CHAPTER VI
CONCLUSIONS

6.1. Introduction:

In this concluding chapter we summarise the main points of this study concerning with the role of women in the socio-economic development of a country and a specific group of women of economy of India - The women labour. We have summarised here the social characteristics of the working women, to enquire the exploitation of women workers faced at work place, wage discrimination, role in decision making, the effects on children and marital interaction, major constraints faced by them and suggestions to advance their role in the unorganized sector which can prove valuable in improving their socio-economic conditions, working conditions and can be useful for further research and policy making.

6.2. Summary:-

As mentioned in the first chapter of the study Legislation, laws, government programmes and policies, five year plans has taken long strides in India. The history of the innactment of laws and legislations for the equality of women goes back to the year of independence. The preamble of directive principles of state policy embodies the major policy goals of the Welfare State in which right to an adequate means of
livelihood for men and women equally, equal pay for equal work and maternity relief are some of the women specific directive principles. Indian women are the beneficiaries of fundamental rights in the same manner as Indian men. Besides, providing a formal structure of equality, our government use laws as a major instrument to change our society. The Equal Remuneration Act of 1976, Maternity Benefit Act 1961, The Contract Labour Act 1970, Sexual Harassment of Women 1991, are some of the measures of relief for all women irrespective of caste, creed and religion. Besides the planning commission until the fourth plan identified three broad areas of development in case of women viz. education, social welfare and health. In the fifth plan same attention was paid to generation of employment for women. In the sixth plan, there has been a separate section on women's employment, situation and outlook. In seventh plan the attention was paid for equality and empowerment of women. In eighth plan also there is a shift from development to empowerment of women. In the ninth plan the maximum attention was given to child labour and women labour especially. The government is celebrating 2001 as the women empowerment year. The government has also implemented certain innovative programmes in the areas of employment and income generation, welfare and support services, gender sensatization and awareness generation. These programmes play both the supplementary
and complementary to the other general development programmes in the sector of health, education, labour and employment in rural and urban development. The objective in all these efforts is to make women economically and self-reliant. Thus the government articulated the norms of equality through the constitution and using law as an important agent for social change and for formal equality. But through parity is possible only when implication of the constitution are accepted by people's mind. But the prevailing constitution of Indian women are contrary to the expectations. As the present study depicts a majority of the women are unaware of these social legislations. The women of the poorer section of the society are extremely over worked. Among the middle class, women have to cope with both the house work and the employment outside their homes. Rural women do work the whole day. They are engaged in farm and household activities and make an important contribution to the rural economy. Though women contribute substantially to the economic resources of the family by the way of services rendered as well as the wage earned, yet their potential is not duly recognised and very little attention is paid to involve them directly with developmental activities and unable them to become more effective and productive.

A number of studies, quoted in the review of literature of the present study, have revealed that female labour utilization was higher than males
in the unorganized sector. It also depicts that women seeking work to support the household in low paid jobs, have to work long hours within and outside the households. It has been observed from the past experience and by many studies that agriculture, the main sector of rural economy cannot absorb any additional labour force. In order to shift the already surplus labour from agriculture and create new employment and income generation avenue, we need the development of non-farm activities i.e. rural industrialization.

There is a need to mention that appropriate steps can help in improving the working efficiency of women labour and their productivity. It can also help in improving the quality of life.

The specific purpose of the present study has been to examine the role of women labour in the unorganized sector to selected specific group of women in the study area in the district of Rohtak.

The women labour are classified into two categories:-

1. Agricultural Labour.
2. Non-Agricultural Labour.
   a) Construction workers.
   b) Brick-kiln Workers
   c) Maid Servants
d) Street Vendors.
e) Dairy workers.

In doing so an attempt has been made to examine the following researchable questions:

1. What are the causes of women labour?
2. How much wide spread is women labour in the areas where employment is at high level or wage rates are low?
3. What type of work do the women labour in the unorganized sector?
4. What wages are paid to women and how do these wages compare with those paid to men in the same occupation performing similar work?
5. How many women in the labour force are homeless or live in the household of their employees rather than at home?
6. What is the incidence of women labour?
7. What is the incidence of migrant labour among women?
8. What socioeconomic and demographic factors are responsible for women labour?
9. How much time do they spend at work place per day?

The objectives of the present study are as follows:

1. To specify the social characteristics of the working women?
2. To identify the reasons of the employment (Poverty, Forced Labour).
3. To examine the division of labour in the family.
4. To enquire the exploitation of women labourers in the unorganized sector.

5. To enquire the wage discrimination in the unorganized sector.

6. To enquire into the problems, needs and work conditions of working women.

7. To analyse the role of women workers in decision making, to study the effects on children, to understand the pattern of marital interaction.

8. To assess the opinion and attitude of women workers.

In the second chapter methodology used for the present study has been discussed. The study is based on primary and secondary data. First we made use of a multi-stage stratified sample design for the selection of district, block and villages as first, second and third stage units of the study.

The selection of the district Rohtak has been purposive as it has comparatively better general conditions such as, higher rural literacy, well developed and mechanised agriculture, and good rural infrastructure base, further Rohtak district is also close to the National Capital Delhi, i.e. proximity to women labour was considered to influence unorganized sector. From district Rohtak four block (Rohtak, Kalanaur, Sampla and Bahadurgarh) were selected by adopting a random sample technique. From each selected block a random sample of one village was taken from...
among the total villages of the block making four the total number of sample villages. For the one category (Brick Kiln workers) another three villages were also taken from block Rohtak because there is no Bhatta in the above said four villages which have been taken for the study. From each sample village a purposive random sample of women labour was taken with a view to include the important and most common categories of women workers found in Haryana.

The required secondary data was taken from official documents, panchayat offices, census report 1991, Haryana statistical abstracts and from offices of DIC and DRDA Rohtak. for the collection of primary data we have taken the sample of 400 women labourers by a systematic random sampling techniques to select at least 10 percent women labour households from each sample category.

The primary survey was conducted by the researcher herself with the help of an elaborated schedule, eliciting information on various aspects of main purpose of the study.

6.3.FINDINGS OF THE PRESENT STUDY:-

1. First of all it was found that occupation of 26 percent of women labourers was hereditary, caste based and family based, and 74 percent of the sample women labourers were entering in the unorganized sector
due to economic pressure (economic requirements, death of earning member, unemployment, other economic needs, migration and forced).

2. The study shows that majority of women labour (60.5 percent) were illiterate, 27.25 percent were upto primary level, 7.25 percent were upto middle, 4.5 percent were upto matric level and 0.5 percent were upto higher secondary level.

3. It was also found that the percentage of women labourers belonging to nuclear family is 67.75 percent for entering in the unorganized sector and only 28.5 percent of women labour is belonging to joint and extended family system and only 3.75 percent of women labourer is belonging to individual family. Therefore nuclear family in one of the reason for women labour in the unorganized sector.

4. It was found that 72.77 percent of the women labourers upto 55 years of age group out of a sample of 400 have also reported that economic pressure is also the reason of women labour in the unorganized sector. While 27.23 percent reported hereditary/traditional is the reason of entering in the unorganized sector.

5. It was also reported that more than 80 percent of women labour were not having the facility of leave, toilet, creches, medical aid, electricity and shelter.
6. Almost all the women labourers reported, when interviewed, that they had no knowledge about the legislation and sexual harassment act, 1991.

7. The study shows that despite various efforts made through a number of programmes, no case came into light where the self employment help groups did reach to the women's labour place of work.

8. Construction workers, one of the group of women labour have the knowledge of equal remuneration act, but they are given low paid jobs at work place.

9. It was also been observed that age factor and work burden of women labour are inversely related. About 67 percent of women in the age group of up to 45 years were found working more than 6 hours. There were only 33 percent of women from the age group of 46 to above 65 years of age.

10. It was also reported that women doing more hours of work (above 10 hours) have less i.e. 19.23 percent participation in decision making. It shows that there is inverse relationship between decision making and work burden.

11. The study shows that majority of women labourers 72.34 percent are getting less wages than males, in non-agricultural sector. In agriculture
sector there is a joint family work system and there is no categorization of work.

12. It is worth mentioning that almost 100 percent of women did not report about sexual harassment, because they were not ready to reply such questions.

13. It is worth mentioning that the mostly women labourers are bearing the double burden of job and family. Mostly women were engaged in house keeping activities. Some were school going students and some others were unemployed or dependents.

6.4. PROBLEMS FACED BY WOMEN LABOUR:-

1. Illiteracy

2. Lack of Awareness

3. Lack of essential facilities (electricity facility, craches, leaves etc.)

4. Lack of accommodation and health services.

5. Discrimination in wage rates.

6. Discrimination at work place.

7. Less implementation of government programmes.

8. No organisation of women workers.

9. Lack of condensed courses.

10. Mental/sexual harassment.
6.5. PROBLEMS FACED BY THE RESEARCHER:

Every researcher face many problems in data collection and observations during the survey. This Researcher, also faced many difficulties during data collection. Researcher had to devote maximum time in the field to collect the data. Sometimes the respondents denied to response. To respond to sample households researcher developed a rapport with them. She assured them that she will use this only for the research work. Sometimes the respondents did not reply at their working place during working hours, than the researcher went to their homes to collect the information. Because of the developed rapport with them, the researcher have come to know about their problems, needs and other essential aspects. Respondents did not respond about their sexual exploitation. They were hesitant in telling about the sexual exploitation. They wanted to avoid such type of questions. But the respondents made researcher aware of their mental tortures and mental harassment. By observing their expressions and their way of denying, the researcher can say that sexual harassment also lies in the unorganized sector to a great extent.

To have the actual responses and observations the researcher went to the houses of respondents many times, and had made intimacy with them. Due to this rapport the researcher have come to know about their
actual payment and mode of payment to women workers. She showed a friendly attitude towards the employer and the workers. For this the researcher visited many times to their work place and their homes.

The researcher faced the financial as well as transport problem during her data collection because some places were vary far away from her staying place.

Researcher faced the language problem also, because of the respondents in her survey were from different castes like Punjabi, Nepali, and Gujjar. And some respondents in her survey were from the tribe Dhruv (M.P.).

Above said problems were faced by the researcher during the collection of data. But, when she remember the problems which are faced by the women workers and their working condition, it seems that after the 54 years of independence there is not much change in the living condition of these women.

6.6. SUGGESTIONS

1. In unorganized sector, most of the women are illiterate. Only a few of them get education in their life. This illiteracy may be due to some financial problems or proper education facility or due to their beliefs. A women in an unorganized sector is kept aloof from education through which she can understand the pros and cons of her life, and can make
her life and career bright. The Indian government should open more and more educational centres and stress should be laid on women education. Non formal education and open learning system should be encouraged at all levels. An earnest effort must be made to tackle the problem of adult literacy especially among women. This can only be done through concentrated voluntary effort which should be supported by the government and local bodies.

2. International organisations such as ILO, FAO and other bilateral agencies such as SIDA, NORAD should now be considered in "unorganized sectors" as a sphere of priority. Reorient the media, to be instruments of social action and social change. They should deal with the issues of women's employment and social awareness to help women to obtain the needed economic and political powers in the democratic system to bargain for themselves.

3. In the unorganized sector women do not get many essential facilities such as proper shelter, toilet facility, electricity, creaches, first aid, casual and maternity leaves etc. The contractor/employer pays no heet for such facilities and the women labour are left on the mercy of God. The governmental institutions like Deputy Collector, Civil Staff, the Welfare Departments, the Industrial Departments, the Health Department etc. are well known about these essential facts on paper.
but these should be made aware practically done either by the NGOs of the area and by the government of the state. There is also a need to provide a package deal of health services to improve her living and working conditions. Effective family planning services should be extended to believe them from the frequent reproductive roles (debility caused by frequent pregnancies) and the responsibility of looking after number of children (a responsibility which men always refused to share) in addition to her work.

4. Government of India has introduced many programmes in favour of women labour's upliftment. But the women workers are not aware about these programmes. The government should strengthened these programmes at grass-root level.

5. In free hours of their work self employment should be given to women labour so that they can add their income.

6. Many benefits like maternity benefit, the minimum wages, the contract labour, the equal remuneration, sexual harassment of women at working place etc. should be the responsibility of employer. There should be check of government on the contractors to implement these benefits to women.

7. A coherent policy for women has not only to provide for the rights of women, it should also ensure in explicit terms the genuine participation
of them in all aspects of national life as being essential to the whole process of development policy. It is in the state's best interests to utilise the talents of all its members, regardless of sex, so that its each and every member stand to benefit.

8. The women can improve their status by organising themselves and by making their union, if they are aware of self employment activities they can increase their level of earnings and can save themselves from exploitation of middle men.

9. Condensed courses e.g. income generating activities, self help groups, self employed activities, seminars etc. for those women who can spare the time, may be taken up on a large scale by as many agencies as possible.