CHAPTER I

INTRODUCTION AND DESIGN OF THE STUDY

1.1 Introduction

The labour market in the developing countries is markedly different from that in the developed countries. The most striking feature of labour markets in the developing countries is its non-homogeneous character. The labour markets in these two worlds differ in their sectoral composition with the vast majority of employment being in the non-agricultural sectors in the developed world whereas the developing world is still predominantly agricultural. The status of the vast majority of workers in the developed countries is of wage and salary earners, whereas in the developing countries there is a predominance of self employment. This non-homogeneous character of the labour markets in developing countries also implies that the nature of employment and the manner in which it is created is different in the two worlds. "Almost all the employment in developed economies is created within the recognized institutional framework as the economic agents which create these jobs operate within the existing laws and regulation". These economic agents are the government, and private
enterprises, including non-corporate entities, and the employment thus created is governed by the prevailing labour laws and regulations.

In contrast, in the developing countries the vast majority of the population is left to fend for itself and create employment out of its own ingenuity, skills and capital. This leads to vast differences in the nature of employment and the creation of a dualistic structure of "formal" and "informal" components of the labour markets. The reasons for the growth of the informal sector are important from the point of view of developing policies. Whatever may be the reason, the growth of the informal sector in the emerging labour markets is inevitable. Women's employment in the informal sector is also likely to rise due to various reasons. With the adoption of the structural adjustment programme, women tend to lose ground in the formal sectors of the economy. The growth of ancillaryisation and industrial employment through sub-contracting appears to be gaining importance. Stagnating and falling incomes of households due to poor performance of the economy also lead to increased entry of women into the labour markets. According to India’s constitution, women are legal citizens of the country and have equal rights with men (Indian Parliament). Because of lack of acceptance from the male dominant society, Indian women suffer immensely. Women are responsible for bearing children, yet they are malnourished and in poor health. Women are also overworked in the field and have to complete all the domestic work. Most Indian women are uneducated. Although the country’s constitution says women have equal status to men, women are powerless and are mistreated inside and outside the home. The process of globalisation, export-oriented industrialization and relocation of
industries from the developed to the developing countries also lead to the increase in the employment in the informal sector. Women's employment is often favoured in many of these industries.

1.1.1 Employment in the Informal Sector

The broader concept of “informal employment” was defined by the 17th ICLS as all informal jobs, whether carried out in formal sector enterprises, informal sector enterprises or households - “employees are considered to have informal jobs if their employment relationship is, in law or in practice, not subject to labour legislation, income taxation, social protection or entitlement to certain employment benefits”. Informal employment comprises of the Persons employed in the informal sector including:

- Own-account (self-employed) workers in their own informal enterprises;
- Employers in informal enterprises;
- Employees of informal enterprises;
- Contributing family workers working in informal sector enterprises; and
- Members of informal producers’ cooperatives

1.1.2 The International Context of Informal Sector

At the international level, the concept of the ‘informal sector’ has been one of the most distinctive contributions of International Labour Office (ILO) to development thinking. The phenomenon of ‘working poor’ whose economic activities went unrecorded in the public domain has been ascribed to the inability of other sectors of the economy to provide adequate income or employment opportunities to a rapidly growing labour force. Though widely used now, the precise meaning and definition of the term ‘informal sector’ has
remained somewhat elusive. After much deliberation over a number of years and incorporating significant inputs from the Delhi Group, ‘employment in the informal sector’ has come to be defined internationally as including all jobs in informal sector enterprises or all persons who, during a given reference period, were employed in at least one informal sector enterprise irrespective of their status in employment and with the her it was their main or secondary job. The term ‘enterprise’, as used here, is to be understood in a broad sense, referring to any unit engaged in the production of goods or services for sale or barter. It covers not only production units, which employ hired labour, but also production units that are owned and operated by single individuals working on their own account as self-employed persons, either alone or with the help of unpaid family members. The activities may be undertaken inside or outside the enterprise owner’s home, and they may be carried out in identifiable premises, unidentifiable premises or without fixed location. Accordingly, self-employed street vendors, taxi drivers, home-based workers, the c., are all considered enterprises. The conceptual framework proposed by ILO aims at broadening the enterprise-based concept of employment in the informal sector by relating it in a consistent manner with a job-based concept of informal employment.

1.1.3 The Indian Scenario

In Indian National Accounts Statistics, the ‘unorganized’ segment of the economy refers to all operating units whose activities are not regulated under any statutory Act or legal provision and/or those which do not maintain any regular accounts. More than 60 percent of the national income is generated in the unorganized segment. The unorganized segment of the economy
in India is larger than an inclusive of the informal economy. It must be recognized here that India has widened and improved its data base on the unorganized sector for more than 25 years now, a major achievement among developing nations.

India is the first country to set up, at the national level, a commission to study the problems and challenges being faced by what in India is called the unorganized economy or the informal economy as it is usually referred to internationally and recommend measures to the government to address them. The policy relevance of the informal sector in the economic development of India is well recognized. Workers who derive employment largely from the informal economy comprise the highest proportion of the workforce. Yet, it is only of late that policy attention is being paid to their peculiar situation and towards creating an environment in which economic growth and its benefits percolate the lives of informal workers as well. The problems of unemployment and under-employment in the country can be resolved by focused efforts to enhance the employment-generating capacity of the informal economy, but little research is available on the links between the informal and formal segments of the economy. Indicators and statistical systems are yet to be evolved on the diverse attributes of the informal economy. The situation in India is that a very large proportion of the workforce is in the informal economy. Without an appropriate policy environment, it is difficult for the benefits of economic growth to reach these categories of workers. It is, therefore, essential to continuously improve statistics and develop and disseminate appropriate statistical indicators on the size,
composition and contribution of the informal economy. The links between the informal and formal parts of the economy are not well researched.

‘Employment in the informal sector’ may be defined as all jobs in informal sector enterprises or all persons who are employed in a main or secondary job in at least one informal sector unit during a given reference period. There is, however, a growing segment of workers world-wide who derive informal employment from the formal sector, yet cannot be said to have ‘formal’ jobs. This ‘informalisation’ of employment has now led to a wider definition that takes into account the total reference period. Policy-oriented research requires statistical studies on various aspects of the informal economy in general. At the same time, these studies must be able to analyse the formal and informal components of total employment as per status in employment such as own account workers, employers, contributing family workers or employees as well as explore linkages between ‘employment in informal sector’, ‘poverty’ and ‘gender’. Some Insights

- 92 percent of all workers were in informal employment, covering 90 percent of the total male workforce and 95 percent of the total female workforce
- A higher proportion of females were engaged in informal employment vis-à-vis male workers
- Informal employment constituted 96 percent of total jobs in rural areas, where female informal employment was 98 percent compared to 95 percent of male informal employment
79 percent of total jobs in urban India were of an informal nature, with 82 percent of total female workers engaged in informal employment compared to 78 percent among urban male workers.

The gender differential in the informal sector was less pronounced in urban non-agricultural economic activities that afforded better opportunities for formal jobs. Besides, the incidence of poverty is seen to be much larger than the incidence of unemployment. Also, poverty is related more to the nature of employment (self-employment, regular wage/salaried employment or casual wage employment) than to the absolute rate of employment.
Table 1.1

Old and New Views of Informal Sector

<table>
<thead>
<tr>
<th>Old Views</th>
<th>New Views</th>
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<tbody>
<tr>
<td>The informal sector is the traditional economy that will wither away and</td>
<td>The informal economy is a ‘Hero to Stay’ and expanding with modern</td>
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<tr>
<td>die with modern industrial growth</td>
<td>industrial growth.</td>
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<tr>
<td>It is only marginally productive</td>
<td>It is a major provider of employment, goods, and services for lower</td>
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<td></td>
<td>income groups. It contributes a significant share of GDP.</td>
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<td>It exists separately from the formal economy</td>
<td>It is linked to the formal economy- it produces for, trades with,</td>
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<td></td>
<td>distributes for and provides services to the formal economy.</td>
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<td>It represents a reserve pool for surplus labour</td>
<td>Much of the recent rise in informal employment is due to the decline in</td>
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<td>formal employment or to the informalisation of previously formal</td>
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<td></td>
<td>employment relationships.</td>
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<tr>
<td>It is comprised mostly of street traders and very small scale producers.</td>
<td>It is made up of a wide range of informal occupations – both ‘resilient</td>
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<td>old forms’ such as casual day labour in construction and agriculture as</td>
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<td></td>
<td>well as ‘emerging new ones’ such as temporary and part time jobs plus</td>
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<td></td>
<td>home work for high tech industries.</td>
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<tr>
<td>Most of those in this sector are entrepreneurs who run illegal and</td>
<td>It is made up of non standard wage workers as well as entrepreneurs and</td>
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<tr>
<td>unorganized enterprises in order to avoid regulation and taxation</td>
<td>self employed persons producing legal goods and services, albeit</td>
</tr>
<tr>
<td></td>
<td>through irregular or unregulated means. Most entrepreneurs and self</td>
</tr>
<tr>
<td></td>
<td>employed are amenable to, and would welcome, efforts to reduce barriers</td>
</tr>
<tr>
<td></td>
<td>to registration and related transaction costs and to increase benefits</td>
</tr>
<tr>
<td></td>
<td>from regulation, and most non standard wage workers would welcome most</td>
</tr>
<tr>
<td></td>
<td>stable jobs and workers’ rights.</td>
</tr>
<tr>
<td>Work in the informal economy is comprised mostly of survival activities</td>
<td>Informal enterprises include not only survival activities but also stable</td>
</tr>
<tr>
<td>and thus is not a subject for economic policy.</td>
<td>enterprises and dynamic growing businesses, and informal employment</td>
</tr>
<tr>
<td></td>
<td>includes not only self employment but also wage employment. All forms of</td>
</tr>
<tr>
<td></td>
<td>informal employment are affected by most economic policies.</td>
</tr>
</tbody>
</table>

Table 1.2
Division between the Formal and Informal Sector Employment in India

<table>
<thead>
<tr>
<th>Category</th>
<th>Informal Sector</th>
<th>Formal Sector</th>
<th>Inequality Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>A. Distribution of Economic units (Enterprises)</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Non-Farm Enterprises (excluding crop cultivation)</td>
<td>89.1</td>
<td>10.9</td>
<td>8.82</td>
</tr>
<tr>
<td>Agriculture (other than cultivation)</td>
<td>96.2</td>
<td>3.8</td>
<td>12.33</td>
</tr>
<tr>
<td>Industry</td>
<td>93.7</td>
<td>6.3</td>
<td>14.87</td>
</tr>
<tr>
<td>Services</td>
<td>85.8</td>
<td>14.2</td>
<td>6.04</td>
</tr>
<tr>
<td><strong>B. Distribution of Workers by Male and Female</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Workers</td>
<td>86.3</td>
<td>13.7</td>
<td>6.30</td>
</tr>
<tr>
<td>Total Male Workers</td>
<td>84.0</td>
<td>16.0</td>
<td>5.25</td>
</tr>
<tr>
<td>Total Female Workers</td>
<td>91.3</td>
<td>8.7</td>
<td>10.49</td>
</tr>
<tr>
<td><strong>C. Distribution of Workers by Activity Status</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Casual Workers</td>
<td>89.1</td>
<td>10.9</td>
<td>8.17</td>
</tr>
<tr>
<td>Regular Salaried/Wage Workers</td>
<td>37.9</td>
<td>62.1</td>
<td>0.61</td>
</tr>
<tr>
<td>Self employed</td>
<td>98.0</td>
<td>2.0</td>
<td>49.00</td>
</tr>
<tr>
<td><strong>D. Distribution of Workers by Sector</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Agriculture</td>
<td>97.7</td>
<td>2.3</td>
<td>42.48</td>
</tr>
<tr>
<td>Industry</td>
<td>70.4</td>
<td>29.6</td>
<td>2.38</td>
</tr>
<tr>
<td>Services</td>
<td>72.4</td>
<td>27.6</td>
<td>2.62</td>
</tr>
<tr>
<td><strong>E. Distribution of Gross Domestic Products</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total GDP</td>
<td>50.0</td>
<td>50.0</td>
<td>1.00</td>
</tr>
<tr>
<td>GDP from Agriculture</td>
<td>94.5</td>
<td>5.5</td>
<td>17.18</td>
</tr>
<tr>
<td>GDP from Industry</td>
<td>28.9</td>
<td>71.1</td>
<td>0.41</td>
</tr>
<tr>
<td>GDP from Services</td>
<td>45.3</td>
<td>54.7</td>
<td>0.83</td>
</tr>
<tr>
<td><strong>F. Sectoral Product per Worker</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>0.58</td>
<td>3.65</td>
<td>0.16</td>
</tr>
<tr>
<td>Agriculture</td>
<td>0.98</td>
<td>2.39</td>
<td>0.41</td>
</tr>
<tr>
<td>Industry</td>
<td>0.41</td>
<td>2.40</td>
<td>0.17</td>
</tr>
<tr>
<td>Services</td>
<td>0.63</td>
<td>1.90</td>
<td>0.33</td>
</tr>
<tr>
<td><strong>G. Wages of Casual Workers</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male Workers</td>
<td>51.3</td>
<td>73.0</td>
<td>0.70</td>
</tr>
<tr>
<td>Female Workers</td>
<td>32.4</td>
<td>47.4</td>
<td>0.68</td>
</tr>
<tr>
<td><strong>H. Incidence of Poverty</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>All Worker Households</td>
<td>20.5</td>
<td>11.3</td>
<td>1.81</td>
</tr>
<tr>
<td>All rural Workers</td>
<td>19.3</td>
<td>12.0</td>
<td>1.61</td>
</tr>
<tr>
<td>All Urban Workers</td>
<td>25.5</td>
<td>10.7</td>
<td>2.38</td>
</tr>
<tr>
<td><strong>I. Level of Education</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rural Male</td>
<td>5.1</td>
<td>7.6</td>
<td>0.67</td>
</tr>
<tr>
<td>Rural Female</td>
<td>2.9</td>
<td>5.7</td>
<td>0.51</td>
</tr>
<tr>
<td>Urban Male</td>
<td>7.0</td>
<td>10.1</td>
<td>0.69</td>
</tr>
<tr>
<td>Urban Female</td>
<td>4.7</td>
<td>10.1</td>
<td>0.47</td>
</tr>
</tbody>
</table>

Source: ILO Reports.
Table 1.2 encapsulates the dualism in India’s economy in terms of its formal and informal segments. What emerges is the structural weakness of the informal sector in terms of education, productivity and wages. These weaknesses are reflected in such outcomes as the incidence of absolute poverty. But the ground reality is that India’s large economy is dominated by a very large number and share of very small units that provide employment to 86 percent of its workforce but more so for the women workers. Yet this sector contributes to half the national income of the country. The inequalities arising out of this gap comes as an eye opener as for every enterprise in the formal sector of industry there are nearly 28.9 in the informal or unorganized sector. Similarly, for every formal sector worker there are more than 6 workers in the informal sector and this rises to more than 10 for women.

1.2 Statement of the Problem

As per the survey carried out by the National Sample Survey Organization in the year 2004-2005, the total employment, in both organized and unorganized sectors in the country was of the order of 45.9 crore comprising of around 2.6 crore in the organized sector and the balance 43.3 crore workers in the unorganized sector. Out of 43.3 crore workers in the unorganized sector, there are 26.8 crore workers employed in agricultural sector, about 2.6 crore in construction work and remaining in manufacturing activities, trade and transport, communication & services. A large number of unorganized workers are home based and are engaged in occupations such as beedi rolling, agarbatti making, papad making, tailoring, and embroidery work. The Ministry of Labour and Employment in order to ensure welfare of workers in the unorganized sector
which, inter-alia, include weavers, handloom workers, fishermen and fisherwomen, toddy tappers, leather workers, plantation labour, beedi workers, has enacted the Unorganized Workers’ Social Security Act, 2008. The unorganised sector workers suffer from cycles of excessive seasonality of employment, lack of a formal employer-employee relationship and absence of social security protection. The Act provides for constitution of National Social Security Board which shall recommend formulation of social security schemes viz. life and disability cover, health & maternity benefits, old age protection and any other benefit as may be determined by the Government for unorganized workers. Accordingly, the Ministry has constituted a National Social Security Board.

Women form an integral part of the Indian workforce. According to the information provided by the Registrar General of India, the work participation rate for women was 25.63 percent in 2001. This is an improvement from 22.27 per cent in 1991 and 19.67 per cent in 1981. The two important aspects that require mention are that while there has been an improvement in the work participation rate of women, it continues to be substantially less in comparison to the work participation rate of men. In 2001, the work participation rate for women in rural areas was 30.79 per cent as compared to 11.88 per cent in the urban areas. In the rural areas, women are mainly involved as cultivators and agricultural labourers. In the urban areas, almost 80 per cent of the women workers are working in the unorganized sectors such as household industries, petty trades and services, buildings and construction. In so far as the organized sector is concerned, in March 2007 women workers constituted 19.5 percent of
the total organized sector employment in the country and it increased by 0.5 percent as compared to the preceding year. As on 31st March, 2007, there were about 53.12 lakh women workers employed in the organised sector (Public and Private Sector). Of this, nearly 29.61 lakh were employed in community, social and personnel services sector.

In Kanyakumari district, education of women leads to occupational diversification. Education helps women to move away from agriculture and household activities to employment in the secondary and tertiary sectors. Next to literacy, it is employment of women which has many potentialities in contributing not only to the household socio-economic improvement but also to the overall economic and social development of the rural economy. Kanyakumari district, though a topper in female literacy, ironically has a very low level of employment of educated women. The employment programmes of the government have failed to provide employment to the rural women on a sustained basis. The low participation of educated women in the labour force is actually threatening the upliftment of women’s status. Because of the iniquitous distribution of education and employment in the district, female workers are largely employed as agricultural labourers. The growing inadequacy of the income of the main breadwinner and a woman’s desire for economic independence has made women work in any economically productive activity and so many of them prefer to be the marginal workers. Next to agriculture, working in household industries like honeybee culture, mat making, coir making, shell based industries, broomsticks and lace industry and so on. The flexible working hours and the possibility they find to interrupt work to perform domestic
duties are advantageous to women, especially for the married ones. Both married and unmarried women prefer to work in enterprises like coir industries, tiles industries, brick industries, gloves industries, fishnet industries and so on as these types of industries are more in the district which attract many women to work. In search of getting a regular employment and payment, women of the district prefer this kind of work for their economic well being. During the year 2010, there were 523 industries which had registered in the District Industries Centre of the district providing 90 percent of the employment to women labourers. But many women suffer from the problem of varied nature both physical and mental and at times lead them to suffer in the midst of their economic benefits. Therefore, this study is an attempt to evaluate the problems and prospects of women in the unorganized sector and so the topic is named as “The Status of Women Workers in the Unorganised Sector in Kanyakumari District”.

1.2 Review of Literature

A review of the previous studies on the status of women workers in the unorganised sector is necessary to know the areas already covered. This will help to find out new areas hither to unexplored and to study them indepth. The important studies are as follows:

Cauvery et. al. (1993) in their article “Gender Poverty Nexus in Informal Sector”, had analyzed the awful condition of women labourers in the unorganized sector. The general objectives of the study were to determine whether gender poverty nexus exists among female domestic servants to analyse markets forces behind its existence to study the institutional causal factor if any and to investigate the supply and demand factors accounting for its continuance.¹
Raditlhokwa Logona (1995) in his analysis of “Factors Contributing to the Employment of Batswana in the Construction Industry” found that despite the rhetoric about State’s commitment to enhance the position of Batswana women, post independence development institutions continue to be dominated by a conservative patriarchal system. Structural sexism in development planning has contributed to the high rate of unemployment and degenerative condition that victimize powerless women. The construction boom that occurred in the 1980’s coincided with the semi-proletarianisation of female rural migrants, who work as unskilled general labourers. This study identifies and explicates a host of factors, which contributed to their employment. The feminization of the construction industry is not a revolution. It was motivated by the industrialists’ dire need for cheap and complex labour. The socio-economic situation of marginal female proletariat can only be upgraded if, the oppressive conditions that they experience in their work place, homes and other spheres of their lives are efficiently challenged and changed.\(^2\)

Girija (1995) in her study “Status of Women Workers in Madras City” has attempted to understand the status of women construction workers in Madras city. The primary purpose of this study is to gain some insights into the lives and working conditions of women construction workers, their socio-economic background and the way they are subjected to. The study found out that the majority of workers had no proof of any employment, the wage rates are the lowest for women labour, they were not provided any amenities, the living conditions of workers in general were worse, and women were not given opportunities to improve their skills.\(^3\)
 **Renana Jhavala (1995)** in this paper “Strategies for Survival” has described the strategies that would empower the women in the people’s sector and bring them in the mainstream of economic reforms and development. The author also points out that women get economically stronger and as their employment, income and social security improve they will be a powerful force in contributing to the economic development of India.⁴

**Manonmony (1995)** in her analytical study on the problems of women labour has examined in details the “Problems and Prospects of Women Labour in India”. The progress of women in India is mostly their multifarious domestic work, family responsibility, illiteracy and restrictions imposed on them by the society to which they belong.⁵

**Neetha Tapan (1995)** made an attempt to study “Women Labour in Unorganised Sector in India.” The study reveals the position of women in this sector. According to him most of the women in India are working in the unorganized sector. Working in the unorganized sector means working without legal protection without job security and low wages.⁶

**Joseph Raj (1996)** in his article “Women Worker Participation in India” says that in the last three decades women’s work participation rate in the country as a whole has been significantly lower than that of man. This is influenced by demographic factors. In India agriculture accounts for 65 per cent of total employment of which the women’s share is 82 per cent.⁷

**Tripathy (1996)** in his paper on ‘Women labour in Construction Sector; A study in Orissa” attempted to examine the socio-economic profile of women construction labourers in Orissa along with an analysis of the
construction sector. The author also points out various factors peculiar to the construction industry namely high mobility of labour, changing employer – employee relationships and the forced labour type of situation, peculiar problems while attempting to organise the construction labour force.\(^8\)

**Panduranga Reddy (1996)** in his article “Construction Workers” narrates the plight of construction workers in India. The author lists the characteristics of construction industry, explains the way in which some of the construction industry operations resemble agricultural operations and points out the social organization of the construction industry as based on village and caste factors, analyses the nature of recruitment of women construction workers, the type of construction work done by women workers and the acts which have been extended to the construction industry.\(^9\)

**Theovander Loop (1996)** in his work “Industrial Dynamics and Fragmented Labour Markets Construction Firms and Labour in India” based on first hand observations and interviews with contractors, sub contractors and labourers, provides a unique understanding of the modes of subcontracting between different types of building enterprises and of labour relations and occupational mobility among both regular and casual workers. The author’s major findings are that the labour system has a direct and significant impact on the production system that they often fragmented structure of the labour markets affects industrial development. He also suggests some conclusions concerning the role of state in promoting small scale firms impact of this activity on labour and housing programmes for the poor.\(^10\)
Falendra K. Sudan and Gupta (1996) in their article “Home Based Female Workers in Self Employed and Informal Sector,” bring out that an important category of labouring women in self employed and informal sector is of home based workers. The economic and social conditions of these female workers are dismal. The work pattern denies these women the opportunities of organizing on work related issues. In case some women have the courage to organize, the employers instantaneously deprive them of work. The paper attempts to examine the present status of home based female workers with special reference to education employment, income and work pattern and suggests measures for organizing these workers.\(^{11}\)

Tripathy (1996) in this article “Unorganized Women Workers – the way ahead”, points out that the activities of informal sector in which women are employed in large number and ignorance, seasonal nature of employment, heavy physical work are some of the commonalities of informal women workers. The author stresses that the need of the hour is to educate and organize the unorganized women labourers.\(^ {12}\)

Navin Chandra (1996) in his paper “The Organizing Question and the Unorganised Labour” - Organizing the unorganized workers” points out that over 90 percent of the work force lacks the power of organization. The unorganized sector constitutes 91.5 percent while the organized labour comprises 8.5 percent of the labour force. The author also points out that 95.8 percent of the female labour force is employed in the organised sector. The author also examines various models in economic theory and their implications for unionization.\(^ {13}\)
Jayanthi Alam (1997) in her article “Work and The Status of Women” explains the term work, types of work undertaken by women from traditional days reasons for women’s low earning and gender division of labour markets. The author also analyses the obstacles faced by socially backward classes while struggling for upliftment and empowerment. She pointed out those women working both at home and outside, work almost that double of men.14

Basobi (1997), in the paper ”Women in Unorganized Sector is it Empowerment” pointed out the reasons for the entry of women into the job markets and analyses pattern of women’s participation in the labour markets. The author stresses that the entry of women in expanding the unorganized sector is a direct consequence of the failure of the rural economy to absorb the additional work force. Women are the worst victims and their entry into these unorganized labour markets is only under compulsion of arranging two square meals for the family.15

Meena Gopal (1997) in her article “Disempowered Despite Wage Work Women Workers in the Beedi Industry”, analyses the problems faced by women workers in the Beedi Industry. Delayed payments of wages or bonus are the problems. Women are not in a position to assert themselves and invoke the laws on payment of minimum wages, bonus, and maternity benefits due to the absence of strong unionization. Women workers are not aware of the real reasons for which certain terms and conditions are imposed on them, they try to complete with each other while they are perpetually depending on each other as well. Women on account of their gender have an isolated position in the industry
despite their large numbers. This inability to be visible and assertive as workers is an extension of their status within the household and community.  

**Jeemol Unni (1997)** in his article “Women in the Informal Sector Size and Contribution to Gross Domestic Product,” by reviews charges in the international recommendations on concepts of work production boundary, informal sector certain categories of workers and contribution to GDP. Evidence available on contribution of women in the informal sector, in terms of employment of production is prescribed for various countries of the world. Various dimensions of women at work are discussed the paucity of statistics and the growing international recognition of their work are highlighted.  

**Lakshmy Devi (1997)**, the study by ”Determinants of Labour Force Participation among Women in Kerala - Some Evidence from a Micro-Level Study”, attempts to explain the female labour force participation at the micro level, its characteristics and all relationships that affect women and their efforts.  

**Karoline Davis (1997)** in the article “Status of Women Construction Site Workers” analysed the position of women in the society, reasons for women’s entry into the job markets, problems of women construction workers, nature of work and the status of women in construction industry, wage differences between men and women, working conditions and welfare facilities and occupational hazards and accidents in construction industry.  

**Veenakumari (1998)** in her study “Socio – Economic status of Women in India” finds out that in spite of all these initiatives taken during the last four and a half decades of planning process in India, women still face some
limitations and apparent handicaps and constraints due to the lack of education, health, nutrition, information transportation and other factors. The author has revealed that the present state of affairs cannot make any significant dent in the desired socio-economic transformation of the women’s role in development.²

**Jeemol Unni (1998)** in “Wages and Employment in the Unorganized Sector; Issues in Wage Policy’ by, analyses the wages and employment scenario in the unorganized sector with seven sections. The study analyses the development of policies for the protection of unorganized sector workers in India in the context of International Labour Organisation Conventions and recommendations. The trend in wages in the organized and unorganized sector in seven states of India is also undertaken. A study of wages in the unorganized sector is also undertaken in Ahmadabad city and prescribed minimum wages in Gujarat. The intensity of employment and incomes in organized and unorganized sector, the issues concerning home workers and piece rate wages, and the need for meaningful wage policy were also emphasized by the author.²¹

**Veena Devasthali (1998)** in her article, “Need to Understand Naka Workers’ Problems”, explains the problems of Naka workers in five selected Nakas, which were in Mumbai. One of the important segments of the labour markets is the casual open labour markets popularly known as the Naka, a street corner. Naka is an important entry point to the informal labour markets for newly migrant workers as well as those who are thrown out of formal sector jobs. This study found out that Naka workers faced many problems like continuous harassment from vendors, shop owners and traffic police, absence of
regular work, insecurity about the work, a lot of seasonal fluctuation in work availability.  

Migrant Construction Workers in Goa” is a study of the migrant construction workers in Goa. This paper seeks to examine the socio-economic characteristics of these workers, the casual factors (push and pull factors) leading to immigration of these workers in Goa and the impact of the Goan economy. He found that ‘push factors’ served for migration from native place are lack of employment, low wages, drought, famine and other reasons like family problems, high cost of living at the native place. ‘Pull factors’ which induce the workers to leave their native place and attracted them to Goa are better working conditions, higher demands for construction workers, higher wages, proximity to home time. And other reasons are the presence of native or merely following the others who had earlier migrated to Goa. This study also analyses positive and negative impact construction workers on the Goan economy. 

Odeyar D. Heggad (1998) in the paper “International Labour standards and India – the Case of Women Labour” examines the efforts made in India to implement International Labour standards relating to the protection of women labour and also to identify and analyse the problems of implementing International Labour standards for protecting the economic and expand social interests of women labour in India. The author listed all the major International Labour standards applicable specifically to women labour. They are equal work, non-discrimination in the labor markets the maternity benefits and the proposed convention on protecting women labour against sexual harassment in work
places. The author also points out that a large number of women workers employed in the unorganized sector and excluded from the purview of international labour standards.24

**Gurumoorthy (1998)** in his article “Women in Labour Force: Problem and Prospects,” analyses the level of participation of women in the total labour force of our country. He also points out that the World Bank has prescribed five operational strategies to improve the status and productivity of women. They are expanding the enrolment if girls in schools, improving the health of women, increasing women participation in the formal labour force, expanding women options in agriculture and providing financial services to women. The author suggests that we should encourage women participation in labour force; pay much attention not only to wage employment but also to self-employment of women for women development, social development and economic development of the country.25

**Gajalakshmi (1998)** in her study “Problems and Prospects of Women Labour in India” analyses the socio economic conditions of women labourers employed in the shoe-factories, their contribution to the household income and also examines the wage differentials between men workers and women workers and finally the wage policies of the Government with a view to discuss the problems of discrimination.26

**Alka Srivasta (1999)** in his article “Violence against Women - The Rural Scene” points out that in India the qualities required of a women in order to win respect are that she should be passive, patient, sacrificing and
modest and not be to assertive and confident. Therefore, women who assert and fight for their rights are harassed, particularly in the rural areas.²⁷

Mahesh V. Joshi (1999) in his book “Women Rural Labourers - Problems and Prospects” studies the major problems of female agricultural workers, the wages, employment, working condition, the income expenditure and standard of living and the social condition of female farm labourers of Gujarat State. In his research, he finds out that there is more unorganized labour than the organized in the country. The labourers of agricultural sector are unorganized and so denied of the benefits related to wages, employment and others. Female agricultural labour remains unemployed for more than six months in a year. They do not get the protection from climatic changes. They have other problems like social, family and related ones.²⁸

Harjit S. Anand (2000) in his article “Employment Generation in the Informal Sector Strengthening of Institutional Arrangements” explores the nature of the relationship between the organized sector and the Informal sector, importance of informal sector in India in terms of employment elasticity nature of informal sector workers, characteristics of informal sector and revised employment generation strategy on a demand led perspective with supply side inputs. The author suggests an integrated strategy for promotion of micro enterprises in the informal sector for developing relationships with the formal sector which are mutually beneficial and not exploitative.²⁹

Srinivasan (2000) in his paper “Women Workers in Unorganized Sector” analyses how employment opportunities for women in the unorganized sector have changed in the 80’s and 90’s. This paper is divided into three
sections. The first section looks into the conceptual issues of the term ‘unorganized sector’ and the data sources. This is followed by a brief profile of women’s employment. The third section looks into employment trends in unorganized manufacturing sector and analyses sector wise trends. The study revealed that employment for unorganised women workers has moved from sectors in which they could organise themselves and register their protest to those sectors in which they have no say. Non-farm employment hailed as the panacea for surplus – labour in agricultural sector could not pick up in rural India and the most affected in this process were women.\textsuperscript{30}

\textbf{Mridual Eapen (2000)} in his study “Women in Informal Sector in Kerala, Need for Re-examination” reveals that though statistics reveal the increase in Women’s employment in Kerala’s informal sector, this employment is more in the nature of casual and irregular contractual labour. Moreover, though women’s earnings contribute substantially to the household, this is more often than not denigrated. Women especially in the lower classes and the lower castes, not only have to cope with physical hardships that have an impact on their health, but are paid much lower wages than men in the same category.\textsuperscript{31}

\textbf{Chaitali Pal (2000)} in the study “Informal sector and the Women Experiences of Delhi Construction Workers” made an attempt to present an empirical evaluation of socio-economic status and perception of those women who are engaged only in construction sector. The important findings of the study are Women in construction sector are more underpaid than men and are often engaged in unhealthy work for upto 15-16 hours a day, polluting and dangerous factories affect the unorganized sector slum dwellers, Women are brutally
subjected to various forms of violence such as rape and physical violence. Women are everywhere related to the means of production not directly but through the family kinship structure, their access to property is defined in terms of their relationships to men. Most of the women who land up in the city, join as casual workers or contract works in construction activities. Children are left uncared for. Working hours are longer than the statutory hours fixed by law and moreover women have to attend to household work also.\textsuperscript{32}

\textbf{Nirmala (2004)} studied “The Changing Status of Rural Women in India”. She said that the majority of the poor women belong to landless agricultural labourers and marginal farmers. They show excellent capacity in management to poverty but find it difficult to manage large assets. In spite of their virtual lack of access to means of improving their income, women make an essential contribution to their family survival.\textsuperscript{33}

\textbf{Aleyamma George (2004)} in her article “Status of Women and Education in India” points out that both theoretically and legally, women are recognized as equal to men and the Indian women especially, the rural women have not freed themselves from the dominance of men. They are still in the grip of traditional roles assigned to them. In order to free them from this situation the women should understand their rights, and they should become economically independent and should improve their standards of living.\textsuperscript{34}

\textbf{Priya R. Devi and Kumari (2004)} in their article “Women and Development in India” reveals that the analysis of development programmes ignore women, some facts which were identified are that development planning is geared to the economic growth model of development. The purpose was to bring
women into development as better mothers which was seen as their most important role in development.\textsuperscript{35}

**Kumar and George Clement (2005)** made an attempt to study “The Women in India”. The study reveals that women workers in domestic services in 1999-2000 constitute 3.2 percent of the work force and this comprised of 39,25,000 workers. The services provided included cooking, cleaning, washing and other responsibilities.\textsuperscript{36}

**Monimozhi and Kalpana (2006)** made an attempt to study “The Women Labour in Rural Areas in India”. The study reveals that, from time immemorial, women have been working at homes, factories and various work places but still they are not recognized as workers in the economic sense of the term. The multiple roles played and productive inputs made by women, income generated in the family are neither attended nor recorded. There is greater involvement of women in various agricultural operations.\textsuperscript{37}

**Madhur Bala and Monga (2007)** in their article “Socio-Economic Status of Working Women in India” examine that, in India, total female workers have increased from 57 million in 1961 to 66 million in 1981 and further increased to 91 million in 1991. Indian working women constitute about 12 per cent of total population and there is an increased trend towards increasing employment of women.\textsuperscript{38}

**Darling Selvi (2009)** in the article “Scenario of Women’s Health in the Unorganized Sector” tells about the unorganized women workers and their health status. The medical expenditure is continuously increasing is true in the areas including Kanyakumari District. Due to a number of problems prevalent in
working places, the women workers have suffered a lot from different types of diseases. She concluded that in order to tap the fullest potentialities of the unorganized workers, importance must be given not only to the financial aspect but also the health aspect.\textsuperscript{39}

\textbf{Jayakala and Darling Selvi (2010)} in their article entitled, “Upliftment of Women through Unorganized Sector with Special Reference to Latex Industry” have viewed that in Kanyakumari district where agriculture is considered to be the major occupation and money provider to many people, there is ample scope for Rubber related industries because Rubber is one of the major crops planted in the district. The rubber latex can be utilized to produce gloves and the related products which are of much use both in the domestic and export market. The study which has been conducted to know the empowerment of women through latex industries revealed that though their problems are many they are able to lead a life which is self sufficient and help them to lead a contented life. The survey result shows a positive effect both on social and economic point of view. Hence it is needless to say that rubber industries play an important role in the lives of women to light their lives and help them to shine for others.\textsuperscript{40}

\subsection*{1.3.1 Research Gap}

The researcher has gone through some previous studies to know the depth of studies that have taken place in various parts of the country like Orissa, Naka, Goa, Kerala and the like with regards to the women labourers, their problems and other issues. The researchers have brought out the fact that working in the unorganized sector means working without legal protection, without job
security and low wages. The general opinion is that the contribution of women labour in the nation has grown significantly. Many studies have been conducted in view of construction workers, domestic workers and unorganized workers. The major outcomes of the earlier studies show that many of the women workers are exploited by the so-called industrialists by way of giving a meagre salary, are providing basic infrastructure; Majority of women workers had no proof of any employment, the wage rates are the lowest for women labour, they were not provided any amenities, the living conditions of workers in general were worse, and women were not given opportunities to improve their skills. Migration is broadly identified in case of construction labourers. The pattern of work differs with respect to the nature of work. The activities of informal sector in which women are employed in large number and ignorance, seasonal nature of employment, heavy physical work are some of the commonalities of informal women workers. They have brought to light that the women are the worst victims and their entry into these unorganized labour markets is only under compulsion of arranging two square meals for the family. Women, on account of their gender, have an isolated position in the industry despite their large numbers. Many self-employed women faced many problems like continuous harassment from vendors, shop owners and traffic police, absence of regular work, insecurity about the work, a lot of seasonal fluctuation in work availability. At the same time, some of the view that the women get economically stronger and as their employment, income and social security improve they will be a powerful force in contributing to the economic development of India. Though there are laws and regulations both at national and international level, the
real position of the women workers are far from reality in reaching the
destination of their goals. In Kanyakumari District, there were studies in
connection with the women empowerment, women in Self Help Groups, women
entrepreneurship, women in employment and the like and nobody has tried to
explore the reality of the women in the unorganized sector. Therefore this study
has been attempted to analyze the status and the problems and prospects of
women in the unorganized sectors in Kanyakumari District.

1.4 Objectives of the Study

The following objectives were designed for this study:

1. To highlight the plight of women workforce in the unorganized sector
2. To know the scope for women employment in the study area
3. To bring out the problems and prospects of women workers in the
   unorganized sector
4. To analyze the social and economic impact of women workers in the
   unorganized sector
5. To locate the factors which influence the job satisfaction of women
   workers in Kanyakumari District

1.5 Hypotheses of the Study

H01: There is no significant difference among the women workers of unorganized
sector with regards to the working conditions in the industry

H02: There is no significant difference among the women workers of unorganized
sector with regards to the selection of job

H03: There is no significant difference among the women workers of unorganized
sector with regards to the benefits of job
H04: There is no significant difference among the women workers of unorganized sector with regards to the Problems in the work place

H05: There is no significant difference among the women workers of unorganized sector with regards to the reason for the diseases

H06: There is no significant difference among the women workers of unorganized sector with regards to the reason stress of workers of Unorganized Sectors

H07: The expectations of women workers to improve the Working Condition of the Unorganized Sectors do not differ significantly.

H08: There is no Economic Impact due to the employment in the unorganized sector

H09: There is no Social Impact due to the employment in the unorganised sector

1.6 Scope of the Study

The study which relates to the Status of Women Workers in the Unorganized Sector in Kanyakumari District covers the entire district. A well prepared Interview Schedule has been prepared and administered among the women workers of the unorganized sectors in the district. Both primary and secondary data have been collected and used for the purpose of the study. The study has been restricted to Agastheeswaram Taluk where the maximum number of industries employing women is available.
1.7 Conceptual Definitions

**Unorganized Sector:** “The unorganized sector consists of all unincorporated private enterprises owned by individuals or households engaged in the sale and production of goods and services operated on a proprietary or partnership basis and with less than ten total workers”.

**Unorganized workers:** “Unorganized workers consist of those working in the unorganized sector or households, excluding regular workers with social security benefits provided by the employers and the workers in the formal sector without any employment and social security benefits provided by the employers”.

“**Unorganised non-agricultural sector**” consists of all unincorporated private non-agricultural enterprises owned by individuals or households engaged in the production and sale of non-agricultural goods and services and operated on a proprietary or a partnership basis and employing less than ten persons.

“**Unorganised non-agricultural worker**” means a self employed non-agricultural worker, a home worker or a wage worker employed or engaged in the unorganised non-agricultural sector.

“**Unorganised non-agricultural worker**” means an unorganised non-agricultural sector worker and also includes workers in the organized non-agricultural sector not protected by the existing laws relating to conditions of work and/or social security.

**Informal Economy:** The informal sector and its workers plus the informal workers in the formal sector constitute the informal economy.

**Own-account workers:** They are the self-employed who operate their enterprises on their own account or with one or a few partners and who during the
reference period by and large, run their enterprise without hiring any labour. They may, however, have unpaid helpers to assist them in the activity of the enterprise.

**Employers:** The self-employed persons who work on their own account or with one or a few partners and by and large run their enterprise by hiring labour are the employers.

**Helpers in household enterprise:** The helpers are a category of self employed persons mostly family members who keep themselves engaged in their household enterprises, working full or part time and do not receive any regular salary or wages in return for the work performed. They do not run the household enterprise on their own but assist the related person living in the same household in running the household enterprise.

**Home Workers:** There is a category of workers who work at a place of their choice which is outside the establishment that employs them or buys their product. Different expressions like ‘home workers’, ‘home based workers’ and ‘out workers’ are synonymously used for such workers.

**Regular salaried/wage employee:** Persons working in other’s farm or non-farm enterprises (both household and non-household) and getting in return salary or wages on a regular basis (and not on the basis of daily or periodic renewal of work contract) are the regular salaried/wage employees. The category not only includes persons getting time wage but also persons receiving piece wage or salary and paid apprentices, both full time and part-time.

**Casual wage labour:** A person engaged in casual labour in others farm or non-farm enterprises and getting in return wage according to the terms of the daily or periodic work contract is a casual wage labour. Usually, in the rural areas, casual
labourers are normally engaged in 'public works' activities. 'Public works' are those activities which are sponsored by Government or local bodies for construction of roads, bunds, digging of ponds, etc. as relief measures such as flood relief, drought relief and famine relief, and also various employment generation schemes under poverty alleviation programmes.

**Employer Households:** The households which are employing maid servant, watchman, cook, private tutor, etc. will be considered notionally as enterprise for the purpose of this survey and will be classified as ‘Employer households’.

**Employees:** According to the international classification of status in employment (ICSE-93), “employees” are workers who hold “paid employment jobs”, i.e. jobs in which the basic remuneration is not directly dependent on the revenue of the employer. Employees include regular employees, workers in short-term employment, casual workers, outworkers, seasonal workers and other categories of workers holding paid employment jobs.

**Wage:** The word “wage” refers to total gross remuneration, including regular bonuses, received by employees during a specified period of time for time worked as well as time not worked, such as paid annual leave and paid sick leave. Essentially, it corresponds to the concept of “total cash remuneration”, which is the major component of income related to paid employment. It excludes employers’ social security contributions.

**Work:** 'Work' is defined as participation in any economically productive activity. Such participation is physical or mental in nature. Work involves not only actual work but also effective supervision and direction of work. According to this
definition, the entire population has been classified into three main categories, i.e., Main workers, Marginal workers and Non-workers.

**Main workers:** Main workers are those who have worked for the major part of the year preceding the date of enumeration i.e., those who have been engaged in any economically productive activity for 183 days (or six months) or more during the year.

**Marginal workers:** Marginal workers are those who have worked any time at all in the year preceding the enumeration but have not worked for a major part of the year, i.e., those who have worked for less than 183 days (or six months).

**Non-workers:** Non-workers are those who have not worked any time at all in the year preceding the date of enumeration.

**Household Industry Workers:** Household Industry is defined as an industry conducted by one or more members of the household at home or within the village in rural areas and only within the precincts of the house where the household lives in urban areas. The larger proportion of workers in the household industry consists of members of the household. The industry is not run on the scale of a registered factory which would qualify or has to be registered under the Indian Factories Act.

Household Industry relates to production, processing, servicing, repairing or making and selling (but not merely selling) of goods. It does not include professions such as a Pleader, Doctor, Musician, Dancer, Waterman, Astrologer, Dhobi, Barber, etc., or merely trade or business, even if such professions, trade or services are run at home by members of the household. Some of the typical industries that can be conducted on a household industry
basis are: Foodstuffs: such as production of floor, milking or dehusking of paddy, grinding of herbs, production of pickles, preservation of meat etc.

Beverages: such as manufacture of country liquor, ice cream, soda water etc.,

Tobacco Products: such as bidi, cigars, Textile cotton, Jute, Wool or Silk,
Manufacture of Wood and Wood Products, Paper and Paper Products, Leather and Leather Products, Petroleum and Coal Products: such as making foot wear from torn tyres and other rubber footwear, Chemical and Chemical Products: such as manufacture of toys, paints, colours, matches, fireworks, perfumes, ink etc., Service and Repairing of Transport Equipments: such as cycle, rickshaw, boat or animal driven carts etc.

Other Workers: All workers, i.e., those who have been engaged in some economic activity during the last one year, but are not cultivators or agricultural labourers or in Household Industry, are 'Other Workers (OW)'. The type of workers that come under this category of 'OW' include all government servants, municipal employees, teachers, factory workers, plantation workers, those engaged in trade, commerce, business, transport banking, mining, construction, political or social work, priests, entertainment artists, etc. In effect, all those workers other than cultivators or agricultural labourers or household industry workers are 'Other Workers'.

1.8 Period of the Study

For the purpose of the study, the secondary data have been collected covering a period of ten years from 2001 to 2010 while the primary data have been collected during a six month period from June 2010 to November 2010.
1.9 Methodology

The study is empirical in nature, which includes both primary and secondary data. For collecting primary data, Interview Schedule has been prepared and administered among the respondents. The sample respondents consist of 60 each from Tiles industries, Coir industries, Brick industries, Gloves industries and Fishnet industries totaling 300 samples. The secondary sources of data have been collected from various books, journals, periodicals, reports of both private and government organizations. The sample respondents have been selected by Random sampling method.

1.9.1 Sample Design

Kanyakumari District consists of four taluks namely Agastheeswaram, Vilavancode, Thovalai and Kalkulam. The researcher has taken Agastheeswaram taluk as the study unit where the maximum number of industries employing women is available. Among the total workers in the district, 107336 are female workers employed in various categories of work as Main Workers, Main Cultivators, Marginal Cultivators, Main Agricultural Labourers, Marginal Agricultural Labourers, Main Workers in Household Industries, Marginal Workers in Household Industries, Main other Workers, Marginal other Workers and Marginal Workers. Among them the women who are working in unorganized industries are coming under the category of Marginal other Workers. There are 12800 female workers engaged as Female Marginal other workers in the district and among them 48.46 percent are from Agasteeswaram Taluk. In Agasteeswaram Taluk, 2481 female workers hailed from rural area and the rest 3722 from urban area consisting of 40 percent and 60 percent respectively.
Therefore the researcher has taken 120 sample female workers from the rural area and 180 from urban area as per random sampling technique. Among the sample units of category of industries, Bricks and Tile industries are located in rural areas while the others Fishnet, Coir and Gloves industries are located in urban area of Kanyakumari District. The Sample design is briefly discussed in the following table.

Table 1.3

Sample Design

<table>
<thead>
<tr>
<th>Female Marginal Other Workers</th>
<th>Rural</th>
<th>Urban</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female Marginal other workers in Kanyakumari District</td>
<td>5119</td>
<td>7681</td>
<td>12800</td>
</tr>
<tr>
<td>% of female work force in Agasteeswaram Taluk</td>
<td></td>
<td></td>
<td>48.46</td>
</tr>
<tr>
<td>Number of female workers in Agasteeswaram Taluk</td>
<td>2481</td>
<td>3722</td>
<td>6203</td>
</tr>
<tr>
<td>Female Work Force in Agasteeswaram Taluk (%)</td>
<td>40</td>
<td>60</td>
<td>100</td>
</tr>
<tr>
<td>Number of Sample</td>
<td>120</td>
<td>180</td>
<td>300</td>
</tr>
<tr>
<td>Sample Factories</td>
<td>2</td>
<td>3</td>
<td>5</td>
</tr>
<tr>
<td>Bricks</td>
<td>60</td>
<td></td>
<td>60</td>
</tr>
<tr>
<td>Tiles</td>
<td>60</td>
<td></td>
<td>60</td>
</tr>
<tr>
<td>Gloves</td>
<td></td>
<td>60</td>
<td>60</td>
</tr>
<tr>
<td>Coir</td>
<td></td>
<td>60</td>
<td>60</td>
</tr>
<tr>
<td>Fishnet</td>
<td></td>
<td>60</td>
<td>60</td>
</tr>
<tr>
<td>Total</td>
<td>120</td>
<td>180</td>
<td>300</td>
</tr>
</tbody>
</table>

1.10 Framework of Analysis

For interpreting the survey results, the percentage analysis has been used for personal and economic profiles. The problems of employment, reasons for the selection of job, reasons for diseases and stress have been analyzed through weighted average ranks, Garrett ranks, multi correlation and multi regression analysis, t test and Factor analysis. Further, the hypotheses have
been tested through Kruskal – Wallis test, and Paired sign test. Apart from these, Pictures, graphs and charts have been used wherever necessary.

1.10.1 Factor Analysis

Factor analysis is a general term for several specific computational techniques. It begins with the construction of a new set of variables based on the relationships in the correlation matrix. The most frequently used approach is principal component analysis. This method transforms a set of variables into a new set of composite variables or principal components that are not correlated to each other. These linear combinations of variables called factors account for the variance in the data as a whole. The main objective here is to reduce the variables into manageable number of factors which facilitate easy interpretation.

1.10.2 Weighted Average Method

This is developed after developing Likert-type scales. Likert scales are developed by utilising the item analysis approach wherein a particular item is evaluated on the basis of how well it discriminates between those persons whose total score is high and those whose score is low. It consists of a number of statements which express either a favourable or unfavourable attitude towards the given object to which the respondent is asked to react. Each response is given a numerical score to record and then weights are being imposed according to the importance of the problem. The scores are then multiplied by the weights to arrive at the weighted average ranks.

1.10.3 Garrett Ranking

It is often desirable to translate orders of merit into units of amount or scores. This may be done by means of tables. Formula is used to
transmute ranking into scores. This is highly useful in the case of those attributes which are not easily measured by ordinary methods, but for which individuals may be arranged in order of merit. The formula used to transmute ranking into score is

\[
\text{Per cent Position} = \frac{100(R_{ij} - .5/N_j)}{N_j}
\]

where \( R_{ij} = \) Rank given and \( N_j = \) Number of factors ranked by jth individual

By referring to the table formulated by Garrett the percentage position estimated was converted into scores. Then, for each factor the scores of various respondents were added and divided by the number of respondents to arrive at the mean score, the mean score thus obtained for each factor was arranged in descending order. The factor with highest mean scores was given first rank, followed by second, third and so on.

1.10.4 Correlation Analysis

Correlation analysis helps us in determining the degree of relationship between two or more variables. It contributes to the understanding of common behaviour, aids in locating the critically important variables on which others depend, may reveal the researcher the connection by which disturbances spread and suggest one the paths through which stabilising forces may become effective. In this study, correlation technique is used to study the relationship between inter related variables for the chosen variables.

\[
r = \frac{\sum xy}{\sqrt{x^2} \times y^2}
\]
Further, to know the structural difference for the progress and performance of agriculture credit in the district, correlation significance analysis is used by the following formula.

\[
t = \frac{r}{\sqrt{1-r^2}} \sqrt{n-2}
\]

1.10.5 ‘t’ Test

In determining whether the mean of a sample drawn from a normal population deviates significantly from a stated value of the population, the t test can be applied. This is used when the sample size is less than 30, the population standard deviation is not known, and the population is normal. This test can be further analysed through intervals either at 5 per cent or 1 per cent.

1.10.6 Trend Analysis

The easiest way to evaluate the performance of a firm is to compare its present ratios with the past ratio. When financial ratios over a period of time are compared, it is known as the trend analysis. It gives an indication of the direction of change and reflects whether the firms’ financial performance has improved, deteriorated or remained constant over time. Here trend analysis is used to measure the employment conditions of various nature, registration of industries, progress of self help groups and the like.

\[
Trend\ percent = \frac{Current\ year}{Base\ year} \times 100
\]

1.10.7 Kruskal Wallis Test

This test helps in testing the null hypothesis that the independent random samples have come from the identical populations as against the
alternative hypothesis that the means of these samples are not all equal. To apply this test, all the data are ranked as if they were in one sample. This is a non parametric test which is an alternative to single factor one way ANOVA test. The objective of this test is to check whether the independent samples are from identical populations. The calculated value is to be compared against the Chi Square value with K-1 degrees of freedom at the given significance level.

\[ H = \frac{12}{N (N + 1)} \left\{ \frac{R_1^2}{n_1} + \frac{R_2^2}{n_2} + \frac{R_3^2}{n_3} + \cdots + \frac{R_k^2}{n_k} \right\} - 3(n + 1) \]

1.10.8 Paired Sign Test

The sign test has very important application in problems involving paired data. In these problems, each pair of sample values can be replaced with a plus sign if the first value is greater than the second, a minus sign if the first value is smaller than the second, or be discarded if the two values are equal. Here the researcher has used this test to know the impact agriculture credit towards their social and economic conditions with the help of the following formula.

\[ |Z| = \frac{X - np}{\sqrt{npq}} \]

1.10.9 Regression Analysis

Regression analysis attempts to establish the nature of the relationship between variables that is to study the functional relationship between the variables and thereby provide a mechanism for prediction, or forecasting. It helps to estimate the values of the dependent variable Y may be obtained for a given value of the independent variable X from the mathematical function in involving X and Y. The main objective of regression analysis is to explain the
variation in one variable called the dependent variable, based on the variation in one or more other variables called the independent variables. The linear regression model is given below.

\[ Y = a + b_1x_1 + b_2x_2 + \ldots + b_nx_n \]

1.11 Limitations of the Study

1. Only a limited number of respondents were interviewed and so the results cannot be generalized though a large number of women workers have been employed in both agricultural and non-agricultural employment.

2. Many of the unorganized sectors are functioning as household enterprises without even registration and so statistics on industrial registration and functioning are unreliable and uncountable. Therefore, exact information is not available.

3. Usually, the women workers will not reveal their burden to others and so information and opinions collected from them may not be counted as true and are not fully dependable.

1.12 Chapter Scheme

The present study is presented in six chapters.

- The first chapter deals with the Introduction of the study which covers the introduction, statement of the problem, review of literature, scope of the study, objectives of the study, hypotheses of the study, methodology, tools of analysis, limitations of the study and chapter scheme.

- The second chapter describes The Status of Women in the Indian Economy
• The **third chapter** deals with the Profile of the study area and the scope for women development in Kanyakumari District.

• The **fourth chapter** has analyzed the problems and prospects of women workers in the unorganized sector.

• The **fifth chapter** deals with the impact of employment on women workers in unorganized sector.

• The **sixth chapter** presents the summary of the findings, draws valid suggestions and conclusion.
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