



## A Comparative Study of Participation of Women workers in Organized and Unorganized sectors in Kachchh district

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### Abstract

Economic development of a country largely depends on productivity of the entire population. Being almost half of the total population issue of women work force participation is important for economic development of any country. Social constraints and attitude inhibit the women's participation in productive activities and employment especially in developing countries. The waves of globalization are sweeping across the world and also in India. Major structural changes in industries and other professions are taking place. All these developments caused an increase in the women workforce participation all over the world and also in India. Women Work Force Participation has increased in the organized and unorganized sector in India. Hence, this paper examines the women participation, problems, earning status and awareness of labour laws in the organized and unorganized sector in Kachchh District.

**Keywords: - Women workers, organized and unorganized sector.**

### Introduction

“Empowering Women is a prerequisite for creating a good nation, when women are empowered, society with stability is assured. Empowerment of women is essential as their value systems lead to the development of a good family, good society and ultimately good nation”

#### Dr.A.P.J.Abdul Kalam

Our Indian constitution assures equality of men and women. Besides of so many efforts from past years, female section of society is deprived in compared to male section. They are not given first priority in social and economic decisions in her own family. According to United Nations Development Programme (UNDP) report, women are involved in doing 67% work of world; still they are socially and economically deprived. They are receiving only 10% of the universal income and have 1% part in global assets. This discrimination also persists in their work place in Organized and Unorganized sector.

Women work as Stenographers, Telephone, operators, Broadcasters, Journalists, Doctors, Lawyers, Engineers, Teachers, Police Officers, Air-Hostesses, Dress Designers, Receptionists, and Sale Girls. This forms only less than 10 per cent. About 90 to 95 per cent of women labour is employed in the unorganized sector. In unorganized sectors women work various capacities— attached, bonded, and casual and contract labour, as workers in sweated industries like hand looms and power looms, beedi making, embroidery, making matches and fireworks. Women as workers have to face problems like exploitation, sexual assault and lack of time to look after the family affairs also. This has some social and economic impact on their families.

The present study empirically focuses on the factors governing the employment pattern of women labour and the socio-economic conditions of the households of the women labour in the organized and unorganized sector in the study area. This is a comparative study about women workers working in organized and unorganized sector.

### Meaning of organized and unorganized sector

#### • Organized sector

Organized sector covers those enterprises or places of work where the terms of employment are regular and therefore people have assured work. They are registered by the government and have to follow its rules and regulations which are given in various laws such as the Factories Act, Minimum Wages Act, Payment of Gratuity Act, Shops & Establishments Act etc. it is called organized because it has some formal processes and procedures. Some of these people may not be employed by anyone but may work on their own but they too have to register themselves with the government and follow the rules and regulations.

• **Unorganized sector**

Unorganized sector is a sector which is not registered by the Government. The unorganized sector is characterized by small and scattered units which are largely outside the control of the government. There are rules and regulations but these are not followed.

**Review of literature**

The earlier studies are mainly concentrated the working condition of women workers, child labour migrated labour in various sectors and analyzed their health problem, health awareness in detailed manner. But the study related to women workers in the area of organized and unorganized is very limited. In order to fill up this gap the present study has been undertaken.

➤ **Niti Mehta**

Niti Mehta Research Scholar from Dept. of Sardar Patel Institute of Economic & Social Research. Published her article named “Female Employment in India: Trends and Underlying Processes in the Era of Reforms” In which she studied the trends from 1993-94 to 2004-05 on the basis of the data. This decade she studied and compared the women participation in India. In this study she found that highest female participation in rural area was in 1993-94 in Himachal Pradesh that was 52 percent and lowest was in Assam that was 15.9 percent, while highest female participation in rural area was in 2004-05 in Himachal Pradesh that was 50.6 percent and lowest was in Bihar that was 13.8 percent.

In this study she found that highest female participation in urban area was in 1993-94 in Tamilnadu that was 23 percent and lowest was in Bihar that was 6.9 percent, while highest female participation in urban area was in 2004-05 in Himachal Pradesh that was 24.1 percent and lowest was in Bihar that was 6.5 percent.

➤ **Khan. S. (1983)**

Khan. S. (1983) in a paper read at a seminar jointly organized by the ILO and Bangladesh Manpower Training and Development Institute in spring 1983, reviews 'women's involvement in different types of economic activities and assesses the extent of their contributions to the Bangladesh economy'. The author points out that about 92% of women live in rural areas and the actual contribution of women to the economy has been grossly underrated by the census documents.

**Objective of the study**

- To know women participation in the organized and unorganized sector.
- To identify problems of women in the organized and unorganized sector.
- To analyze the earning status of women in the organized and unorganized sector.
- To know awareness of labour laws among the women of organized and unorganized sector.

**Hypothesis of the study**

- Women will be participating more in organized sector compared to the unorganized sector
- Women workers of unorganized sector will be face more problems compared to organized sector
- Women workers of organized sector will earn more income compared to unorganized sector
- Women workers of organized sector will be more aware of labour laws compared to unorganized sector

**Methodology**

The present study was conducted in Kachchh District of Gujarat. There were thirty samples randomly selected to collect information related to the present study. This study has been carried out with the help of primary and secondary data. First-hand primary data were collected from the help of Google docs questionnaire and through personal interview method. Secondary data has been taken from the Census of India 2011, DISTRICT CENSUS HANDBOOK KACHCHH. The study based on Simple random sampling method. The collected data have also been tested with the help of simple percentage, ranking method. The study was conducted from the month of January 2018 to February 2018.

**Findings**

➤ **Women participation in Kachchh District**

**Category of Workers (Main & Marginal)**

Work categories	Total workers	Number	Percentage
(i) Cultivators	Persons	105,876	13.64
	Males	90,368	14.47
	Females	15,508	10.23

(ii) Agricultural Labourers	Persons	183,971	23.70
	Males	115,882	18.55
	Females	68,089	44.94
(iii) Workers in household industry	Persons	10,802	1.39
	Males	6,056	0.97
	Females	4,746	3.13
(iv) Other Workers	Persons	475,579	61.27
	Males	412,398	66.01
	Females	63,181	41.70

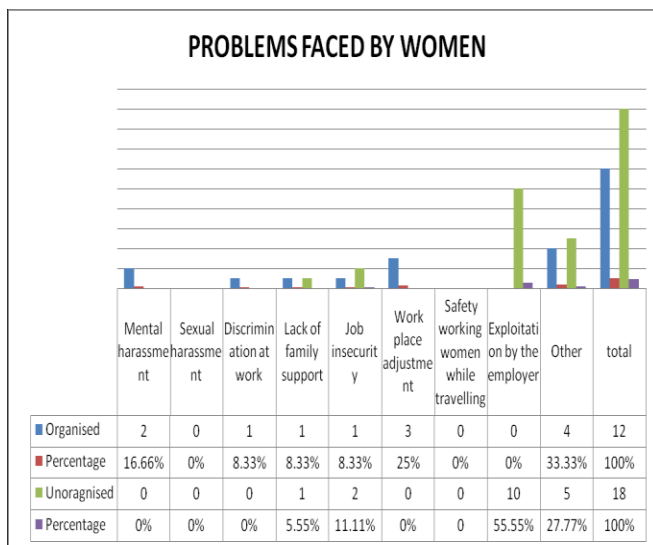
Sources: - Census of India 2011, DISTRICT CENSUS HANDBOOK KACHCHH

After 2001 earthquake, Kachchh district is reincarnated; many new industries are established like cement plant, steel plant, fertilizer, fisheries, plastic & salt industries etc. so economy of the district is basically dependent on industrial workers. Kandla port is the major port of western region so a big junction for import-export industries.

Kachchh district has a sex ratio of 908 (no. of females per 1000 males). District has third lowest sex ratio in the State. Among sub-districts, Nakhatrana has the highest sex ratio of 968 and Mundra has the lowest sex ratio of 705.

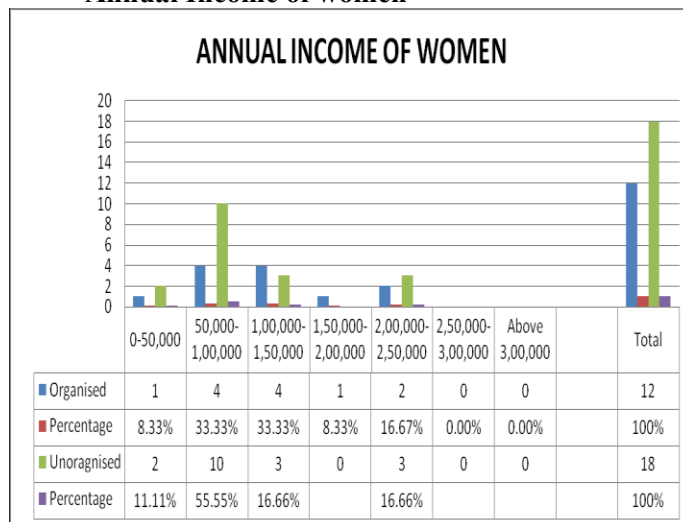
This data shown that in Kachchh District highest female work participation is in Agriculture Sector that is 44.94 percent and lowest is in household industry that is 3.13 percent. Hence, the hypothesis of the study is not accepted.

➤ **Problems faced by Women**



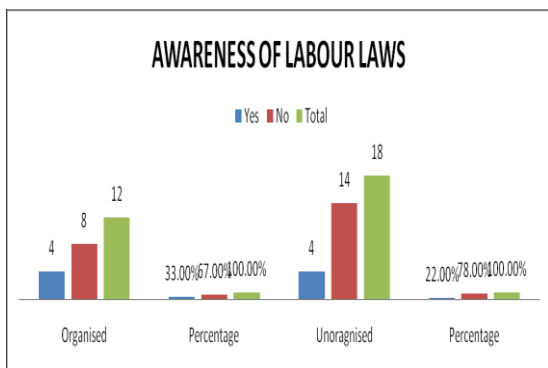
It is seen that out of the total women workers, women of unorganized sector face more problems compared to women of organized sector that is 55.55%. Hence, the hypothesis of the study is accepted.

➤ **Annual Income of women**



It is seen that out of the total women workers, women of unorganized sector are earning more compared to women of organized sector that is 55.55%. Hence, the hypothesis of the study is not accepted.

➤ **Awareness of labour laws**



It is seen that out of the total respondents (30), 33 per cent of women of organized sector are more aware of labour laws compare to women of unorganized sector. Hence, the hypothesis of the study is accepted.

**Suggestions**

- Since women workers lack in skill, skill development programs should be provided to them to enhance their skill level.
- Women workers should be educated and make them aware about their rights and legislative provisions.
- It is very much essential to create awareness among women

workers about the institutional support available to them to protect their rights.

- A comprehensive law is needed to protect the rights of women workers.
- Any kind of exploitation including sexual harassment of women workers is to be prevented and stringent action needs to be taken against the wrong doer.
- Mass media should be used to communicate the social message relating to women equality.
- A separate women grievance cell headed by a woman should be established in every organization sector and in case of unorganized sector women to form self-help groups for their protection.
- Necessary amendments are required to be made in labour laws.
- There should be proper regulation of unorganized sector industries, which ensure job security, healthy work environment and at least minimum wages, maternity and child care benefits.

**Conclusion**

Women are almost half of the world’s population having enormous potential but being under-utilized or unutilized for the economic development of the nation. Half of the Indian population constitutes women and only half of them are literate. Women’s work participation is about one-third. Majority of them are involved in unorganized and domestic sector. Women’s work sustains the society economically. They run households, rear children and perform economic and non-economic activities within the families. We see them working in offices, farms and factories, but all their time, their works/ contributions remain invisible. Their work is taken for granted and their contribution to the survival/betterment of the family and the society is regarded a natural outcome of their caring, nurturing and self-effecting nature. The established notions on women’s work and their economic contribution to the society and the state has been strengthened by old traditions and nurtured by cultural values

Despite providing many laws of social security in the constitution of India for organized and unorganized women labour force, still the situations of unorganized women labour remain same, only organized women labours are enjoying the taste of that fruits. There are lots of schemes have been framed by central as well as state government both, but unfortunately, most of the time Government has failed to apply those schemes at the time of their requirement.

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