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CHAPTER – 5
URBAN UNORGANIZED SECTOR
URBAN UNORGANIZED WOMEN OF INDIA

5.1 Introduction

Women constitute half of the world population, to two thirds of the world's income and less than hundredth of world's property in India. 90 percent of women are employed in unorganized sector without fair wage and standard of living.

With the growth of industrialization and urbanization, landless laborers in the absence of assured source of employment in urban areas in search of employment.

Working women, despite their economic independence, are not truly independent neither do they have any control over their own income nor they are allowed to take vital decisions of their life. They sacrifice their right for preserving family place and adjust to all situations.

Unorganized women labors are outside the reach of most which seek to protect their security and living conditions. They are exposed to various exploitations, discriminations and various diseases. In the forth international conference held at Beijing. It has been conceived that the key to social progress lies with the development of women.

The important standards like the gender related development index and gender empowerment measure have been evolved in order to measure human development. Of course, the debt burden has forced many developing countries including India, to undertake structural adjustment policies which are sometimes against their social development. In India women constitute to percent out of the people
living behave the poverty line. The persistence of extraordinarily has been high levels of gender inequality and female deprivation among India's most serious social failures. It is agreed that the empowerment of women is almost certainly the key. Women must have in their hands the right to make decisions. Therefore, it is highly imperative to evolve a strategy for providing a universal education for women, girls and laboring class people along with social security safety nets.

5.2 Meaning of Unorganized Sector

One of the tasks entrusted to our commission is to propose umbrella legislation for workers in the unorganized sector.

In India, however the term informal sector is of recent origin, and has been in use only during the last three decades. A number of studies have been conducted to assess the size and employment structure of the sector in different urban, localities by agencies like. The institute of Applied Manpower Research (IAMR) etc. has been during the late eighties and early nineties.

The first national commission on labor, under the chairmanship of justice Gajendragadkar, defined the workers, casual labor and paid and unpaid family labor. The economic and social conditions of these women are dismal; the report also observed that the unorganized sector is characterized by a high incidence of causal labor mostly doing intermittent jobs at extremely long hours, unsatisfactory work conditions and occupational health hazards.
The unorganized sector covers most of the urban labor and a substantial part of urban labor. It includes activities carried out by small and family enterprises, partly or wholly with family labor. In this sector wage-paid labor is largely non-unionized due to casual and seasonal nature of employment and scattered location of enterprises. This sector is marked by low incomes, unstable and irregular employment, and lack of protection either from legislation or trade unions. The unorganized sector uses mainly labor intensive and indigenous technology. The workers in unorganized sector are so scattered that the implementation of the Legislation is very inadequate and ineffective. There are hardly any unions in this sector to act as watch-dogs. But the contributions made by the unorganized sector to the national income, is very substantial as compared to that of the organized sector. It adds more than 60% to the national income while the contribution of the organized sector is almost half of that depending on the industry.

“You can tell the condition of a nation by looking at the status of its women”. - Jawaharlal Nehru.

When Amartya Sen had taken up the issue of women’s welfare, he was accused in India of voicing “foreign concern”. He was told, Indian women don’t think like that about equality. But he argued saying that if they don’t think like that they should be given an opportunity to think like that.

 Definitions of Unorganized

Not affiliated in a trade union. The workers in the plant were unorganized. Territories lack a formal government
Definitions of Unorganized sector

Confines of a conceptual definition are defined so many ways. Hence, descriptive means are often used to identify the unorganized or informal sector. A definition of informal employment and its constituent groups are broadly adopted by the International Labor Organization.

Sector work force as those workers who have not been able to organize themselves in pursuit of their common interest due to certain constraints like casual nature of employment ignorance and illiteracy, small and scattered size of establishments.”

The informal 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.”

5.3 The workers in the plant were unorganized sector

I not having or belonging to a structured of, "unorganized territories lack a formal government."

Universal, defined and justifiable social security rights; 2 inclusions of unpaid women worker’s in the definition of unorganized worker.

5.4 Features of unorganized sector special characteristics

The unorganized sector with its overwhelming number, range and complexity of problems has not been amenable to any statistical accuracy and precision in the same sense as the organized sector.
Existing surveys conducted in few sectors of employment do not throw light on all aspects and not much helpful in building adequate database.

Suffer from cycles of excessive – seasonality of employment and lock of stable and durable avenues of employment.

Love legislative protection due to scattered and dispersed nature of employment.

No formal employer – employee relationship

- The unorganized labor is overwhelming in terms of its number range and therefore they are omnipresent throughout India.
- As the unorganized sector suffers from cycles of excessive seasonality of employment, majority of the unorganized workers does not have stable durable avenues of employment. Even those who appear to be visibly employed are not gainfully and substantially employed, indicating the existence of disguised unemployment.
- Workers in the unorganized sector are usually subject to indebtedness and bondage as their meager income cannot meet with their livelihood needs.
- The unorganized workers are subject to exploitation significantly by the rest of the society. They receive poor working conditions especially wages much below that in the formal sector, even for closely comparable jobs, i.e., where labor productivity is no different. The work status is of inferior quality of work and inferior terms of employment, both remuneration and employment.
- Primitive production technologies and feudal production relations are rampant in the unorganized sector, and they do not permit or encourage the workmen to imbibe and assimilate higher
technologies and better production relations. Large scale ignorance and illiteracy and limited exposure to the outside world are also responsible for such poor absorption.

➢ The unorganized workers do not receive sufficient attention from the trade unions.
➢ Inadequate and ineffective labor laws and standards relating to the unorganized sector.

5.5 Understanding the Unorganized Sector

Almost 400 million people more than 85 % at the working population in India work in the unorganized sector of these at last 120 million are women. The recent Arjun Sengupta committee Report is a stark reminder of the huge size and poor conditions in this sector. A subsequent has been draft bill to provide security to workers which by passes regulatory measures and budgetary provisions, has generated intense debate.

In India, a major chuck of labor force is employment in the unorganized sector. The unorganized / Informal employment consists of causal and contributing family. Workers self employment persons in unorganized sector and private house hold.

In spite of the growing literature is based on the informal sector. There are several gaps not on with respect to the data on the size of the sector, but also with Respect to the concept and definition at informal sector. In fact one can say that a comprehensive understanding of this sector is still eluding us.

Informal sector (the to love up studies), all of which together provide good estimates of workers however, there are still some gaps in the data on the informal sector India particularly with Respect to women .work force in the sector.
5.6 Categories of Workers

(a) Occupation: Small and marginal farmers, landless agricultural laborers, share croppers, fisherman, those engaged in animal husbandry in beads rolling labeling and pecking building and Constitution collection of roll hides and skins, handlooms weaving in urban areas, brick kilns and stone quarries, saw mills, oil mills etc.

(b) Nature of employment: Attached agricultural laborers, bonded laborers migrant workers, content and casual laborers etc.

(c) Especially distressed categories: Today tappers, scavengers, carriers of head loads, drivers of animal vehicles, loaders, unlades etc.

(d) Service categories: Midwives domestic workers, barbers, vegetable and fruit venders, news paper venders etc.

5.7 Recent situation of unorganized sector of women in India

According to the Report of the committee on the status of women in India about 94 percent of women workers are engaged in the unorganized sector of the economy, 81.21 percent in agriculture occupations.

The non-agricultural Industries and services in the unorganized sector, however, have been neglected by most of the investigations, with the result that there is practically no reliable data on this field?

The other Industrial category is depends upon where women outnumber men in house hold industry. This is another's factor which not regulated by any the state and hence situation permitting leaves scope for exploitation irrespective of employment status of the workers
whether self employed or wage employed. It self employed lock of access to market (both for factors and commodities) vender's opportunity to unscrupulous middlemen and others to exploit the women. The employed on wage in absence of any value or authority to enforce the right of workers, scope of exploitation is enormous.

5.8 Role of working women in unorganized sector in India

Almost 400 million people more than 85 % of the working population in India work in the unorganized sector. Of these at least 120 million are women. The recent Arjun Sengupta committee respect is stark reminder of the huge size and poor conditions in this sector.

The term ‘unorganized ‘is often used in the Indian context to refer to the vast numbers of women and men engaged in different forms of employment. These forms include home – based work for example – self employment, labor on construction site, domestic work and a myriad others farms of causes to temporary employment. The term ‘unorganized ‘is often used interchangeably with the term ‘informal ‘or employment in the informal sector.

The National labors commissions along with several others international and national commissions committee and conference in the last 50 years have documented the socio economic condition of workers in the unorganized sector also known as the Arjun Sengupta committee which submitted is report to the government of India in 2006.

In terms of overall employment the committees report estimates that over 92 % of the country’s working population is engaged in the unorganized sector and that the majority of women workers also work in this sector. Yet, in spite of their vast numbers and their substantial
contribution has been to the national economy. They are amongst the poorest sections of women she was the one who put even British rulers to shame with her extraordinary feats in battle. She taught for her kingdom. Which delouse, British Governor General had un-low fully annexed. She was in a true sense the leader of uprising of 1857. There are certain men who took the cause of women in India. There have been social reformers like Raja Ram Mohan Ray, Ishwar Chandra Vidhyasagar, Swami Vivekanad, and Swami Dayananda Sarawati who have helped women gain their previous status in society.

❖ Impact of Globalization on Working Women in the Urban Unorganized Sector

Thus, on the one side tax concessions are given to capital, both foreign and domestic. Then there is the fear that mobile capital – and finance capital in particular – does not approve of large fiscal deficits. Out of fear of capital going elsewhere, the Government tries to reduce this deficit, which can only be done through reducing expenditure, since tax increases are also disliked by mobile capital. This means that the expenditure on essential services like health, education etc is cut down. This is why, whenever we ask why basic public services like clean water, public health facilities etc are not available in our village or city, we are told : “where is the money? The Government has no money.” There is no money to spend on any essential service, because that money has been given away (that is, not collected) in the form of tax relief to the rich.

The policies of globalization, liberalization and privatization have been implemented in the Indian economy for the last ten years. The truth is that this is a globalization process which is primarily to the benefit of large capital. This is not globalization of the working class, of uniting the workers and creating international solidarity. It is true that
technological changes have contributed to greater ease of communication and access to knowledge from around the world, for people generally. But the economic processes associated with global integration have also meant that the difficulties of the working class – across the world – have increased. While the mobility and freedom of capital to cross national boundaries and engage in activities of choice has increased in the last few years, the same is not true for most workers. The mobility of most workers, especially those who are less skilled, has decreased. In fact, not just geographical mobility but even the difficulties involved in changing a profession or of moving from one job to another have increased many times for workers in general and working women in particular.

The most affected services are those which affect women more. That is, if the expenditure on health is cut down, there will be worse facilities in the Government hospitals and women’s access to medical services will become less. Not only will their own health care suffer, but they will also spend longer hours of unpaid labor looking after the ill persons in the household because they will not be adequately cared for by the public hospitals.

On the one side the essential services, which the Government should provide, are not available; those that are available cost more. If you go to any Government hospital and meet the doctor, you will be asked to buy the medicines, to bring the injections etc. If you require an operation, you will have to buy all the medicines and the other necessary things, because they are not available in the hospital. Otherwise the operation cannot be performed. Earlier the Government made some services available; but it is less and the less the case. Therefore, women have to work more, walk more and altogether the unpaid labor of women has increased on a large scale. This is the main
impact of globalization-induced public expenditure cuts on working women.

But there are also other very important effects. The greater bargaining strength of internationally mobile capital has allowed both local and international capitalists to impose tougher conditions on their workers. Not only does this reduce the power of workers, including women workers, to demand minimally decent conditions of work and pay, but it also can affect the legal institutions within which such bargaining occurs. Thus, across the world, capitalists are demanding changes in labor laws to make the labor market more “flexible.” Even in India at the moment, there is great pressure to enact a new labor legislation that will protect the interests of employers rather than those of workers, which was the basis of the earlier labor law. Otherwise, it is argued, capital will not come. It will go to Myanmar, Bangladesh or any other country where the wages are lower and workers have even fewer rights. Quite often, the conditions of women workers is the first to deteriorate in this manner, through reduction of maternity leave, worsening safety conditions in the workplace and inadequate compensation of industrial accidents, and so on.

It is strange to observe that in the last three years, the BJP-led Government, which began its tenure pretending to be “Swadeshi” in its motivation, has made imports so easy that even they could not foresee the impact of this process on different sectors. The impact is so disastrous in agriculture that as you all know, every day there is some report of farmers committing suicides in some part of the country or urban household members dying of what is actually starvation or diseases induced by low food intake. On the one side there is a collapse of food security and on the other food grains are rotting in the FCI go downs. Workers are roaming here and there in search of work,
but they do not get work, because employment opportunities are simply not being generated by the system.

This is especially important the major sections of the urban unorganized women workers are in these policies affect them adversely. As a consequence, over the past decade, and in the last six years, the rate of employment generation has very low and falling. In the urban sector, in the last six years, the increase in employment is less than 1 per cent per year; in fact the annual rate of increase of all jobs, in both agriculture and non-agriculture, has been only around 0.7 per cent. And our population growth rate has been approximately double of that in the urban areas. Associated with this, wages in the urban unorganized sector, where most of the women are working, have come down. The latest statistics show that in the last five years, the wages of women have gone down. The difference between the wages of men and women has increased. The wages of both men and women have decreased, but the wages of women have decreased more. This is one effect of imports on employment.

The second effect of imports is on the small-scale industries. And the conditions of the small-scale industry have become very bad. Since the last 5-6 years, 2 lakhs small-scale industries are closing down every year. The tariff rates have come down as a result of this import- export policy. There is de-reservation of the items reserved for the small-scale industry but for the big automobile industry much protection is provided. That is their policy. The big automobile industry run by the multinational corporations is to be saved but it is not necessary to save the small-scale industry, where most of the workers are employed. Once again, most women who are employed in manufacturing are employed in small-scale units, mostly in the unorganized sector. We can see therefore see the effects of these policies in the urban areas also,
where there is not much increase in employment. The increase in job creation in the 1990s, at only around 1.6 per cent per year, is the lowest in the last 50 years. This is also less than the rate of growth of the population. As a result, unemployment rates of both men and women have increased quite significantly over the 1990s. This is something quite notable in a country where there is no form of social security or unemployment insurance, and where most of the poor can rarely afford the luxury of open unemployment.

There is a very big government policy emphasis on exports. The whole process of globalization has two declared aims which are in turn supposed to deliver growth and development – one, to get foreign capital inflows and second to increase exports. But the irony is that the rate of growth of exports in the 1990s is even lower than it was in the supposedly bad old “closed economy” days of the 1970s, when the rate of growth of exports was double of what it has been in the nineties. The composition of exports has also changed. Earlier, large portion of the exports [70%] used to be items in the secondary sector and diverse such as chemicals, machine tools etc. Now, it has changed and most of the export is of those traditional items, which we used to make earlier, like textiles and gems and jewellery. Even primary product exports have become significant once again.

They are available at lower wage rates than those for men working in equivalent jobs, are often willing to work cheap with no unionization and can be exploited in many ways. Of course, the involvement of women in export production in India is a little different from the high-exporting East Asian economies. In the Indian EPZs, women workers form the majority, but in the whole export production sector, they are less.
Instead, there is a different and less visible involvement of women in manufacturing production which comes from the sub-contracting system and home-based work. This type of work has increased quite substantially. Earlier, such subcontracting was confined to relatively few items – papad or footwear and the like. Now a wide range of medium and large producers, up to the multinationals, are outsourcing a larger share of their activities. After all, this is a strategy, which is most convenient for employers, with the only caveat being the difficulty of homogenous quality control in such circumstances. The employers have to spend very little to ensure workers for this activity. No transportation or any other facilities are necessary. There is no question of employers having to worry about working conditions, job security, and safety at the work place etc. There is even no contract as the workers are doing piece rate work. In the last few years work participation of women has increased in this home based sector. This has become a problem for unionization also. As workers are not working at one place it is difficult to organize them and fight for better conditions. We have to work out strategies to organize these women in unions and to carry forward the struggle for their rights.

In fact, it is very important to note that it is not inevitable. This is one of the faces of globalization, which should be totally opposed. In many countries, we can see that the conditions of the workers are the same. But it is not so in all countries. There are countries also, where all these things did not happen even though they are also involved in producing for an international market, are benefiting from access to the latest technology and are integrated with the global economy. The problems we face in India have been avoided in some of these countries. Thus, in India, the price of food items has increased dramatically in the last ten years; in some other countries, however, it came down. In our country, living conditions worsened and poverty has
increased; but in other some countries, such as Costa Rica in Latin America, they did not. Why is it so? This is so because here it is the globalization of rules and conditions in favor of capital, for the big corporate companies.

Then the reasoning that the cause for our problems is only globalization is not correct. It is the policies pursued by the Government. The Governments ruling the country for the last ten years have been working for the big capitalists; not for the other classes like the workers, peasants etc and not even for the small capitalists.

But it still remains that because we live in a democracy and the governments need to legitimate their authority, one day those in Government have to approach the people. It is our duty, the duty of our organization to reach to the people and tell them, to convince them that this kind of globalization is not essential; that we can have a different kind of globalization. What the Government is doing now is for the big capitalists inside and outside the country and against the interests of the people. In particular, specific policies of the Government operate to worsen the material conditions of working women in ways I have outlined above. We should raise our voices of opposition against these and generate sufficient social and political pressure to force the Government to change these policies.
Conceptual Framework: Informal Employment

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<th>Production units by types</th>
<th>Jobs by status in employment</th>
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<td>Own-account workers</td>
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<td></td>
<td>Informal</td>
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<td>Informal sector enterprises (a)</td>
<td>3</td>
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<td>Household (b)</td>
<td>9</td>
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Table 5.1

Source: Report of the Committee on Unorganized Sector Statistics, National Statistical Commission, Govt. of India, February 2012.

5.9 Conclusion

"The female labor force constitutes one third of the rural workers in India. Women workers face serious problems and constraints related to work such as lack of continuity, insecurity, wage discrimination, unhealthy job relationship, absence of medical and accident care etc. The exploitation of female laborers in rural regions happens both horizontally and vertically. It is time to address the issues and discuss the kind of policy reforms and institutional changes required for the
emancipation and empowerment of rural female labor force. Empowerment should aim at changing the nature and direction of the power structures which marginalize the women laborers." Furthermore the worst situation has been seemed in the urban unorganized sector of working women in India. So, Researcher has try to humble attempt about the theoretical concept of unorganized sector in India.