

CHAPTER – 5

SUMMARY

In the foregoing discussion there have been analysed the data related to work profile, personal and professional problems, attitude towards work of home-based women workers and domestic women workers from Vadodara. In this chapter the discussion taken under this study is summarized. Therefore, brief introduction of the research, the methodology, the context, the findings and a conclusion of the study are given below.

5.1 INTRODUCTION

Historically, women, in addition to meeting their domestic responsibilities, they have earned income for families by manufacturing goods at home during leisure time for their sale in the market (FAO, 2011). The new thing in the twentieth century is the increasing proportion of women working away from their homes. Women workers play a necessary and important role in the economic structure of our country and have done so throughout its history but their efforts and accomplishments have not been recognized (UN, 2011). Women have always been invisible workers. Their labour and skills have been considered insignificant in relation to those of men. In case of rural India, women almost have worked with other members in the family on the farms, which were far away from their homes. In pre-industrial society the familial, social and economical roles were welded together. The family was the basic unit of production and all family members were engaged in it. Both the sexes participated in the work team. In this system, biological reproduction and social means and conditions of productions were governed by a patriarchal value system. These were expressed through specific cultural metaphors. In this system, women played an important economic role. The traditionally performed economically productive role work done by women may be categorized into three categories: (1) home based production activities which have exchange value in the market; (2) home-based production mainly for family consumption; and (3) paid employment outside the home. However, the impact of Industrialization brought about a sharp rise in the proportion of women's engagement

in gainful employment outside the home. This is both a consequence of and a catalyst to socio-cultural structural changes in the industrial society.

The modern industrial world is the first cultural system to permit women to occupy independent jobs and allow them to become independent of other family members. But at the same time, on one hand, legislation restricted child labour in factories and rendered it necessary for parents to look after their young children. On the other hand, the problem of employment has emerged in front of men. Thus, industrialization also created the modern role of house-wife as the dominant mature feminine role for women. At that time too, as the family was governed by patriarchal value system, according to which women were considered incapable of managing their own affairs, helped to create a situation whereby women were supported by their husbands. This was the time when employment of women was considered as obnoxious or undesirable. Even the educated women were prevented from taking up jobs outside the family setting. Each country has its own peculiar phase of women's issues. After the second decade of the twentieth century, the idea of women's ideal place being the home became wide spread and flourished; by the socialization process, socialization reinforced the segregation between the sexes and the differences of motivations, values and incentives for work effort inside and outside the home.

5.1.1 Unorganized Sector: An Overview

The National Commission for Enterprises in the Unorganized Sector (NCEUS), Government of India defined the unorganized sector which consists all unincorporated enterprises owned by individuals or households less than ten total workers involved in sale or production of goods and service on proprietary and partnership (Report on conditions of work and promotions of livelihood in the unorganized sector Academic foundation, 2008). As per "Ministry of Labour and Employment" definition: Unorganized sector means an enterprise owned by individuals or self-employed workers and engaged in the production or sale of goods or providing service of any kind whatsoever, and where the enterprise employs workers, the number of such workers is less than ten. The term unorganized sector includes all those workers who have not been able to formally and legally organize themselves in pursuit of their common

interest due to certain constraints like the casual nature of employment, ignorance and illiteracy, and small and scattered size of the establishment etc.

5.1.1.1 Defining Work

There has been intense debate in India about what constitutes work and what merits being included in the national statistics as being productive or economically meaningful. This debate has to be understood in the broader backdrop of patriarchal prejudices which define what kinds of activity are 'work' and hence can be included as being productive or economically important. Until 1981 census 'work' was defined as "participation in any economically productive activity." This therefore, excluded activities performed particularly by women, for consumption within the family. The 1991 census defined work as "participation in any economically productive activity, whether the participation is physical or mental." An added feature of this census was that activities like cultivation for self-consumption and unpaid work for family enterprises were considered to be work (Sankaran, 2006). Yet even this definition is not capable of capturing the unpaid domestic work performed by women that may not amount to 'work' as defined above.

The Second Commission on Labour (2002) specifies the characteristics of unorganized worker as apprentices, casual and contract workers, home based artisans and a section of self-employed persons involved in jobs such as vending, rag-picking, rickshaw pulling, agriculture workers, migrant labour and those who perform manual and helper jobs.

5.1.2 Women in Unorganized Sector

An overwhelming majority of the Indian Labour Force works in the unorganized sector of which women constitute the majorshare. Unorganized sector is an important contributor to the Net Domestic Product (NDP), contributing to over 60 per cent of NDP. Laboring women in the formal sector are an important segment of Labour Force Estimates of National Commission of Self Employment (1988) say that 94% of the total work force operates in unorganized sector. The rise of female participation in the unorganized sector is due to the economic compulsion in

families and the employer's preference for female employees being available as a flexible, and often pliable, labour force.

Sankaran (2006) collates the different types of activities undertaken under the unorganized sector- agricultural labour, rural workers engaged in animal husbandry and livestock rearing, workers engaged in cottage and village industries and those working in tanneries, workers engaged in collecting forest produce, collecting tendu leaves, workers in brick kilns, workers engaged in stone quarries, building and construction workers, beedi workers, workers engaged in timber and felling, industries, mills, salt workers among other categories and petty traders/vendors domestic workers and those engaged in home based work.

The secondary sector generally consists of small peripheral firms that typically perform lowly skilled work task and are constantly threatened by potential by competitors. This dual labour market theoretical approach can very well be applied to the organized and unorganized sector of the developing economies. According to the study conducted by ILO in 1972 as reported in Shramshakti report, the characteristics of unorganized sector are:

- Ease of entry
- Reliance of indigenous resources
- Family ownership of enterprise
- Small scale operations
- Labour intensive and adopted technology
- Skills acquired outside formal school system

By the nature of their activities, they can be classified under the following broad categories:

- Home based producers including artisans and piece rate workers, entrepreneurs of micro enterprises, paid and unpaid family labourers
- Petty vendors and hawkers
- Contract labour and casual labour
- Domestic helpers, scavengers and washer women
- Those doing manual work like construction labour and those working in agriculture and other primary sector

- Women engaged in processing work in traditional and non-traditional sectors.

On the basis of employment status, the aforesaid group can be classified under three categories:

- Self employed
- Wage earners working outside their home and working inside the home perhaps in the form of micro enterprise.
- Unpaid family helpers.

Characteristics of Unorganized Workers are as follow:

- Have limited or no education or other skills.
- Hugely scattered and don't have political pressure groups
- Lack of fixed jobs i.e. have seasonality as compared to formal sector workers.
- Work in very poor working environment.

The term "homebased worker" has been used by organizations in Asia to cover a range of people, mainly women, who work at home regardless of their exact conditions of employment. In industrialized countries, the term "home-workers" has generally been used in reference to "piece-rate" workers who complete specific steps in the production process for an employer or subcontractor in their homes. "Homeworker" is also the term currently in use by the International Labour Organization (ILO) and is generally understood to mean those working at home who are dependent on employers or intermediaries for work. However, it is not uncommon to see the terms used interchangeably among those working in the field in different parts of the world (Jhabvala and Jane Tate, 1996). Home-based work is a global phenomenon found in countries rich and poor. Today, many home-based workers produce under subcontracts for global value chains (Carr, Chen and Tate 2000). To cut costs and maximize profits, firms outsource production to home-based workers. Advances in technology have also facilitated the outsourcing of production (Chen, Sebstad and O'Connell 1999; Raju, 2013).

There are two basic categories of home-based workers. The distinction is important in understanding the challenges these workers face:

- Self-employed home-based workers assume all the risks of being independent operators. They buy their own raw materials, supplies, and equipment, and pay utility and transport costs. They sell their own finished goods, mainly to local customers and markets but sometimes to international markets also. Most do not hire others but may have unpaid family members who work with them.
- Sub-contracted home-based workers (called home workers) are contracted by an individual entrepreneur or a firm, often through an intermediary. They are usually given the raw materials and paid per piece. They typically do not sell the finished goods. They do, however, cover many costs of production: workplace, equipment, supplies, utilities, and transport.

Domestic workers – the vast majority of whom are women and girls- contribute substantially to the global economy, constituting up to 10 percent of employment in some countries. Domestic workers not only provide a livelihood for themselves and their families but also enable their employers to better their standard of living by maintaining employment outside the home. Despite their important contributions, domestic workers have suffered historic discrimination and routine exclusion from labour protections that have left them at risk of a wide range of abuse and labour exploitation, including excessive hours of work with no rest, nonpayment of wages forced confinement, physical and sexual abuse, forced labour and trafficking.

In many studies the focus has been on women's labour participation in agricultural and allied activities often erroneously considered to be only form of paid work available to the women of lower strata. In fact, in many rural areas female labourers work as domestic servant, often combining this employment with agricultural work on a seasonal and even daily wage basis (Kothari, 1991). Hence, domestic work contributes a substantive type of employment and generation of earnings for many women. Domestic work is a predominately female-dominated sector that is poorly regulated and often unprotected by labour law. It is also often embedded

within socio-cultural structures, which may make it difficult for employers to see themselves as such. Moreover, issues of gender, class, ethnicity and caste also come into play heightening the weak bargaining power of domestic workers. Domestic workers themselves often work long hours; have poor remuneration, and little access to social protection. Their isolation and vulnerability as workers is made more complex by their invisibility in private homes. Many though not all, come from poor households, often in rural communities, where limited access to education and skills development, leave them with few employment opportunities and choices.

5.1.3 Problems Faced by Women in Unorganized Sectors

As per the international labour organization report, Equality at Work women constitute the single largest group discriminated against the workplace with low wages adverse working conditions, low rate of employment and greater insecurity on the basis of race, ethnicity, religion, age and disabilities. The report warns that neglecting the widening socio-economic inequalities in the world of work would not only amount to accepting a “waste of human talent and resources” but could have disastrous effects on social balance and political stability (Sammaiah and Madhvi, 2005). On the basis of various research and government reports, the major problems for women working in the unorganized sector in our country are summarized below which can be divided in to two clusters:

5.1.3.1 Problems faced at work

Women face several hazards even before the era of globalization; but these problems have increased several times with the advent of the neo-liberal policies of globalization, liberalization and privatization. In the era of globalization, working women have become more vulnerable to intense exploitation they are exposed to more and more risks and are forced to endure more and more stress and strain, both physical and mental. Here are some of the problems which are faced by the unorganized women workers at workplace which are described as:

Wage discrimination and poor working conditions: Women workers are paid lower and marginal wages than the male workers, women are given the work which is often unskilled or low skilled and hence are low paid. Availability of work is irregular when work is available,

they have to work for long hours. They have to work under very poor working and living conditions. Women workers have poor bargaining power and that is why they cannot pressurize the employers for their rights, which leads to this exploitation. The unorganized sector reveals that 395 million Indians work in the unorganized sector. 79% of these workers live on an income of less than Rs. 20 a day. Workers engaged in the unorganized sector do not get the benefit of several laws such as Minimum Wage Act or the Factories Act.

Absence of child care facility: Women working in the informal sector do not have any child-care facilities (crèches are absent or ill equipped even in the organized sector). Most often women workers, particularly in the informal sector, are forced to leave their children at home, under the care of their elder children, or old people or neighbors. This causes great anxiety and emotional strain. Many women because of this reason even give up their livelihood that further deteriorates the matters in context of their financial constraints.

Sexual harassment: Sexual harassment is another serious hazard faced by women working in the unorganized sector. Whether in the organized or unorganized sector, whether illiterate, low paid workers or highly educated and highly paid executives, a large number of working women face sexual harassment at the workplace. Many women as a result, find themselves vulnerable and are caught between the glass ceiling of discrimination above and the landmines of sexual harassment below. There are growing numbers of complaints from women working in factories and offices, that they have to suffer affronts to their dignity ranging from verbal 'passes' to physical assaults, and what surfaces as 'complaints' is only the proverbial tip of the iceberg, the large mass of which remains submerged because of the unequal power situation in the workplace. Most women suffer the pain and trauma in silence.

Globalization: globalization has poised new challenges to women working in the unorganized sector. In the changed economic scenario, privatization, competition, free marketing, specialization processes. With the onset of economic liberalization and the globalization of the Indian economy, it is likely that women from the disadvantaged sections will be further marginalized. Kumar (2005), talks about the current movement from the traditional to modern economy, where the family labour is substituted by competitive individualized labour. This invariably results in the decline in women's as technological changes introduced the demand for new skills. The higher the technology the greater is the demand for basic skill like education and specialized training from its works. Women in developing societies constituting

the largest share of world's illiterates, lack of educational and training opportunities for acquisition of higher level skills. So their traditional skills will be no longer needed leading to a decline in opportunities for women's employment.

5.1.3.2 Personal problems

Though more and more women are coming out in search of paid employment as their families also need their income, the attitude towards women and their role in the family has not undergone much change. Women continue to be perceived as weak, inferior and second-class citizen.

Lack of social security: It is a paradox that these million women, working strenuously day in and day out, have no legislative protection, not even the guarantee of a minimum wage. The elements of job quality- job security, good working conditions, and remuneration commensurate with the work, adherence to workers' rights, social protection and conducive human resource management – are missing in the informal sector. Women work the year round with no regular employment and are not entitled to any social security benefits what so ever. They toil for more than eight hours a day, without the luxury of weekend holidays. They number in millions, yet they are not part of any list, register or master roll. Anonymous contributors to the national income, they form the other India at work, invisible to the glitzy, high-tech environs of the India on the move. None other than International Labour Organization (ILO) termed them as the “ultimate entrepreneurs” for their ability to sustain livelihoods with very little capital.

Poor health: health of an individual is closely linked to his/her status in the society. Women universally have lower status and are seen only in their reproductive roles. Women get less money for their work get no medical and other benefits that the employment rules provide. Women have double disadvantage because of these discriminations because women bear a triple burden of reproduction, production and domestic work. Each of these has its own problems and women have to perform all the three of them, and being denied proper working conditions, results in their poor.

Dual responsibility: the major problems for working wives arise out of the dual responsibility of the working women- house work and the office work. Even though the employment of women is accepted, most of her in-laws and majority of the husband have not

accepted the changing life pattern. They are not prepared to share the responsibilities of the household and of looking after children. They are required by their position to play a dual set of roles- one as home makers, wives and mothers, and the other as employees. Being simultaneously confronted with the dual demands of home and work, they are liable to face adjustment problems. At home, in addition to biological functions, there are other duties which they are expected to perform because of the prevailing cultural norms and values. These new circumstances and responsibilities require a redefinition and reallocation of roles, duties and responsibilities, not merely for them but also for every member of the family.

Conflict between the two roles: In addition to the above described burdens on the women, the dual role also demands of her two different sets of values. Difficulties arise because often these two roles make a simultaneous demand on the person whose physical capacity, energy, endurance and time have definite limits. Often the fulfillment of these two roles requires qualities of different and diverse kinds-one requiring cooperation and self-negation and the other calling for competition and self enhancement. In addition to these characteristics, and partly in conflict with them, woman who is a wife also expected to be sweet and soft, sensitive and adaptable, gentle, unassertive, good-humored, domesticated, yielding and in most cases, not too intelligent. Hence a kind of conflict arising from a lack of adjustment between two competing roles is likely to be faced by those persons who have to comply with dual obligations at a time. These problems would not arise if job and home were considered as two mutually exclusive fields of life.

5.1.4 Justification of the Study

The process of globalization, export oriented industrialization and relocation of industries from the developed to developing countries lead to increase in women workers in unorganized sector. The nature of women's work ranges from wage employment or self-employment, family labour and piece rated work. It also has its base in reality, in that women and girls are uniquely engaged in household chores or domestic activity and many similarly supportive activities, as well as in production of goods and services which are usually the lowest skilled; lowest paid and predominantly household or household proximate (Jain, 2005). The prevalence of women

workers in urban unorganized sector is significant in number. They are engaged in activities like domestic work, construction work, small trades like brick making, coir and basket weaving, aggarbati, rakhi making, beedi rolling household industries and other home based work etc.

Unorganized sector is characterized by low productivity compared to formal sector, lower wages to workers, poor working conditions, excessive seasonality of employment, absence of social security measures and so on. Further, the conditions of women workers are vulnerable. Out of total workforce, at least 120 million are women. The employment of women is high in the unorganized sector such as part time helper in household, construction setting, tanneries, match and beedi industries and so on. Women working in unorganized sector are not included in the official statistics and their work is not documented and considered as wage work, unskilled work which poses a great challenge in linking them with social security schemes and protect them from exploitation as these women in unorganized sector face numerous problems.

More importantly conditions of home-based and domestic worker attract all attention and concerns. The exploitation of women without being adequately rewarded for their services are exceedingly unjust, inhuman and unethical (Rajeshkumar and Rajendran, 2016). The condition is likely to aggravate further with the expansion of globalization. There is a lack of mechanism and system to identify home-based and domestic women, ensure safety, security, health concerns and address their problems. There exist fewer studies to explore personal, social and professional problems faced by home-based and domestic women and interventions to address their concerns. Legislative provisions are not enough to protect women workers and existing schemes and policies are not benefiting the women due to inefficient implementation.

The problems of women workers in general and in the unorganized sector in particular deserve special emphasis and focus in view of their marginalized position within the class of workers. The present study is to understand problems faced by home-based and domestic women workers in Vadodara city. The study also attempts to examine policies related to home-based and domestic women workers, social security measures and recommendations to improve the conditions of home-based and domestic women workers.

5.2 OBJECTIVES OF THE STUDY:

1. To study the **Work Profile** of the Home Based Women Workers and Domestic Women Workers working in unorganized sector in Vadodara district.
2. To study the **Problems** Faced by Home Based Women Workers and Domestic Women Workers working in Vadodara district in relation to following aspect:
 - a. **Work related problems**
 - b. **Personal problems**
3. To study the significant differences in the **Work Related Problems** faced by home based women workers and domestic women workers working in unorganized sector in Vadodara district in relation to their:
 - a. Marital status
 - b. Education
 - c. Age
 - d. Duration of Work in Years
 - e. Daily work engagement in Hours
 - f. Attitude of women towards their work from social perspective
4. To study the significant differences in the **Personal Problems** faced by home based women workers and domestic women workers working in unorganized sector in Vadodara district in relation to their:
 - a. Marital status
 - b. Education
 - c. Age
 - d. Duration of Work in Years
 - e. Daily work engagement in Hours
 - f. Attitude of women towards their work from social perspective

5. To study the **Overall differences in the problems** faced by home based women workers and domestic women workers working in unorganized sector in Vadodara district in relation to their:
 - a. Marital status
 - b. Education
 - c. Age
 - d. Duration of Work in Years
 - e. Daily work engagement in Hours
 - f. Attitude of women towards their work from social perspective
6. To obtain the **Suggestions** for improving the situations of home based and domestic women workers from the home based women workers and domestic women workers, working in unorganized sector in Vadodara district.

5.3 NULL HYPOTHESES OF THE STUDY:

1. There will be no significant differences in the **Work Related Problems** faced by home based women workers and domestic women workers working in unorganized sector in Vadodara district in relation to their:
 - a. Age
 - b. Education
 - c. Marital status
 - d. Duration of Work in Years
 - e. Daily work engagement in Hours
 - f. Attitude of women towards their work from social perspective
2. There will be no significant difference in the **Personal Problems** faced by home based women workers and domestic women workers working in unorganized sector in Vadodara district in relation to:
 - a. Age
 - b. Education

- c. Marital status
 - d. Duration of Work in Years
 - e. Daily work engagement in Hours
 - f. Attitude of women towards their work from social perspective
1. There will be no significant differences in the **Overall Problems** faced by home based women workers and domestic women workers working in unorganized sector in Vadodara district in relation to their:
- a. Age
 - b. Education
 - c. Marital status
 - d. Duration of Work in Years
 - e. Daily work engagement in Hours
 - f. Attitude of women towards their work from social perspective

5.4 METHODOLOGY

The present investigation was undertaken to study the problems of home based women workers and domestic women workers, working in unorganized sector in Vadodara, Gujarat.

5.4.1 Description of the Population

The population of the present study consisted of Home based women workers and Domestic women working in unorganized sector in Vadodara, Gujarat.

5.4.2 Sample of the Study

The sample of the present study comprised of total 300 women working as home based workers and domestic workers. Out of it 150 home based women workers and 150 domestic women workers were selected as a sample of the study.

5.4.3 Selection of the Sample

A sample of 300 women working in unorganized sector was drawn by following purposive sampling method and snowball sampling technique. The investigator directly contacted the subcontractor as well as the home based women workers and women domestic workers. The first contacted women suggested the other women working as home based workers as well as domestic workers working in different areas.

5.4.4 Description of Research Tool

The present study was Ex-post facto research. Therefore, survey method was adopted and the interview schedule was used for data collection. The investigator prepared the items of interview schedule after reading, reviewing books, research articles, newspaper articles, journals those were related to the present study.

The research tool used for data collection was prepared by the investigator under the guidance of research guide. Two different interview schedules were prepared for each of the sample group of home based women workers and domestic women workers. The interview schedule was divided in to three sections. The first section consisted of the background information of women working as home based workers and as domestic workers; the second section consisted of work related problems and personal problems faced by home based women workers and domestic women workers and the third section consisted of suggestions to improve the situation of home based women workers and domestic women workers working in unorganized sector. Checklist and 3-point scale were used as response system in the tool. The tools used for both the group of women were different, but the construction and response system of the tool was common.

Table : Description of Research Tool and Response System.

Sr. No.	Section	Themes	Response Methods
1	Profile	<ul style="list-style-type: none">• Demographic profile of women home based workers and domestic workers• Work profile of women home based workers and domestic workers	Checklist, Open ended and 3 - point rating scale
2	Problems	Section – A included work related problems Section – B included personal problems	3 - point rating scale and open ended
3	Suggestions	Suggestions to improve the situation of women in unorganized sector.	3 - point rating scale and open ended

5.4.5 Validation of The Research Tool

To validate the research tool the interview schedules were shared with experts who were requested to check the tools for their:

- Content validity
- Nature of statement
- Clarity of language and ideas
- Appropriateness of the response system

Experts included team from following institutions:

- Professor, Faculty of Social Work, The Maharaja Sayajirao University of Baroda, Vadodara.
- Feminist and Activist from Sahiyar (Stree Sangathan), Vadodara.
- Head, Department of Psychology, Faculty of Education and Psychology, The Maharaja Sayajirao University of Baroda, Vadodara.

- Lecturer and Professors, Department of Human Development and Family Studies, Faculty of Family and Community Sciences, The Maharaja Sayajirao University of Baroda, Vadodara.
- Professor, Department of Extension and Communication, Faculty of Family and Community Sciences, The Maharaja Sayajirao University of Baroda, Vadodara.

The suggestions given by different experts were incorporated in the final tools.

5.4.6Pre-Testing and Reliability of The Research Tool

The interview schedules were subjected to examination by twenty purposely selected respondents in order to ensure content validity. The twenty respondents (ten domestic as well as 10 home-based workers) were personally interviewed to evaluate the statements in the interview schedule for relevance and whether they were meaningful, clear and free of offensive expressions. On the basis of observation and evaluation, the interview schedules were adjusted appropriately before subjecting them to the pre-testing. Before its use for final data collection exercise, participants' comments during pre-test exercise was incorporated and necessary changes were made in the interview schedule to enhance content validity of the interview schedule.

The interview schedule was prepared in Gujarati language so as to ensure clear expression while communicating with the respondents. The translated interview schedules were validated by expert from lecturer from Gujarati department, The Maharaja Sayajirao University of Baroda, Vadodara.

The tools were administered again to the same 20 respondents after the gap of fifteen days to measure the reliability of the tool through test-retest method. The coefficient of correlation between the two sets of scores was calculated to find out the reliability test through SPSS. A high correlation was found between the two sets of scores. The value found was $r = 0.93$.

5.5 Collection of The Data:

The data was collected personally interviewing the domestic and home-based women workers by extensive field work from December, 2014 to April, 2015. The researcher acquired

the verbal consent from respondents and sub-contractors for the data collection. Some of the home-based as well as domestic women workers denied of giving consent to participate in the study while some subcontractors allowed interviewing the women in their presence only. The researcher strictly followed selection criteria and ensured privacy and confidentiality of the data.

The study objectives, purpose and details of the research process was shared and duly explained to the participants. After sharing the information, participants were asked to provide consent for the interview. No major difficulties were faced during the data collection. At the completion of entire process, the participant was thanked for their participation.

5.6 Scoring and Categorization of the Data of Women Home Based Workers and Women Domestic Workers

5.6.1 CATEGORIZATION OF VARIABLES

Table :Categorization of the Independent Variable is as follow:

S.No	Variables	Basis	Categories
1	Age	15 to 30 years	Young age group
		31 to 45 years	Middle young age group
		46 years and above	Old age group
2	Education	Cannot Read or Write	Illiterate
		Read and write	Read and write
		Primary education (up to 10 th)	Primary education
		Secondary education	Secondary education
3	Marital Status	Unmarried	Unmarried
		Married	Married
		Widow	Widow
		Divorced	Divorced
4	Daily work engagement (in hours)		
		2 to 4 hours	Less working hours
		5 to 7 hours	More working hours
5	Duration of work engagement (in years)	Less than 1 year	Long duration of work in years
		1 to 5 years	Moderate duration of work in years
		6 years and above	Long duration of work in years
6	Attitude of women towards their work from social perspective	Above Mean	Positive attitude of women towards their work
		Mean and Below Mean	Negative attitude of women towards their work

Table : Categorization of Dependent Variables for Women Home Based Workers

Variables	Basis	Categories
Problems Faced by Women Home Based Workers and Women Domestic Workers <ul style="list-style-type: none"> • Work Related Problems • Personal Problems • Overall Problems 	Above	More Number of
	Mean	Problems
	Mean	Moderate Number of Problems
	Below Mean	Less Number of Problems

5.6.2 Attitude of women towards their work from social perspective : The scale included ten items was adopted and modified to measure the attitude of women towards their work from social perspective. Out of 10 statements, five were positive and the rest were negative. The possible obtainable score ranged from ten to thirty. The score of the responses was given as follows:

Scoring scheme of the statements

Statements	Great Extent	Some Extent	Less Extent
Positive	3	2	1
Negative	1	2	3

Range of mean score for attitude of women towards their work from social perspective were decided as follow:

Type of attitude	Score
Positive attitude	22 and above
Negative attitude	21 and below

5.6.3 Problems Of Women Home Based Workers And Women Domestic Workers

To measure the problems faced by women home based workers and women domestic workers, each statement was given score in order to ensure appropriate categorization of responses. The Table 3.9.3 explains the scoring scheme.

Table : Scoring scheme of the statements

Extent of the problem	Score
Great Extent	3
Some Extent	2
Less Extent	1

5.6.3.1 Problems Faced by Women Home Based Workers

Table : Aspect wise total obtainable Score of problems of women home based workers

S.No	Aspect	Number of Statements	Maximum Obtainable Score	Minimum Obtainable Score
1	Work Related Problems	26	78	26
2	Personal Problems	27	81	27
3	Overall Problems	53	159	53

5.6.3.2 Problems Faced by Women Domestic Workers

Table : Aspect wise total obtainable score of problems of women domestic workers

S.No	Aspect	Number of Statements	Maximum Obtainable Score	Minimum Obtainable Score
1	Work Related Problems	33	99	33
2	Personal Problems	33	99	33
3	Overall Problems	66	198	66

The range of intensity indices were calculated aspect wise to measure the extent of problems of women home based workers and women domestic workers. To describe the extent of Problems, the range of intensity indices were decided as follows:

Range of intensity indices were decided as follows:

Extent of Problems	Range of Intensity Indices
Great Extent	2.6 – 3.0
Some Extent	1.6 – 2.5
Less Extent	1.0 – 1.5

Range of the Scores for describing the overall and aspect wise problems of Women Home Based Workers was decided as follows:

Type of Problems	Less number of Problems	Moderate number of Problems	More number of Problems
Work Related Problems	26- 45	46 – 65	66 -78
Personal Problems	27 – 47	48 – 68	69 – 81
Overall Problems	53 – 88	89 – 124	125 – 159

Range of the Scores for describing the overall and aspect wise problems of Women Domestic Workers was decided as follows:

Type of Problems	Less number of Problems	Moderate number of Problems	More number of Problems
Work Related Problems	33 -54	55 – 77	78 - 99
Personal Problems	33 -54	55 – 77	78 - 99
Overall Problems	33 – 88	89 – 144	145 - 198

Range of Mean Scores for describing the problems of women home based workers and women domestic workers

5.7 Analysis Data	Range of Means Score	Categories	Statistical of the
	Less Number of Problems	Below mean	
	Moderate Number of Problems	Mean	
	Less Number of Problems	Above Mean	

Different statistical measures for various purposes were used as follows:

Table : Plan for Statistical Analysis

Sr. No	Purpose	Statistical Measure
1.	Background Information and Work Profile of women	Percentage
2.	Problems faced by women home based workers and domestic workers in following aspects: Work related problems Personal problems	Intensity Indices
3.	Differences in overall problems faced by women with respect to selected variables.	ANOVA t-test
4.	Differences in Aspect wise problems faced by women with respect to the selected variables.	ANOVA t-test
5.	Suggestions given by the women to improve their situation in unorganized sector.	Percentage

5.8 Major Findings of the Study

5.8.1 Major findings of Home Based Women Workers

5.8.1.1 Profile of Home based women workers

- Women engaged in home based work were doing following activities for income generation.
Bidi rolling, broom making, embroidery, brush making, stitching, flower's toran making, jewellery making, bead work, padiya making and rakhi making
- Majority of the women belonged to young age group(between 15 to 30 years)
- Fifty percent of the women had education upto primary level only
- Little less than half of the women were married.
- High majority of the women reported reason for working was their monetary need to work, to have additional income for their family and didn't like to sit ideal at home.
- Fifty percent of the women did not receive any training to earn their living.

- Majority of them gave reason of already having skill to work so did not receive any training.
- Little more than fifty percent of the women were working since last one year where as little less than forty-four percent of the women were working from last 1 to 5 years.
- Majority of the women were working for long working hours (5 to 7 hours) per day.
- Majority of the women were earning only INR 600 to 2500 whereas one fourth of them were earning INR 2600 to 5000.
- Less than fifty percent of the women were fetching raw material by themselves.
- Little more than half of the women themselves were dispatching the final product.

5.8.1.2 Problems faced by home-based women workers

- Home based women workers were facing problem of unsatisfactory wage rate to great extent.
- Home based women workers faced work related other problems such as, job insecurity, irregular supply of work, lack of concentration in work because of household work and home based work vice versa, disturbance of children and other family members in home based work, lack of time to earn decent wages etc. to some extent.
- Problems related to social, family and recreational life of home based women workers such as Lack of time for children, for outing and for movie, to meet friends and relatives, to attend marriage ceremonies and festivals and harassment by husband or other family members, were faced by them to some extent.
- Psychological health related problems such as tension about work, lack of peace of mind, lack of concentration stress etc were faced by the women to some extent.
- Physical health related problems such as eye strain, headache, back and shoulder pain, fatigue, weakness and watering of eyes were faced by home based women workers to some extent.
- High majority of the women suggested that awareness should be spread about minimum wage act, and various voluntary organizations working for women.

Significant Differences between problems faced by home based women workers and selected variables

- There were significant differences in Work related Problems faced by home based women workers and their Age as well as in their Daily work engagement (in hours).
- There were significant differences in the Personal Problems faced by Home based women workers and all the selected variables namely: Age, Education, Marital status, their Duration of work (in years) and Daily work engagement (in hours).
- There were significant differences in the overall problems faced by the Home based women workers and all selected variables accepting their education.
- There was significant difference in the work related problems, personal Problems and Overall Problems faced by Home based women workers and their attitude towards their work from social perspective.

5.8.2 Major findings of Domestic Women Workers

5.6.2.1 Profile of domestic women workers

- Domestic women workers were involved in four types of different work such as, Dish washing, Dusting and cleaning, Cooking and Washing Clothes.
- Little less than fifty percent of the women belonged to middle young (31 to 45 years) age group.
- Majority of the women had education till primary level only.
- More than fifty percent of the domestic women workers were married.
- High majority of the domestic women worker reported monetary need and additional income as reasons for working.
- Little more than fifty percent of the women had been involved in some kind of prior work before their current work.
- Majority of women reported inadequate wages and harassment by employer as reasons of leaving the prior work.
- Majority of the women were involved in the domestic work from 1 to 5 years.
- Majority of the women were working for less working hours between (2 to 5 hours) per day.
- More than fifty percent of the domestic women workers were earning INR. 500 to 4500.
- High majority of the women reported that they were receiving wages in form of cash.

- Almost all the women (98.7%) were receiving paid leaves.
- Majority of them were receiving paid leaves for two days only.

5.8.2.2 Problems faced by domestic women workers

- High intensity indices were found for wage related problems of no extra money for extra work and unsatisfactory wage rate.
- Work related other problems such as extra work when guest comes without extra pay was faced by women to a great extent whereas working for longer hours, scolded or cut in pay in case of taken leave without informing, arrange substitute when on leave, etc problems faced by women to some extent.
- Facilities related problems such as no medical facility, no toilet facility no facility crèche for keeping small children, no bonus, no drinking water facility were faced by domestic women workers to some extent.
- Domestic women workers faced working environment related problems such as unhappy with employer's behavior, extending co-operation with employer and co-workers were faced by women to some extent.
- High intensity index was found for not giving enough time to children in social, family and recreational life of domestic women workers, whereas other such problems i.e. lack of time to do work of one's own choice, lack of time to meet friends, for outing, staying away from social life, scolding by family members for coming late from work etc were faced by women to some extent.
- Physical problems such as back pain and shoulder pain, fatigue, headache, Urinary tract infection and weakness were faced by domestic women workers to some extent.
- Anger without reason, crying without reason, lack of peace of mind and tension about work, such as physical health related problems were faced by women to some extent.
- High majority of the women agreed to the suggestion to spread awareness about minimum wage act and policies related to labour, providing creche at work place etc.

Significant differences between Problems faced by women and selected variable.

- There were no significant differences in Work related Problems faced by domestic women workers and selected variables except well as in their Daily work engagement (in hours).

- There were significant differences in the Personal Problems faced by domestic women workers and all the selected variables namely: Age, Education, Marital status, their Duration of work (in years) and Daily work engagement (in hours).
- There were no significant differences in the overall problems faced by the domestic women workers and the selected variables except their educational qualification.
- There was significant difference in the Work related Problems, Personal Problems and Overall Problems faced by Domestic women workers and their attitude towards their work from social perspective.

CONCLUSION

Socio-economic condition of the home-based women workers and women domestic workers are not good. Most women workers belonged to the economically disadvantaged group and they live in urban slums. They were compelled to work in the unorganized sector due to poor economic condition. The study has shown that high majority of the women were working because of monetary need and inadequate family income. There is no uniformity in their wage structure and their wage level is very low. However, they have no other alternatives than to choose to work in unorganized sector. They are indeed important segment of work force. They do arduous work as wage earners, piece rate workers and as casual labours. Yet their economic and social condition of women is dismal. The women workers in the unorganized sectors face numerous difficulties and challenges. First of all, in many cases, they are not considered as workers which make their income very low when compared to the earning of the male workers. Often, they are considered as traditional and low-skilled workers according to the requirement of the market. This again result into lower wages. Second, women workers suffer from recurrent periodic spells of unemployment, contributing to high degree vulnerability, further impeding the prospects of economic and social mobility. The work available to home-based women workers is not regular and often poorly paid. Women domestic workers are too not paid well and the work they do is demanding, and demeaning. Third, women workers face triple burden. They face a crushing burden of the work at the same time they are have to work for the household and take care of children and elderly. They are doing double the amount of work and paid less than half when compared with their male counterparts. In addition, work burden does not allow them to spend quality time for recreation and rest. Fourth, women workers are exploited by employers and in some cases, even at home by their family members. These create emotional burden, stress and strain. Fifth, work conditions both at home and workplace are not healthy, and hygienic. Therefore, they are vulnerable to psychological and physical health problems. Women home-based and domestic workers often experience fatigue, headache, body ache, eye strain, reproductive track infections and problems during pregnancy.

The coverage of labour laws has not benefited these women workers in many areas of wages, working conditions, and social security. Benefits of maternity leave and childcare which

are crucial for their mental and physical well-being, are denied due to which they often lose their jobs. Minimum insurance cover for unorganized sector workers is still distant from the reality.

RECOMMENDATIONS

It is important to recognize that women who are forced to work in the unorganized sector are often from the poorest sections. Poverty traps them into working in the least protected and lowest paid jobs. Existing labour laws are not benefiting women workers in unorganized sector. A national law also needs to oversee, minimum wage, workers' safety, health emergencies, children's education, and social security measures among other areas. This is now urgent that Government moves comprehensive legislative measures to organize women working in unorganized sector and take concrete steps to implement these legislations effectively to change the situation.

There should be a registration mechanism of women working in unorganized sector. Identity cards of all registered workers should be in place which would also be helpful linking with Government schemes, micro-credits, etc.

There is a need for micro-credit for working women. Financial support in terms of small loan for consumption and to meet credit needs for directly accessing larger or growing markets. The credit policies for the small-scale sector should have an element for extending credit to home-based workers. Women have shown themselves to be good borrowers, with high repayment rates (SEWA, 2014).

There is a felt need to sensitize the Government (especially Ministry of Labour and Employment) about issues of home based women and women domestic workers. It is equally important to make women workers aware about their rights, existing social security schemes and available services (ESI clinics, hospitals, and non-governmental organizations). They need to be encouraged to organize themselves for protecting their rights and also to raise voice for implementation of laws by the Government. Women workers should be encouraged to join non-

governmental organizations that present and defend their interest. These organizations could take a variety of forms trade unions, Mahila Mandals, Self Help Group and co-operatives, which will also motivate them to save money to be economically empowered and make their life little better. This will allow them to live with status and dignity equal to that of other members of the society.

Research need to be undertaken to document conditions of working women in unorganized sector, problems and challenges faced by women workers, various factors that can contribute to better productivity and improved lives of working women. Such researches would also help create awareness, develop evidence based advocacy and sensitize Government employers, and contractors.