

THE STUDY ON WOMEN EMPLOYEES PREFERENCE TOWARDS IN UNORGANIZED SECTOR

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ABSTRACT:

A big majority of India's labour pressure is in unorganized sector. In the absence of economic possibilities in their personal states, many employees migrate throughout the alternative states of India to are looking for employment. Construction enterprise depends nearly completely on migrant employees, majority of that are women. The major object of this paper is to shed light at the socio-economic issues being faced by a section of the women employees in production enterprise. These women employees have a completely difficult life. In spite of being actively involved in economic activities for survival, bearing and rearing of kids stay their top responsibility, and hence they grow to be with gambling roles in each production and reproduction.

KEYWORDS: Unorganized, Employees, Responsibility, Women Workers.

1. INTRODUCTION:

The unorganized sector forms a huge proportion of the workforce in India. The economy is highly dependent on this sector for its growth and development. But it has been seen that due to the unregulated nature of this sector, there is a lack of

effective legal and institutional framework which makes the workers susceptible to exploitation. In this sector, more than 90 percent of the workforce is comprised of women. Even though the number of women employed in this sector is huge, they are not included in the official statistics as their work is considered to fall within the category of disguised work or unskilled work. This is a major cause for such women being left out from benefits that are awarded to other workers. These women are faced with situations where they have to work long hours for less pay and are met with other challenges which make it difficult for them to find a stable footing in the workforce. The lack of education, skill or any formal training also inhibit such women workers from seeking better job prospects in the formal sector.

2. OBJECTIVES OF THE STUDY:

- ❖ To examine the theoretical back ground of unorganized region.
- ❖ To look at the socio financial back ground, the character of labor and working condition of female workers in unorganized region.

3. REVIEW OF LITERATURE:

- Sheila Bhalla's (2003) look at on, The Restructuring of the unorganized Sector in India. Attempts to offer an over view, of the contributions made to earnings and employment technology by the unorganized non-farm sector as an entire and of the overall performance of its important sub sectors taken individually.
- The article entitled, "Empowering Rural Women" by Rao.V.M argues that women carry out special roles like reproduction (best women), family activities (house work, food preparation, baby caring) and productive (Income producing activities).

4. METHODOLOGY:

4.1 SAMPLING DESIGN:

Sampling design way measuring a small a part of something after which creating a widespread announcement approximately in complete thing. It is a technique of choice some of devices for examine in one of these manners that the gadgets constitute the massive institution from which they're selected. In India, 93% of the human beings are running in unorganized region. According to Census of India 2011, there are 1,050,721 people in Coimbatore district out of whom 524,558 are woman people, of this female people 0.1% is taken for this study, amounting to 120 respondents who of them they amongst production people, home people and inn

people. From every elegance one hundred respondents are taken. The study is limited to womens people in unorganized sector in Coimbatore city only. In Coimbatore city the employee belongs to numerous classes of exertions pressure beneath Neath unorganized region. In this examine the researcher has used comfort sampling method. First data were collected from 120 construction workers from 15 construction companies, 120 domestic workers from 15 flats and 150 hotel workers from 15 hotels in Coimbatore city.

4.2 Data processing

The collection of information was processed thorough out tabulation, charts and graphs. The collected data had been organized in a concise and logical order. The charts and graphs are utilized in diagrammatical instance which describes the informal through the tabulation.

4.3 Period of the study

The study has been performed from December 2021 to March 2022. The primary data end up collected all through January 2022 to February 2022..

4.4 Statistical tools

Statistical Tools The researcher has used the statistical tools mainly Percentage evaluation, weighted common method and Factor evaluation for

reading the statistics procured from the respondents from exclusive areas selected for the study.

4.5 Limitation of study: -

- The study is confined to Coimbatore city only.
- The findings and suggestions are based on the perception of the respondents and hence cannot be generalized.

5. THEORETICAL BACK GROUND OF UNORGANIZED

5.1 The major characteristics of the unorganized workers

- The unorganized exertions are overwhelming in terms of its amount range and therefore they're omnipresent in some unspecified time in the future of India.
- As the unorganized zone suffers from cycles of excessive seasonality of employment, majority of the unorganized employees do now no longer have strong and sturdy avenues of employment. Even folks who look like visibly hired are not gainfully and significantly hired, indicating the life of disguised unemployment.
- The workplace is scattered and fragmented.
- There isn't any formal employer – employee relationship.

5.2 Women workers in unorganized sector

A female is recognized as a daughter, sister, mother, wife, and daughter-in-regulation but in no manner as an impartial person. To be born as a female manner to live from cradle to grave relying at the male member of the family like father, husband, son... Almost 423 million people (greater than 85% of the working populace in India) work in unorganized region and of these about 120 million are girls. According to an estimate, by the National Commission on Self-Employed Women (1988a), of the full wide variety of girls people in India, about 94% are in the casual or unorganized region while simply 6% are withinside the organized or formal region.

5.3 Impact of working condition on women's

The obligations finished by girls typically pressure them to be in the equal feature without transferring unique limits, that could adversely have an effect on their reproductive health. A look at in a rice-growing belt of coastal Maharashtra located that 40% of all infant deaths came about in the months of July to October and that a majority of births were both untimely or stillbirths. Chiefly because of the squatting role that needed to be assumed in the course of July and August, the rice transplanting months.

6. ANALYSIS AND INTERPRETATION

Table 1.1 Educational Qualification

Educational Qualification	No. of Respondents	Percentage
Illiterate	31	21.3
Primary Level	70	38.7
Middle Level	41	26.8
High School Level	4	7.8
Higher Secondary Level	2	2.7
Collegiate	2	2.7
Total	150	100

It is inferred that out of 150 respondents, 70 (38.7%) have finished number one faculty stage and 41 (26.8%) have finished center faculty stage and 31 (21.3%) are illiterates and 4 (7.8%) have finished high faculty stage of training and 2 (2.7%) have finished better secondary stage of education. It found that a majority of 70 respondents (38.7%) have finished primary faculty stage of education.

Table 1.2 Status of House

Status of House	No. of Respondents	Percentage
Own	47	23.3
Rented	78	58.7
Leased	24	17.1
Government House	1	0.9

Total	150	100
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It is under stood from table 1.2 that, out of 150 respondents, 78 (58.7%) are living in rental house and 47 (23.3%) in their own house, 24 (17.1%) live in leased house and 1 (0.9%) in free government house. It is concluded from this table that more than half of the respondents (58.7%) live in rented house.

Table 1.3 Type of Work of the Respondents

Type of work	No. of Respondents	Percentage
Constructor (Masons)	33	19.5
Domestic worker	75	51.5
Hotel worker	42	29.0
Total	150	100

Table 1.3 suggests that, out of 150 respondents, 75 (51.5 %) of them work as Domestic Worker, 33 (19.5 %) as Constructor (Masons) and 42 (29.0 %) of them work in hotels.

It is concluded from this table that more than half of the Percentage (51.5%) work in Domestic Work's.

7. FINDINGS:

The major findings based on the objectives and hypotheses of in the study. Also, the researcher attempts to offer certain suggestions also to overcome the problems faced by the women workers in unorganized sector. The Paper ends with the necessary and relevant concluding remarks.

- 70 (38.7%) Percent have Completed Primary level of Education.
- 78 (58.7%) percent live in rented house.
- 75 (51.5 %) work as Domestic Employees, and 42 (29 %) Work as Hotel employees and 33 (19.5 %) of them work's Constructor (Masons).

8. SUGGESTIONS:

- The personnel of the unorganized sectors specifically the improvement employees may be delivered under the purview of ESI.
- The service of the domestic workers is not properly recognized by the employers. The domestic workers are working alone in the house were as the construction workers work as a group. Naturally they can share their joys and sorrows. Hence the domestic workers have to be treated by the employers sympathetically.
- Most of the workers of the unorganized sectors are working in private undertakings and there is no uniform wage policy. The

wages of the workers is determined by the supply of workers. The workers of all the three unorganized sectors are not fully satisfied with their wages. If the Government may take steps to fix minimum wages for various occupations to eliminate disparity in wages.

9. CONCLUSION:

Unorganized sector plays a crucial role in Indian Economy. It is providing employment opportunities for millions of people and also contribute significant share to nation's output. There is a need for suitable policy for the systematic development of human resources in the informal sector. Varied reasons could be assigned for the existing deplorable state of affairs of women in unorganized sector. It is mainly due to a segment working against women in labor market. Besides lack of organization in terms of farming trade unions among female workers, adverse impact of technological growth on women labor, absence of purposeful human resource development policy on improving women's employability through training, inadequate legislation and ineffective enforcement of safeguards to protect female works, particularly in terms of their working conditions are few of the major causes leading to pitiable condition of women workers. Under this existing condition it would not be out of context to say that the

government should make efforts to improve their working conditions in terms of occupational safety, working hours, payment of adequate wages to them so that the women workers engaged in unorganized sector of employment may have mandatory decent and dignified work.

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