

**Wage, Employment and Output and Its Impact on Women Workers in
Industry in India: Issues and Challenges**

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Abstract

The participation of women in the labour force has always been lower than that of men. The risks to health are not confined to those who work industrial sub contracting has increased work, opportunities for women, but it is unfortunate that, that earnings are very low, sometimes well below the minimum wage. The women labour constitutes an important segment of the labour force in India and their participation in the labour force is increasing over the years. Wage work in India, as elsewhere, in a number of sectors is sharply differentiated along sexual lines. Their participation in economic activities of the country has grown enormously after rapid industrialization in post independence era. Increased participation of women in economic activities on one hand has helped them to narrow down the gap between their needs and resources, while on the other hand it has given rise to a number of complex problems having a direct bearing on their Socio- economic Conditions. The present scheme titled "Socio-economic Conditions of Women Industrial Workers in North Karnataka " Initially, the Research was confined to the Unorganised sector only. However, keeping in view the utility of the data so generated, it was considered to extend the scope of scheme to the Un- organised Sector as well. A beginning was made by covering Building and Construction industry followed by Handloom, Khadi, Beedi, Readymade Garments, Agarbathi, Lime Manufacturing, Cashewnut Processing, Food processing Industry (including Sea Food and Marine Products) and Plantation Industry. The present report relates to the Socio-economic conditions of Industrial women workers in North Karnataka.

Key Words: Wage, Employment and Output And Its Impact On Women Workers In Industry In India

1.1 Introduction

Their participation in economic activities of the country has grown enormously after rapid industrialization in post independence era. Increased participation of women in economic activities on one hand has helped them to narrow down the gap between their needs and resources, while on the other hand it has given rise to a number of complex problems having a direct bearing on their Socio- economic Conditions. The present scheme titled “Socio-economic Conditions of Women Industrial Workers in North Kamataka ” Initially, the Research was confined to the Unorganised sector only. However, keeping in view the utility of the data so generated, it was considered to extend the scope of scheme to the Un- organised Sector as well. A beginning was made by covering Building and Construction industry followed by Handloom, Khadi, Beedi, Readymade Garments, Agarbathi, Lime Manufacturing, Cashewnut Processing, Food processing Industry (including Sea Food and Marine Products) and Plantation Industry. The present report relates to the , Employment And Output And Its Impact On Women Workers In Industry In India: Issues And Challenges

1.2 Output and Economic Development

The half of the Population of the country Consist of women and therefore half of the potential work force is of the gender based, any social, economic, or Industrial system that ignores the potential talents and special aptitudes of this half will be defective on many counts, it is therefore necessary to ensure equal opportunities and protection to the women of the country particularly to the women worker who are living in rural area from indignities. The participation of women in the labour force has always been lower than that of men. The Textiles and garments industry is a major area of employment for women which, however, remains low-paid, insecure and hazardous for health. The risks to health are not confined to those who work industrial sub contracting has increased work, opportunities for women, but it is unfortunate that, that earnings are very low, sometimes well below the minimum wage.

The materialistic attitudes is dampening and frustrating the attitude of self respect and provides a scope to denounce women's empowerment. Though the national policy has an elaborate provision but retains many of prospective and practices already in practice which shows that there was no major changes in women's positive despite constitutional provisions, changes in law and other development programmes implemented from time to time under various plans and non-plans schemes.

1.3 Importance of Women Workers In Industry In India

Economic development in an economy faced with the vicious circle of poverty and unemployment is a long-term process. To remove poverty, the purchasing power of the poor masses will have to be increased first, to enable them to fulfill their basic needs. The question of removal of poverty could therefore be identified with the question of providing employment to the unemployed and underemployed. Agriculture is the main source of livelihood for the masses in the country and this primary sector is featured with chronic unemployment and underemployment. It is necessary that avenues of employment in the non-farming occupations have to be provided to tackle this problem. Khadi and village industries with its intermediate technology answer this need very well. The khadi and village industries fulfill the social objective of providing employment and at the same time fulfill the economic objective of producing saleable goods of daily use on a decentralized basis.

1.4 Present Status Women Worker in Industry in India

In India, women-workers constitute about one-fifth of the total work force in the overall economic activity. Out of these, very few are employed in organised sector. In spite of the mandatory legislative protective provision, the extent of their exploitation exists not only in the unorganised sector but in the organised sector also. Due to inadequate implementation of protective legislative provisions concerning women workers, there still remain a yawning gap between these provisions and the facilities actually available to them. Some instance have occurred, where women workers were deprived of the benefits and amenities like equal remuneration vis-a-vis their male counterparts, maternity benefits, child care service etc. Several factors are responsible for their plight, like weak bargaining power, indifferent attitude of the employers, and non-awareness of the rights available as per the legislative provision. Although the Government is seized of the situation, yet it continue to remain a problem area due to non-

availability of reliable statistical data and other information pertaining to working and living conditions of womenworkers.

1.5 Problem and Prospectus of Women Workers in Industry

In India, the unorganized sector accounts for 92 per cent of the total workforce of about 458 million. And more than 90 per cent of women workers are concentrated in informal sector. Women are found to be over-represented in the informal sector because the flexibility, especially in home-based work, is advantageous to them given their other needs and demands upon their time in the form of unpaid labour. Women, who are generally unskilled, are considered to be the cheap source of labour. Typically, work in the informal sector is less remunerative and the conditions are inferior to the organized sector. They lack economic security and legal protection. Therefore there is much greater vulnerability of workers who are outside the reach of labour legislation or trade union organization due to absence of workers' rights and social protection.

1.6 Purpose of The Proposed Study

Women's employment in unorganized sector consists of self-employment in petty trade, food processing, or in family units of traditional occupations or manufacturing establishments that are small workshops scattered geographically or in various forms of putting out systems. As rapid industrialization and mechanization have destroyed traditional crafts, poor women in the developing countries face extensive and acute unemployment. Women are mainly found in traditional unorganized units as they face difficulties in entering in the more structured units because of illiteracy, low technical skills and lack of opportunities for acquiring either literacy or new skills. As men move up through education and higher jobs, women continue to hold traditional occupations that ensure basic survival for the family. And whenever there is an availability of alternate job opportunities, men are quick to grab it. Women's employment in petty ventures provides men and society in general, an insurance against unemployment and sickness, against inflation and wage cuts. Majority of women, sell or produce goods from their homes, stitching garments, weaving cloth, embroidering textile goods, making crafts, making shoes, processing food or assembling electronic and automobile parts and work as domestic workers. Thus informal employment is generally a large source of employment for women than men in

developing world. In Indian context, woman's capacity to earn is to maintain herself, her children and family and not actually to give her the economic independence. In this context, the proposed Project to attempt on this theme "Socio-Economic Conditions of Women Workers in Industry: A case of North Karnataka" will focus on identifying and overcoming the problems of women as well as improve their working conditions in the study area.

1.7 Major existing Research Works Reviewed

A large proportion of the workers engaged in the urban unorganized sector is migrants from rural areas with poor educational, training and skill background and are employed in low-paying, semi-skilled or unskilled jobs. The productivity and earning levels in most of the enterprises are low and do not often provide full time work to those engaged. For the employees, the working environment is not conducive; working hours are long and most of the conditions of decent employment (e.g paid leave, pension, bonus, medical support and health insurance, maternity leave benefits, compensation against accident, etc.) are nearly non-existent. The past trends and all the available evidence suggest that the bulk of the growth in employment in future will come from the unorganized sector. It will be an important challenge to ensure that employment in this sector consists of jobs with safe conditions of work, decent and growing earnings and a measure of income and social security. Moreover, increasing the proportion of organized sector employment will be an important task to accomplish in the near future.

The size of the organized sector, characterized by higher earnings and job security is small, it accounted for less than 6% of the total employment in 2017-18. Around two-thirds of the total organized sector employment is in the public sector. Over the years, organized sector employment has grown more slowly than the total employment, reflecting the faster growth of employment in the unorganized sector. As a result, there has been increasing informalisation of employment over the years. This informalisation has been more pronounced in the case of female workers. As a whole, about 96% of female employment is in the unorganized sector as against about 91% of males. In urban areas, the percentage of unorganized sector workers is close to 65-70%. Not all of them are poor but crude estimates suggest that close to half of this number is in dire need of occupational up-scaling.

1.9 The Scope and Research Gap:

Ever since ancient times, women have constituted an effective part of workforce in India. They worked along with the male members of house hold, in sowing weaving, transplanting, watering the fields, harvesting the crops, gathering cattle, poultry, helping in family enterprises, such as beedi-making, rope-making, pottery etc., they do all this in addition to their normal domestic work and those women always played, a dual role in India economy. Women in the state in spite of enjoying better status and position compared to other parts of the country have low levels of participation in economic activity

. Find some related review research gap are following .The reasons for their vulnerability are irregular work, low economic status, little or no bargaining power lack of control over earnings; need to balance paid work with care for children and homework, little or no access to institutional credit, training and information, and lack of assets. Unequal gender relations play a very important role in defining their insecurities. Given their vulnerable status at home and at work, income generation alone may not improve the socio-economic status of women attached to the informal sector.

Women Workers In Industry In India: Issues And Challenges

Recognition of women workers and providing proper jobs to suit their qualifications and experiences providing equal rights and wages under labour economy is in practice in advanced countries, which is the issue to be implemented in the new millennium in developing country like India. It is an emerging issue which will be given due consideration by both the State and Central Governments for upliftment of women work force in particular society, in general and for the total development of National Economy as a whole. The proposed research work consists of the To study the working pattern and wages earnings of women workers in Industries.

to study the job satisfaction and problems faced by women at the Work place. To study investment expenditure and economic condition of women workers in common life. To study standard of living of working women in industries. To study about the economic benefits derived by working women in their work place of industries. To study the union activities among the working in North Karnataka areas.

The present study is based on Simple Random sampling method. The study is based on primary and secondary sources. The sample consist of women respondents from different industrial area of North Karnataka District. In order to cover two areas under study area a total of 1500 samples have been selected for the study. In order to get more meaningful and useful

respondents the tested questionnaire was used as a schedule and entries were made by the interview respondents answered the questions. The feed back obtained the final version was analyzed. The secondary data compilation also taken into consideration from Government reports, labour magazines, labour chronicle, labour review, Government Bulletins, State Government Publication, I.L.O. Study also considered apart from prepare articles Economic Times, Political and Economic weekly, National Sample Survey estimates committee reports have been fully utilized to explore the working women's problems. The respondents were also asked the questions to indicate their level of satisfaction.

The present study the North Karnataka district has been selected as there is a concentration of industries located and lakhs of women worker both skilled and unskilled being employed. The District namely Vijayapura ,Rayachuru, Kalbhurgi and Bhidhar. In these taluks women are predominantly employed in textiles, plantations, garments, weaving, and other related industries. These workers are paid very negligible wages and no social security. It is very interesting to study the social, economic and educational status of women workers in these industries, and their problems. Hence in this particular field 50 textiles industries and plantation related industries were selected for interview and to enquiry about their existing problems. The development of social and economic status of the working women and their employment in the industries, and its impact on the family life of the working women has been considered for investigation. The size of the sample for primary survey is 1500 working women in Industry.

Challenges

The present study is restricted for the need, scope and objectives. It has also certain conditions. Since there is no systematic, maintenance of records, data collection was difficult and data was not available for the recent years of women workers of different selected industries and in case of village industries information is not available to the year 2016.

Conclusion

Women's employment in petty ventures provides men and society in general, an insurance against unemployment and sickness, against inflation and wage cuts. Majority of women, sell or produce goods from their homes, stitching garments, weaving cloth, embroidering textile goods, making crafts, making shoes, processing food or assembling electronic and automobile parts and work as domestic workers. Thus informal employment is generally a large source of employment

for women than men in developing world. In Indian context, woman's capacity to earn is to maintain herself, her children and family and not actually to give her the economic independence

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