 59 percent have their own house. The marital status reveals that 39 percent of them have got married while 61 percent unmarried. The family size is reasonably small in which 29 percent have 3 member families, Number of earning members in the family is comparatively low in families as 73 percent have a maximum of 2 earning members. The family type consists of Nuclear family 24 percent, Joint family 42 percent and Extended family 34 percent. With regards to the housing condition, 16 percent live in Thatched houses, 71 percent in Tiled houses and 13 percent in Concrete houses.

6.5 Employment Status

Almost 99 percent of the sample women are working as Labourers and 1 percent as clerical workers, 95 percent of them works in Production section and 5 percent in distribution section, 2 percent of them have an experience of one year, 24 percent 2 years, 35 percent 3 years, 21 percent 4 years and 18 percent more than 5 years. In a week, 95 percent have got 6 days of work and 5 percent got 5 days of work. Therefore it is inferred that the working condition of the women folk is reasonably good.

6.6 Working Status

The nature of employment depends on many factors such as demand, supply, season and so on. The survey reveals that 60 percent work on
regular basis and 40 percent on seasonal basis. Among the working women, 59 percent have the experience of up to 5 years, 31 percent up to 10 years and 10 percent above 10 years. The working women have joined themselves as members in the trade unions to the tune of 82 percent. With regards to the payment of wages, tiles and bricks industries are paying more than other industries. Among the sample group, 60 percent have received their wages on weekly basis and the rest 40 percent on monthly basis. Among them, 60 percent receive their wages on Time basis and 40 percent on Piece rate basis. The working hours differ from industry to industry with regards to the nature of industry and 82 percent work for 8 hours and 18 percent for 10 hours. Participation of women in the trade union as office bearers is completely absent among the women of unorganized sectors and so they are not able to fight for their rights, 57 percent of them have become members in self help groups, 23 percent in Religious clubs and 20 percent in other types of organizations.

6.7 Economic Status

Almost 93 percent of the sample respondents have got their income from Wages which is the bread winner for many, 1.93 percent could get an additional income from petty businesses, 1.93 percent from Agriculture and 3.18 percent from rearing Live stocks. However, the dependence of daily work makes their lives a question of being helpless except the job in hand. The savings in bank is preferred by those who are working in Fishnet industries (24.81 percent), Gloves industries (21.89 percent), Coir industries (19.39 percent), Tiles industries (16.24 percent), and Brick industries (15.12 percent) with an average of 19.55 percent of total. The general savings pattern consist of savings
in Self Help Groups (30.28 percent), bank (19.55 percent), Post Office Saving Schemes (14.99 percent), L.I.C (13.14 percent), Cooperative Banks (11.06 percent) and Chit Funds (10.98 percent).

The borrowing source of the respondents do differ from each other and it is noted from the analysis that majority of the women workers have the practice of borrowing from the self help groups which they belong (34.53 percent), which is followed by Chit funds (24.08 percent), Money lenders (20.05 percent), Bank (11.93 percent), L.I.C (6.47 percent) and Post office (2.95 percent). On an average, 11.93 percent of the working women have their borrowings in banks, 6.47 percent in L.I.Cs, 24.08 percent in Chit funds, 2.95 percent in Post offices, 34.53 percent in SHGs and 20.05 percent in Money lenders. The overall inferences from the survey is that the women workers are cautious in savings towards organized sectors like banks, post offices and so on, at the same time cheated by the unorganized money lenders while borrowing. On an overall assessment, the survey shows that for the women who are working in unorganized sectors with lack of job and work security spend 46.86 percent of their income towards food, 6.75 percent for Clothing, 2.86 percent for Education, 2.41 percent for Travelling, 1.61 percent for Communication, 1.56 percent for Medicine, 1.66 percent for Recreation, 8.80 percent for Housing, 5.51 percent for Social function, 2.80 percent for Religious functions and 19.17 percent as Miscellaneous expenditure.

6.8 Characteristics of Working Women

The sample women who are working in the unorganized sector of the district do possess many characters, the chief among them are the possession
of various skills (24.65 percent), Hard working (19.61 percent), Self confident (14.97 percent), Commitment (8.90 percent), Tolerant (7.48 percent), Innovative skills (6.58 percent), Risk taking (4.00 percent), Industrious (3.61 percent), Good leadership (3.35 percent), challenging (3.23 percent), Multi-skilled (2.06 percent) and Results oriented (1.55 percent). Further the survey shows that the skilled workers were mainly employed in Fishnet industries (37.76 percent), Gloves industries (26.24 percent), and Tiles industries (26.01 percent). In the same way hard working women were also employed in Gloves industries (35.46 percent), Brick industries (24.39 percent) and Tiles industries (24.22 percent).

6.9 Physical Problems and Diseases of Working Women

The major problem reported by the women who are working in the unorganized sector is Health problem which amounts to 70.66 percent, which is followed by Depression which too naturally affects the health status of women to the extent of 16.52 percent, Fatigue 7.41 percent and pains 5.41 percent. Therefore the deterioration of the general health problem is the alarming sign in this sector. Physical illness is the common problem among those who are working in the unorganized workers. As such the survey shows that the sample women workers do suffer from Body Pains (18.72 percent), Skin diseases (16 percent), Itching (12.16 percent), Fever (10.88 percent), Irritation (10.56 percent), Allergy (8.48 percent), Tiredness (6.88 percent), Ulcer (5.92 percent), Eye problem (4.16 percent), Anemic (3.52 percent) and Breathing trouble (2.72 percent).
6.10 Managing the Stress

The women workers who are working in unorganized workers do suffer with stress due to many reasons. The ways through which they learn to manage the stress differ from, individual to individual. Among them, recreation (23.35 percent) is the major healer of stress for many, which is followed by Sharing the problems with others (18.18 percent), Tolerating the situation (16.93 percent), developing Problem Solving capacity (13.90 percent), Easy goings by taking things easier (11.94 percent), adopting Laughing as the main reliever (10.16 percent) and they do have no habit of going for Counselling and Meditation except a few. Recreation is practised by most of the women in Tiles industries, Fishnet industries, Coir industries and Gloves industries. Almost all the women irrespective of the nature of the industry share their problems with others. Those who are working in Coir industries and Brick industries used to take the things easier. Tolerant is mostly practised by many women as it is the nature of women folk. Problem solving is another weapon adopted by many women of various organizations except those who are working in Tiles industries.

6.11 Women Workers in Gloves Industry in Kanyakumari District

As far as the Gloves industry is concerned, the women workers were highly satisfied about the Transport facilities available as they have been provided with good vehicles to travel from the house to work site. As per the survey, 3.19 percent have the opinion that the facilities were Excellent, 24.92 percent as above average, 23.77 percent as Average, 47.53 percent as Poor and 0.58 as Very poor. Hard work is the major problem faced by the women in Gloves industry which is closely followed by the problems of Non-cooperation
among workers, Irregular payment and also with the problem of Partiality. Further Seasonal work and No Leave facilities also affect the women from getting their rights. Lack of medical care and Ignorance of various diseases on the part of the women workers play an important role for the frequent attack of diseases among the women workers of gloves industries. The most acute problems of women workers in the gloves industries are Lack of coordination among the officials and co workers and the Domination of superiors. The most essential demand of the women workers are Government intervention for their upliftment by way of enacting effective policy measures, more subsidies for their livelihood and a Secured job for their sustainable employment.

6.12 Women Workers in Coir Industry in Kanyakumari District

The women workers in coir industry have taken up the job mainly to get Economic freedom, get rid of Poverty, Family situation, Unemployment, Low level of literacy, to get respect in the society, out of Self interest, Fellowship with others, Nearness, Convenience, Exploitation of opportunities, To be independent, Easy job, To get more income, Need a change, Freedom of Choice and to learn new job. With regards to the level of satisfaction, 53.50 percent have high level of satisfaction, 32.03 percent have Medium level of satisfaction and 14.47 percent have Low level of satisfaction. The job in the industry makes them to be self confident have the Economic freedom, improved self image, mental satisfaction and improved standard of living. Seasonal work is the major problem faced by the women in coir industries. The other major problems are Partiality among workers, Partiality, Misbehaviour of men, Non-cooperation, Hard work and Irregular employment. The major causes for the stress faced by the women in

6.13 Women Workers in Bricks Industry in Kanyakumari District

The major benefits derived by the women through the employment in Brick industries are that Job satisfaction and Recognition in the family. The other notable benefits are Economic freedom, Time management and mental satisfaction. However, the survey reveals the fact that the women were able to empower themselves both economically and socially. Inadequate facilities in the brick industries ranks first as their major problem as they have to work with the mud in the sun which is followed by no Leave facilities, Accident problem while they are working in the klims. Misbehaviour of men as they have to face such problems while at work, and Irregular employment as their work is seasonal. The working environment is the most acute problem which the women of brick industries suffer as they have to work on the sun which is followed by the Unhygienic conditions, Poverty, over work, and Lack of medical care. The other chosen variables like Lack of medical facilities, Lack of infrastructure facilities, Ignorance, Lack of awareness and Low diet have no strong influence over the frequent attack of diseases among women in the brick industries. It is inferred
from the survey that the women workers need some sort of entertainment to get rid of the stress which affect them. The main expectation of the women workers to have Government intervention for the Betterment of job and lives, Reasonable increment of monetary benefits, Better working environment, Secured job, Medical aid, Insurance coverage and More subsidies.

6.14Women Workers in Tiles Industry in Kanyakumari District

Unemployment is the major cause for the selection of the job in the tiles industry which is basically bound by the variables like to learn new job, to get more income, Less education, Fellowship with others, Convenience, To be independent, Poverty, utilization of opportunity and Easy job as they have more significant association than the other variables like Economic freedom, Self interest, Image in the society, Nearness to home, Need a change, Freedom of Choice and Family situation. By holding an employment in the tiles industry, the women were able to be independent, able to run the family, Savings, Being self confident, Economic freedom, Gain good fellowship, Time management, Social participation, Recognition in the family, improved leadership ability, improved self image, mental satisfaction, Job satisfaction and improved standard of living. The women of tile industry do suffer with certain problems like the denial of Leave facilities, Lack of security, Hard work, Inadequate facilities, Partiality, Health problem, Seasonal work, Misbehaviour of men, Low payment, Untimed work, Irregular employment, Non-cooperation, Irregular payment and then the Accident problem which is very rare in case of tiles industries. It is further noted that Lack of medical care is the main reason for the disease which is closely followed by the variables working environment, Poverty and over work. The
women folk of tiles industries urgent need are that they should be covered with Insurance coverage benefits, Reasonable increment, more welfare schemes, Medical aid, Better working environment, Secured job, guaranteed wages and financial security.

6.15 Women Workers in Fishnet Industry in Kanyakumari District

Unemployment is the major reason for women to take up the job in the Fishnet industries which is followed by Self interest, To get more income, Less education, Fellowship with others, Economic freedom, To learn new job, Convenience, Need a change, An opportunity arose, Family situation, To be independent, Image in the society, Easy job, Nearness to home, Freedom of Choice and Poverty. The management of family affairs with the help of the earnings is the main booster to the women community because of the job in their hands is the major advantage enjoyed by them which is followed by the Economic freedom, Mental satisfaction, Time management, Improved standard of living, Gain good fellowship, Being independent, Improved leadership ability, Job satisfaction, Recognition in the family, Able to save, Social participation, Being self confident and Improved self image.

Lack of security is the major problem which affect the women folk in the place of work, which is followed by Hard work, Irregular payment, Inadequate facilities, Leave facilities, Seasonal work, Low payment, Non cooperation, Irregular employment, Accident problem, Partiality, Untimed work, Health problem and Misbehaviour of men. The women encounter problems like Misbehaviour of men, untimed work, Accident problem, Seasonal work, No Leave facilities and Low payment. Lack of awareness of various
diseases is the major cause for the frequent attack of diseases among women workers which is followed by working environment, Lack of infrastructure facilities, Ignorance, Poverty, over work and Lack of medical facilities. It is noted from the analysis that 64.40 percent of the women workers in the Fishnet industries have high level satisfaction, 25.79 have medium level of satisfaction while only 9.81 percent have low level of satisfaction with regards to the working environment of Fishnet industries are concerned. To have Better working conditions, the women folk of Fishnet industries wish to have Government intervention at the primary level to have a viable solution for their problem, which is followed by Government intervention, Secured job, More welfare schemes, Fixed payment, More subsidies, Regular employment, Medical aid, Insurance coverage, Reasonable increment, Financial security, Guaranteed wages, Recognition for the job, Retirement benefits and Better working environment.

6.16 Impact of Employment for Women Workers through Unorganized Sectors

In this area, the researcher tried to explore the total impact of employment in the unorganized sector to the women folk of Kanyakumari District and the result shows that the women in Kanyakumari District have taken up the job in the unorganized sector due to Unemployment, Low level of literacy, To get more income, Self interest, Fellowship with others, Family situation, Economic Independence, Poverty, Need a change, Convenience, To learn new job, Easy job, Image in the society, Exploitation of Opportunities, Freedom of Choice, To be independent and Nearness to home. Almost 45 percent of the
women folk have satisfied with regards to the working conditions at high level, 31 percent at medium level and 24 percent at low level. However, 76 percent have satisfied with the working conditions irrespective of the nature of industries while 24 percent have not satisfied with the working conditions.

6.17 Hypotheses

The hypotheses framed were tested through the non parametric Kruskal Wallis test and the result reveals that the women of Kanyakumari District have no specification for the selection of a particular industry, have benefitted equally irrespective of the nature of the industry, do suffer with the same problems irrespective of their industries, the reasons for the diseases do not differ significantly for the women workers in the district irrespective of the employment, the working women suffer with the same type of stress irrespective of the nature of the industrial units and the expectations of women workers of Unorganized Sectors do not differ significantly which is the same for all women workers irrespective of their employment in various industries.

6.18 Factor Analysis

The factors Forced Factor, Voluntary Factor, Empowerment Factor, Convenience Factor and Poverty Eradication Factor form the basis for the selection of employment in the unorganized sector by the women of the district. The factors Autonomy, Satisfaction, Self Motivation, Recognition and Respect form part of the benefits derived from the women from their work in the unorganized sector. the variables Health problem, Hard work, Untimed work, Lack of security, Non cooperation, Inadequate facilities, Seasonal work, and partiality are the most felt factors among the women workers and are considered
to be vital in the unorganized work. The constraints like Infrastructure Constraint, Physical Constraint, Employment constraint and financial constraint causes the problems faced in the job. Further Work Related Constraint, Financial Constraint and Awareness constraint were the major constraints identified for the diseases. What they expect from their job is to get Financial Security, Job Security, More Benefits, Guaranteed Payment, Better Working Environment and Viable Welfare Measures.

6.19 Economic Impact of Women Workers of Unorganized Sector

It is known from the survey that the women in tiles industries have topped in earning income and buying Household articles, Fishnet industries and coir industries have more score for both earning income and spending. Women of gloves industries have more earnings and spending than other variables and the women from brick industries also have more earnings and spending. Therefore it is concluded that the women who work in the unorganized sector were able to earn more and were prepared to spend more. The paired sign test revealed that the women were able to improve in all respects of economic aspects and were able to get rid of their debt burden too. As per the test it is ranked that the impact is more on Income, purchase of Household articles, spending more, Savings, Fixed assets, Properties, Other economic activities, Investments, Livestock and a reduction in the debt.

6.20 Social Impact of Women Workers of Unorganized Sector

The women who work in the unorganized sectors were able to improve themselves both economically and socially. The major social impact variables as per paired sign test rankings are Respect in the family, Economic
Freedom, Knowledge, improved Self image, change in the Standard of living, Life style, Positive attitude, Social Participation, Decision making ability, Fellowship with others, Self Confident, Communication skill, Leadership qualities, Public Participation, Skill development, Responsibilities in the society, Self awareness, Domestic violence, Responsibilities in the working place, Bargaining and negotiating power, Problem solving capacity, Leisure time, Responsibilities at home, Superstiousness and Work load. The items are arranged as per Paired Sign test. The women still have Superstiousness and have not bothered about the hard work though they possess improved standard of living and other traits in their lives.

6.21 Regression Analysis for the Economic Aspects

\[ Y = a + 127.725 \text{(income)} - 0.428 X_1 \text{(Freedom of Choice)} - 0.356 X_2 \text{(Poverty)} - 0.327 X_3 \text{(Exploitation of Opportunities)} - 0.246 X_4 \text{(To be independent)} - 0.370 X_5 \text{(Need for a change)} - 0.229 X_6 \text{(Nearness to home)} - 0.356 X_7 \text{(Respect in the society)} - 0.402 X_8 \text{(Low level of literacy)} - 0.138 X_9 \text{(Unemployment)} - 0.302 X_{10} \text{(To learn new job)} - 0.444 X_{11} \text{(easy job)} - 0.314 X_{12} \text{(self interest)} - 0.524 X_{13} \text{(convenience)} - 0.388 X_{14} \text{(economic freedom)} - 0.495 X_{15} \text{(fellowship)}. \]

Hence, it is known that the variable income generation is totally independent with all the chosen variables.

\[ Y = a + 300 \text{(Economic freedom)} - 1.096 X_1 \text{(Being independent)} - 0.412 X_2 \text{(Family Management)} - 1.017 X_3 \text{(Savings)} - 0.647 X_4 \text{(Self confident)} - 1.082 X_5 \text{(Gain good fellowship)} - 1.417 X_6 \text{(Time management)} - 1.139 X_7 \text{(Social participation)} - 0.659 X_8 \text{(Recognition in the family)} - 0.983 X_9 \text{(Improved leadership ability)} - 0.589 X_{10} \text{(Respect in the society)} - 1.014 X_{11} \text{(Mental)} \]
satisfaction) \(-1.162 X_{12}\) (Job satisfaction) \(-1.469 X_{13}\) (Improved standard of living). Hence, it is known that the variable *Economic freedom* is totally independent with all the chosen variables.

\[
Y = a + 300 \cdot (\text{low payment}) - 1.835X_{1} \cdot (\text{Health problem}) - 2.984X_{2} \\
- \text{Hard work} \cdot -1.546X_{3} \cdot (\text{Irregular employment}) - 1.759X_{4} \cdot (\text{Untimed work}) - 3.389X_{5} \cdot (\text{Lack of security}) - 2.108X_{6} \cdot (\text{Non cooperation}) - 2.253X_{7} \cdot (\text{Mis behaviour}) - 3.481X_{8} \cdot (\text{Inadequate facilities}) - 1.815X_{9} \cdot (\text{Injuries}) - 2.067X_{10} \\
- \text{Seasonal work} \cdot -1.803X_{11} \cdot (\text{Irregular payment}) - 2.418X_{12} \cdot (\text{Partiality}) - 2.262X_{13} \cdot (\text{No Leave facilities}).
\]

Hence, it is known that the variable *low payment* is totally independent with the problems faced in the job by the women workers of the district.

\[
Y = a + 300 \cdot (\text{Poverty}) - 1.231X_{1} \cdot (\text{Low diet}) - 1.292 X_{2} \cdot (\text{Unhygienic conditions}) - 1.428X_{3} \cdot (\text{Lack of medical care}) - 0.921X_{4} \cdot (\text{Lack of awareness}) - 0.550X_{5} \cdot (\text{Lack of Infrastructure}) - 0.594X_{6} \cdot (\text{Ignorance}) - 1.294X_{7} \cdot (\text{Over work}) - 1.489X_{8} \cdot (\text{Medical facilities}) - 1.142X_{9} \cdot (\text{Working environment}).
\]

Hence, it is known that the variable *Poverty* has nothing to do with the reasons for diseases.

\[
Y = a + 300 \cdot (\text{fixed payment}) - 0.983X_{1} \cdot (\text{Regular Employment}) - 0.682X_{2} \cdot (\text{More Welfare Schemes}) - 1.222X_{3} \cdot (\text{More Insurance}) - 1.078X_{4} \cdot (\text{Job Recognition}) - 1.061X_{5} \cdot (\text{Govt Intervention}) - 1.186X_{6} \cdot (\text{Secured Job}) - 1.000X_{7} \cdot (\text{Guaranteed Wages}) - 1.287X_{8} \cdot (\text{More Subsidies}) - 0.962X_{9} \cdot (\text{Reasonable Increment}) - 1.018X_{10} \cdot (\text{Better Environment}) - 1.159X_{11} \cdot (\text{Retirement Benefits}) - 1.493X_{12} \cdot (\text{Financial Security}) - 1.418X_{13} \cdot (\text{Insurance}).
\]

Hence, it is known that the variable *fixed payment* is totally independent with the problems faced in the job by the women workers of the district.
Hence, it is concluded that the economic factors are totally independent for the selection of job, benefits derived from employment, problems faced in the employment, reasons for diseases and the expectations from the job.

6.22 Suggestions

1. **Regular employment**: The major drawback reported by the sample respondents is irregular work and irregular payment and so steps can be taken to regularize their work force and payment so that they can plan for a Better future. At times of shortages or off seasons, alternate employment can be given to the women folk so that they can get guaranteed employment throughout the year.

2. **Regular Income**: Women working in the unorganised sectors are facing with the problem of irregular income due to intermittent work due to shortage of raw materials or seasonal work and the like and they were not even provided with the relief measures or compensation. To lead a Better life, their wages must be paid regularly getting regular and good wages may help them in managing their family well.

3. **Higher wages**: What the women workers are getting in the form of wages are very low when compared with their counterparts. They have to work for more hours for a lesser wage. That too may not be regular to them. Proper job security measures will help them to get rid of this basic problem. Wages can be fixed and enhanced further as per the Minimum wages fixed now and then by the Government so that they can earn more to lead a happy and satisfied life.

4. **Leave Rules**: Though the labour unions are fighting for their rights, it is applicable only to the organized workers and the unorganized workers are simply denied with all these leave rules and facilities. For celebrations, special occasions
or even for emergencies, they have to lose their pay if they want to take leave. This is out of humanity and this can be regularized to give them a better future.

5. Medical Facility: One of the important problems reported by the sample respondents is health problem. There are no amenities or subsidies given to them to recover their health because as women, skin diseases and lungs problems often affect them. This can be rectified either by giving medical allowances, medical facilities and medical aids.

6. Child Care Unit or Crèche: As nearly 90 percent of the work force in the unorganised sectors is women, it is very difficult for them to keep their children away or to appoint baby sitters at home. The women with small babies could not come to work regularly and as such their earnings are curtailed. This can be avoided if a crèche with ample facilities can be installed within the factory premises itself.

7. Modernization of work: As the technology changes, the economic and social activities of human being also find a massive change. One can witness the introduction of new and improved technologies everywhere. But the field of unorganized sectors, which has good scope even for export, is completely neglected from modernization and as such women have to work manually over long and continuous hours. If the work is modernized and is given some mechanical work, their physical and mental torture may get relieved and they can find the work more interesting and innovative. This situation can be tackled by the introduction of machines with modern technologies.

8. Better working Environment: The workers can work with their fullest capacity if they are provided with better working conditions. It is completely
neglected in many of the unorganized sectors. The employers should provide the coir workers with rest room and recreational facilities. The concerned authorities can take necessary steps to monitor and improve the same so that more people can be attracted towards it. Moreover, it may be helpful for the existing also workers to work more with fullest capacity.

9. **Government Interference:** One of the major suggestions put forth by the sample respondents is to get the government support for all their basic needs. Job security and work security are like two sides of a coin that need to be tackled immediately and it is in the hands of the government to look into the matters to frame suitable policies for remedial measures and actions.

10. **Globalization:** With the advent of the opening of Indian Markets for foreign goods all the cottage industries feel some amount of difficulty in sustaining their production and distribution. Globalization has brought about changes in the consumption pattern and preference among the public. The coir industry has no exception. Mats and carpets manufactured in foreign countries are freely available now. This has contributed to a stagnating of demand for domestic product which directly affects the work and workers of unorganized sectors too. This situation can be overcome by product improvement and lowering cost of production.

11. **Environmental Sanitation:** The need of the hour in most of the unorganized sector is proper upkeep of hygienic measures. A sufficient supply of wholesome drinking water, better toilet facilities separately for male and female workers, disposal of garbage and waste, cleanliness of wetting agents, sufficient space, adequate lighting, proper ventilation and temperature facilities, fire equipments
and protection against hazards are some of the measures to be considered. Further facilities like rest room and recreational facilities will also act as a booster for the workers to work with their fullest capacity.

12. **Better Working Environment**: The conditions of work which are prescribed both for agricultural and non-agricultural unorganised wage workers include an eight-hour working day with at least half-hour break, one paid day of rest, a national minimum wage for employments not notified under the Minimum Wages Act of states, piece-rate wages to equal time-rated wages, employments specifically done by women to be brought on par with employment certified as equivalent, due payment of wages in time failure of which would attract penal interest, no deduction of wages in the form of fines, right to organise, non-discrimination on the basis of gender and so on. But what is in the form of theory is not practically implemented by the organisations so far. This needs a serious concentration and action.

13. **Conciliation Machinery**: A major constraint on the implementation of laws for the unorganised sector springs from the large and dispersed nature of such employments, the limited outreach of the existing labour departments, the focus of the conciliation machinery on the organised sector, and the lack of infrastructure with the implementation departments. Therefore steps should be taken to improve the infrastructure of the department, focus on increasing its efficiency and education and sensitisation programme of its officials. Introduction of proper Conciliation Machinery will be a bridge between the workers and the concerned authorities.
14. **Bargaining Power**: The biggest constraint arises from the lack of voice of the unorganised workers and their weak bargaining power. These problems can only be corrected through concerted efforts at strengthening the bargaining capacity of these workers. One of the ways in which this can be done is by giving their representatives a representation in dispute resolution mechanisms and by giving them the authority to raise issues as disputes. And it is noted that the sample respondents from the unorganised sector neither aware of the trade unions and the like nor the members of the same.

15. **Safety Measures**: Every employer shall ensure that personal protective safety equipments are provided to such agricultural workers as are required to handle machinery and agro-chemicals as are hazardous to the life and limb of such workers. The State Board shall carry out periodic studies on occupational hazards arising in this sector and develop suitable extension programmes for this purpose.

6.23 **Conclusion**

The female labour force constitutes one third of the rural workers in India. Women workers face serious problems and constraints related to work such as lack of continuity, insecurity, wage discrimination, unhealthy job relationship, absence of medical and accident care, low wages that are often insufficient to meet minimum living standards including nutrition, long working hours, hazardous working conditions, lack of basic services such as first aid, drinking water and sanitation at the worksite and the like. The exploitation of female labourers in rural regions happens both horizontally and vertically. As women in a vulnerable and impoverished sector, they face the additional inequalities of gender. In Kanyakumari District where agriculture is considered to
be the major occupation and money provider to many people there is ample scope for employment in unorganized sector of varied nature. The study which concentrated on the status of women in the unorganized sector of Kanyakumari District revealed that the women have taken up the job mainly due to unemployment and poverty, they have common and special skills to carry on the work, faced with certain problems in the work place, often affected with certain diseases and stressful situations, moderately satisfied with the working conditions, but benefitted a lot by having an income and economic freedom. The analysis on the impact of employment shows that the working women could able to enrich themselves both economically and socially which is a positive sign for the empowerment. Hence, it is needless to say that the unorganized sector of Kanyakumari District plays an important role in the lives of women to light their lives and help them to stand upright in the society.

As UN Secretary General Kofi Annan has stated, "Gender equality is more than a goal in itself. It is a precondition for meeting the challenge of reducing poverty, promoting sustainable development and building good governance." This recognition is currently missing in India. Transforming the prevailing social discrimination against women must become the top priority, and must happen concurrently with increased direct action to rapidly improve the social and economic status of women. In this way, a synergy of progress can be achieved. As women receive greater education and training, they will earn more money. As women earn more money, they spend it in the further education and health of their children, as opposed to men, who often spend it on drink, tobacco or other women. As women rise in economic status, they will gain greater social
standing in the household and the village, and will have greater voice. As women gain influence and consciousness, they will make stronger claims to their entitlements by gaining further training. Better access to credit and higher incomes and can command attention of the public when there is a need. Only through action to remedy discrimination against women can be the vision of India's independence, only then one can see India where all people have the chance to live health and productive lives be realized.

6.24 Scope for Future Study

1. The unorganised sectors can be sub divided into agriculture sector and non agriculture sector and studies can be conducted separately.

2. From among the non agriculture sectors, it can be categorized as production sector, marketing sector and service sectors and studies can be conducted separately.

3. Comparative analysis can be conducted within different unorganised sectors to bring out the flops and fallacies.

4. The implementation of Government Schemes and Acts can be surveyed and analyzed for revision and action.

5. Comparative analysis can be conducted within districts and within even nearby states to highlight the impact of employment.

6. The human resources management like job satisfaction, absenteeism and the like can be focused among the organized and unorganised sectors of employment.
7. The impact of employment women who work both in the organized and unorganised sectors can be viewed separately to bring out suitable policy measures.

8. More research can be conducted to enlarge and extent the unorganised sector as the scope for employment in the organized sector is very limited.

9. The basic infrastructure and the working conditions of various unorganised sectors can be dealt separately to avoid hazardous employment.

10. As both men and women are employed in the unorganised sectors, study can be narrowed to find the job satisfaction of both them in different aspects.