CHAPTER II
CHAPTER II
REVIEW OF LITERATURE

2.1 Introduction

A brief summary of previous references and the writings of recognized experts enables the researcher to familiar with what is already known and with what is still unknown and untested. Since effective research must be based upon past knowledge, this step helps not only avoiding the duplication of what has already been done but also in formulating necessary and relevant hypothesis for significant investigation. Knowledge of related literature enables the investigator to define the frontiers of his field. An understanding of different theories in the field will enable him to place his question proper prospective. It places the researcher in a better position to interpret the significance of his own results.

2.2 Review of Previous Studies

Srinivasan’s (2000)\(^1\), study on “Women Workers in Unorganised Sector” explores the conceptual issues of the unorganized sector along with profile of women’s employment and its trend. The study based on both primary and secondary data finds that employment for the unorganised women workers moved to the sectors where these women had no say at all and away from the legal protection. Non-farm employment tailed as the panacea for surplus-labour in agricultural sector which could not pick up in rural India and the women were most affected.

Singh’s (2002)\(^2\), study on, “Female Domestic Worker – A Case of Violated Human Rights in Ranchi District” cites lack of awareness and illiteracy as the causes of exploitation. The system of recruitment was faulty and the age at recruitment often
violated human rights. Inadequate and disproportionate wages, uneven work of long hours without a break or holiday were the major blood snaking problems which haunt the female domestic worker everywhere and Ranchi District, was not exception. Wages too low and workers did not enjoy any kind of medical benefit. Their hours of work were very long and were not spread out evenly. There were no holidays or leave sanctioned or approved by their employers. The increased number of dependents on the earning members adversely affects the standard of living which, in turn, bushes them into the unescapable pit of depth and sorrow.

Sheila Bhalla’s (2003) study on “The Restructuring of the unorganized Sector in India”. Attempts to provide an over view, of the contributions made to income and employment generation by the unorganized non-farm sector as a whole and of the performance of its main sub sectors taken individually. The report reveals that, non-agricultural part of the unorganized sector generates the most of its income about 52 per cent of it. Almost 90 per cent of it, is generated from four major sectors namely unorganized manufacturing, unorganized trade, hotels and restaurants, unorganized transport, storage and communications and unorganized services of all types. Among all unorganized sectors covered in this report, the most shocking increase in interstate labour productivity disparities have taken place in services, the third largest employer in the unorganized sector. The first issue of interstate labour productivity disparities in unorganized sector enterprises. The second issue could be the source of socio-economic tensions. The rural-urban disparities in levels of labour productivity in unorganized sector enterprises described in this study, are remarkable large,
considering the fact that in India workers are, in principle, free to migrate to urban centers.

In her article entitled, “Empowering Rural Women” by Rao.V.M⁴ argues that women perform different roles like reproduction (only women), household activities (house work, food preparation, child caring) and productive (Income generating activities). Empowerment of women involves four interrelated and mutually reinforcing components namely collective awareness and capacity building, skill development, participation and greater control in decision making and action to bring about gender equality.

Tanveen Sait’s (2004)⁵, article on “Law for Unorganised Sector Workers Soon” discusses the problems of 780 garment factories and over 3.5 lakh garment workers in Bangalore city. He chides the Government for being unaware of the problems faced by the garment workers on the pretext that they have not received any official complains on the issue. But, seven women workers from various garment factories had already apprised the misuse of their problems and requested union to initiate measures to redress their grievances. He addressed over 500 garment works at the national workers’ exchange programme of the South India coalition for the Rights of Garment workers and he assured them of better facilities and strict implementation of welfare measures.

“Social status of women” is a study by Sundar Lal⁶ with traces the historical background of status of women. He earnestly pleads for a higher amount of
cooperation to working women from the family members and advice the women to develop self confidence and indefatigable courage to face the challenges before them. He concludes that status of women will be improved in the society if both of his suggestion are put in to practice in all earnelisem

M.L. Mathur’s (2005)\textsuperscript{7} study on “Pattern and Predictors of Mortality in Sandstone Quarry Workers” is based on a sample of 458 sand stone quarry workers of Jodhpur. Houses of all workers were visited and the workers’ status was recorded. Standardized mortality ratio (for all causes of death) was calculated. Cox proportional hazard model was applied to study the association of different variables with mortality. 97.8 per cent of workers could be followed of whom 10.9 per cent had died. The average age at the time of death was 51.8 ± 12.5 years. Mortality was higher among silicotics, smokers and those showing mixed abnormality in pulmonary function test.

David Mosse, Sanjeev Gupta, Vidya Shah (2005)\textsuperscript{8}, in their study on “The migrants in the city – Adivasi seasonal labour migration in western-India” This study stated that the seasonal labour migration from the 1970s, according to our rent survey (1996-97) of 42 bhil villages, at a conservative estimate around 65 per cent of the adult population are involved in seasonal migration, overwhelmingly for causal urban construction work, which has become the primary source of cash for bhil families, an half of the adult population of bhil villages migrating for half of the year. Leaving only the old, the ill or the disabled, migration had become a massive even in rural life.
Adivasi migrants form a sizeable part of the casual labour force in these cities. This labour is entirely in the “informal sector” which is itself by far the largest component of urban labour. In the simplest terms there are two scenarios (i) from relatively better-off households with some minimum food security young men take turns to migrate. Opportunistically as individuals for interrupted periods to maximize cash earning in order to manage the fluctuations in farming, to meet the need for investment (in wells, house building marriages, etc.) or to reply longs.(ii) from poorer households whole families migrate for long periods for survival and are tied in to relationships of dependence. At worksites migrants experience long hours, hard work, harsh conditions, injuries and social isolation and humiliation. The harsh conditions are amplified for women by their gender roles and the simultaneous demands of work and child care by the need to undertake heavy work and long hours when pregnant, and by sexual exploitation by masons, contractors, and the economic or marital insecurity.

Shazuli Ibrahim’s (2006) study on “Gender Bias and Problems of Women Construction Workers in Madurai City” speaks of various forms of differentiation found in every society and civilization the chief of which is gender based differentiation. Accordingly, men and women are treated differently and assigned different roles and status. Anthropologists say that the role is due to their biological differences but the feminists argue that the gender differentiation is cultural. In general, there are various reasons for gender differentiation. Women were restricted to the role of reproduction and home making to a large extent in the traditional male-
chanenistic society. The role of bread winner for the family in the beginning made man so large in that he elevated himself to the to the role of protector of women and children in the family. Consequently, men enjoyed supremacy over women both in family and in society. Contrasting this scenario of male supremacy over statics and wealth the contribution of women to family and community has largely gone unnoticed.

Abdul Mazeeth (2006), conducted a study on “Problems Faced by Women Workers in the Unorganized Sector in India” in which he states that the majority of feminine population is poor especially in rural areas. The process of development has increased the marginalization and pauperization of the lower strata of the population. A critical evaluation of the development of people by planners, academicians and administrators at national as well as international level has led to the conclusion that development schemes have failed to deliver the goods because they were imposed from the above. It is now felt that the best way of ensuring participation of people is to involve them in the development process from the beginning. A proper and impartial analysis of the distribution of benefits development in the post-independence era would clearly prove that women were totally deprived of their legitimate share. And if at all there were beneficiaries among women there were urbanites. It clearly indicates that even the Government schemes are essentially male biased. It is evident that a “low rate of literacy and low economic status stress the need for greater attention to the economic advancement of women”.
The report submitted by NCUES (2006)\textsuperscript{11} entitled “Report on social security for unorganized workers” observes that construction workers from part of the 369 million workers in the unorganized sector, which contributes around 60 per cent of the national economic output of the country. On the whole, the issues that effect the unorganized workers need to be focused on the regulation of the working condition, provisioning of resources in the form of lovely or budgetary allocation to implement measures, to alleviate their condition, measures, to overcome liabilities of major illness or possibility of loss of employment and an accountable administrative setup that will implement these social security and welfare measures. Like others in the unorganized sector, the construction workers are forced to rely on their children’s labour to supplement the family income. Their chronic ill-health and the seasonal nature of the job militage against any propensity to save women workers are not only paid less than their male counterparts but also face sexual exploitation at the work place. Union activities find it difficult to organize a work force that does not speak the local language and has to regularly move for sheer survival, is under heavy debt to the contractor or “Mukadam” (Work supervisor) and lives on site where there are security guards to keep out “un wanted” people.

In her article entitled “Role and Status of Working Women” by Shanta.B. Astige (2006)\textsuperscript{12}. She deals with cases of women workers who work for wages in farms and fields in rural areas, in town and cities and in the construction sectors. She argues that women’s participation in economic activities was limited to agriculture,
construction and the like. The article covers the women workers’ performance and various constraints encountered by them.

The article by C.P. Thakur and C.S. Venkata Ratnam (2007) on “Conditions of work in the unorganized sector in India” focuses on conditions of work and rights of workers, identification of employer and worker in the unorganized sector. The Economic Survey (Government of India, 2007) confirms that annual growth of employment in the organized sector has declined from 1.2 during 1983-1994 to-0.38 during 1994-2004. NCEUS (2007), point out that Indian terms ‘organized’ and ‘Unorganized’ are synonyms of international terms, ‘formal’ and ‘informal’. This study reveals that there is a significant correlation between literacy rate per capita gross output in Industry (0.549), per capita value added in the Industry (0.548) and per capita deposits in banks (0.685) while only 5 per cent of the Indian labour force in the age group of 20 and 24 years has obtained vocational skills as against 60 to 95 per cent in most industrialized countries. Considering the fact that during XI plan period (2007-2012) on average the demand for jobs will be 12.8 million fresh entrants into labour market, the supply of technically skilled manpower at 0.25 million a year is grossly inadequate. The need for focusing on basic education and vocational skills arisen for sustainable improvement which is possible when the working poor acquire skills and the state pursues simultaneously employment-intensive growth strategy.
S.Banumathy and K.Niveda\(^{14}\) conducted a study on “Economic Empowerment of Women- Need of the Hour” points out that economic empowerment is achieved in terms of availability of credit facilities with dignity, better bargaining power, more income, basic necessities of life in terms of food, clothing and housing. It has major implication in other forms of overall empowerment including social and political arenas.

V. Saravanan (2008)\(^{15}\), In his research this is entitled, “A study on migrant informal sector laborers in Dindigul District” identified a number of income and employment generating activities in the unremunerated sector those who had served as self-employed persons as against the wage earners found in the enumerated sector. This study was based on both primary and secondary data. The primary data was collected through interview schedule. Secondary sources such as the census of India, the National sample Survey Organization Data, The statistical hand book of Tamilnadu, District level census Hand books, Taluk level census Handbooks. The researcher had selected a 10 per cent of the tannery migrant workers from the 15 selected sample tannery units. The total number of sample migrant tannery worker was 150. The total of 300 sample migrant workers was selected for the research from two categories of workers like tannery workers and coir-making workers. Representative sampling technique had been adopted. Percentage analysis ratios, Chi-square test, Garrett Ranking technique and logistic regression analysis-tools were used for analysis purpose. Most of the tannery workers were found to be living in the tiled root houses on a rental basis and a few of them lived in hutment in purampokku lands.
All the coir-making workers were found to be engaged in doing their work under the street side coir sites. This study concluded that the share of informal sector in the net domestic product according to the report of the central statistical organization (Chief Security Officer) was 60 per cent and it had accounted for more than 90 per cent of the total employment in the country in 2004. 58 per cent of the migrant tannery workers belonged to the Back ward Caste, and 32 per cent were followed by the migrants (80%) had come from the rural and the sub-urban areas compared to the percentage of migrant tannery workers (20%) from the urban areas. The most influencing factors for the causes for migration among the identified ten push factors ‘low wages’ was given as the reason by 120 respondents. In case of pull factors, employment and better employment opportunities had been pointed out as the most important factor by 135 respondents.

With the help of several rounds of the large scale national sample survey, Sate level rate for 15 Indian major cities for the period of 78 – 79 to 00-01 Rajesh Rajseethamma Natarajan and Malathy Duraisamy (2008)\textsuperscript{16}, attempts a micrscopees analyse of total factor productivity growth of the unorganized manufacturing sector in India. In their study entitled “Efficiency and Productivity in the Indian Unorganized Manufacturing Sector: Did Reforms Matter?”. They study was based on secondary data collected from the National sample survey organization which is the only agency, to collect such data on various aspects of the enterprises in the unorganized manufacturing sector. The survey is conducted once in 5 years as a follow up survey to the economic census. 15 major states were selected in India for this study. The
report of the State wise share in Gross Value Added (General Visceral Afferent) and employment during the period of 1978-79 to 2000-2001, clearly revels that whereas 85 per cent of General Visceral Afferent was generated in 15 major states in 2000-2001, 15 per cent of General Visceral Afferent was generated in 13 other states and union Territories during this period. Decomposition of the Malmquist productivity index showed that improvement in technical efficiency rather than technical progress had contributed to the observed acceleration in the growth rate. Econometric analysis of the determinants of total factor productivity growth demonstrated that ownership, literacy, farm growth and infrastructure availability significantly influence the factor productivity growth in the sector.

Arjun K. Sengupta’s (2008) paper, “Report on Condition of Work and Promotion of livelihood in the Unorganized Sector” discusses in detail the lack of social sector benefits. The total employment the unorganised sector is estimated to be about 420 million (92%) out of a total workforce of 450 million in 2008. The sector of informal employment is estimated to be at about 92% - 93% during 2008 to 2012. In the year 2013, informal sector employment is estimated to be 422.6 million (92.37%) out of total workforce. As is obvious, this indicates the importance not only of informal sectors but also of informal employment and the need for skill building there in.

S. Chellamani (2009), had undertaken study on, “Employment and Wage Level in the Informal Sector in Madurai District” based on primary survey and
secondary sources. Convenient random sampling technique had been adopted to select 7000 sample workers of informal sector among ten categories such as construction workers, vegetable vendors, street vendors, workers in shops and hotels, tailors, washer men, hairdressers, housemaids and loadmen. 100 respondents in each category were chosen from each of the seven taluks in Madurai District. Percentage analysis, Correlation and Regression analysis tools were used for analysis purpose. Correlation analysis revels that the per capita expenditure was significantly and positively correlated with family size among all the categories of informal sector workers except load men, while regression analysis shows that, the variable, earning members, had greater influence on the per capita income followed by the variable, level of employment among the construction workers. This study concludes that in order to meet the planned employment goals, the employment strategy for future and to encourage the labor-intensive and capital-saving technology in general and rejuvenate the growth of the unorganized sector in particular, which at present contributes 90% to the country’s employment and enjoys higher labour intensity per unit of production, as compared to the organized sector.

The study of Reetika Khera Nayak (2009) on “Women Workers and Perceptions of the National Rural Employment Guarantee Act”. examines the problems of women unskilled labourers. The reasons for the unavailability of wage labour for women are complex and varied. Interaction with Women workers made it crystal clear to the survey team that the contractor would come to the village and ask for names of able-bodied men to work on the site. But the women’s plia for work
were mercilessly turned lows. Since the legal entitlement to get work on demand is not understood by any, this turning away of women workers does not meet with opposition from the village community. The gross negligence of duty of the Government machinery by remaining deaf, dumb and blind when violation of labour loss which are supported to ensure protection and rights of the workers is on the rise clearly shown that law breakers in this country are none other than the law makers themselves. It is equally shameful on this part of the public to remain which implies their acceptances of such evil practice on order of the day. On the contrary male workers engaged by the contractors defended the turning away of women as justiciable.

The study of Nilesh Manglani (2007)\textsuperscript{20}, entitled “Unorganized sector workers’ Social Security Act 2008” discusses in detail the objective of this Act which is to ensure social security and welfare to unorganized workers and for other matters connected therewith or incidental thereto. The Central Government shall, by notification, constitute a National Board to be known as the national social security board to exercise the powers conferred on, and to perform the functions assigned to it under this Act. Under this Act, every unorganised worker shall be eligible for registration; he/she shall have completed fourteen years of age, a self-declaration by him/her confirming that he/she is an unorganized worker.

P.Anandha Rajkumar (2009)\textsuperscript{21}, conducts a study on “A Micro Study of Weavers and Weaving in Chinnalpatti” in which he points out that at present about 16 million people are dependent on handloom sector and another equal number in various
associated industries. The major contribution of handloom sector is however in terms of providing employment to 124 lakhs people which stands next only to agriculture. Out of this, 60 per cent are women and there are 38.91 lakhs of handlooms in India. Bunker Bima Yojana scheme, Weavers House cum Workshed Scheme, Health Package Scheme, Cooperative Handloom Weavers Family Pension Schemes are implemented by government through cooperative societies for the benefit of handloom weavers. More than 1000 families are traditionally engaged in this industry. 50 workers have been chosen randomly from Chinnalapatti. All the weavers interviewed only 12% expresses that they alone should be enrolled as members in weavers’ cooperative society. Out of 50 weavers covered under this study, 80 per cent of them use Kora silk followed by cotton (14 per cent) and silk (6 per cent). This study concluded that various aspects such as credit needs, cooperation, marketing facilities, health development schemes, export promotion, product reservation and the like would go a long way in addressing the issues raised.

In his article “A Study on the Conditions of Quarry Workers at Vagaikulam area in Tuticorin District” by V. Duraisingh (2009) makes an analyses of seven unorganized stone quarries and two sand quarries from this area. 50 workers from this areas were chosen for this study. Majority of the workers belong to the age group of 20-40 years. In the process of quarrying, workers are exposed to concentrated silica rich respirable dust. Gini concentration ratio (0.3351) confirmed that the income inequality among the households is very less. Among the various problems met by the quarry workers at the time of working, low wages is the main problem. This study found that 50 workers were males. They received around Rs.150 a day but there was
no guarantee of work every day. Most of the households have poor asset holding. In order to strengthen their asset position, the government should start self-employment schemes.

R.Ezhil Jasmine (2009) \(^{23}\), In her article on “Problems of Women Domestic Workers-A Study in Tirunelveli City” argues that domestic work which is considered to be a residue occur seems to be the last resort for the poor and disadvantaged section of women. Employment of domestic workers has become common in Tirunelveli city where a large number of women are going out for jobs. For this study 124 women domestic workers were selected by adopting purposive sampling method. Of whom a majority of the domestic workers (45.2 per cent) belong to the age group of 20 to 40 years and 65.3 per cent are educated below SSLC level, 81.5 per cent are married and 44.4 per cent have 2 to 4 members in their families and also 45.2 per cent of these workers have selected domestic work due to poverty and unemployment. A vast Majority of the domestic workers (96 per cent) do not have insurance coverage. The full time women domestic workers are more subject to sexual exploitation than the parttime workers. As they are not registered they are not found an among employment statistics. She concluded that their problems are to be analysed by the government in different dimensions. If the domestic workers are given the same status of regular workers, there will be betterment in their working conditions which in turn would list better their status in the society.
“Problems Faced by Brick Kiln Workers of Southern Districts of Tamilnadu” is an article by C.Evgine Fanco (2004)\textsuperscript{24}, brings to the force the fact that the Indian brick industry has more than one lakh production units which manufacture about 100 billion bricks annually- Bricks can be manufactured only in places where clay with suitable characteristics is available. 150 respondents were selected from various brick kilns of the three districts by applying stratified random sampling. The interviews schedule administered to the members in the vernacular and the data were recorded by the researcher in the schedule. This study was found that the first and foremost problem of brick kiln workers in the study area is inadequate wages with the Garrett mean score of 61.19. While breathing problem caused by brick kiln industry occupies the eighth position with the score of 45.86. In most of the brick kilns workers have to work for more hours for both pull and push forces and most of the respondents’ (80 per cent) monthly income is just up to Rs.2500.

In this article it “Women Labourers in Unorganized Sector” by S.Maria John (2009)\textsuperscript{25} deals with the characteristics of the unorganized labour which are specified by the second commission on labour as self-employed persons involved in jobs, agriculture workers, migrant labourers, casual and contract workers and home based artisans. Among the rural women workers, 87 per cent are employed in agriculture as labourers and cultivators. A sample of 200 women workers working in various industries located in and around Theni was selected at random by applying convenient sampling technique. The various problems faced by women workers like working conditions, living conditions, time of work, wages, security, harassment, and
protection of rights were tested with the help of Garrett ranking technique. The results clearly indicate that among the causes which affect the working conditions, less hygiene ranked first with the highest mean score of 64.8. This study concludes that the unorganized sector women workers’ development has to be viewed as an essential component in process of social development. But in every dimension of development there is a tendency to ignore the multiple workforce of the unorganized sector simply because they are politically powerless and economically weak.

In their article titled “A Study in the Empowerment of Women Construction Workers as Masons in Tamilnadu, India” by Annette Barnabas, Joseph Anbarasu and Clifford Paul (2009) observes that the male power structure holds the mostly semi-literate and literate women employed in the construction sector slightly better than bonded labours and discriminates them in work allocation and wage distribution. Majority of men and even women in the construction sector assume that woman lack skills to carry out certain tasks in the construction sector. This mindset has led to the discrimination of women in the sector and prevents women from being trained and employed as masons in construction sector.

A study on “Women Labourers Participation in Rural Enterprises in India- with Special Reference to Tamilnadu” by S.Jeyalakshmi and K.padhmanaban (2010) throws light on the fact that the development of labor intensive industries is widely dispersed all over the rural areas of the country. The various components of the informal economy are growing and an increasing participation of women in them is observed.
K.T. Geetha (2010) conducted a study on “Women in Informal sector A case study” In her study. In the course of the study, two hypotheses were examined and it was found that economic factors were prime movers in motivating women to take up employment, earnings of the women workers are independent of age, experience. The total sample consisted of 100 women workers who were working in various activities such as mat weaving, vending and domestic servants from Coimbatore city. The samples were selected by adopting purposive sampling technique. The primary data were collected by administering an interview schedule and analyzed by using simple Percentages, Chi-square test, Garrett’s Ranking Technique, Kruskal-wall test and multiple regression analysis. 50 per cent of 100 despondence were found to have been involved in home-based activities, 20% of them were vendors and 30% were in service activities, of 100 respondents, 21% were illiterates, 44 per cent had primary schooling, 34 per cent secondary education and 1 per cent higher secondary education. The average savings per month was quite low at Rs.56.18. The home based workers saved Rs.74 per month and those in service activities save Rs.61.67 per month. An attempt was made to analyse the level of association between the hours of work and selected socio-economic factors such as marital status, type of family, size of family, number of dependents, literacy level of husband, family income, children below 5 years of age and number of female children between 10 and 14 years by applying chi-square test. Significant at 10% level excepting for the family size, all the other factors emerged to have insignificant association with hours of work. In large size families women were forced to work for longer hours to supplement the family income. By adopting Garrett ranking, for women in home-based and vending activities, the main
factor, which motivated them to take up the job was found to be ‘to supplement family income’ as it obtained 1st rank while to poverty was placed 2nd rank.

In order to access the extent of social security for fisherfolk and examine their social security issues G.S. Nalini, (2011)\textsuperscript{29} undertook an in-depth study on ‘Social security for Unorganized Sector: A Micro Study’ in which she makes the pointed observation for social security measures have a great significance in all modern and developing societies. The primary data were collected from the fishing labourers by using interview schedule. The samples numbering 50 were selected by administering snow ball sampling technique chi-square test and correlation had been used to analyse the data. This study covers the fishing labourers in Tiruchendur area in Tuticorin district of Tamil Nadu. The findings of this analysis on social security for fisher folk show that 56% per cent of the respondents are aged of between 20 and 30 years, 50 per cent earn an inadequate income of Rs.3,000 per month. It is also found that, 64 per cent are with over 10 years of experience in this field, while 86 per cent are suffering from various health problems. Respondents demanded security measures include medical benefit, sufficient and regular wages, old age benefits and dependents’ benefits.

Tomy Jacob’s (2011)\textsuperscript{30}, a study on “The Unorganized Sector in India” highlight the predominance of informal employment which is one of the central features of the labour market scenario in India. While the sector contributed around half of the Gross Domestic Product of the country, its dominance in the employment front is such that
more than 90% of the total workforce is engaged in the informal economy. As per the latest estimation of a sub-committee of the NCEUS (2008), the contribution of unorganized sector to Gross Domestic Product is about 50%. This national level pattern of informal workers occupying around 90% of the workforce is more or less similar in the case of most of the prominent states in the country. Among the unorganized sector-workers, a considerable proportion of 65% is engaged in agricultural sector, which in turn indicates the prominence of rural segment in the informal economy.

A study on “Economic Empowerment of Women-A study with Reference to Women Construction Workers in Rajapalayam Taluk” by S. Gomathi (2012) cites illiteracy as the major barrier for women workers development. Also lack of information and skills in choosing an activity is yet another hurdle their development. She observes that women in the middle age group are highly empowered in comparison with those in other age–groups. She also finds that the literate have high empowerment than illiterate. She excludes that the income of the respondents however remains unrelated to empowerment among them.

Ramesh Kolli and Aninadita Sinharay’s (2012), paper entitled “Share of Informal Sector and Informal Employment in Gross Domestic Product and Employment” the work force and the number of jobs both of which required by National Accounts Division of Chief security officer for compilation of National Accounts Statistics (NAS) of India. They showed that the total input for 2004-2005
was estimated to be 5,562 lakhs of which Agriculture had the maximum contribution of 3,370 lakhs, followed by manufacturing (603 lakhs). It is worth mentioning here that unorganized agricultural jobs had 99.9 per cent share of total agricultural jobs and unorganized manufacturing, 87.7 per cent of the total manufacturing jobs. That means agriculture and manufacturing together had about 98.2 per cent jobs in the unorganized sector. The estimated workforce and labour input for 2004-2005 are 408 million and 556 million respectively. Under this procedure, estimated share of unorganized sector General visceral afferent at current prices turned out to be 56.4% in 2004-05 and 54.4% in 2008-09. The contrasts with the labour input matrix constructed in the kolli-sinharay study which had placed the corresponding proportions at 84.7% and 95.5% respectively. It is understandable that informal sector share is higher in the NCEUS study as kolli-Sinharay took 5 workers as the cut-off point, while the NCEUS took 9 workers as the cut-off point for each informal sector enterprise.

“Women in Unorganised Sector” is an article by Zoya Khan, (2012) wherein she points out that Indian economy is characterised by large number of people working in unorganised sectors. She adds that an estimated 93.46% of the labour force (at 5% GDP growth) will be employed in the informal sector by the end of the 12th Five year plan (2012 – 2017). The National Council of Applied Economics Research predict that the informal economy or the unorganised sector generates about 62 per cent of GDP, 50 per cent of gross national savings and 40 per cent of national exports. Numerous legislations abound to regulate the conditions of work and to
create social security of the workers of the organized sector, but very few of them extend their score to the unregulated, unorganised sector.

Vandana Dave’s (2012) study on “Women Workers in Unorganized Sector” finds that the nature of women’s work varies such as wage employment or self-employment, family labour and piece rated work. This study however covers only agricultural activities, construction activities and domestic activities. Attempt has been made to understand the socioeconomic condition, nature of work, working conditions and difficulties of women labourers. 350 workers were selected randomly from Panipat, Kaithal, Kurushetra districts. Of them, 110 were construction workers, 120 were agricultural workers and 120 were domestic workers. A self-made interview schedule was used for the purpose of data collection. A survey was conducted in both rural and urban areas of the selected districts and personal interview was conducted at the place of their work. Secondary information was sought from the contractors, home makers and husbands of the workers. 66% of the despondence from construction workers belonged to scheduled castes or tribal communities and 91% had migrated from Chhattisgarh, Madhya Pradesh and Bihar. The researcher suggested that, the government may initiate e efforts to improve their working conditions in terms of occupational safety, working hours, payment of adequate wages and of employment may have mandatory decent and dignified work.

For his thread-bard analysis of “Poverty and Inequality Among the Workers of Informal Sector in Madurai district”. D.Antony singh Dhas (2012), has selected
600 respondents from the sectors namely construction sector, hotel sector, and transport sector. By Proportionate random sampling technique, 264 respondents from rural area and 336 respondents from urban area were selected. A structured interview schedule was used for primary data collection. The results of the study which were arrived at with the use of multiple line regression model, Co-efficient of variation, Disparity Ratio, Centile Ratio, Gini Co-efficient, Theil’s Index were used by the researcher, shows that among the different informal sector workers, the construction workers share 40.58 per cent of the income of the total workforce, whereas the other two sectors (auto drivers and hotel) share around 30 per cent of the total income, the manson alone share one-fourth of the total income. The co-efficient of variation and Gini coefficient for the rural area is 0.7128 and 0.7863 respectively and the corresponding figures for urban areas are 0.8969 and 0.8318. Theil index shows that same identical results.

Rahul Lahoti (2013), In his article, “Economic Growth and Female Labour force Participation in India” analyses state level panel data from 1983 – 2010 to explore the relationship between economic growth and women’s labour force participation. The employment and unemployment survey shows that during in the period 2004-2005 to 2009-2010 women’s labour force participation declined from 33.3 per cent to 26.5 per cent in rural areas and from 17.8 per cent to 14.6 per cent in urban areas (NSSO 2011). This is argued to be mainly a result of structural shifts in the economy, changing influence of income and substitution effects and an increase in education levels of women. Using dynamic panel models this paper did not find a
significant relationship between level of economic development and women’s participation rates in the labour force. It suggests that, growth by itself is not sufficient to increase women’s economic activity, but the dynamics of growth matter. These findings are especially important to help design policies to improve women’s labour force participation rate, so that India can take complete advantage of its upcoming demographic dividend.

Benson M.O. Agaya and Masiga Asunza’s (2013)\textsuperscript{37} article on “Report of a Baseline Survey of Women Domestic Workers in Mukuru Informal Settlement” presents the result of financial and technical commitment from a number of institutions and individuals. The International Labour Organization estimates show that in 2010, 52.6 million women and men above the age of 15 were domestic workers and that domestic work is an important source of wage employment for women, accounting for 7.5 per cent of women employees worldwide. In spite of their valuable contribution of the global economy, domestic workers remain one on the least socially recognized and protected groups of workers globally. The survey revealed some challenges that casual women domestic workers in Mukuru informal settlement face. Other challenges include failure by the employers to pay minimum wages, dismissal from work without compensation, abusive treatment, sexual harassment, discriminative practices at work and exposure to hazards like cleaning toilets and handling sick people without adequate protection.

M. Picha Rani’s (2013)\textsuperscript{38}, indepth study on “Women Labourereres in Construction Industry in Madurai district”. enumerates the problems encountered by
women in economic, social, family fronts. According to the author the low wages, long working hours, fulfilment of basic needs, and in human working conditions are the major areas of concern for them. She concludes that the influx of women workers to the cities for non-farm employment has saturated the existing sectors and is one of the main reasons for her extreme exploitation. Hardships of city life, absence of basic amenities and exploitation of these women by employers have added to their misery.

“Occupational Stress Among Migrated Workers in Unorganised Sectors” is a study by P. Mohanraj and Dr. L. Manivannan, (2013) which reveals that, Indian unorganised sector precludes over 340 million workers, contributing 60 per cent of national economic output. Rural sector contributors are 28 crores of which 22 crores are in agricultural sector and 6 crores in urban sector. This study discusses in detail the perceptions of migrated workers regarding factors that contribute to their work related stress and their non-work related stress. 200 sample respondents were selected from Erode and Tirupur districts based on systematic sampling. Means of two-way tables, Percentages, Averages, Ranges, Standard deviation, Chi-square test and factor analysis were employed for the purpose of analysis. The results indicate that better relationship between the migrant workers and management helps to reduce work stress. It is suggested that the managements of various unorganised sectors should be aware of the migrant workers’ needs so as to take necessary action to address their issue and to make them satisfied at all circumstances and they should give some relaxation time for the migrated workers to reduce their stress level.
The study on “Unorganised Sectors: Role of an Entrepreneur and Challenges in Self Employment” by Anthony.P (2013) focuses on the status and conditions of unorganised sector, challenges and problems faced by the youth in selecting job as self-employment. It is found that larger number of workers earn their livelihood through this sector and entrepreneur plays a vital role in bringing up unorganised sector to a better position in the country.

Rajeshkumar and Rajendran (2014), in their article entitled, “Problems and Perspectives of Unorganized Women Workers in India” focused on unorganized women workers in India, which is said to be the largest sector in terms of employment of the work force. Based on NSSO survey of 1999-2000 was almost 92 per cent India’s population was in the unorganized sector. The occupation wise distribution of employment indicates that, 62 per cent of the workers are engaged in Agriculture, 11 per cent in industry and 27 per cent in the services sector. Women contribute to the 66 per cent of the world work, produce 50 per cent of the global food, but receive only 10 per cent of the income output and own 1 per cent of the property. According to statistical analysis presented by the Registrar General of India, the work participation of women which was 19.67 per cent in 1981 has increased to 25.63 in the year 2001.

P.K.Rinoj (2014), had conducted a research on “A study on unorganized sector and India’s Informal Economy”. This study reveals that, out of 458 million workers, the proportion of self-employed workers are 56.5 per cent and casual
workers are 28.3 per cent and the remaining 69 million workers were regular workers. According to NSS (1999-2000) reveals a shaking report of the pathetic state of unorganized workers in which 93 per cent of workers suffered from job as well social in society. Among the organized workers, the situation was relatively better where 69 per cent were regular workers and 31% were self-employed and casual workers. The unorganized sector in agriculture accounted for 99.4 per cent of self-employed and casual workers who were devoid of security what so ever. In the economy, the unorganized sector workers constituting 86 per cent of the total work force suffer from very insecure working condition. This study concludes that, there is no doubt that the unorganized sector in the country has a great role in making Indian economy and has contributed to Gross Domestic Product. The sector has expanded in the past and is still expanding at a very high speed. It was suggested that the Union Government should take necessary action to shift the people from unorganized to organize steadily.

Fathima Adeela Beevi TKS (2014), has undertaken a study on “Problems and Prospects of the Unorganized Sector in Kerala Reference to saleswomen in Textiles”. Which highlights the problems of sales women in the textile shops, they were poor and with lower education. She examines their working condition and job satisfaction and also tires to find whether they were satisfied or not. Women workers in the Malappuram and Manjeri town area were the respondents of this study. The primary data were collected from 85 respondents and, secondary data from various books, reports, journals and websites. This study reveals that, most of the women were satisfied with facilities at work place given by the employer like special
refreshment for the women staff and staying or hostel facility but there is no time for refreshment because of continuous working hours without shifting the job. Various opinions were collected from them and this study found that 75 per cent of the workers were highly dissatisfied on the seasonal workload. Some of the employers, ensure the fulfilment of basic needs of their employees like accommodation sanitation and the like show positive responses towards it. In contrast, saleswomen faced some problems like seasonal work load, low wages compared to men, less break time and continuous working hours. So, the poor women had to continue with the job just for additional family income for better life. This study concludes that, despite possessing productivity and efficiency like men they faced discrimination in wages and they were also upset with poor working conditions and insecurity. Both the Central and State Governments have formulated certain specific schemes to support unorganized workers which fail in meeting the real needs and requirements of the unorganized labour force.

Shrimayee Dutta’s (2014)\(^4\), investigation on “Understanding the Conditions and Perceptions of Women Workers in the Hotel Industries of New Delhi”. points out that, at present hotel industry in India has attained unprecedented growth. The Gross Domestic Product has correspondently increased from 958.17 billion to 2190.24 billion and the employment in the industry has increased from 21.9 billion to 25.6 billion. She observed that the disparity in the treatment of male and female reflects in internal promotion. The hotel industry is seen to have employed women disproportionately as service workers to carry out low-level public reproductive
labour. Hotel cleaners’ work is subject to a fairly strict sexual division of labour, it is considered to be a traditional task for women. According to a report by the Federation of Hotel and Restaurant Association in India, women are mostly taken up under job roles which are related to typical female attributes of being patient, tolerant, having a strong will power and empathy.

Sara Joseph’s (2014) article on, “Women in Unorganised Sector Facing Rights Violation” puts forward argument that without any united forum for fighting for their rights, the women in the unorganised sector faced rampant rights violations. An informal survey conducted by the Aam Admi Party among the sales girls in the textile showrooms at Thrissur makes the appalling revelation that they are forced to stand for the entire day and that a fire is imposed on them for moving extremely even to reply nature’s call. They are provided with a small quantity of food so that they never put on weight. It is shocking to note that this situation remains in variably in all unorganised sectors such as domestic work and sea food industries. Most of the work places do not have preliminary facilities including toilets.

Shivali Nusrl’s (2014) article “Unorganised Workers Social Security Act, 2008: Issues and Challenges” observes that more than 90 per cent of workforce and about 50 per cent of the national product are accounted for by the informal economy. There are different segments in the labour market which can be divided into unorganised, organised, wage earners, self-employed, skilled, unskilled and so on. Though there are different laws and regulations to facilitate them in achieving various
welfare objectives many segments still head such regulation, which could protect
decency, regulate working conditions and provide social security. The National
Social Security Board for Unorganised worker which was constituted in August, 2009
is limited to an advisory role and does not have sufficient powers to implement,
monitor or enforce social security.

Abhishek, Pankaj and Arvind Mishra’s (2014)\textsuperscript{47}, article on “A Study of
Women Labour in Unorganised Sector – In Indian Perspective” argues that women
constitute half of the world population, two-thirds of the world’s income and own less
than one hundredth of the world’s poverty. In India 90 per cent of women are
employed in unorganised sector, without fair wages which leads to poor standard of
living. Domestic women labourer get for the unpleasant work they perform. Some of
them are exploited economically as well as physically. With the growth of
industrialization and urbanization landless labourers in the absence of assured source
of employment in rural areas migrate to urban areas in search of employment. In
urban areas women are generally employed in informal sectors like weaving,
handcraft, tailoring and sale of fish and as domestic helpers and constructive activities.
The women who are engaged in domestic work and street vending face difficulties
such as sexual harassment and abusive language. The study concludes that women
should be provided education and training to enhance their sense of self-worth and
self-esteem and to enlighten them on their right to good health.

Dr. P. Santhi’s (2014)\textsuperscript{48}, study on “Saving Behaviour Among Unorganised
Sector Workers in Coimbatore District” deals with the determinants and patterns of
saving behaviour in rural and urban unorganised workers of Coimbatore district. This study was conducted through a primary survey of 600 households from both rural and urban areas. The respondents were selected by judgement sampling technique. The relevant data on the factors influencing socio-economic status, money management, saving behaviour, significance between mode of saving and socio economic status and money management, average propensity to save in rural area is more rather than urban. Rural workers were more aware of formal saving than urban workers.

Radhakrishna and Shripathi Kallvraya .P (2015) attempt a study on “Employment opportunities in Informal sector”, to analyse the role of informal activities in the generation of employment opportunities in the country and to evaluate the problems of workers in the informal sector. The specific objectives are to analyze the nature and the extent of employment opportunities in the informal sector and to examine the problems of workers in the informal sector and also to the human resources engaged in informal sector and their analysis is based on secondary data. The informal sector concept was introduced by the International labour organization in 1972 the employment report. The national commission for enterprises in the unorganized sector (NCEUS) set up by the Government of India in September, 2004 was the first initiative taken to study the problems of the unorganized sector in the country. Protective measures for unorganized workers are eight hour working day with half an hour break, one paid day of rest per week and women workers to be paid at par with men. NCEUS recommended two comprehensive bills for agriculture and agriculture workers providing the benefits of Life Insurance, Health service and old
age security providing Rs. 30,000 insurance for natural death or Rs.75000 in the event of accidental death or total disability. Health Insurance includes hospital facilities for the worker and family members. Old age security include monthly pension to the below poverty line worker and worker other than BPL will be entitled to provident Fund. This study concludes that there is a need for the development of suitable policy for the systematic development of human resources in the informal sector.

S. Mahendra Dev (2005), published an article on “Social Security for Unorganised Workers” in which he quotes the views the national common minimum programme which states that “UPA Government is firmly committed to ensure the welfare and wellbeing of workers particularly those in the unorganised sector who constitute 93 per cent of work force, they have low earnings and poor working conditions, and lack social security protection. Amartya Sen and Jean Dreze distinguish between two different aspects of social security protection and promotion. The protective type programmes such as survivor benefits provide a certain degree of support to persons facing specified adverse contingencies. He concludes that in a liberalised economy, the state has to ensure them minimum social security.
2.3 Research Gap

The analysis of the previous studies enable the researcher to learn of the position and status of women in any society which is an index of the socio-economic and cultural achievement of that society. Many of the studies on women deal with the social, economic, political, religious and educational aspects of the working women in formal sector (Organized Sector). But only a few studies were undertaken to examine those aspects of the women working in unorganized sector. Further, women workers are subject to other kinds of subjugation and exploitation. The researcher has found that no study has been conducted for home-based women workers, women workers in hotel and women workers in construction (Chital) in Madurai city. Hence, the researcher has decided to pursue a research on this topic, “Women Workers in Unorganized Sector in Madurai City” in order to throw light on the socio-economic background, nature of work, working conditions, wage patterns and problems faced by workers in unorganized sector.
Foot Notes


10. Abdul Mazeeth, “problems faced by the women workers in the unorganized sector in India”. In the proceedings of UGC sponsored seminar on women workforce in India, Wakf board college, Madurai, 2006, p.27.


