Chapter 2
Review of Unorganized Labour Markets in India
Chapter 2: Review of Unorganized Labour Markets in India

This chapter aims to review the existing literature on unorganized labour markets and women’s participation in these markets particularly post 1990’s- the beginning of the economic liberalisation in India.

The chapter is structured in the following sub sections. First, a detailed discussion on the socio-economic background of early economic India with focus on women to give a historical account of women working in the labour market will be discussed. Later section will discuss the emergence of concept of unorganized sector and prevailing definitions in both the global and Indian context. Following which a review of existing debates around informal sector will be discussed. A discussion on the importance of liberalisation in India, role of women in the market post liberalisation and how the unorganized labour markets has been defined will be taken up. The concluding section of this chapter will briefly discuss the issues of women in the unorganized labour markets, which will later on be discussed in detail in relation to specific work within the unorganized sector in India as the research progress.

The Socio Economic Background of Early Economic Idea in India:

No significant period of history is detached from that which precedes it and that which follows it. India was a land of economic advancement and prosperity till 18th century and boasted of world class industrial and commercial advancement which was at par with any other parts of the world. The British changed the socio-economic structure of the country by centralizing state, introducing western education (not very welcoming to women) and licensing economic transaction, creating a new social class. More and more people became part of the army of lower class clerks and officials due to the kind of education that they were getting. Until the end of the 18th century, main vocation for most of the people of the country was to fulfill family and caste obligation, engage in agriculture and animal husbandry and very few people took up commercial activities. The most striking feature of this society was the absence of extensive markets. All exchange of product in the pre British India was limited to people in the village community. The village population consumed almost everything that they produced. Beside peasantry, the artisan industry (smith, carpenter, potter, weaver, cobbler, oilman, etc) was an important pillar of an economically autonomous Indian village. D.P.Mukherjee (1958) states that the aim was to block the natural evolution of
economy and force people to be economically dependent on foreign goods and foreign investments.

The economic history of India is completely silent about women’s participation and acknowledging women as workers. It will not be wrong to say that the economic history of India is the economic history of working men in India (Sengupta, 1960). Bose (1970) states that in ancient India, women slaves were used for enjoyment by men. Women worked tough in sun and rain, were given inhuman treatment. So far as treatment is concerned, he opined that their masters meted out horrible and inhuman treatment to women slaves. The nature of their work - manual and physical nature of jobs, encountering hardships in sun and rain - in the unorganized sector was burdensome.

**Conceptualizing the Unorganized Labour Markets:**

In this section, an attempt is made to explain the concept of unorganized labour markets as is popularly known and discuss the usage of the concept in understanding the nuances of the unorganized labour markets, with specific focus to India. As is evident from various available literature, unorganized labour markets have been defined and constructed by different groups at different or similar points of time. It is very interesting to note that every time the unorganized sector has been discussed or defined by scholars, policy planners and practitioners, Government officials, researchers and informal labour market workers, it has been done so with a new perspective in mind and although there are overlaps, the addition has only expanded and enriched the understanding of the unorganized labour markets. It is nearly impossible to condense all phenomenon of the unorganized labour markets into one single definition.

The process of defining, identifying and categorizing unorganized labour markets has been a multifarious and debatable process (Chen, 2003). Unorganized sector or informal economy is loaded with diverse concepts and lack uniformity of definitions (Report of the committee of the Unorganized Sector Statistics, National Statistical Commission, 2012). A lot of studies have been undertaken to understand the unorganized sector and hence there are many available definitions of unorganized labour market which needs to be laid for a better understanding of the complexity of the concept in hand.

In order to proceed to a modern interpretation of the unorganized labour markets, it is essential to consider some of the very earlier understanding of the concept to gauge the changing parameters of the concept. The term unorganized or informal sector was first used
in the socio-anthropological studies during the 1950’s. Its importance in the development process was highlighted by Arthur Lewis (1954). Geertz (1963) while studying the social change and economic modernization in two Indonesian towns described unorganized sector as a “bazaar-type economy”. Mc Gee (1973) commenting on the dualistic nature of world economy states that unorganized labour markets is based on the ‘peasant system of production’ as against the ‘capitalist forms of production’ in the formal economy. John Weeks (1975) states that unorganized sector is the ‘un-enumerated’ sector consisting of small scale, self employed activities. King (1974) defines informal sector as “being unrecognized in government employment statistics and operating from makeshift shelter or urban waste land, road side and forest fringes.” Santos (1975) referred unorganized sector as the ‘lower circuits’ of urban economy. Mazumdar (1975) describes informal sector as the ‘unprotected sector’ not protected by the trade unions and the government. Sethuraman (1977) states that “the informal sector as its name suggests is not formal in its character.” Papola (1981) describes informal sector comprising of non-factory organization with no registration and no regulation of work condition whatsoever.

Although the above paragraph spells out various definitions of unorganized sector, recent definitions of unorganized sector can be traced to the first ever International Conference of Labour Statisticians (ICLS) under the aegis of International Labour Office in the year 1972 in Kenya where for the first time a platform was created to discuss the various facet of unorganized sector and develop a global understanding of the concept of the unorganized/informal labour markets. Keith Hart, an Anthropologist and also a researcher with the International Labour Organization (ILO), working on the emerging markets in Asia, Africa and other developing nations introduced the term Informal Sector in the same conference. Hart (1973) defined unorganized sector in terms of the condition of the work of the workers and whether they worked on wage with good condition or informally as self employed workers. For Hart, informal activities included:

1. Farming, market gardening, self employed artisans, shoe makers, tailors etc.
2. Working in construction, housing, road building
3. Petty traders, street hawkers, caterers etc
4. Other services like barbers, shoe shiners etc.

Hart in a way had put most of the economic activities under informal economy. Commenting on Hart’s interpretation of the informal economy, Bhowmik (2012) states that, Hart’s definition had limited scope as it only laid down the very basic features of the unorganized sector- low level of skills, easy entry, low paid employment and large immigrant/migrant
workforce which could be useful in explaining small self-employed individual workers. Swaminathan (1991) in this regard mentions that though Hart’s definition of informal sector had a limited perspective yet it is important to consider as for the first time the concept of informal sector was formalized to incorporate activities that were previously ignored in theoretical models of development and in national economic accounts.

Although debates and discussion around informal sector started with the Kenya mission in 1972, it was only as late as 1993 that the concept of informal sector got its formal recognition with the involvement of the ILO, who conceptualized a framework and guidelines for the collection of statistics on informal sector and presented the same in the Fifteenth International Conference of Labour Statisticians (ICLS).

The ILO defined unorganized sector as employment with the following characteristics ILO (1993):

1. Easy entry
2. Reliance on indigenous resources
3. Family ownership of enterprise
4. Small scale operation, often defined in terms of hired workers less than ten
5. Labour intensive methods of production and adapted technology
6. Skills acquired outside the formal school system
7. Unregulated and competitive markets

The resolution was then endorsed by the United Nations Statistical Commission (UNSC) and made a part of the System of National Account (SNA) 1993 by the United Nations Economic and Social Council.

The ILO/ICFTU (International conference of Free Trade Unions) international symposium on the informal sector in 1999 proposed that the unorganized sector workforce could be categorized into three broad groups:

1. Own employers of micro-enterprises, which employ a few paid workers with or without apprentices,
2. Own account workers who own and operate one-person business who work alone or with the help of unpaid workers, generally family members and apprentices and
3. Dependent workers paid or unpaid including wageworkers in micro enterprises, unpaid family workers, apprentices, contract labour, home workers and paid domestic workers (World Labor Report, 1998).
It is to be noted that although the concept of informal sector was structured and its parameters laid, for a long period of time, the concept remained closeted within academics and amongst policy makers in their debates and discussion and it seldom found scope to be implemented. The reason as Papola (1981) argues is the inability of universal application of the concept of informal sector into different empirical situations.

As is evident, it is nearly impossible to give one single definition of the informal sector due to the amorphous nature of the sector. Portes and Walton (1981) argue that informal sector economy is all those economic activities which are not formal. Informal sector is characterized by long hours of work, inadequate wages, exposure to noxious materials, lack of adequate lighting, unsanitary conditions etc. In one sense such a definition is both a complex and challenging as it encompasses too many perspectives and hence becomes difficult to comprehend.

**Unorganized Labour Markets in the Indian Context:**

Indian economy like many other economies of the developing world is predominantly informal and unorganized in nature. This means that majority of the workforce- male, female and children work in the unorganized sector, which means that the work spaces that these people occupy are informal enterprises. Now what are these informal enterprises? In the simplest form, Informal enterprises are not formal enterprises; which means that unlike formal enterprises which ensures a lot of security and stability to its employees, in terms of remuneration, fixed hour of work, relatively descent work environment, maternity leave, pension, gratuity and other benefits, informal enterprises does not provide any of these and the workers remain unprotected, vulnerable and always at the risk of being jobless.

The unorganized labour market hence is the unprotected segment of the labour market, which functions on an exploitative relation between employer and worker having free entry and exit owing to high turnover and temporary nature of work (Romatel, 1983). Here the question that arises is when there’s so much uncertainty in this sector, why is it still one of the most sought after employment opportunity for many? Several arguments favour the expansion of the informal sector as it brings unprecedented growth in capital accumulation and hence development with relatively less investment. Secondly, it is mostly an easy sector to get a job without formal education and any specific skills. Moreover since formal sector in most of the developing nations are incapable of accommodating all its eligible workers due to limited infrastructure, employment positions and burgeoning population, unorganized
sector is the only hope for many for survival. Though the increasing unorganized sector is a hope to many, in reality it only creates a higher level of inequality in the society. It also leads to invisibilisation of work force, more so the women work force.

Coming back to defining the informal labour markets, it is very interesting to note that there is no uniform definition of informal sector as far as India is concerned. The reason could be the diverse socio-economic and political situation of the country. Harold Lubell (1973) in his study on Calcutta defines informal market as a “residual labour market of the last resort which a person enters as self-employed, low income producer of marginal goods and services for lack of any other means of earning a livelihood” Breman (1976) defines informal sector as a “mass of the working poor, whose productivity is much lower than it is in the modern urban sector from which most of the people are excluded.” Sethuraman (1981) defines informal sector as one which “consists of small scale units engaged in the production and distribution of goods and services with the primary objective of generating employment and income to their participants notwithstanding the constraints on capital- both physical and human- and know-how.”

From the above description of informal sector, it can be concluded that the informal sector indicates a broad spectrum of heterogeneous character- not only limited to traditional artisans, service and petty traders but also employment in small scale industries to self employed, skilled and unskilled workers, petty traders and street vendors with low and irregular income among many. Saying so, it is very important to bring these different indicators of the informal labour markets into a formalised structure. Hence different organizations of India like National Sample Survey Organization (NSSO), Directorate General of Employment and Training (DGET), National Commission for Enterprises in the Unorganized Sector (NCEUS) etc formulated different definitions of informal/unorganized sector depending on the specific requirements of each organization. The First Indian National Commission on Labour (1966-69) defined unorganized sector workforce “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”. DGET defines all establishments as unorganized which employs less than 10 workers. NCEUS (2008) defined informal sector as “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”. It further defined informal worker as “workers consisting of those working in the Unorganized sector or households, excluding regular workers with
social security benefits provided by the employers” and informal economy as “the informal sector and its workers plus the informal workers in the formal sector “

NSSO has been conducting regular surveys to understand both organized and unorganized sector and they define unorganized sector as all those manufacturing and service sector which are not included in the Annual Survey of Industries (ASI) and are not supported by Central, State and Local bodies. The National Sample Survey Organization (Government of India, 2001: pp. 3-4) defines the informal sector in terms of all unincorporated proprietary enterprises and partnership enterprises. The 67th round of NSS survey (July 2010 to June 2011) is important to consider here as they gave a new interpretation of the informal sector which included unincorporated nonagricultural enterprises in manufacturing, trade and other services, excluding construction (NSC, 2012). National Account Statistics defined informal sector as enterprises and activities which are not regulated under any legal provision. Delhi Group, an expert group on informal sector statistics, set up in 1997, defines unorganized sector in line with the ILO definition highlighting the importance of acknowledging the varied definitions of informal sector as per the conditions of different countries and emphasize on the maintenance of separate data bank to interpret the informal sector well. To a great extent the Central Statistical Organization (CSO, 1980) is successful in giving a clear definition of informal sector –“Unorganized sector comprises of all those incorporated and household industries which are not regulated by any legislation and which do not maintain any balance sheet or annual accounts”.

The above definitions very clearly state that the concept of informal sector and unorganized sector is being interchangeably used in the Indian context but one needs to be also alert not to consider both as one and the same. Unorganized sector has a wider scope than the informal sector as it includes unregistered, unregulated and informal enterprises and establishments in manufacturing and service sectors and hence informal sector gets subsumed within the unorganized sector in India.

**Review of Unorganized Labour Markets:**

Study of unorganized labour markets is an important area of research and more so for a country like India whose economy is dependent on the contribution of different categories of labour, even if not counted in the national data (Papola, 1994). These labour forces are part of the unorganized sector, mostly casual, and contract workers working on daily wages. Unorganized labour markets have erased the boundary of class as was evident in the western capitalistic world, the boundaries of employer - employee relation and also the
notion of a fixed working space. This group of people need not necessarily own any capital resources and worked on other’s resources (Breman, 1976). For a long period of time, unorganized labour markets was kept away from research and organizational purpose, until recently when a lot of work is been done in unorganized sector and informal economy (see Breman, 2010, De Neve 2005). Following is a discussion of some of the important studies on informal sector which attempts to bring out different understanding of the informal labour markets in the past and current times.

Standing (1977) mentioned in his work that the unorganized labour markets is divided by sectors of economic activity such as manufacturing, trade and services and within these sectors there are two distinct categories of workers on the basis of their work- wage earner on a regular or casual basis in small non formalized establishments and the self employed.

Joshi and Joshi (1976) state that the unorganized sector does not ensure protection in the matters of condition of work and wage, has no legal support and may not be able to unionize to demand their rights.

Weeks (1975) states that the informal sector is a dynamic and low wage sector whose development requires concrete development policies ending special privilege to the formal sector and greater emphasis on development of agricultural fields and encouraging the formal units to grant sub contracting to informal sector units. This would lead to strengthening the informal sector.

Bannerjee (1983) conducted a study on the informal sector and found that although the earnings were lower in informal sector, learning and experience gathered were same in both formal and informal sector.

Kundu (1993) in his study has used different sources to show that urban informal sector has grown faster as compared to the organized sector or the rural unorganized sector in India. He further states that the growth of the informal sector in the less developed areas is because of the survival strategies and taking up the traditional and low productive activities by the poor residents.

Shaw (1994) states that there is an increase in the manufacturing activities within informal sector as compared to other kinds of jobs as the manufacturing units are capable of employing a diverse workforce and hence create opportunity for employment.
Unni (1998) states that the unorganized sector and other hidden economic activities have gained prominence in the context of structural adjustments, globalization and other problems.

Chadha and Sahu (2002) referring NSSO data state that there was a decline in the growth of the manufacturing sector within the informal sector economy with the onset of liberalization as the service sector took over.

Anand (2003) outlines the policy framework necessary for informal sector development and the common characteristics of informal sector in general and in India in particular.

Bhalla, (2003) has analyzed the traditional & modern segments of unorganized manufacturing sector of India. She has pointed out that though the productivity of the modern sector is much higher than the traditional sector and is growing at an even faster pace, yet the traditional sector has an un-matching contribution to employment in this sector.

Marjit and Kar (2005) state that the post reform phase witnessed an increase in informal wages at least in the manufacturing units which is a positive change.

Henlet, et.al (2006) is of the opinion that the most common feature of the informality is absence of social security.

Mitra( 2006) argued that the main reason for low wages in the informal labour market is due to lack of skill on the part of the workers.

Sakthivel and Joddar (2006) emphasized on the importance of providing the social security schemes to casual and contract workers within informal sector.

Harris-white and Sinha( 2007) stated that informal labour markets should be given the right kind of opportunity to flourish as the major part of the Indian economy is dominated by the informal labour economy.

Thomas (2012) referring to the NSS data argues that there has been a steady decline in the number of people seeking employment both in the formal and informal labour markets because of a large number of student population, absolute decline of people working in the agricultural sector and due to Government’s initiative such as MGNREGA.
Nag, et.al (2001) while discussing the features of the labour process in the informal sector in the third world country state that a complete alienation of labour from capital is not possible. Taking a very specific case study of the weaving community in West Bengal, the author states that since the weavers are economically weak, the middle men known as the *mahajan* act like a savior (not really so) who pay wages in advance if need be, keeping the weavers under their control, keeping them ‘deskilled’ and perennially in a state of pity and helplessness never to break the shackle of poverty and misery.

Kar, et.al (2009) state that the informal market did witness a positive change in the post reform time in terms of growth of real informal wage and productivity across all states in India due to market friendly policies.

Mentioned here are only a few studies to highlight the contribution of the unorganized labour markets in India. Most of the studies cited are either a Pan India reality of the informal sector or are very specific studies highlighting important nuances of the informal labour markets. The above mentioned studies very clearly bring out the fact that neither formal nor informal labour markets can function in isolation. There is a lot of informalization within formal work sphere and vice versa. One overarching reality of unorganized labour markets is that the sector is neglected and so are its people. Issues of uncertainty, normlessness and violence permeate the entire sector and affects men, women and children alike, but more so for women. In the following section, discussion on women and informal market is taken up which forms the basis of the current research.

**Women in the Unorganized Labour Markets in India Post Liberalization:**

Even before starting a discussion on women and the labour markets in the post liberalization period, it is important to understand Why Liberalization and Why Women?

India’s economy has developed in a phased manner and has experienced a sea change post 1990’s with the onset of liberalization. Liberalization did bring a massive structural change in the country’s economy- encouraging free trade, creating new jobs, an overall expansion of the economic activity and increased mobility of workers. Women who have been part of the economy since time immemorial also experienced a vast change in their economic way of life due to liberalization. On the forefront, it may seem very obvious that liberalization was the most sought after change that any economy would expect as it brought along promises of a better future. But this was not all. There is another side of this reality which has a different story to tell.
Although liberalization did bring a lot of change, many argue that it was not so for women. The new economic policies instead of breaking down the traditional trends continued emphasizing on the feminization of labour and women were left with no choice but to continue working within the home front in the name of “ghar ki izzat.” This is both a rural and an urban phenomenon. In rural society women are kept at home in the name of caste hierarchy and prestige and in the urban society in the name of ‘home duties’. When this is a reality for the women of the upper caste and upper class, who can still afford to stay at home in the name of ‘izzat’, women who are at the margins- Dalit women, women from scheduled caste, scheduled tribe and other backward classes are left with no options but to do whichever work comes their way. Kabeer, et.al (2013) state that unorganized labour markets comprises of women who are ready to accept casual, part-time and home based work; women who come from geographically dispersed and isolated communities often located on the invisible margins of urban informal economies, or in remote rural areas. They are often self-employed. Many are in direct competition with each other for work, or for orders for their products, or for space to sell their goods and services. Many of these women are located at the intersections of different kinds of inequality: class, race, caste, occupation, and legal status. So it is indeed challenging to build a shared and homogenous identity and interests. This kind of analysis in no way is a generalization of situation but are basically an expression of broad circumstances in which Indian women’s life gets affected the way they participate in the economy. Broadly, both the cultural rules and the patriarchal dogma keep women in a lesser position than men in the laboring economy (Mazumdar 2011).

Though most of the women work in India and contribute in a major way to the country’s economy, not all aspect of their work life gets documented. Women plow fields and harvest crops while working on farms, women weave and make handicrafts while working in household industries, women sell food and gather wood while working in the informal sector. Women do sex work, work in beauty parlors and also help their partners in the construction work. Additionally, women are traditionally responsible for the daily household chores (e.g., cooking, fetching water, and looking after children). Unlike men, women end up working in various non conventional places. Hence it becomes all the more difficult to account for their work.

Women work both in the conventional places like shops, offices, factories and construction sites and unconventional places like sidewalks, footpaths, open spaces, private homes, unregistered shops; on a mobile hand pull cart, traffic intersections, parks, play grounds, sea beaches, lakes, hill tops and hill bases, corner of roads, road side, near places of worship
etc within the informal labour markets. The reasons why women end up working in the non
conventional places are innumerable- taking care of the household, not been able to work
full time, migration due to husband’s job, relocation due to marriage, child birth etc are some
of the few to mention. Women also end up working in the non conventional places due to
lack of skills, scope for proper training to work in a recognized work environment. Overall it
can be stated that though the informal sector has offered possibility of work to the
unemployed and unskilled women worker, the position of women in the unorganized sector
has been poor.

Issues of Women Working in the Unorganized Labour Markets:
Issues of women working in the informal labour markets are as diverse as the kind of work
women take up. Since some of the issues that women face are directly linked to being
‘women’ and due to the prevailing socio cultural stereotypes, life of women in the informal
sector is a real tough one. Within the informal sector, there are hierarchies at the level of
work that a woman does, payment that a woman receives and the work conditions that
women experience. For example, women working as rag pickers, sex workers, construction
workers, daily wage labour, porters, street vendors are the most vulnerable group as they
are exposed to grueling work environment, sexual exploitation and various health hazards;
women who are working in the factories, weavers and domestic maids suffer a different level
of vulnerability and then women who are running their own business, like the beautician,
shop owners, sales women suffer a very different sets of problems. These are just some of
the categories to highlight that women experience the informal labour markets differently.
Given here are some of the works referred to discuss issues of women in the unorganized
labour markets.

Manohar (1983) states that women in the unorganized sector have been always dominated
by men and exploited. Women have no choice but to take up menial jobs that men refused
to take within the unorganized labour markets due to lack of education and skills.

Bannerjee (1985) states that although women’s work participation has increased in the
unorganized labour markets, they are only given jobs at the lower rung of the sector and are
denied their basic rights.

Unni (1989) states that women workers are the most disadvantaged class of workers. They
usually end up working 12-14 hours a day but their work is not fully recognized and is also
not documented well in any national data though they are an important driver of economic growth.

Saran and Sandhewar (1990) state that women end up working for as long 14-16 hours if they are migrant workers and almost all of them are illiterate, belonging to scheduled castes, scheduled tribes and backward classes and almost all of them had huge debt to pay. Further, rebuking, cheating, threatening, beating and sexual abuses were a common feature reported by women working in unorganized sector.

Shaw (1990) and Banerjee (1991) state that since women mostly do unskilled work and end up working for longer hours, they are more prone to health risks than men.

Chandola (1995) states that the decentralization in the unorganized sector has given way to cheap labour and easy entry of women into the sector. Although the decentralization process reduced government intervention, it leads to a lot of deregulation and women in particular end up being exploited.

Gabriel Dietrich (1995) states that women experience lack of security and safety being part of the informal labour economy. Majority of women workers work as marginal workers because of the irregular nature of work and hence are denied any kind of protection.

Sundaram (1996) discussed the degrading condition of women working in the unorganized sector on the pretext of being poor, illiterate and under domination of men.

Jhabvala, Renana (1998) brought out the importance of social security for women working in the unorganized labour markets, in the form of pensions, health care benefits etc.

Papola and Sharma (1999) state that with the increase in the women's participation in the unorganized labour markets there is also a steady increase of gender discrimination.


Srinivasan (2000) states that women in the unorganized labour markets do not have legal protection and also have no bargaining power.
Ghosh (2001) while studying the urban working women states that there is an increase in the number of unemployed, underemployed and unpaid women workers in the informal sector.

Sinha (2003) states that there is a high mortality rate amongst women working in strenuous condition within the informal labour markets.

**Conclusion:**
This chapter in reality should not conclude as in all probability this chapter will build on with additional information on the ever evolving unorganized sector in India. But as a note of summery it can be stated that unorganized labour market is definitely a difficult terrain to explore. Although it attempts to bring out many facet of the sector, yet many aspects still remain untouched. One is definitely the strategies or the techniques of the unorganized labour markets that women own to survive. All the studies mentioned above do bring out the multifarious characteristics of the labour markets and its intersection with the women workforce. It brings out very clearly the gaps in the informal labour markets, neglect of women workforce in the labour markets and the varied kinds of vulnerability that women face in the labour markets. Most of the women end up working in the poorest and unhygienic conditions on the pretext of being ‘secondary workers’. Lack of education and skills pushes women further into the fringes. Women continue to remain underpaid, unemployed and underemployed across sector. The low wages that women earn is not enough to meet their everyday needs and hence end up taking debt and eventually become victim of abuse and violence. Moreover the money that women earn seldom remains with her as it is being used for family needs and controlled by men in the family. Women also lack the bargaining power which keeps them perennially poor. Since many women are forced to work in unconventional places and take up jobs not sanctioned by the society, they are excluded from the social life and are denied any form of social security.

These are some of the important issues related to the informal labour markets and women that are highlighted in this review chapter. What comes out very clearly in this review, is the lack of any discussion in existing literature on how women empower themselves in their everyday life or how they manipulate various negotiation strategies and what are the issues of resistance and challenges that women internalize in their life time. This is what the present study aims to explore. When there are incidences of vulnerability, poverty and helplessness, the present study will make an attempt to record the incidences of struggle, empowerment and resistance in the face of poverty, patriarchy and discrimination.
Reference:


Chen, M. Alter (2003 & 2012): The Informal Economy: Definitions, Theories and Policies; Women in Informal Employment Globalizing and Organizing; United Kingdom
CSO (1980), National Accounts Statistics: Sources and Methods, Central Statistical Organization, Government of India, New Delhi

DP Mukhejee (1958): Diversities, People’s publishing house, New Delhi.


Harris-White, Barbara and Manjushree Sinhala (2007), Trade Liberalization and India’s Informal Economy, Oxford University Press, Oxford.


India’s Labour Market during the 2000s Surveying the Changes By: Jayan Jose Thomas Economic & Political Weekly EPW December 22, 2012 Vol xlvi no 51


Kulshreshtha , A. C. and Gulab Singh (1999), —On Contribution of Informal Sector in the Indian Economy, CSO, New Delhi, 3rd meeting of the expert group on informal sector statistics (Delhi Group), May 17-19, 15p


National Commission on Labour (1966-69), GOI.


Sutapa Majumdar, Ph.D. Thesis, 2016
NCEUS 2008, Definitional and Statistical Issues relating to the Informal Economy.


Reviewed Work: Labor, Class, and the International System. by Alejandro Portes, John Walton


Saran, A.B. and Sandhewar, A.N 1990, “Problems of Women Workers in Unorganized Sector (Brick Klines, Quarries and Mines of Bihar and West Bengal)”, Northern Book Centre.


