CHAPTER IX

THE SUMMARY OF CONCLUSIONS
CHAPTER I - ROLE OF WOMEN IN ECONOMIC DEVELOPMENT

The place of women in the socio-economic structure of society has been undergoing gradual but steady change during the past few centuries in almost all countries of the world. The degree of change has however varied from country to country. These changes have been influenced more by the changing socio-economic structure and the pace of economic development that overlook the society in these countries. Consequently, we find today a marked difference in the status of women and especially that of working women between developed and developing countries. In developed countries the position of women is more secure, well defined and established in labour market than their counterparts in underdeveloped countries to secure some basic benefits and privileges.

While women in all countries of the world alike are generally confronted with a discriminating attitude, in varying degrees on grounds of sex in matters of employment opportunities and working conditions and this is more true in case of developing countries. This discrimination possibly enmates from a conservative view about women's proper role in society. It also come from situations of chronic unemployment, where the prospects of a large scale entry of women in the labour market is regarded as potential cause of
economic disorganisation. A typical manifestation of this attitude is the theory of women's marginal role in the economy.

About a third of the world's labour force at present is composed of women. But discrimination against women in employment and wage is more or less a universal phenomenon. An interesting survey of women's situation in different parts of the world has been made by the U.N. Centre for Economic and Social Information, in connection with the International Women's Year 1975. According to this survey, women for the most part, neither fully participate nor share equally in the benefits of economic and social progress and development. The proportion of women in paid employment is very restricted in the Asian, African and Latin American countries where agriculture of the traditional type provides the main avenue for employment.

Participation of women in economic activity is common in all countries, i.e., developed and developing. However, it is in developing countries that incomes are low and the family requires the assistance of an additional earner to supplement the family income.

The OECD study points out that (i) the female employment is steadily increasing in some countries like Australia, Canada, France, Sweden and U.S.A., (ii) in some countries like
Denmark and Finland, the female participation rate is more or less stable and (iii) in some countries like Belgium, Italy and Japan, the female participation rate is declining.

Besides the above features, in developed countries there is discrimination in pay for sex; it is more in some jobs; women are found to experience more unemployment than men; absenteeism of women is higher than that of men; and unlike men, women are often found to take up part-time employment.

The major characteristic feature of women in the developing countries is their predominant role in agriculture. In developing countries, the economic development has not improved the economic conditions of the women. They are working not only more number of hours, but also they are forced to walk greater distance to get some consumer products like firewood, water, etc.

The required role of women in development should be identified in the first place by women themselves, by thoroughly getting themselves involved in social, political and economic hemispheres. They should be made aware of their role and potential and must try to accelerate more intensively in plans and local developmental programmes. Nevertheless partial approaches to the productive and social emancipation of women do not bring about the aspirations for the self-reliance
strategy which presupposes an integral approach to development. It fully respects women's multi-dimensional development role and it agrees with their productive and reproductive roles and to ensure their full equality, collective self-reliance encourages the radical transformation of women's position in the world so that it gives greater access in becoming an integral part of each country's long-term development strategy.

The economic development in India has not been able to take women into its fold. They are either left out or at best are unequal partners. The falling female work participation rate over the years, the labour market segmentation, wage discrimination, fall in the sex ratio, decline in the nutritional status of women establish this beyond doubt.

In ancient history, men and women were treated as equal. But as the days go on, in the progress of the society, women were treated as unequals from political, social, economic, familial, institutional and psychological points of view. In spite of the sturdious efforts made by government as well as social reformists, still the woman society is facing almost dissimilarity with men. The major thrust of the Seventh Plan in the field of welfare of women is their economic upliftment through greater opportunities for salaried, self and wage employment. For this purpose
appropriate technologies, services and public policies will be introduced. The technologies package will include imparting new skills and upgrading existing skills. The service package will pay attention to training and credit needs and to marketing. The public policy package will include measures in the area of ownership rights, enforcement of wage laws and employment of women in development projects. Women's organisations will be assisted to grow in effectiveness, specific attention will be paid for the removal of socio-economic biases resulting in the neglect of female children and women. Measures for their improvement of health and nutritional status will be strengthened. Programmes relating to education, health, nutrition and employment would no doubt go a long way in the removal of special disabilities facing women. However, the improvements in the socio-economic status of women would depend to a large extent on the social change in the value system, attitudes and social structure prevailing in the country.

There are only a few studies on women working in urban unorganised sector in India. Majority of womenfolk are employed in non-agricultural occupations both in rural and urban areas. The construction industry, cotton works, traditional professions, food processing, tailoring and readymade garments, sweepers and scavengers, domestic servants, petty
traders, casual daily wage earners, self-employment, weaving, retail trade, etc., come in order of preference next only to agricultural occupation.

Studies conducted in several parts of the country indicate the 'awful conditions' of the women workers in this sector. It is observed that a significant percentage of these jobs are 'manned' by women drawn from lower caste and class ignorance, traditional bound attitudes, illiteracy, lack of skills, seasonal nature of employment, heavy physical work of different types, long hours of work with limited payment, discrimination in wage structures of men and women, lack of guarantee of minimum wage, lack of job security, lack of a comprehensive legislation to cover these workers in unorganised sector, competition in employment and the resultant deprival of real wage, lack of minimum facilities at the work place, ill-treatment, migration and disintegration of families, bondage and alienation, etc., are some of the characteristics of the employment of women in this sector. Although these jobs offer no attraction and require a great deal of physical ordeal, large number of women continue to search for these jobs for their livelihood over the years only to taste disrespect, slavery and ill-health.
CHAPTER II - STUDY AREA

Many writers in the past wrote fascinating literature about women and their roles. But most of these writings on women were less serious about their problems and sufferings. As such, it became one of the most unexplored areas of social research. A rigorous scientific analysis is needed to explain how and why half of the human race is distinct and downgraded in the socio-economic and cultural arena of the society in comparison to the other.

Baring a few, the studies so far conducted on women are either piecemeal in nature or less comprehensive in analysis. Further, most of the studies on women are concerned with middle class women or women in white-collared sections. Very little is known about the rural women or women in unorganised sector.

In the present study, a humble effort is made to highlight the problems of women in unorganised sector in Tirupati Town. Besides examining the general status, economic roles and conditions of women, the study also includes an analysis of the socio-economic conditions, work environment, earnings and other related aspects of women petty traders, construction women, sanitary women workers, beedi workers, servant maids and tribal migrant women workers.
In this study the mentioned six categories are chosen for a detailed analysis, thinking that they are more than sufficient to study about women working in urban unorganised sector, their economic and social problems. In each category, 100 samples are taken and interviewed 100 respondents through a constructive questionnaire. In tribal migrants category only 50 samples are taken because the total population working in this category is very less.

Tirupati Town is a world renowned place due to the famous temple of Lord of Seven Hills known as Balaji or Sri Venkateswara. Ever since 1961, Tirupati Town is growing on leaps and bounds. There is rapid growth of population and also there is sudden spurt in the expansion of banking, trade, commerce and industries. Transportation and communication facilities are making rapid strides. In addition to a number of educational institutions, the Tirumala Tirupati Devasthanams' institutions are also expanding enormously creating tremendous employment opportunities. The rapid growth of Tirupati Town is attracting a number of students, intellectuals and labour force not only from the surrounding areas but also from the neighbouring districts and States. Rapid urbanisation is throwing ample opportunities for women from families of meagre income to undertake some economic activity.

The economic strength of any town is depending upon its
occupational structure. The occupational structure of this temple city is changing rapidly showing the symptoms of economic development. The employment opportunities are also increasing at a higher rate. More women are working in this town in informal sector due to the migration from the nearby places of Tirupati Town. As this town is developing rapidly, the informal activity is also increasing at a remarkable level, which initiated the researcher to undergo an indepth study to know and identify different socio-economic problems of them. Not even a few studies have been made until now on this important problem both at macro and micro levels.

CHAPTER III - PETTY TRADERS

Tirupati Town is developing rapidly from all angles. Women participation in unorganised sector is increasing rapidly. Most of the women petty traders are involved in selling of milk and curd, followed by vegetable sellers, earthen pots sellers, fruits and flower sellers, food article sellers, tea shops and kirana shops, dhobi shops, dry fish selling, selling of old clothes and coconuts. Usually middle aged women are involved in petty trading activities who are migrated from nearby villages. Most of them are married. Their husbands are also involved in some economic activities. These women petty traders are uneducated and illiterate mostly.
The financial assistance from commercial banks for trade is limited. Most of the women petty traders expressed lack of convenient place to carry out their trade. They often carry on their trades on footpaths involving the harassment of municipal and police officials. They are also harassed by street goondas and other anti-social elements. Women petty traders lamented on the high-handed behaviour of consumers, competition from big traders and distribution agencies.

In spite of the above mentioned problems and lower earnings, many petty traders expressed job satisfaction and also confessed their desire to continue in the same trades. They only want congenial environment to carry on their trade and adequate financial assistance from the banks.

Most of the petty traders in Tirupati Town expressed that they also suffer from certain domestic problems. After long hours of work when they go home, they are also compelled to undertake the routine domestic duties. Their hard earned meagre income is spent for domestic needs and a portion of it is siphoned off by their husbands for drinking. The next day she has to struggle for capital to carry out her petty trade. This is an unending story. She wants recognition for her hard toil from her kith and kin in the home.

Suggestions

Lack of convenient place for carrying out petty trade is
the main obstacle faced by the petty traders. It would be appropriate for the municipal authorities or State Government agencies to construct market yards with facilities for petty traders to carry on their trade.

Lack of working capital is the another serious obstacle that worries petty traders in Tirupati Town. Almost all the petty traders mentioned that they lack sufficient capital to carry their business effectively. Most of the petty traders are ignorant about the banking facilities available and the cumbersome borrowing procedures. Therefore, bank officials must take necessary steps to reach and provide the needed financial assistance to the petty traders.

Women petty traders face problems from the negative attitude of the customers who indulge in bargaining. Often customers feel that the quality of commodities sold by the petty traders is inferior. This misnomer can be removed by providing convenient accommodation for carrying out petty trade and improving the scale of operation through the provision of bank finance.

The provision of congenial and financial assistance will go a long way in increasing petty traders' ability to combat the increasing competition from the big traders and government civil supply agencies whose activities are threatening the existence of petty traders.
The State Government should undertake necessary steps to protect petty traders from the hands of the municipal officials, revenue staff, police, sales tax officials, street rowdies and goondas. Harassment and mamuls collection should be strictly controlled.

Illiteracy and ignorance are the two main causes of exploitation. Therefore, steps should be taken to provide adult education for these women petty traders.

The home is the greatest protector and also the greatest exploitator of women in India. She will forget all her privations and difficulties undergone as a petty trader if her home environment is good. If her husband and other family members are understanding sympathetically and cooperatively then she will derive maximum satisfaction. Then she will act only as a mendoe of happy home but also a cooperative companion to her husband in supplementing his meagre earnings and making their home a happy home.

CHAPTER IV - CONSTRUCTION WORKERS

Women is working on casual basis involving in carrying earth, mortar or bricks, crushing bricks, water carrying from the tap or tank, water pouring, etc. Most of the women construction workers are rural migrants from nearby places or surrounding villages of Tirupati Town. The respondents are
in the young age where women workers are doing their jobs for lower wages and even the wage protection and wage regulation policies of the government are becoming ineffective in regularising their wages, due to their unorganised nature.

From the point of education or literacy, most of them are illiterate without any education. They are working on stop-gap arrangement and suddenly if they get any permanent job or assignment, they may shift their job or occupation. They are exploited by their contractors doing more number of hours of work and they get only minimum wages for their work. Majority of the respondents earn money between Rs.201-300 per month. The household income of 89 per cent of the respondents was between Rs.200 to Rs.400. Besides their daily minimum income, some people are owned property in the form of agricultural land, living house or cattle in their native villages. Over three-fourths of the people have debts incurred for different domestic purposes. They repay their debts on instalment basis, paying either on daily or monthly basis.

Regarding marital status, 94 per cent are married and marriage is a compulsory social custom. But they celebrate marriage at an early age and celebrating marriage for a female child is a burden for the families. After marriage, begetting children is compulsory. At an average, each woman had 3 to 4 children. For any disease, they have to go to Government
Hospital for treatment. Private nursing homes are very costly and they may go there in an emergency. Nearly 3/4 of women knew about family planning. But they are not practising family planning due to various economic, social, psychological and health problems. Toddy or alcohol is a common drink for most of the people (both husband and wife) in this category. Nearly 1/10 of their income is spent on drinking.

They are also having difference of opinion regarding male or female child. Most of them are feeling that male child is an asset to the family, whereas a female child is a burden for them. They are also in the interest of educating their children in spite of their acute poverty. There are different opinions regarding remarriage for men and women and divorce. Still there is no equal status for women in the family or even in the outside, they feel that the status of husband should always be higher than wife. This show clearly the backwardness of the people in the socio-economic status. However, the following are the main conclusions made from the foregoing analysis:

1. Women construction workers migrated to Tirupati Town from the nearby places.

2. They are paid lower wages than their spouses for the same work.
3. They are facing more serious socio-economic problems in their new surroundings.

4. Including their domestic duties, these women are put in longer hours of work than their husbands.

5. In some cases, the total monthly earnings of the female workers excluded those of the male workers. These are the cases where the women workers are engaged in some part-time domestic work as maid servants.

CHAPTER V - BEEDI WORKERS

Several factors have contributed to the emergence of larger female participation in jobs. There are certain occupations and trades which women can do at home without having their families. In developing countries like ours beedi making industry is perhaps the classic example of women engaged in such part-time work, wherein the raw materials are brought to their door steps to be converted into beedis and collected at the end of the day. This has proved to be a good source of remuneration for women who otherwise would have remained idle.

More than ninety per cent of the labour force is home based. A small number of workers regularly work at factories. As this industry employ women and children irrespective
of their age, people from different age groups are found in this industry. Most of the workers are from backward classes. Need to supplement the family income may be an important factor in determining female participation in beedi workers' occupation.

Most of the respondents are illiterate. The education of the children and male members in these families also present the same picture. Eighty three per cent of the respondents are migrants. Larger number of children in the families is another significant feature of the women beedi workers. The menfolk of most of the women workers depend upon daily wages. Due to such an unpredictable job situation there is a fall in the income of the families.

The process of making beedis is highly labour intensive. The nature of work of beedi workers is entirely different from the nature of work of women workers in unorganised sector. Rolling beedis require little skill and talent. To almost all women, there are no specified and restricted working hours. Their work generally starts from early hours of morning and is over by around 11 p.m. in the night. The daily production of beedis varied between 500 to 2,250. Women who produce more than 500 beedis invariably take the help of either children or other members of the family.
The daily wage of the women beedi workers is Rs.10 for 1,000 beedis. The calculation of wages also depends upon the size of the beedis. Most of the respondents felt that factory is a comfortable place for the production of more number of beedis, no facilities are provided to the beedi workers at factory premises. There is no weekly holiday for the workers. As a consequence of meagre and irregular incomes, the economic position of these women and their families has been deteriorated over the years. Added to it, their assets position is also very weak.

It is evident from the analysis of socio-economic conditions of the beedi workers that they have not visualised any change for the better life styles over the years. They remain poorer over the years. Illiteracy, ignorance, more number of children in the families, lack of minimum amenities, meagre wages, ever increasing debts indicate the low level of living. Nature of work has become burdensome. The nature of work is such that it has a wild effect on their health conditions. Despite working hard and undertaking difficult jobs, women workers receive no special treatment and on the contrary they were discriminated at work spots and in the payment of wages. As a result of all these, the socio-economic conditions of the women workers in the beedi industry continue to be deteriorated over the years.
Sanitation is generally considered as one of the obligatory functions of the municipal administration itself. In most of the developing countries this function is being carried over by women. In India more than ninety per cent of the sanitary workers are women.

It is found that most of the sanitary women workers in the study are drawn from the age group of 20 to 35. All respondents are married. It is interesting to observe that most of the respondents of the study belong to Scheduled Tribe community. All of them are illiterates. Most of the families had no clearcut opinion on the educational system but several respondents had stated that they could not afford to send their children to schools and loose the helping hand. Although migration played an important role in Tirupati Town most of the respondents in this category are non-migrants.

Most of the families possess large number of children and the parents sometimes find it difficult to pay attention towards their growth and development. The spouses of only six per cent of the respondents worked as sanitary workers and the remaining go for various works such as hamali, construction, etc. Hence the professional as well as economic position of these families stand at a low ebb in the society.
All the respondents are happy for one thing at least that they are having permanent job which yields regular income. Most of these women got the jobs of their mothers or relatives who died while serving the municipality and the remaining are appointed after either bribing the Municipal Chairman or Councillor.

The sweepers commence their duties by 5.00 a.m. in the morning. In the actual discharge of work, the workers had to still depend on the traditional tools. Added to this, most of the roads in the town are vulnerable to sweeping. A few workers said that people come forward to make complaints against them because they are weak but never bother to make complaints against the bad roads and faulty drains. The field investigation reveals that the performance of the municipal administration in general and the sanitary workers in particular has not been satisfactory.

As part of the sanitation programme, each worker is supplied with two pairs of sarees a year, 1/4 kg of coconut oil a month. All these workers in the course of interview demanded certain additional facilities like supplies of shoes, additional number of sarees, etc.

The socio-economic background of women sanitary workers indicate that although these people feel privileged enough among their 'caste and class' groups having obtained a job
that provides them regular income, their living conditions continue to be poorer over the years. With lack of education and large number of children in the families, they suffer from lack of minimum amenities and feel perturbed with their ever increasing debts. The special legal and constitutional provisions have not altered their socio-economic position over the years.

The work situation is too depressing. The damaged roads and leaking drains make them inefficient to discharge their duties. It is true that these women are also 'indifferent' towards discharging their duties but they alone cannot be blamed for this. These women continue to lead a life both at work place and at the family in a subservient fashion. All this calls for a fresh thinking on this 'employment' to see that these 'women' receive proper respect and dignity to lead a better socio-economic life.

CHAPTER VII - MAID SERVANTS

For various reasons ranging from 'personal to social purposes' women are employed in houses for the discharge of domestic works. Due to the emergence of new economic institutions and proliferation of governmental functions, newly employed classes are emerging in Tirupati Town. Most of the officers employ others at their houses to do the domestic
work. Employing servant maids is a common feature in most of the houses where wife and husband go for the jobs.

The demographic and socio-economic characteristics of maid servants definitely shows that the caste and language do not play even a fragmentary role in involving women on the work force as maid servants. The working hours also seems to be heavy on the women. The servant maids are supplemental employment of the household to support the family earnings. The men in these families often remain as casual labourers for a long time and the family is dependent on the supplemental income from the house wife who works as maid servant. Maid servants withdraw from their marginal work if their spouses get better jobs.

Their health, sanitary and housing position in terms of basic needs are below the satisfactory level. Majority of the servant maids are working nearly 7 to 10 hours per day. More than half of the servant maids get up before 5 a.m. and work through late in the night. After returning from their duties they have to attend their own work at their houses. Besides providing a subsistence to the family incomes, in most cases they opted to do these jobs to save their children from starvation. The economic position in these families, though husband and even children go for, work continues to be the same over the years. Education is luxury for them. A
large number of families are in debts borrowed for various purposes. Their economic position have not witnessed any change but deteriorated year by year.

Despite fast rising price and galloping inflation, the servant maids' incomes are completely absent. No labour laws protect them, neither any law guarantees them the minimum wage, the government seeing to have taken no step to assess their problems and extend protection.

The State Government with the assistance of the Centre must evolve suitable methods to improve the living and working conditions of women in this segment of informal sector. But with the increasing inflow of more and more people from rural areas in search of better opportunities of employment and income in urban centres is bound to cause a bulge on the informal sector in general and in occupations like maid servants in particular. Unless the public authorities intervene in a big way to meet the aspirations of those who are migrating into urban areas by creating more employment opportunities, most of them are likely to end up permanently in marginal work like that of maid servants without much prospect of any improvement.

Problems of Maid Servants

1. The maid servants feel that they have to perform hard and unclean jobs. They work hard throughout the day to
a meagre income for their existence. The housing condi-
tions and lack of other amenities not only make their lives
unwholesome but force them to survive in the degraded and
substandard human living status.

2. A lag in the necessary conditions, i.e., no fixed
hours of work, no regular salary and no assurance not for
old age but for the next day. These heavy work loaded women
do not get enough food, no proper shelter, no decent clothing
and no sufficient recreative activities.

3. Maid servants had no or only insufficient means to
support and as a result they are reduced to severe privations
and their moral sufferings had never been taken into considera-
tion. The worst sufferers of this situation are certainly
maid servants. They are ill-equipped for various factors to
compete successfully for limited opportunities.

4. Allegations against servant maids are: absenteeism
or not sending a substitute, refusing to do additional work,
not coming in time, inefficiency, latecoming or early leaving,
thefts, etc. Allegations against employers are: arrogant
behaviour, heavy work load without additional payment, extra
hours of work, refusal to give advance, ill-treatment,
reduction, threat of dismissal, cuts in wages, abusive
language, etc.
5. Despite working hard undertaking difficult jobs, maid servants receive no special treatment. They have to work on festival days and even during the illness. Because of their ignorance and lack of education, made them as subsurvival both at the owners' house and in family life.

CHAPTER VIII - TRIBAL MIGRANTS

In Andhra Pradesh, there are 33 notified Scheduled Tribes all over the State. The population of tribals in Andhra Pradesh according to 1981 Census was about 31,76,001. The population of Sugalis is the fourth largest group with 1,32,464 population among the tribal groups of Andhra Pradesh. They are also called as 'Lambadis' in Rayalaseema districts and in case of Telengana they are identified as 'Banjaras'.

Migration of poor families from country side to urban cities in search of livelihood and employment is a regular phenomenon in the economic life of our country. The non-payment of minimum wages prescribed by the governments and women are the great victims in this respect. Thus women belonging to the exploited section of the society migrate, left with no other alternative except to other areas along with their families in search of livelihood.

Sugalis have their own dialect, which closely resembles the Marvari language of Rajasthan. They constitute six
important endogenous groups. Sugalis of Tirupati Town and their names are very peculiar. Sugalis who were once nomadic are currently practising agriculture besides forest work and live in permanent dwellings. Some are land holders, others are agricultural labourers, construction workers, etc. Their chief occupation is selling of firewood, cultivation and cattle rearing.

Most of the Lambadi women are engaged in construction work. Most of the male workers in these families are either rickshaw pullers or engaged in the construction work at different places in the town. The general asset position however indicates that the economic position of these Lambadi families is relatively better than the other tribes of the area and as well as other Scheduled Caste population.

Sugalis of Tirupati Town are presently living in plain as well as hilly areas. The housing position of these Lambadi migrant families is awfully bad.

All of the migrant women are illiterates. They could not continue the studies of their children due to poverty and bad economic conditions. Most of these Lambadi children are seen in the work at various work places along with their mothers.

Most of the families take loans from private sources either from their own community members or from other private money lenders. Generally the wage labourers had to work for
8 hours per day but in the case of these Lambadi women they have to work 9 to 10 hours in a day.

Wage differentials on sex basis are significantly marked on all the 50 women construction workers. The families provided to these women workers at the work spots are totally absent. It could be seen that in the economic sphere, the status of most of the respondents is the same as that of their husbands.

The tribal migrant women are facing enormous problems both at the work place and in their lives. The Lambadi women apart from doing hard work, she has to look after house-keeping duties. The various women welfare programmes of the government have no coverage and neglected the welfare of these tribal women.

Though Lambadi women possess certain distinct cultural qualities in the process of migration and alienation, they are gradually losing their special identity. Since these tribal women do not possess any skills, they left with no other alternative except to engage themselves in the construction work.

The tribal women suffer from many accounts pushed by economic reasons and attracted by glamour of town life, they work as unskilled labourers, house maid and do different types of menial jobs. They get less wage than men. They also fall
prey to prostitution due to influx of a large number of outsiders in the wake of industrialisation.

Tribal migrant women working in Tirupati Town suffer from economic, physical and sexual exploitation. Those employed as unskilled labourers in brick kilns, construction work, etc., suffer on many accounts. They get less wages of which some part is also grabbed by the contractor. They suffer physical torture and sexual exploitation. They have to work beyond the normal working hours.

A number of remedial steps are required to be taken to alleviate the working and living conditions of tribal migrant women workers in India. Such a strategy has to be in accordance with the needs and interests of the tribal women workers.

(1) As a first step, the tribal women workers in agriculture, mines, industries, construction, etc., in organised and unorganised sectors should be educated through adult education programme providing them functional literacy, awareness of rights and duties and legislations and upgrading of functional skills to strengthen them and remove their feeling of powerlessness.

(2) New job opportunities may be created for tribal women and their traditional skills upgraded through vocational training for checking their displacement and marginalisation.
(3) Improvement in agriculture should be made in such operations where women are directly involved so as to reduce their drudgery and enhance efficiency.

(4) Schemes for providing employment in the tribal area in the lean agricultural season should be planned and implemented to check migration of tribal women to other areas.

(5) The Central and State Governments should take steps to protect the interests of migrant tribal women workers, legal and administrative aid should be provided to them in case of difficulties and exploitation.

(6) In this age of technological advancement, it is a must to modernise women oriented occupations and equip the tribal women with new skills to combat their problems at work and home.

SUMMING UP

In the less developed countries, the unorganised sector is existing predominantly in the urban areas. Larger the size of the population, larger will be the size of the unorganised sector. This is mainly due to the fact that all the labourers cannot be employed in the organised sector and also due to the migration of labour from rural to nearby urban areas for seeking better job opportunities. The general expectation is that they can get a higher wage and regular work. Labour in the
unorganised sector is engaged fairly in a large number of economic activities and a considerable number of labourers are women workers. In the production and service units, male workers are dominating and only in the category of casual labourers, more women workers are employed.

Although the formal sector of the urban economy and the government sector have shown an impressive rate of labour absorption, the rate has been far from adequate to absorb all the additions to the urban labour force. Thus the new entrants to the urban labour force are forced to seek either self-employment opportunities or wage employment in what is called the informal or unorganised sector or remain unemployed.

A greater proportion of migrants tend to participate in the labour force. In other words, migration played a dominant role in causing shifts in the supply of labour in urban areas. According to a recent migrant survey, it is estimated that only a small per cent of the fresh migrants seems to take up jobs in administration, finance and government related activities, the rest being employed as petty traders, hawkers, shop-assistants, taxi drivers, betjak (or tricycle) drivers and so on in Tirupati Town. A small percentage of the latter is also employed as daily labourers. The proportion of persons becoming house-helpers in much greater among female migrants than among males. These findings suggest that a majority of the new entrants to the labour force become self-employed in Tirupati Tow
There are two reasons for the increased role and number of women entering the labour market. The rural lower class is entering it due to the increasing poverty while the middle urban class, due to inflation. Besides, these women's entry into employment market has raised the family income and enabled to maintain a gap between income and consumption heating savings which could be channelised for investing it into productive purposes, thereby raising the level of income, output and employment and initiating a process of economic development.

It is evident from the studies that the socio-economic conditions of all the six categories of women workers in unorganised sector have not witnessed any change for the better life-styles over the years. A large number of women remained poorer over the years.

The respondents entering occupations at an early age shows the utter necessity of assuming the family responsibilities. More representation from Scheduled Castes, backward classes in these unorganised sectors show the low level of employment status indicating a close correlation with their social status. This has degraded their position still further.

It is observed that women in these sectors are generally drawn from villages and their employers also show a marked preference for migrants rather than for locals. As a result
contradictions have been developed between the migrant workers and locals, which had a direct impact on the wage structure, employment benefits and even the status of working women.

Unfixed and undermined wage rates contributed to the disadvantage of women workers in the unorganised sector. Despite hard working they discharge for the bread earning activities, they had to do a large part of their domestic duties after returning homes, since child bearing and rearing to mention are exclusively feminine by nature, taking up the responsibilities also became their daily routine. As a result, they were subjected to heavy physical strain outside their homes and mental strain inside their homes.

Though the problems of women in general and women workers in particular have had received special attention during the last two decades and extended certain programmes it has little effect on their life-styles.

The work situation of women workers in the unorganised sector is no better. Nature of work has become burdensome. Manual and physical nature of jobs, encountering hardships in sun and rain alike did not yield any good rewards in return. Though the nature of work of women workers vary from category to category all the works equally involves large amount of physical labour. This strenuous nature of work many a time tempted the worker to escape the work spot but they had to
return to the fold of the unscrupulous employer, with no other alternative.

Lack of medical facilities, leave facilities, irregular payment, ill-health, depressing work atmosphere, more work without additional payment have strained the employee-employer relations.

The socio-economic situation and irresponsible work situations and non-implementation of relevant laws and regulations, ineffective performance of government had a direct bearing not only on the women workers but also on the women in general affected their status.

After Independence, several steps have been taken to uplift the working conditions of the women. Due to illiteracy, ignorance or alternative job opportunities and lack of training facilities, women are more vulnerable in the competitive labour market, where structural changes are occurring due to modernisation and transition from traditional to modern economy.

In the next 3 or 4 years, some 10 million more women are expected to enter the labour market. This would be in addition to the existing level of female unemployment to 7 to 8 million. If conditions of work for women are not improved now, the problem soon would become unmanageable. The level of their training must be raised to make women valuable, useful workers. Existing labour laws could be enforced rigidly. The women must
organise themselves to fight for their rights. They need national and international assistance. Discrimination against women is not merely a battle between the sexes, it is struggle for human dignity and social justice.

Some of the key questions that emerge from the evidence presented above are as follows. First, there is a need to improve the working conditions of workers in the informal sector as well as their earnings through appropriate policies and action oriented programmes. Second, there is a need to understand the factors impending labour mobility between the informal and formal sectors. This involves considerable research on the changes in the occupational pattern and the factors governing change in order to discover the appropriate policies leading to greater labour mobility. In particular, one must examine the opportunities for skill acquisition by the informal sector participants, the scope for increasing their earnings through such skill formation, the cost of imparting the necessary skills, and so on. Equally important is an appraisal of the existing institutional barriers to labour mobility. Finally, there is an urgent need to examine the rationality of the wage structure in the government and the formal sector and modify it, particularly with a view to facilitating labour mobility in the informal sector and thereby improving the distribution of income.