

WORKING WOMEN IN UNORGANIZED SECTOR: PUBLIC POLICY AND CHALLENGES IN INDIA

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Abstract

[The women working in unorganized sector have to face much more problems as compared to women in any other sector. Generally, there is lack of formal education, skills and knowledge among women working in unorganized sector. Beside lack of proper legislations, there is also lack of awareness of rights among women working in unorganized sector. The problem of improving the condition of women working in unorganized sector seems to be extremely complex in developing nations like India. Very little efforts are made in for the women working in unorganized sector. It calls for serious attempt on improving their financial and social condition.

An attempt has been made in paper to discuss the condition of working women. The central focus of the paper is to throw light on the condition of women in unorganized sector in India.

Keywords: Working Women, Unorganised Sector, Condition of Women.

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1. INTRODUCTION:

Unorganised is becoming increasingly 'feminised' worldwide as men move out of the area more rapidly than women. The causes for rising female representation in unorganised vary from voluntary and involuntary taking out of men from this sector, to growing earnings opportunities for women in export-oriented non-traditional sectors.

Through their daily activities, experience, and knowledge, women have a major role in unorganized sector and livelihoods. However, at all levels of policy planning, women are ignored and hindered by restricted rights to the resources they rely on to meet their needs. The autonomy provided by the law is merely statutory or symbolic, and rarely seen in real life. Though some improvements by way of reserving seats for women in panchayats and local governance have been achieved, there is still some distance to go before women in this sector can truly be considered "empowered."

Multi-Dimensional Role of Women:

1. Agricultural Activities:- Sowing, transplanting, weeding, irrigation, fertilizer application, plant protection, harvesting, winnowing, storing etc.

2. Domestic Activities:- Cooking, child rearing, water collection, fuel wood gathering, household maintenance etc.

3 Allied Activities:- Cattle management, fodder collection, milking etc

Main Obstacles in Women Growth in Organised Sector:

Male workers are more mobile and risk taking and seeking job oppurtunities outside their own territories. In the case of women the choice is restricted to the extent to which the female member is able to excercise influence on the family. Married status, child bearing and rearing, education, attitude of the head and other family members, etc, may constrain the women's possibility of seeking jobs outside the locality. This would suggest that the decision roles for men and women cannot be looked as the same thing. The norms prescribed for male decision may differ from those of females.ⁱ

- Few women holding of productive resources such as land, animals, and machinery.
- Women absence from decision making process, either inside or outside home.
- Women perform all un-mechanized tasks and perform multiple tasks, which add more burden to them.
- Women workers in unorganised suffer from high illiteracy rate among them and drop-out of schools.
- Women earn fewer wages, especially in joint, informal and private sector.
- Women do not know their legal rights.
- Miss applying some laws and regulations in favour of women such heritage legislation.

2. OBJECTIVE

The objective of the subject matter is to analyze the position of women working in unorganized sector, while stating various legislative measures undertaken by Government of India to improve the condition of women working in India.

Household Technologies for Farm Women

Working Women in Agriculture:

Women have been exploited to a greater extent than they were paid less than men for similar work and hours spent on the job. Working conditions in the unorganized sector were unsatisfactory. The working women spend around 7-8 hours daily working in the fields. They get a wage of Rs 240-00 per day. Their working time is from 9.00 a.m. to 5.00 p.m. They get only half an hour of lunch time. In this division pay paid work is, in light of current circumstances, non-unionized because of pleasing and irregular nature of business and scattered scope of tries. This segment is stamped by low jobs, shaky and sporadic business, and unfortunate lack of certification either from foundation or exchange unions. These women work in high-tech green house plants where they do all kinds of work such as sowing, manuring, irrigating, and also artificial pollination. Irrigation technique which women use is the deep pipe technology. The women also take care of removing the weeds and the appropriate moisture level of the soil.

According to Swaminathan, the famous Agricultural Scientist, “some historians believe that it was woman who first domesticated crop plants and thereby initiated the Art and Science of farming while men went out hunting in search of food; women started gathering seeds from the motive flora and began cultivating those of interest from the point of view of food, feed, fodder, future and fuel”.

In short the capitalist leaches become richer and richer by squeezing the life blood of the working force.

Women in Construction and Other Miscellaneous Industries

Farm women’s access to production resources is restricted. Access to credit is difficult, since most women are not asset holders and do not own property, which is a prerequisite for lending agencies. Thus, access to one of the most important factors of production, such as capital, is denied. Agencies like National Bank for Agriculture and Rural Development (NABARD), banks, cooperative societies, and market yards could easily remedy this situation. Women’s cooperatives should be revitalized with an increased focus on entrepreneurship. Women’s active role in the decision-making process is not only warranted but essential. Farm information and communication support should highlight farm women.

Unless socially sound technological packages are coupled with appropriate services and policies, the fruits of scientific work will not automatically accrue either to women or man.ⁱⁱ

Women Working as Domestic Servants:

Women working as domestic servants form an important element in social life. They contribute in general social life of people. But they are most subjugated, mistreated, unexplored and neglected section of the unorganized sector of economy and society. Domestic service is one of the low ranking occupations mostly belongs to socially and financially poorest class of society.

There are not many unions in this division to go about as watchman canines. Yet, the duties made by the untidy part to the national compensation, is incredibly liberal when appeared differently in relation to that of the sorted out range. It adds more than 60% to the national pay while the dedication of the created part is a vast

Brick Making

There are around 30-35 women working here. These women are migrants from places like Uttar Pradesh, Madhya Pradesh and Rajasthan and the surrounding areas. They wake up early in the morning at 5.00 a.m. and start the brick making process after completing little tasks at home because they manage both the things, at the house and the workplace. The process of brick making includes the preparation of clay mixture and pouring it into the mould, taking it out and then drying it. The wage they get is Rs 300-00 for 1000 bricks. The women work together in a group of two or three doing different processes and the money which they get as wage is divided amongst them.

The clay mixture is made by them by digging the required amount of soil and then testing that if some additional amount of sand is to be added in it. Sand plays an important role for removing the brick from the mold as a raw brick. Before being shaped in a wooden mold, the form and a brick sized loaf of clay are dusted with sand to keep the clay away from sticking. They remove the excess of clay by drawing a straight wooden stick across the top of the form, then starts the drying activity. The women dry the bricks in the sun. They keep the raw bricks on dry sand in the sun for drying. This is a very important step for making a brick. The women keep on checking the bricks until the exposed edges become white. The whole process takes atleast three weeks for the same.

After this drying process follows the process of fire drying where commonly men are involved and women do not participate in it. The drying of bricks by fire takes atleast seven more days. The number of women employed in any day does not exceed 50. The women labourers are not given any holiday. The women remain without work during the monsoons because the process of brick making stops with the onset of monsoons. The women work for around 8-10 hours each day excluding the work. They do not build their homes, but live in tents and do all the work there such as cooking washing, child care.

Women Labourers in Brick Kilns:

The women workers engaged in this type of work constitute mostly young girls and women. There are around 18-20 women working in this brick kiln. Most of the women are migrants who

have come from Bihar and areas around it. They live here in small tents with their families. The women workers work here on piece rates. These women are usually spouse of men who actually do the main job of baking the bricks and the women do the loading work. Normally the women are not engaged in the baking process but they make these bricks from clay and sand before they are baked and later on do the loading work.

The women are totally dependent on the contractor for every kind of need or support. These women carry heavy weight of bricks on the cart and even on their heads. A woman at a time carries about 70-80 Kg. of weight of bricks. Their children take care of younger siblings help mothers in various domestic roles because women beside working at the workplace for about 8 hours daily, also utilize the time in cooking food, washing clothes, maintenance and clearing of the living place etc. Their work moves in a cyclic manner, the women carry approximately 40 bricks at a time in the cart and if they do this loading for about 1000 bricks which fetch them about Rs 1000-00. The women do the loading for about 100 times which fetches them around Rs. 280-00 per day and the speed with which they do it is externally remarkable. Most of the women who have new born babies put them in big round cane basket and keep them near the place they are working. The place is full of dust which is red in colour. The young ones lying nearby develop a lot of harmful diseases because of this red coloured dust. Also the women doing this work have to suffer very dangerous problems such as bronchitis, tuberculosis, several allergies and most of them develop problems related to eyes. Some women also complain about backache and spondylitis, bone deformation, muscle peel, dislocation etc. The women say that they get so tired sometimes but they cannot afford to halt the work. This problem is mostly faced by lactating mothers who ought to stop the work every now and often to feed the baby. Even the pregnant women bear lot of pain and find it very hard to work in such a condition but still they feel reluctant at the thought of not working till the delivery because of their survival needs. Some of the women work and carry load even till later months of delivery.

Construction Sites

The women in the construction sector who are collecting stones which are made/ grieved/ fragmented by them from boulders. Sometimes these stones are fragmented from bricks by them.

These stones are used for constructing houses and buildings but for road laying, stones are commonly fragmented from boulders. The construction sector women perform jobs like fetching water, carrying bricks, sand, cement and concrete mixture helping in erecting the scaffolding centering etc.

The daily wages of a construction worker is about Rs 150-00 per day without any other facility. They work for 8 hours in a day and halt only for half an hour or 45 minutes for taking lunch or having tea. The lunch they take is out of their own expenses and the contractor does not pay anything to them for lunch, tea or remunerate them. But while they construct houses they usually get tea once or twice from the owner of the plot/ house. The women are usually spouses of the men workers/labourers where the husband and the wife both work in the construction sector they get Rs 300-00 daily out of which they make a budget of the daily expenditure. Most of the women here are migrants who have shifted from places like Nalanda, Komayun, Bihar and other surrounding areas with their families. They live at the construction sites in small tents. They lack the basic amenities of life. The women do not have proper sanitation facilities as they are not provided with any toilet facilities. In the making of concrete mixtures, men operate the machines while women bring the ingredients to the machine and later on carry the mixture for loading. The blasting jobs are typically performed by men. While the women do work, there is nobody to take care of their children and so the children are greatly exposed to the health hazards and other accidents which are very common in the construction industry. Both the mother and the children are prone to accidents which something result in either temporary or primary disablement.

Women in Cloth Industry

The woman generally liked being away from the drudgery of farm life. Earning their own money and living on their own was very liberating despite the harsh condition of the factories. The crowded, all-female environment of textile and garment factories created a feeling of community among woman.

Urban factory work was a major occupation of native born migrants from the countryside as well as immigrants. Women workers performed the same unskilled jobs in urban mills as in the rural mills, and were paid much less than men, who often performed skilled jobs.

The cheap and readily available labor of young women in the very beginning industrialism allowed the U.S. to more quickly expand. The young girls were willing and able to work while their male counterparts generally had to stay home and work on the farm.

The clothes are brought from various cities through tractors. It is then unloaded in various factories in Panipat.

The women then take out clothes of different colours and arrange them into heaps. Their working time is from 9.00 a.m. to 5.00 p.m. The women belong to Gharaunda and Panipat. The wages they get is according to the quality of their work. They get 90 paisa per kg. for the cloth they arrange.

Women ripping off the segregated cloth by a sharp tool

After the segregation which is done shade wise, the raw material (cloth) is ripped off into strip like rugs from a very sharp knife like tool. This ripped off cloth (strips and rugs) is then again sent to local karkhana where this cloth is then washed in acid so as to remove its colour (bleached) by the women workers and then packed to send it to the factories where it is processed to make thread. This thread is further used for making new clothes.

The women work in a factory and engaged in the work of bleaching and washing the rugs. These rugs are purchased by their contractor from another factory which actually deals with cutting (ripping) old worn out clothes into rugs. Sometimes the contractor also purchases these clothes directly from Calcutta. The woman washes coloured rugs in acid (tezab) and then in water. These bleached rugs are then sent to another factory, who then make it into thread by machine. The wage/ amount they get from their contractor, is about Rs 4000-00 per month. About one ton of material is bleached daily. One person washes about one quintal of rugs daily.

After this, the rugs are put for drying in the sun. The woman in the works for about 8 hours in a day i.e. from 9.00 am to 5.00 pm and gets half an hour for lunch. After drying, women fill rugs into the sacks. After packing it, they make them ready for transportation. While they are at work, they also take care of her children. Besides this, they also perform the necessary work related to

their households. They work in this factory with her husband and they have migrated from West Bengal. They have to face a lot of problems while doing this job because while washing the cloth in acid, many a times burns their hands and because it is a daily routine, therefore, their skin becomes effected very badly and many a times cases of skin cancer also arise. Also as it becomes hard for them to visit the doctors because of the expenses so they bear pain, thus, this has now become a habit for them.

Women in Paper and Cardboard Industry

The women engaged in the process of recycling new paper from old paper. These are around 15-20 women including women of very old age also working in the factory. They work from 9.00 am to 5.00 pm and get a wage of Rs 100-00 only.

They are locally involved in three activities:

- Preparation of fibers: The paper and wood residue is first converted into pulp and fibers are extracted from it.
- Sheet Formation: The women dilute the pulp mixture and then strain it through a moving screen
- Drying; Women use blotter sheet, air and heat for drying the papers.
- They sometimes feel overloaded with work.

Women Engaged in Egg Tray Making

The women are engaged in making trays of eggs. They use cardboard, wood pulp and other binding material for the same. They are local residents and work in the factory for about 8 hours with a lunch break of about one hour. They work on daily wage basis and get approximately Rs 100-00 daily for the same. The women collect the eggs trays which have been put in the sun for the purpose of drying. There are many women working in this factory. The work is divided amongst them by the contractor. Some make the mixture for making the trays, some of them punch impressions in it for holding the eggs and the others put them for drying and then collect

it. After that they also help in packing and loading it in the truck. In the evening they are made to clean the factory for which they get no extra amount.

Box Making

The women working here stick the flaps of the cardboard and give it a shape of a box. The cardboard sheets are made by the men in this factory by machines. The women do not deal with machines. The women does hand work and gets only Rs 100-00 as one day wages for her work. Their working time is from 9.00 am to 5.00 pm. They gets a lunch break for about half an hour. They make about 100 boxes in a day.

The odour of fevicol sometimes makes them feel a little uncomfortable and causes minor headache but they carries on with the work without any break except the lunch break of half an hour. These boxes are used to pack blankets and are sold at a rate of about Rs 25-00 for the small box and Rs 35-00 for the big box.

Women in Jaggery Factory

The women work with equal strength and input as the man in a jaggery factory. They make heaps of residue of sugarcane after extracting the juice. The juice is then processed further to make jaggery. The women do cumbersome work such as collecting the sugarcane residue and loading the heavy weight on the head. Besides this, the other activities they perform in the jaggery factory are of stirring the sugarcane juice, boiling it and sieving it regularly. This process is done in different well type underground structure. It is a laborious and tedious task. They work for almost 6-7 hours in the factory and also involved in cleaning the factory in the evening after the work is done. They work on daily wages and put in a lot of labour.

Small Scale entrepreneurs

Stitching and Tailoring

Almost all the women and girls from the village know to stitch. They approach the tailor only on certain occasions such as marriages or festivals. A tailor charges them Rs 100-00 in a village to stitch a dress. But the women manage it own their own and thus contribute to the savings of the

house. Most of the girls learn it from their mothers. Beside this they also mend the clothes of the entire family whenever required. They stitch usually during the free time in the evening.

Sometimes the women also work for boutiques where the boutique owners give them work of alteration, button making, hamming etc. The women get Rs 35-40 for every piece they mend. They say that this type of work can be carried out in the privacy of the home, and in leisure time so they don't need to go out.

The women are trainees who have joined the training centre organized free of cost by the Women's Studies Research Centre, Kurukshetra University, Kurukshetra. The centre is being run in a small locality named Bahari Mohall in Kurukshetra.

During informal discussion the women said that some of them who knew a little basics learn to be more accurate during the training, so that they can further open their own stitching centers. They learn to stitch dresses and some of them who had no art in hand earlier can now stitch perfectly and shall be able to run this business in their houses and earn atleast to manage their own expenditure so that they do not burden their husbands or family for the same.

The women getting training in the centre realized that this has improved awareness and skill amongst them. Some of the women said that if somehow they do not manage to open their own stitching centres or maintain business of any such kind; they now have the skill to atleast stitch their own dresses.

Kitting and Embroidery

It was also observed that a woman knit woolen which she does for her family and also for the purpose of selling. She knits the knitwears and supplies it to the women who are dealers in this stuff and sells them further.

One other women also do crotia which they shall sell to the nearby houses and earn around Rs 200-00 as profit per piece. She makes table clothes, bed-sheets, baby dresses etc. There is a lot of intensity of labour in these types of works. Most of the girls know this type of knitting art and use it for earning a little money. They learn this from their mothers or other relatives. Most of

them make articles on order during some marriage when these type of gifts are given to the bride. The women do embroidery on a bedsheets and takes about 7-10 days to complete one bedsheet. They shall also sell it to the women in the nearby houses and many a times make it on order. Whole of the raw material including the sheet (plain), thread etc. are brought by them. They earns a profit of about Rs 400-500 on each bed-sheet. Sometimes they also make a set including the pillow covers. They spend around two or three hours daily whenever they are engaged in this kind of work; although it is only for a few days that they got engaged in this work. Women also make these sheets to be used in their own house. They had learnt it from their mother or close relatives. Women do this work after completing the other household activities. Women do embroideries on the stitched dress also. They do framework and use various stitches in doing it. The kind of embroidery work in which these women are engaged consists of chikan embroidery, sequence work, adda work, aari work etc. it also includes crotia, lace and ribbon work. These women sell these articles for Rs 800-00 out of which the profit is around Rs 500-00. This needs a lot of concentration. They want to have training so that they can enhance their skill. They do it as their hobby and also as an activity which earns them a little money. The stitches they use are named as Kashmiri stitch, knot stitch etc. They do work for the women who select the kind of pattern they like and they make it for them. This starts from tracing the sketch using kerosene oil, then framing the cloth and then doing the needle work. The time taken for each pattern varies according to the design and pattern of the embroidery. They also do hamming and other alterations. Most of their clients are the women of nearby houses and some who live a little far away but from the same town or usually such women do not have enough means of advertising their work. The time they spend for each order on average is about 10-12 days. They spend around 3-4 hours daily for this work and earns about Rs 300-400 for each order and the amount spent upon raw material is very less because most of times the cloth material is given by the client. There are also times when they are without work.

The girls also make beeding on the edges of a bed sheet to make a border. These are thread hangings which makes the bed sheet look more graceful. They make it with the thread of worn out sheets and their border, which is given to them by the contractor who is actually the whole seller. They manage to do atleast 5 bed sheets in one hour and get a fixed stock of 25-30 bed sheets daily by the contractor. Girls take the help of their mother while doing this work. It takes

them five hours to complete the stock in one day. Most of the girls are college going girls and do this work during her vacations. They earn about Rs 750-800 in one month. Besides this they also take care of her daily household duties.

Craft work: Puppet making and selling

The girls make toys and also sell them in the market. The girl who makes toys in Bahari Mohalla sells them to the local women and children at a price which covers the actual cost of making it and a profit of around Rs 100-00 per toy. They may sell about 10 toys in a month in their own locality and the nearby localities which earn them about Rs 500-00 of profit per month beside the cost they incur. They said that the toys are sold more in the season of Diwali, Christmas and also during the new year. The women of the nearby localities also purchase toys from them when a new born baby is born. They gift these toys to the baby with clothes and other articles. In that case they sometimes even get orders for making toys of different shapes like animals, clown, teddy bears etc.

The money they earn is further utilized to purchase the raw material to make more toys such as cotton, sponge, fur, ribbons, paper, colour, frills and other items. They purchase them from nearby market and save the money which is left after purchasing the material. The money they save is either utilized for her personal expenses or contribute it to the family expenditure. They spend 5-6 hours during the weekends in doing this job and also handle the other household domestic work side by side.

The women sell the toys taken from the roadside near the gurudwara in Kurukshetra. The girls who involve in this task are around 12-22 years of age. The girls and women live with their families in a tent house which is located on the roadside. The families lack the basic amenities of life and do not have proper accommodation or sanitation facilities. Whatever they earn is utilized in earning the minuscule survival expenditure and purchasing more stock. Some of the toys were made by the girls and their mothers and some were purchased on whole sale rates. The toys cost Rs 200-00 to Rs 500-00 depending on the size and the material used. These toys are sold to the local passerbys. The customers are usually the children and teenaged or college going girls and parents with their children along them. All the toys are displayed outside their tent on the

roadside. They display them from 10.30 a.m. in the morning till 8.00 p.m. in the evening. In the night they pack their toys and keep them inside the tent. Cooking food also takes place near the same tent. They stay at one place for about two months and then move to any other nearby place in the same district. They belong to Uttar Pradesh and Bihar.

Beauty Parlours

It was observed that a parlor is run by a woman, who has further engaged two girls for assisting her. The number of clients she attends is about 10-15 each day. The clientage is however more during the festival season and during the season of marriages i.e. from November to March. She has divided the work amongst herself and her two assistants. The parlour is opened at 10.00 am in the morning to 8.00 pm in the evening. The amount she earns every month is approximately 15000/- as her daily earning amount to Rs 700-00 to Rs 800-00. These Rs 15000-00 is divided in the following manner, she pays Rs 500-00 to both her assistants as a monthly salary and an amount of Rs 2500-00 approximately is spent every month in the purchasing of the stock for the parlour such as thread, creams, shampoo other cosmetic etc. This makes Rs 7500-00 as her savings out of which she has to spent some amount on the renovation (or decoration) of her parlour every now and then.

In these 9 hours the work in the parlour goes on an average of about 5-6 hours as the clients do not have a fixed time of coming and their visit is also not continuous. The lunch time is for one hour daily and they do not let the clients go back, during that time as the helpers divide their work accordingly. The owner is a trained professional and is utilizing her skill for earning her livelihood and also in giving employment to others.

Broom Making and Selling

The women sell their handmade brooms. They make around 50-60 brooms in one day. One broom costs them around Rs 4-00 and they sell it for Rs 6-00-7-00. Thereby earning a profit of Rs 2-00 to Rs 3-00. They sell around 4-5 brooms daily and sometimes not even that. They earn around Rs 15-00 to Rs 18-00 in a day or two which makes their survival a challenge. The material from which, the broom is obtained from date tree (khajoor tree). This raw material is brought from Rajasthan in a truck. They also have to bear heavy cost to the transporter as the

transport cost of this raw material. These people are vagrants and belong to Rajasthan and from different states of Haryana. They also bring raw material from there as described earlier. They move from place to place i.e. to various districts of Haryana and Punjab in order to sell their product and earn their livelihood. As these people do not have a fixed place to live therefore, they live in the out skirts of the city in tents.

As these people lack even the basic amenities of life so their children suffer a lot. The women give birth to their babies on the roadside in the tents. The babies grow up with various deformities because of lack of nutrition. The new born babies usually sleep in cot made of a cloth in scorching heat and vulnerable to all sort of dust and pollution. As these people do not have their homes, so surviving on the roadside makes them face ample of problems daily. Sometimes the strong winds ruin their tent houses which they ought to manage again and again. Besides this as they do not have money to buy food for themselves and their children, so these people who are located in Karnal go to the nearby Gurudwara (Nirmal Kutea) for food. They have to face many health problems throughout their lives because of change of weather, lack of food and proper climate.

Pot Making/ Selling

The women with their families have come from Uttar Pradesh and Bihar. The women are engaged in making pots. The women mix cement and sand and make mixture out of it. They make small and big pots out of it.

The cost they spend on each pot is almost Rs 18-00 for a small pot and Rs 25-00 for a big pot. Whereby charging for Rs 25-00 for the former and Rs 35-00 for the latter. They sell around 10 pots daily and earn about Rs 350-00 to Rs 400-00 per day. The women spend around 3-4 hours daily in this activity and also does their household work side by side. They make it once in a week and put/ display them together for selling. They spend 7 hours in a day for making it and make about 100-150 pieces and keep on selling them later.

Puffing Cotton in Quilt

The women of old age make quilts for people by puffing cotton into it and then stitches it. They make it out of old worn out quilts which the customer gives them. They take out the cotton from

the old quilt, process it and add some more cotton to it. This is then filled into the cover of the quilt which is stitched by them. The cotton is then processed at Rs 6-00 per kg. They take about Rs 150-00 to Rs 200-00 for one quilt. They work for about 5 hours a day and can make about 1-2 quilts every day. But this work is seasonal and they get order only during the winter season.

They face severe health problems as they inhale very small particles of cotton which can cause a lot of damage to her health such as bronchitis, asthma and lung cancer.

Selling Bangles and Cosmetic

The women sell various girlish items such as bangles, anklets, necklace, and other items of cosmetic. They start their work at 9-00 a.m. in the morning and sit there till 7-00 pm in the evening. They take lunch and rest there for one hour in the evening and also attend customers during that time. They sell these items at a profit of about Rs 1.50 to Rs 2.00. The bangles they sell cost her Rs 8.50 per dozen, but they sell them for Rs 10-00 per dozen. They are localites and bring these items from a market known as Lal Batti Bazar on whole sale rate. They earn about Rs 200-00 daily as profit. They contribute in her household expenses and also save some amount for her future use.

Fruit Selling

The old lady sells fruits of different types on a rickshaw. She does it almost everyday except when it rains. She lives in a slum area in a tent nearby and every morning goes to shop of commission agent at 4.30 am- 5.00 am and purchases fruits from him on whole sale rate and further sells them in the market. She starts her work at 4.30 am and joins the market at around 6.15 am. Her domestic work is looked after by her daughter-in-law. She has four children whom she has brought up by earning through this mode. She earns a profit about Rs 5-00 to Rs 8-00 on every fruit she sells and in total her income is about Rs 3000-00 daily out of which she earns a profit of about Rs 350-00 to Rs 500-00 daily. She repeats this process daily and the amount she earns is contributed by her in her family expenses and the rest is used for her business. She has been doing this since 10 years and sometimes also takes the help of her son. There are many health problems which she faces at this age. She suffers a lot of backache as standing for so many hours at one spot makes her feel dizzy and her legs also start paining. She goes back home at 8.30 pm

and comes back again the next morning because it is a repetitive job and she faces more problem during the winter season and falls sick frequently but still carries on with her work as she cannot afford to take rest.

Woman working in a grocery shop

The woman sells various items of domestic use. Besides this she also does household work and performs various agricultural activities in the field with her husband. She opens the shop at 8.30 am and closes it at 8.30 pm. She earns around Rs 500-00 to Rs 600-00 daily, out of which the profit is around Rs 200-00 to Rs 250-00. She utilizes this money in her children's education.

Women Engaged in Other Activities

Rag Picking

Some women and girls switch on to rag picking for their survival. The women and girls who collect waste and discarded material from various garbage heaps, dustbins from outside shops and houses to further sell them and get some money with a hope to earn atleast a meal.

The woman is a localite and wanders from 9.00 am in the morning to 6.00 pm in the evening in search of old, discarded, discreet and obsolete material which can be sold off such as plastic, tin, wires, glass bottles, cardboard, old notebook, newspapers, aluminum foils etc. This material is then sold at shops in evening at a very cheap rate of Rs 4-00 to Rs 5-00 per kg by them and Rs 25-00 to Rs 30-00 is earned daily. She works throughout the year in scorching heat as well as in the shivering winters.

Child Care and Household Chores

The woman is a mother who is taking care of her children either by swinging baby's cot while he is asleep, taking care of her child's cleanliness or feeding him and taking care of his health. A mother usually spends a whole day in bringing up her child, and spends many sleepless nights also while the baby is young. The woman shown in the photographs spend 8-9 hours to look after their children's, health, cleanliness, food, studies and also spend time with them to inculcate good habits amongst them.

The woman is engaged in cleaning a blocked drain outside her house. As the drain blocks frequently and her family members then have to face a lot of problem because of the aggregation of the garbage and bad odour, therefore it has become a part of her household activity. She is doing it with an axe which she has kept particularly for this purpose only, she says that if she does not do it, then it can create health problem for her children and so she takes it as her duty.

Conclusion

Rural women are the major contributors in agriculture and its allied fields. Her work ranges from crop production, livestock production to cottage industry. From household and family maintenance activities, to transporting water, fuel and fodder. Despite such a huge involvement, her role and dignity has yet not been recognized. Women's status is low by all social, economic, and political indicators. Women's wage work is considered a threat to the male ego and women's engagement in multiple home-based economic activities leads to under remuneration for their work. Women spend long hours fetching water, doing laundry, preparing food, and carrying out agricultural duties. Not only are these tasks physically hard and demanding, they also rob girls of the opportunity to study. The nature and sphere of women's productivity in the labour market is largely determined by socio-cultural and economic factors. Women do not enter the labour market on equal terms when compared to men. Their occupational choices are also limited due to social and cultural constraints, gender bias in the labour market, and lack of supportive facilities such as child care, transport, and accommodation in the formal sector of the labour market. Women's labour power is considered inferior because of employers' predetermined notion of women's primary role as homemakers. As a result of discrimination against female labour, women are concentrated in the secondary sector of labour market. Their work is low paid, low status, casual, and lacks potential upward mobility. The majority of women in the urban sector work in low-paying jobs. For the recognition of women contribution in agriculture and its allied fields and reducing the gender issues, these are the following recommendations:-

- Recognition of labour work of working women in the rural economy may be accounted in monetary terms.
- More facilities should be provided to poor rural women for land, agricultural and livestock extension services.

- Priority must be given to women in accessing credit on soft terms from banks and other financial institutions for setting up their business, for buying properties, and for house building.
- Measures should be taken to enhance women's literacy rates. A separate education policy for women may serve the purpose.
- Women must be involved in decision-making bodies that have the potential to introduce structural changes. This action will bring some changes in the gender relations in the society.
- Women must be aware regarding their existing rights, access to judicial relief and redress, removing discrimination through legal reforms, and providing legal aid, assistance and counselling.

Finally it is concluded that the rural women are exploited by land lords for their personal good and enrichment. Women are treated as sub- servant or personal property. In this regard government must formulate policies to enhance their skills and their work should be counted in economic indicators. It is the concern, commitment, and collective action of agricultural research systems and policy makers that can empower rural women. These when combined with scientific and technological empowerment may yet usher in a true agrarian revolution.

Indeed, the unorganized sector is not a separate and closed circuit of work and labour. There is the interaction, between the organized and unorganized sectors, and dependence of the latter on the former and even its subordination to it.

The unorganized Workers' Social Security Act, 2008 under which National Social Security Board was established to advise the Central Government on matters raising out of the issue related to workers in unorganized sector. The responsibilities of monitoring social welfare schemes for unorganized workers were entrusted on this board. Workers of unorganized sector were issued smart cards and record keeping functions were performed by National Social Security Board board. But not much has been done in providing social security to the workers especially female workers, in unorganized sector. According to Statistical Profile of Working Women Labour, Ministry of Labour and Employment (2011) Only 34.1% of total women of the total register were registered on live register. In spite of the fact, both central and state governments have formulated certain specific schemes to provide support to female under unorganized and unorganized sector, but most of them failed in meeting the real needs of the female worker specially in agriculture sector.

The spirit of human rights is to accord women's dignity and to save them from exploitation and discrimination at workplace. Though universally accepted Human Rights are yet to be realized in the daily lives of a majority of women. The recognition of human rights of women working in unorganized and organized sector has come very recently in India. The move towards rights of women working in unorganized sector and organized was made with the assumption that the disadvantages suffered by women can be redressed by a simple move towards equal treatment in India

The most important development in this context is the realization that women working in unorganized and organised sector are not discriminated against because of their sex alone and hence there was a shift in terminology from sex to gender. Simone De Beauvoir, in her book, *The Second Sex* mentioned, "One is not born but rather becomes a women. No biological, psychological or economic fate determines the figure that the human female presents in society. It is civilization as a whole that produces this creature, inter-mediate between male and eunuch, which is described as feminine." Though prevalence of gender inequality in all societies across cultures and politico- economic systems needs serious contestation, specially towards women working in unorganized sector.

It is a known fact that there is still no society in the world, in which women enjoy exactly the same opportunities and position as men. But studies have revealed the vast number of women workers, in the Third World, striving hard to survive on the fruits of their labours outside the formal sector of the economy. A large number of women work as petty traders, small producers and a range of casual jobs in several traditional sectors. Since the 1970s case studies on informal sector in various parts of the world revealed the highly active existence of women crowding at the bottom of the economy in Third World countries.

There is no analytical or comprehensive definition of unorganized sector, the landscape of the unorganized sector becomes synonymous with the kaleidoscope of unregulated, poorly skilled and low-paid workers. Highlighting chaotic assortment of unorganized sector or informal sector, Keith Hart coined the term 'informal economy' in 1971. Different terminologies are used interchangeably to signify the unorganized sector like informal sector, informal economy.

Unorganized women labour has been viewed as labour engaged in rural or urban small scale enterprises, as self employment, as labour engaged in “traditional activities”, as wholly unskilled labour, and as labour whose use is not subject to any rules or norms.

Unorganized does not imply a particular mode or location of labour use; unorganized labour can be in self-employment, in casual wage employment, and in regular wage employment, just as it can be in urban as well as in rural areas.

According to International Labour Organisation, “women comprises 50% of the total population; 30% of the labour force; perform 60% of all working hours; receive 10% of world’s income and own less than 1% of the world’s property. Inequalities among women working in unorganised persist in some cases increase, inspite of the repeated rhetoric of democracy, development and human rights.

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