

## **CHAPTER 2**

### **REVIEW OF LITERATURE**

The review of related studies involves analysis of researches relevant to the research problem. It is an account of what has been published on a topic by accredited scholars and researchers. Within the available time, the scope of the research and available resources, an earnest effort was made to collect the related relevant information pertaining to the area under study. The sources included ERIC database, journals, books, seminar reports, Government reports, policy documents, and studies conducted by civil service organizations. The University library and internet was also used for reviewing the relevant literature.

This chapter presents the review of literature on the problems faced by women in unorganized sector, specifically home based women workers and domestic women workers in India and Vadodara in particular.

This chapter examines:

#### **2.1 Trends and Status of Women in Unorganized Sector in India**

##### **2.1.1 Women Employment in Unorganized Sector in India**

##### **2.1.2 Studies Related to Women in Unorganized Sectors**

#### **2.2 Problems of Women Workers in Unorganized Sector**

##### **2.2.1 Problems Faced by Home-Based Workers**

##### **2.2.2 Problems Faced by Domestic Workers**

This section also endeavors to relevant Government schemes and policies in India and Gujarat State. It also looks into the various personal and professional challenges faced by women workers. The chapter begins with a review of domestic and home-based women workers in India and Gujarat, followed by a discussion on research gap, and the conceptual framework of the study.

While reviewing the available literature, the researcher did not come across with any study focusing on problems faced by home-based workers and domestic women workers in particular. However, many studies were found which were focusing their living and working conditions, their socio economic status and challenges confronted by them have been reviewed.

## **2.1 Trends and Status of Women in Unorganized Sector**

Women had a secondary status in Indian family. The economic dependence of women upon men has pushed them into the background both within and outside the family (Kalyani, 2016; Neetha, 2004; Padma, 2002; Wadhera, 1976). In India, women play a vital role in the family as well as in the economy. (Kalyani, 2016). Even though the average earnings of women in the unorganized sector are low, still the female informal workforce contributes significantly to gross domestic product (GDP). This is because women engage in multiple activities in the home as well as in the unorganized sector. It is well noted that women workers contribute the most to global economy.

**2.1.1 Women employment in unorganized sector in India.** Women's share in organized sector employment has been increased up to 17 percent only (Rustagi, 2003). Most women within the organized sector are located in the lower rungs of the hierarchy. Very few are managers or bosses or decision-makers. An analysis of correlation between education and women's share in the unorganized sector emphasizes that education is a primary factor that helps women to earn better and enhance their capacities.

National Sample Survey Organization (NSSO) reveals that around 30 million workers in India keep migrating constantly and women workforce has increased by 25.94 million since the year 2000 (NSSO, 2002). The NSSO report on the casual workers in India clearly shows that the decline in the number of regular workers and significant increase in the number of casual workers (NSSO, 2012). An overwhelming majority of the Indian labour force works in the unorganized sector, out of which women constitute very big share. The unorganized sector workers are notable to mobilize and organize themselves in pursuit of their common interest due to constraints like small as well as scattered size of the entity, the casual employment, ignorance and illiteracy amongst workers.

### **2.1.2 Studies related to women in unorganized sectors.**

ILO in 2014 led the Employment and Social Protection Task Team and launched joint advocacy on the Rights for Domestic Workers to collectively promote decent work for domestic workers. In this line, the employment and social protection task team had facilitated public debate on the rights and equality issues of domestic workers which included safety, security, working conditions, wages, social protection, employer's expectations and employer-employee relationships. Public debate argued that a greater sense of social co-responsibility must be developed towards assuming responsibility, society as a whole, for the process of reproducing the labour force; and towards unpaid care work between men and women, in line with the change that has already taken place regarding paid work.

We must foster alternative models of maternity, paternity and masculinity so that we can break the popular assumption that women alone must balance productive work with family and care responsibilities. The financing of 'care' from the current model that relies on the households, the women and the domestic workers need to be changed. This can be exercised by making available good quality full-day child care especially for the marginalized communities and by facilitating the development of effective policies (for example, leave policies, maternity benefits, family health insurance, etc.) to enable workers to meet demands of unpaid work. Further, it is argued that decent work for domestic workers are two pronged approach, first, recognize the rights of domestic workers for fair terms of employment; second, promote active participation of the state and recognize structural inequality fostered by not recognizing the sheer weight of 'care work.'

**John K. (2013)** in his article entitled "Domestic Women Workers in Urban Informal sector," described poverty as main reason why many women and children engage in domestic work. The reasons for entering in domestic work were Family problems including rural and male unemployment; disputes at home, ill treatment and loss of parents have resulted in their leaving the house to work as domestic worker. Women those who were widow, separated from husbands or those with alcoholic husbands are compel to work for the survival of their children. Sharma (2006) reported that there are no standard norms that decide working conditions for domestic workers. They work from 8 to 18 hours a day while live-in domestic workers are on call 24 hours each day. Article further discussed about legislation on protection of domestic workers that

domestic workers are excluded from labour welfare laws. As such domestic works are currently not within the scope of most of the labour laws. So women domestic workers cannot demand rights for their decent working condition minimum wages, social security, hours of work; weekly offs paid leaves or medical benefits among others. Article quoted SEWA survey which showed that live-out domestic workers do not have social security.

**Chamraj K. (2007)** in the article titled, “Domestic workers in Silicon City” described struggle of domestic workers in Karnataka for decent wages and condition of work. It reveals that wages are fixed for a certain amount of work, but employers keep adding to the tasks and when asked for a leave the employer cut the wages. Women domestic workers are not allowed to touch the vessels in which the employers’ food is kept as well as women are not supposed to enter the kitchen. Some women employers wash all the vessels washed by the maid again by tamarind to purify them. The article further claims that the domestic work needs to be recognized and treated in human and dignified manner. The minimum wage notification specifies that for a six-day week: and one task for 45 minutes per day should receive INR 249, one hour tasks, INR 299, and 8-hour day INR 1.699 (all per month); 10 percent more for families larger than four persons, and overtime at double the rate. The article further mentions about the StreeJagruti Samiti study recommended that the minimum wage should be easy to understand, time-based and adequate, and it makes the case for an hourly wage to simplify the calculation. The study also demands social security and a tripartite board of representatives of the government, employers and workers. Moreover, the article also suggests that the employer has no right to conduct his/her enterprise if he/she cannot pay his/her employee a minimum subsistence wage and that non-payment of minimum wages is forced labour under Article 23 of the Constitution.

**Sinha S. (2002)**, in the chapter, “women in unorganized sector: Mapping Needs” has described common characteristics of women workers in unorganized sector which are characterized by laborious work and long working hours, poor living condition, low and irregular income, lack of capital and assets, indebtedness, borrowing at exploitative interest, low bargaining power, poor working condition, lack of social security protection etc. The characteristics of unorganized sector workers itself describes the problems faced by women in unorganized sector. Further, the author has stated importance of insurance in the life of women workers in unorganized sector as crises are recurrent fact in the lives of the unorganized sector

workers and each crisis leaves them weaker and more vulnerable if the facilities of insurance was available to them they would be able to spread this over a longer period, so that they could pay for it during the times in which they were earning. According to Sinha, insurance can help to compensating the loss on income during sickness, accident and maternity and compensating loss in case of death.

According to **Charmes (2000)**, there is an overlap between working in the informal economy and being poor: a higher percentage of people working in the unorganized sector, relative to the organized sector, are poor. There is a correlation between working in the unorganized sector and poverty: a higher percentage of people working in the unorganized sector are poor compared to those who are employed in organized sector. Further, this overlap is gendered. The more women are in unorganized sector who are poor compared to that of men. However, it is important to recognize the fact that there is no simple relationship between working in the unorganized sector and poverty or working in the organized sector and prosperity. Unorganized workers typically lack the social protection benefits which are available to the organized sector, such as worker benefits and health insurance. They also work under irregular and casual contracts. When the data has closely analyzed, the precise relationship between unorganized sector employment and the level of poverty appears when unorganized sector employment is segregated by status of employment like employer, self-employed, or worker, and the gender.

**Summary of trends of women in unorganized sector as revealed from review of relevant literature.** The labour market of India has witnessed tremendous transformations in terms of growth of the unorganized sector, deterioration in the quality of employment, poor work conditions, uncertainties and irregularities of the work, lack of workers' association or unions, social security measures and absence of collective bargaining power (Kalyani, 2016). Workers working in the unorganized sector constitute the neglected and vulnerable segments of workers. Most of them are poor and illiterate, do not have any assets, and also do not possess any marketable skills. The researches indicate the declining trend in the productivity of unorganized workers due to poor work conditions and exploitations (Chandra, 2006). Such conditions, adversely affects their personal and professional growth which further marginalizes them. There is a lack of documentation of work conditions which escape attention of the government machinery for enforcing labour laws and regulations, and even for providing social security

(NCEUS, 2009). Added to this, many of them are subject to occupational illness and hazards, and lack awareness of laws that protect them (Ramanujam, 2004). Following are the trends highlighted in the reviewed literature.

- Majority of the studies have been conducted on Home based women workers and Domestic women workers to explore their identities, to study their working and living condition, occupational health hazards and challenges confronted by home based and domestic women workers.
- The method used in the studies reviewed was mainly Survey based. Interview Schedule, Case study and Focus group discussion were used as a tool in majority of the studies reviewed.
- In majority of the studies, variables taken were mainly age, education, working hours, marital status and health status.
- No study has taken attitude of women towards their work from social perspective as a variable in study.
- General and concise trend of the findings of the studies reviewed showed that majority of the women were getting much less wages.

## **2.2 Problems of Women Workers in Unorganized Sector**

Majority of women working in the unorganized sector carry the double burden of poverty and discrimination. Most women perform multiple work for their livelihood including agriculture which is the biggest unorganized sector. Rural women who work in the farm-participate in a wide range of farm activities by slogging alongside with men in the field as well as taking care of the home and children, thereby performing a dual role that of a homemaker and of a partner in the farming activities outside the home.

**Upadhyay V. (2007)** conducted a study on Employment and Earnings In Urban Informal Sector in Arunachal Pradesh focusing on investigating the quality of employment in the informal sector in terms of earnings, job-security, working hours, and the general socio-economic conditions of the informal sector workers. The study also examined the linkages, if any, between formal education and earnings in different segments of the informal sector. Major findings of the study revealed that the exploitation of wage workers in the informal sector was higher than that

of the formal sector. It is also important to note that the linkages of the informal sector units with government and other public systems by way of regulation, input and utility supplies were found to be more or less non-existent. Study also found that very insignificant proportion have access to electricity and Institutional credit and no one was provided access to allotted site and capital assistance for government. Majority of the workers in the job markets in urban areas were migrants. The share of the male migrant workers was as high as 92 per cent, while that of women workers was only 26.2 per cent. But it was found that the share of female workers was much more among the non-migrant workers. Only 25 per cent of the total samples surveyed were self-employed, while the rest were hired workers. As far as the payments of wages were concerned, only 68 per cent of the hired workers received their wages in cash, while the rest 32 per cent received it partly in cash and partly in kind.

**Director General Labour Bureau, Chandigarh (2006)** conducted an Evaluation Study on The Implementation of the Minimum Wages Act, 1948 and Equal Remuneration Act, 1976 in Stone Breaking and Stone Crushing Industry in Rajasthan focusing on the extent to which the provisions of the Minimum Wages Act have been enforced in establishments and awareness about the employers and workers on the same. The study also focused on the problems faced by the enforcement machinery in the enforcement of the Act. Major findings of the study revealed that all women workers belonged to unskilled category. It was observed that all the workers covered under the study were paid on time rated basis with monthly pay period. The minimum and maximum per day earnings earned by directly employed skilled and semi-skilled workers were between INR 68.07 & 423.07 and INR 61.54 & Rs.207.40 respectively. All the women workers were employed in the unskilled category and their per day earnings ranged between INR 60.00 and 109.23. About 47.8 per cent of the total units surveyed paid lower than the prescribed minimum wages to their workers. About 89 per cent of the sampled workers were not aware about the Minimum Wages Act, 1948. The inspections by Labour Inspectors for the enforcement of the Minimum Wages Act, 1948 in the establishments under scheduled employment of 'Stone Breaking and Stone Crushing' were found to be very low.

**Sethi (2004)** conducted a study on regional advancement and socio-economic status of agricultural labour in Haryana with the major objectives of studying the changing socio-

economic conditions of agricultural labourers, examining the nature and extent of employment of agricultural labourers in context of regional advancement and the working conditions of agricultural labourers and to study the factors that affected the socio-economic status of agricultural labourers in context of agricultural advancement. 300 respondents were selected from six sampled villages. Data were collected by using interview schedule. The major findings of the study revealed that majority of them were below poverty line, landless and working as casual labourers. Permanent labourers performed all types of agricultural activities along with the household activities of the cultivator with no fixed hours of work and did not get extra wages for the extra hours of work. Majority of labourers received daily wages between INR 80-100 per day. Wages of female agricultural labourers, were less as compared to their male counterparts for similar activities. Agricultural labourers were working in miserable conditions i.e. without benefit of leave, medical aid etc. They were being punished at work place in the form of scolding and reduction in wages. Advancement of the region had positive impact on the socio-economic status. It leads to: i) An increase in the wages of agricultural labourers, better educational level of children, reduction in practice of child labour and drudgery in agriculture last but not the least, better awareness of rural development.

**Mohiuddin and Singh (1996)** conducted a study on problems of rural women workers in readymade garments in Andhra Pradesh and Karnataka. The main objective of study was to ascertain their working conditions, job opportunities, income patterns, wages and nature of work. Four hundred respondents, 200 each from Andhra Pradesh and Karnataka state were selected as a sample of the study. Semi structure interview schedules, case study and observations were the mode of data collection. The findings revealed that the working conditions and the other facilities were stated to be satisfactory only for those who were working with units/centers established under any Government scheme, whereas, those who were working in the unorganized sector, the working conditions were voiced as “unsatisfactory.” The main problems cited were (i) payment in irregular installments (ii) low/poor quality of raw material (iii) employer’s bad treatment, and (iv) low demand for the trade.

**Pore (1991)** reported the socio-economic condition of women workers in garment industry and the electronic industry in Thane and Pune, with the main objectives of comparing the working condition and living condition, and to study self-perception of women working in garment and electronic industry. The sample of the study consisted of 134 women working in

garment industry and 132 women working in electronic industry. The women working in garment industry were stitching which was considered as unskilled work by the manager of the industry. The major findings of the study revealed that Most of the women in garment industry were paid piece-rates. Most of the women from electronic industry and half of the women amongst women working in garment industry received bonus of anything between INR 50 to INR 500 working condition with reference to pay scale and social security were definitely better in the modern electronics industry than those in the traditional garment industry. Women workers either in industry were not very articulate about discrimination against and were more or less satisfied with what they earned under their given situation of skill and educational level and in general situation of unemployment among women. Women workers were quite anxious to avoid conflict in the two roles and through that they could reconcile the two roles better if they had certain types of job. The nature and production of the unit did make significant differences in the nature of employment the conditions of work and the earning of women workers and the monthly earnings of women workers differed significantly as did their education level. Most of the women were not aware of the labour laws concerning women and most employers flout them with impunity.

Reviewed literature revealed that the condition of women workers was disconsolate as they were not satisfied with present salary, cut wages whenever servants did not turn-up though there were genuine reasons, not getting day off from work, no time, money or place to go for recreation, women also suffered very much due to violent attitude of drunkard husband and so. The reasons for working given by women were, inadequate and poor social services, male alcoholism and violence, lack of education and skill, lack of income generation opportunity, and last but not the least was to earn their livelihood and poverty. Further it was indicated from the major findings that women face many problems because of their work such as deduction in payment, no extra payment for extra work, got less work compared to the men, unequal pay for equal work, irregular availability of work in case of home based workers. No time, money or place to go for recreation, forced to leave the work if employer moves house or do not increase the wages.

**2.2.1 Problems faced by home-based workers.** It is established fact that home-based workers face numerous problems like working environment, high working hours and less

payment compared to the amount of time and efforts put for the work, etc. The home based workers work more than men as they have to play a dual role working both in and outside the home (Dadheech, 2016). They working in unorganized sector are living a life far below from satisfaction and the low earning of these women cannot meet with their daily needs (Mittal, 2012). They do marry, bear children, and get old but under these phases of life, they live the same life. A few of them are assisted by other members of family in household work otherwise they have to work solely. They live under unhygienic environment which results into dangerous diseases (WIEGO,2012). Further, the study reported that home-based workers face transport problems, many a time they are also exposed to occupational hazards (ibid). They have no medical facilities even at the critical moment of giving birth to children (NCEUS, 2008).No doubt, there are laws (the Interstate Migrant Workmen Regulation of Employment and Conditions of Service Act, 1979, The Bonded Labour System (Abolition) Act, 1976 and Maternity Benefit Act, 1961) to protect women and prevent exploitation but these laws and legislations are not practically and strictly implemented. It is the need of the hour that Government and NGOs must come forward to improve the lot of these women. The Trade Union and Voluntary Organizations can play a vital role in making them conscious of cleanliness, health, education and above all their rights and this can be done only with the joint efforts of the Government, NGOs and common people.

**Mohammed Y. (2011)**conducted the Mapping Study of Home Based Workers in Uttar Pradesh, With the major objectives of identifying and map the home based workers and the organizations representing them, to prepare a status report of the Home Based Workers in the above industrial sectors with regard to the wages, housing, employer-employee relationship, occupational health, social security and lack of skills and to give recommendations on organizing the Home Based Workers and to suggest a strategy for changing the current occupational status. Observation and interview schedule was used for data collection of the study. The study focuses on the home based sector only in three districts and covers a small sample size, so findings of the study are specific and cannot be generalized. The study reveals that all Home Based Workers in three selected districts for the study have similar socio-economic conditions and are facing same problems like Health, Education, Child labour, Minimum wages, lack of awareness with regard to the Govt. beneficiary schemes for poor and BPL. All related govt. departments and boards have not been playing their role effectively for the support of the Home Based Workers.

Although the Trade Unions are available in three districts, they are not in an active condition; they are going on their way or are busy with their political interest. In all the three trades the Home Based Workers are living in a very low economic condition. They are getting little wages so they cannot even afford two meals a day for their families. Although the govt. has many social security schemes they are not able to access these facilities. Lack of awareness is the biggest issue or problem for the Home Based Workers.

**Kalpana Hiralal(2010)** conducted a study on Indian home-based workers residing in South Africa. The major objectives of the study were studying lives of home-based workers and the challenges they confront in the labour market. Sample of the study consisted of twenty-five women home based workers. Quantitative as well as qualitative data were collected by using in-depth interview, questionnaire and focus group discussion as tool for data collection. Major findings of the study revealed that over 80 percent of women were married others were divorced, single and unmarried mothers. The educational profile of women was low. Women worked from home and were engaged in variety of economic activities i.e. bottling home-made chutney and pickles, selling, floral arrangements, bead work, craft work and embroidery etc. Many of them complained of their small working space and strongly felt that it was not conducive to running a successful business from home.

**Jhabvala and Shaikh (2008)** conducted a study on wage fixation for home-based piece-rate workers- A technical study based on a survey of workers in Gujarat, India, the main objectives of the study were to examine in detail the work processes and the payment of wages of selected home-based work in Gujarat, and to suggest a methodology for fixation of a minimum wage for home-based piece-rate work. Case study was designed to uncover hidden factors in the determination of real piece rates and resulting impact on the remuneration levels for home-based workers. The beedi rollers, incense stick makers, cardboard box producers, the cement bag cleaners, bidi makers, papad rollers, flower garland makers, garment workers etc. women were selected as sample of the study. Majority of the sample had family income of between INR 1000 to INR 2000a month. However, the earning of the worker herself, falling between INR 200-300 per month is well below both the poverty line and scheduled minimum wages. The use of her own home as workplace has many implications for the worker in terms of expense and having to give up a certain amount of home life. Nearly, 85 percent of the workers

had been working at one place for more than two years and 45percent had been working for the same employer for longer than 6 years. Most of the employers, 76% did not even keep the most basic requirement of a register, so that there is absolutely no proof of an employee-employer relationship. When 45percent of the workers “asked for a higher wage rate or joined a union,” the employer stopped keeping a register. High majority of the workers did not get full employment around the year, as the employer gave them less work during the monsoons. Usually the employer does assert both control and supervision by the method of checking the goods before accepting them and making deductions in payment for lower quality goods. This is an accepted form of supervision. However, sometimes the deductions are used by the employer or contractor to cheat the worker of her wages. So often beedi workers complain of unfair rejections amounting to a substantial reduction in the piece-rate. Recommendations suggested were that the most important protection for the worker is an appropriate fixation of the minimum wage and the fixation of wages for a home based worker has to be in terms of the piece-rate. Most minimum wages are fixed in time rate for an 8-hour day, or 25-day month. These time-rates have to be converted into piece rate for each individual item. Employers tend to keep the workers insecure by not registering their name as workers.

**Maurya (2008)** reported about the problems and situation of home based worker discussed in the convention on home based workers in Delhi. She reported that women are engaged in home based work like making beedis, doing zari, charkha or other handloom work, stitching labels, food processing etc. Majority women home based workers work on piece-rate basis, which is characterized by irregular or seasonal availability of work and delayed or reduced payment by agents or contractor. They are the worker with no protection, social security, benefits or insurance etc. The work for home based workers is mostly facilitated through middle men and contractors. They are at the bottom of a long chain of employers. Home based women workers shared their experience in the convention. In that they reported that they suffered from health problems as a consequence of the work they did. Those who work with limestone have boils and long lasting wounds on their hands. Those who work with glass suffered cuts on their hand which take a long time to heal. The women who work with sequins and embroidery suffered vision impairment some of them have even lost their eye sights. Women had to face abuse and misbehavior from the contractors. The payment for their work is never regular or complete. Demands like social security, pension and provident fund, health insurance, maternity benefits,

minimum wages, education and housing cover, identity card etc. for home based workers were put especially in this convention on home base workers.

**An Independent Group (IG) on Home-based Workers (HBW) in India** (2007) conducted Value Chain Studies of sectors which are known for subcontracting activity such as the garments sector, textiles, auto-components, etc. It was in this context that GIDR undertook the study of Home-based Workers in Value Chains in the garment embellishment industry. The objective of the research project was to understand the system of production within the home-based informal garment industry and the position of home-based workers. One of the purposes of this study was to better understand the place of home-based workers in the production chain for enhancing policy advocacy work. The results revealed that international and domestic value chains mapped them till the bottom-most segment the home-based workers. It was noted that the governance structure along the international and domestic chains had subtle differences. Two types of governance structures operated along the chain: control over work processes and control through social institutions based on religion, caste, gender and space. These controls affect the earnings, product outsourcing and mode of payment of different agents in the network. In the *export chain*, governance is through the production process itself, lead time and quality parameters play a crucial role in controlling the agents. These pressures are passed on to the agents lower down the chain and final squeeze falls on the workers in the form of wage cuts and deferred payment. The comparative advantage in the cost of labour in International chain is largely realized through outsourcing to home based workers whose work place is at home and is mostly women. In the *domestic chain* lead time and quality parameters are much more relaxed compared to international chain, and control is through better system of social structures. Control over the home-based workers is maintained through a system of subcontracting mainly using religious and caste based links. Lack of mobility of the women leads to their limited options and keeps them tied to these contractors as home-based workers. The study sheds some light on the implications of entry into and exit from the international chain for workers including home based workers. Given a choice, enterprises and workers prefer to work in the domestic chain compared to international chain. It was noted that the working conditions of the workers in this industry, particularly the women home-based workers, was very poor. Low remuneration, no assurance of minimum days of work, deferred payment, and unexplained rejections and deductions from the wages. Low levels of education and the social context did not

provide scope for upward mobility, particularly to the women. Discussion with contractors and workers in Bareilly revealed that one of their major demands is to have direct links with international retailers avoiding exporters in Delhi. They pointed out several examples where they were cheated and manipulated by exporters. Because of rejections they face unnecessary shipment charges. The discussion with workers also raised the similar concerns like the need for direct export from Bareilly to foreign countries. The main demand of the contractors and enterprises was for removal of the middleman in Delhi and an institutional channel to contract directly with the retailers, both export and domestic.

**Pant (2005)** conducted participatory research on multiple citizenship identities of women beedi workers, to explore the interplay of multiple citizenship identities of women beedi workers in Rajnandgaon in Chhatisgarh. Study broadly aimed to examine the ways the citizenship identities of home based women beedi workers are reproduced through the multiple structural locations they occupy viz. labour market household and locality; by focusing on the experiences and meaning that they give to the particular location. Total 50 women workers from Ram Nagar Ward no5 and Shankarpura Ward no7 from Rajnandgaon, participated in study. A combination of participatory open-ended methods was used to uncover and understand the perspectives of women workers. Major findings of the study revealed that women found the task easier to perform and there was money in hand to meet the subsistence needs. Lack of education; absence of job alternatives and class/cast bias has led women to beedi rolling. Daughters generally help their mothers in rolling beedis. Home workers beedi workers get low wages. They are a fragmented work force with no bargaining power and no effective legal protection. The contractors take advantage of this fragmented labour force. Whenever any worker demand higher wage for rolling beedi, they unhesitatingly give the work to any other needy worker. Contractors control their labour through cuts and rejection. Women workers get less tobacco and tendu leaves, and they have to pay extra from their pocket for making up the shortage. Workers are not paid for faulty work. Presence of very young children restricts their remunerative work. Economic hardship and male unemployment has pushed women workers to work harder to supplement substantially household budgets. Women workers are disadvantaged by place they live. They experience the problems with potable water, precarious shelter, scarcity of electricity and poor sanitation. Their living places are typically neglected and lack basic infrastructure and services.

**Iqbal (2004)** conducted a National Study on Beedi Workers - an Ergonomic Approach with the major objectives of ergonomic intervention of Beedi Workers, their occupational health hazards and to improve working environment and unhygienic conditions of Beedi Workers. Total 302 beedi workers from Uttar Pradesh, Madhya Pradesh, Karnataka, Andhra Pradesh & Tamil Nadu. Various methods such as Observation, Questionnaire and Anthropometric measurement for data collection of the study. Major findings of the study revealed that it was observed that occupational hazards like neck pain, shoulder pain, chest pain, elbow pain and back pain etc. was highly predominant. The tobacco was handled with bare hands which causes direct absorption of Nicotine into the blood of the workers. The dust was in high concentration in the work environment and was being directly inhaled by the workers. Beedi Workers were not using personal protective equipment. The level of illumination was also inadequate.

**Surati (2001)** conducted a study on work related problems of women workers in textile industry. The objectives were to study the welfare facilities, health problems of the women working in textile industry, the work culture of organization and participation of women in the process of decision making in trade union activities and the perception of working women towards harassment at work place along with the situation of women and inter personal relation with other employee. Seventy working women in textile industry in Ahmedabad city were selected as a sample of the study. The sample was selected by simple random sampling technique. Interview schedule and observation method was used for data collection of the study. The major findings of the study were that literacy rate among working women was very low. Women have come out from the four walls and they have accepted the work in industry, mill and factory and have become earning member of family. A reason for working was monetary need and inadequate family income and unemployment of husband. Majority of the women didn't face any problem, in fulfilling job responsibility while only 37 percent of the women faced problem. Majority of them were facing family problems and some of the women also faced personal and social problems. Majority of respondents didn't have any health problem due to working in textile industries. While other women were facing health problems such as respiratory, vision, hearing, blood pressure, cough and joint pain problem. Majority of the women did not face any harassment while working in the organization. Authorities were very positive and sensitive/supportive and always responded if complained.

**Singh P. (1999)** conducted a study on subcontracted units and women workers in the garment industry with the major objective of conducting focus group discussion with factory women workers in sub contracted garment units and women home based workers operating for garment units in Ahmadabad. Total 64 women were selected as sample of the study in which 22 women were factory workers in sub contracted garment units and 42 women were home based workers for garment units. Interview, focus group discussion and field observation methods were used for data collection with all 'participants' involved directly or indirectly in garment industry. Major findings regarding the women factory workers in sub contracted garment units of the study revealed that mostly young to middle age group women were working in garment industry and most of them were married. The women had studied at least up to primary school. Women were mainly involved in finishing activity. Reason for performing present work was that women were comfortable with garment manufacturing work since they knew the job well even before they joined the factory. Workers were given lunch break for half an hour. They were also given two tea breaks of ten minutes each. Most of the workers did not take a tea/coffee since they have to pay for it (Rs.2 per cup). The health problems occurring due to work were headaches, chronic back aches, body aches, abdomen problems, weak eyes sight, etc. the married women felt that their absence from home for as long as 10 hours on an average did adversely affect their social and family life. Their children education was also neglected, as they were unable to give proper attention. The major findings of the women home based workers revealed that majority of the women belonged to 30 to 56 years, all of the women were married. Most of the women have received below primary level education. There was no specific time allotted for relaxation. Whenever the women got time they managed their house work and family. The main concern of these women was the irregular availability of work which led to financial and social problems and thereby disrupts their day to day life.

**South Asian Research & Development Initiative (1999)** conducted a survey which examined the working conditions for women in industry and analyses possible discrimination against women with the view to shape future strategies from four perspectives: the woman worker, the male worker, the management and union leader. It looked at specific working conditions, promotions and benefits, facilities, occupational health and safety, collective bargaining and harassment at the work place. The study was conducted in three major industrial belts, namely the National Capital Region (Delhi, Faridabad and Noida), the Mumbai-Thane-

Pune belt and Bangalore. The sample included Pharmaceuticals, Medical care, Rubber products, Banking, Electronics, Garments, Packing Materials, Hospitality services, Furnishing, Services, Entertainment, Engineering and Medical Transcription through a stratified random method. Sites were chosen to include union/ non-union, public/private and organized/unorganized companies. The questionnaire was administered to all four groups in two areas: Bangalore and the National Capital Region including 79 women, 21 men, 12 union and 22 management surveys. Qualitative interviews from the Mumbai-Thane-Pune belt with 13 women, 7 men, 9 union and 4 management personnel supplemented the survey. Women are slotted into certain jobs based on the real differences caused by their differential access to skills and perceived constraints which takes the form of jobs predominantly staffed by women then categorized as low skilled and low paying. Inequity in Pay: The second and more overt form of discrimination found is unequal pay for equal work. The average wage in the organized sector was found to be almost three times that of the unorganized sector. Examples of successful mutual cooperation/best practices Type of Ownership: Women's mean wages were highest in multi-nationals, followed by public sector firms, then by companies with foreign collaboration and lowest in the domestic private industry. In general, men receive more promotions and for men, unlike women, the nature of their jobs often changed with these promotions Inadequate Access to Benefits and Facilities Examples of successful mutual cooperation/best practices Benefits: A higher proportion of men received benefits in all categories compared to women. In general, there was an inadequate provision of those work facilities specifically for women workers such as rest rooms and childcare. Occupational Health and Safety: A very low level of awareness exists among women workers and unions about occupational health hazards. Very few saw any links between the nature of their work, the materials used, their posture during work and the ailments they experience. For pregnant women, little consideration is shown in the form of duty allocation, lighter work etc. as mandated by the Maternity Benefit Act. Sexual Harassment: A politics of silence around the issue of sexual harassment reflected itself in the fact that very few women reported both the incidence of harassment as well as the incidence of complaints. Other issues raised by women related to: Reproductive health problems: At least a fifth of the women reported reproductive health problems such as white discharge, and these women were also mostly confined to one particular position in their work situations.

**Unni, Bali, and Vyas (1998)** conducted a study on subcontracted women workers in the global economy the study aimed at analyzing the working conditions of women as subcontract workers in the garment industry. The impact of their work on their lives and gender roles in the household and in society were also sought to be analyzed. Total 114 women works and 70 men workers were covered as a sample of the study. For data collection interview schedule and focus group discussion were used. The major findings of the study revealed that the age group of factory workers was young, almost all between the age of 18 to 30. The home based women were more mixed and consisted of a large number of older women between the age of 31 to 55 years. Factory workers were more likely to have studied beyond the primary school level compared the home based women. Majority of the garment workers, both men and women are casual workers that is getting either daily or piece rate wages. Almost all the units had drinking water facilities and 96 percent of the units with women workers had a toilet in the building. Hardly any units had separate toilets for women and the condition of the toilets was very poor and could hardly be used by the women. Many women reported to have been trained at home and also in training programmes organized by a local trade union MajoorMahajan. Reason for change in job were given that the factory in which they were working earlier closed down and incomes they earned in the previous job were too low which necessitated their looking for alternate employment. About half of the workers were paid piece rate wages only about 30 percent of the workers received a regular monthly salary.

**2.2.2 Problems faced by Domestic Workers.** In India, domestic workers are comprised of three main groups, (1)full-time live-in domestic workers, (2)part-time domestic worker, and (3)migrant domestic workers which have (a) inter-state domestic workers and (b)overseas domestic workers.

- 1.Full-time domestic workers reside at the place of employment. They are engaged in all domestic work including housekeeping, washing clothes, utensils, cooking and also baby care, children or elderly care. They generally controlled by employers and largely depend on their employers for basic needs such as food and shelter.
2. Part-time domestic workers are generally locals or migrants in the city where they are employed. They mostly live in slums. They either work for one employer or work in multiple households in a day. They live with their families and run their homes, as well as those of

their employers. However, they are less dependent on their employers for their basic needs and are characterized with a greater degree of independence than the live-in domestic workers. Many women migrate from their villages to the city and settle themselves in the city. Most of them work as domestic workers. They are typically live-in domestic workers and are thus most vulnerable to physical and sexual abuse, excessively long working hours, and deprivation.

3. Many women workers in the unorganized sectors are from rural and tribal regions. They face discrimination on the basis of their ethnicity, caste, and illiteracy (Kundu and Sharma, 2001). Despite these problems, poor women are forced to migrate to cities and foreign countries in order to supplement their families' incomes. They 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.

**Agrawal A. (2012)** presented a paper on basis of study conducted by her on maternal health issues of domestic workers living in urban clusters and shanty towns across India's capital city of Delhi. It revealed clear lack of a well-defined and workable system of maternal and neonatal health for domestic workers in the informal economy and the critical need for such support. According to the study majority of the male partners of the respondents did not concern themselves with family planning in any way and the use of condoms was very low. Pregnancy brought its own share of traumas. Majority of the respondents continued to work almost until the time came to give birth because most of the women bore the sole responsibility to taking care of their household. The striking finding of the research was that although most of these women went to a hospital or saw a doctor during their pregnancy, a large number of them had delivered at home and opposed to hospital or clinic. The reasons behind this varied as there was no means of transport, lack of education and inability to make informed choice. More than half of the respondents revealed that the decision on healthcare during pregnancy were made by 'elders' of the family, who were more likely than not to hold conservative views on such issues. The pregnant woman herself contributed little or no inputs in this decision making process. Findings of focus group discussion revealed a fairly widespread phenomenon and again underlined the

lack of access to information and contraceptive services among migrant domestic women workers in urban cluster.

**Paul, Datta and Murthy (2011)** in their paper on Working and Living Conditions of Women Domestic Workers: Evidences from Mumbai discussed working and living conditions of women domestic workers in Mumbai based on survey conducted by Adecco TISS Labour Market Research Initiative (ATLMRI), between September, 2009 and March, 2010, in collaboration with *Jagrut Ghar KamagarSanghatan (JGKS)*, Mumbai. The core objective of this survey was to collect data on domestic worker who are members of JGKS, covering demographic profile, nature of service, consumption, health status, time use, assets and liability, habitat, gender profile and domestic violence. The findings revealed that only three of domestic workers have ever been suspected for theft by the employers. Most of them (90%) never faced sexual harassment at the work place. High majority of them do not have fixed weekly holidays and only thirteen percent of them get overtime payment. Most of people –two-third to four fifth– access health facilities due to illnesses such as headache, giddiness, body pain, cough & cold and back Pain, while one–sixth of people visit health facilities because of diarrhea. Further, work related injuries and back pain are commonly noticed among women domestic workers. respondents in the study view that trade union has brought enormous awareness on certain pertinent issues, for instance, making these workers aware about the domestic workers’ law, helping domestic workers in acquiring ration card and ensuring the availability of ration against ration card, and health information through trade union are few examples to imply how the role of trade union becomes vital in the process of fighting for social justice, with given enormity of political resistance towards bringing reforms to the life of domestic workers, the role of trade union becomes very clear. three-fifth of domestic workers spend 2-6 hours daily. Almost all of them spend less than four hours on each unpaid domestic activities. Moreover, half of the women do not make decisions on spending their own money. In deciding number of children, nearly forty percent of respondents viewed that decision is jointly made by husband and wife. Thus paper describes a vicious situation of lack of core entitlements which are required to enjoy freedom guaranteed by the democratic society and the necessity of appropriate alternatives to bring a positive social change, impacting lives of hapless domestic workers and their families.

**Mehrotra (2010)** conducted a study on part-time domestic workers in Delhi. In the study,

691 domestic workers living in different parts of Madanpur Khadar & JJ Colony were interviewed. These 691 workers worked in total 1958 households. Major findings of the study revealed that the largest number falls in the reproductive age group and they had to cope with childcare along with their work. The older women had to continue work for lack of other options. Majority of the respondents were Hindus. The others were predominantly Muslims and Christians and Buddhism. High majority women were married at the time of the survey, fourteen percent were widows, four percent had never married and 2 percent were separated. It is significant to highlight that 86 percent of domestic workers were first generation migrants with only fourteen percent of the sample was born in Delhi. Only twenty-seven percent domestic workers had ever attended school. In most cases, their own children were enrolled in school, though for a varying numbers of years. Of that currently in school, majority domestic workers were illiterate. High majority of women had done no form of paid work before starting domestic work. Of the fifteen percent who had worked before, a majority had worked in factory/export houses, as daily wage labourers in construction work, or as agriculture workers (while still in the village). They continue to work in some households over a long period of time, though the narratives indicate that they are forced to leave if the employer moves house or in a few cases, when employer does not increase wages. Wages were primarily fixed on the basis of the rate of the area. Only benefit provided to domestic workers was an interest-free loan. Some workers got loans up to INR 5000. Seventy-eight percent domestic workers took loans from employers and ninety-six percent of these workers got loan amount deducted from their monthly wages. Others worked extra hours in lieu of the loan amount. Sixty-six percent domestic workers got old utensils and/or clothes from their employers, especially for their children. Seventy percent households allowed their domestic workers to use a toilet in their house while thirty percent did not. A majority of households offered tea and snacks to domestic workers while twenty-three percent did not. The relationship between employers and domestic workers is complicated. It often extends beyond that of the worker and employer as the workspace to each other. A home and the two exchange personal notes and offer emotional support to each other.

**Hazarika, Ghosh, Chattopadhyay, Majumdar and Kumar (2009)** have conducted a group survey on women domestic worker: their life, problems and dreams, in Mumbai. The study focused on the reasons behind selecting the job of domestic helper and examining the basic characteristics of these workers including socio-economic condition. The study also throws the

light on their problem at workplace and home as well as their aspirations regarding their children. Study was conducted in five areas of Mumbai and total sample size was 50 women domestic workers. Interview was taken either at work place or at the place of the workers. The major findings of the study revealed that most of the domestic maids were working to earn their livelihood. According to them there is no other way to earn money with their little education and technical skill. High majority of the women were not satisfied with their present salary and expected more. Few of them expressed grievance for extra work when guest comes. They wanted at least one holiday per week, but 90 percent of the employers were not in favour of this demand as expressed by the respondents. Adolescent girls suffer less from unpleasant behaviour of their respective fathers whereas most of women have drunkard husbands. Some of them suffer very much due to the violent attitude of their husbands.

**Vimala (2002)** conducted a case study of Thrissur Corporation: socio economic status of domestic women servants, with the major objectives of analyzing the socio economic profile, understanding the occupation structure and wage structure of the domestic women servants. Study also aimed to examine the social problems faced by them. Interview schedule was used to collect data from fifty women domestic servants. Major findings of the study indicated that majority of the women were part time domestic servants. Almost half of them belonged to age group of 31 to 40 years. Because of irresponsible nature of their husbands, most married women workers had to carry entire family burden in addition to their domestic work. About half of them were not able to read, write and comprehend things well. Findings related the wages earned by domestic servant revealed that wage rate of full time maids ranged between INR 4 to 10 per day while that of part time maids varied between INR 4 to 14 per day, which was very low wage rate compared to those women workers who engaged in other works. According to a few part time servants, their masters were not regular in paying wages to them. Generally, the employers cut wages whenever the servants did not turn up, though there were genuine reasons. At the same time, the increase in work load in the houses in certain occasions had not increased their wage level. Further the findings of the study indicated that the full time servants exclusively depended upon their house matrons for food, though the offered food was low in quality. But most of the part time servants were offered some light food, not nutrient items, sometimes was left-over food. The income earned by the servants contributed a considerable share to their family income. The factors like age, education, marital status, experience and health status were not much

significant in determining their income. Most of the servants responded that they had been leading or miserable life with poor financial background.

**Talati (1999)** studied the problems faced by female maid servants with the main objectives of studying the problems faced, the reasons for taking up the job, relationship between employer and employee. And to study the maidservants' attitude towards their work as well as their importance in the life of employers who are not able to cope with their dual roles without their maidservants. Fifty-one domestic servants from Baroda city were selected as a sample for study. Interview schedule and observation schedule was used as a tool for data collection. Findings of the study were that maidservants have very less education. Around forty percent maidservants get help from their husband in economic way, and large number of them had debt on them. There is a good relationship with employer, due to this advantage employer get lot of work from maidservants and exploited them. Attitude of family members and husband towards working was neutral. The conflict at home affect them at work and they do get frequent firing from their employer regarding their not doing work properly. The employer belong to upper middle class are habituated of having maidservants and the housewife in large joint family can't work a day without help of maidservant.

Domestic work is often embedded within socio-cultural structures, which may make it difficult for employers to see themselves as such. Moreover, the gender, class, ethnicity and caste of women weakens the bargaining power of domestic workers. Domestic workers work for long hours in poor wages, and have no access to social protection. With the nature of their work in private home, they are isolated and invisible which make them vulnerable to various kinds of exploitation. 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.

Many studies have focused on women's labour participation in agricultural and allied activities and often erroneously considered domestic work as the only form of paid work available to the women of lower strata. In reality, women workers in rural areas who work as domestic servant, often work in agricultural field on a seasonal and even daily wage basis (Kothari, 1991). Therefore, domestic work contributes a substantive type of employment which generate earnings for many women on the cost of their health and various of exploitation.

## 2.3 Government Schemes, Policies and Its Implementation

Unorganized workers' contribution to GDP in 2004-05 was estimated to be of the order of 50 per cent. Yet, legislation backed welfare measures (social security measures) have been confined, by and large, to the organized workers. “Only 6 percent of unorganized workers are covered by social security measures” (NCEUS, 2006; p.24). The National Commission for Enterprises in the Unorganized Sector (NCEUS) highlights that the unorganized sector workforce is devoid of three types of social protection, (1) employment security, (2) work security, and (3) social security.

Unorganized Workers' *Social Security Act (2008)*. In the spirit of extending social security to the unorganized sector, the Government of India passed the Unorganized Workers' Social Security Act (UWSSA) in 2008. The objective of the Act is to provide unorganized sector workforce with a minimum level of social protection to enable them to endure income and health related shocks, stay out of poverty, and ultimately allow them to lead dignified lives. The various social security schemes under the UWSSA (2008) for the unorganized workers are as follow:

- Indira Gandhi National Old Age Pension Schemes
- National Family Benet Scheme
- Janani Suraksha Yojana (JSY)
- Handloom Weaver's Comprehensive Welfare Scheme (HWCWS)
- Handicraft Artesian Comprehensive Welfare Scheme (HACWS)
- Pension to Master Craft Persons (PMCP)
- National Pension Scheme - Swavalamban (NPS-S)
- National Scheme for Welfare of Fishermen and Training and Extension (NSWFTE)
- JanshreeBima Yojana (JBY)
- AamAdmiBima Yojana (AABY)
- Rashtriya Swathya Bima Yojana (RSBY)

Currently four models of social assistance are in operation in the country (IFMR, 2008):

a. *The welfare fund model*. Here the fund is created through contributions from various sources including the employers and the government under the supervision of the State.

b. *The social assistance model.* Under this, cash payment is made to defined beneficiaries through budget provision.

c. *The social security scheme model.* These are schemes designed to protect unorganized workers. The schemes are usually implemented by the concerned governments or their agencies for defined categories of workers.

d. *The mutual help model.* This model is promoted and mediated by an NGO with contributions from the workers.

In general, the welfare funds have been adopted in most of the Central and State Governments' social security programmes for the welfare of workers in the unorganized sector. "The Government of India established five Welfare Funds between 1946 and 1981. These funds are administered by the Ministry of Labour and Employment, Government of India in certain occupations where employee-employer relationships are not clearly discernible. Also, by its very nature, the scheme of welfare funds is outside the framework of specific employee-employer relationship in as much as the resources are raised by the government through a cess under a statutory provision and not through donations/voluntary contributions from any employer. Further, delivery of services, specified under the funds, is effected without linkage to worker's contribution (Sodhi, Rawal and Ramanujam, 2008)."

Though domestic workers have been included in the Unorganized Workers Social Security Act, 2008 (Act 33 of 2008), they have not yet got any benefits. Even in Maharashtra, the Domestic Workers Welfare Board Act 2008 has not been implemented (MDWWB, 2008). Domestic workers seldom have an organized mechanism for collective bargaining. Although the Constitution of India is yet to recognize Social Security as a fundamental right it does require that the State can strive to promote the welfare of the people by protecting a social harmony. Specially, Article 41 of the Constitution requires that the State should make effective provision for securing the right to employment, education and public assistance in case of unemployment, old age, sickness and disablement. Further to note that Article 42 requires that the State should make provision for securing humane conditions of work and for maternity relief.

According to **NCEUS**, Kerala leads all other states with statutory provisions for as many as 19 welfare funds covering 54 percent of unorganized workers in the state. Maharashtra has a

relatively well functioning 39 different welfare funds for 'Mathadi Workers', which largely the Goods Transport Unprotected Workers, and Cloth Market and Shops Workers(Maharashtra Act, 1969). Gujarat, Karnataka, Andhra Pradesh and Madhya Pradesh also have established welfare funds for selected categories of workers (NCEUS 2006). These funds mostly cover requirements such as accidental death and injury, maternity and financial assistance for the education of children.

The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996.This act regulates the employment and conditions of service of building and other construction workers. It also aims to provide their safety, health and welfare measures.

The Building and Other Construction Workers Cess Act (1996).Following these Acts, the Building and Other Construction Workers (ECS) Central Rules, 1998 were notified on November 19, 1998. These Acts are applicable to every entities that employs ten or more workers in any building or construction work, where the project value is more than 10 lakhs. The Welfare Funds proposed in the Act are to be financed by the contributions from beneficiaries - levy of a cess on construction works at a rate ranging between 1 and 2 per cent of the construction cost incurred by an employer and non-mandatory grants by the State/Central governments.

The major initiative of the Central Government (regulating the conditions of work and provision of a measure of social security) relates to construction workers who form one of the largest segments of workers in the unorganized sector. Above mentioned two umbrella legislations have been passed by the Parliament in this regard, on the basis of which the states are expected to enact state-level legislations. These two Central Acts are: The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996; and The Building and Other Construction Workers Cess Act (1996).Under these umbrella legislations, all state governments are expected to enact their own legislations. Most of the states are still in the process of adoption and implementation of these Acts. Gujarat Government has few initiatives for the unorganized sector as follows:

- Shramik Suraksha Accident Group Insurance Scheme

- Welfare Scheme for Salt workers
- Welfare scheme for inter and inter-state migrant rural workers
- Financial Assistance to rural labours in serious and malignant diseases

## **2.4 Gaps in Protecting Rights of Women in Unorganized Sector**

Despite of various Labor laws, welfare schemes etc. the condition of women workers in unorganized sectors is still poor. Because of temporary employer-employee relationship these laws cannot be effectively implemented. Most of the Indian labor laws use number filters or wage filters like: The Factories Act for health, safety, welfare and other aspects of workers requires an establishment with minimum 10 workers with power connection and the provisions for crèche is with the establishment having minimum 30 or more number of employed women. Rest room is mandatory only if the number of employees is 150 or more. Canteen is mandatory if number of employees is 250 or more. The provisions for ambulance, Para-medical staff is mandatory only if employee strength is 500 or more. Employees Provident Fund and Miscellaneous Provisions Act, 1952 requires minimum 20 number of employees. For Maternity Benefit Act, 1961 the establishment requires minimum 10 employees. But nearly 97% of unorganized sector units employ less than 10 workers, they get easily escaped from these laws. The only law which has been enforced to some extent in this sector is Minimum Wages Act. The unorganized sector is not properly unionized, hence this sector lacks bargaining power and also most of the workforce from this sector is recruited through contractors and not directly by employers. This gives more power to contractors and the wages fixed by them are supposed to be accepted by workers. The wages mostly are below minimum wages. In this condition actual employers can easily escape themselves from minimum wages act. The workers from unorganized sector are under skilled or semi-skilled. The opportunities of development and learning new skills in this sector are very less and especially women are not much aware about the available opportunities due to these reasons they cannot find better jobs somewhere else and are compelled to do job under the poor conditions. The women workers are illiterate, they are not aware about their rights. They fear of raising their voice against unfair practices. They don't have proper knowledge about various welfare schemes of government. All these reasons, lack of government enthusiasm to implement the rules and certain other gaps leads to negligible improvement in poor conditions of women workers in unorganized sectors.

Existing laws and policies do not protect domestic and home-based women workers from exploitation like overwork, underpayment, isolation, abuse and so. Therefore, empirical studies to document their problems and the recognition as well as defense of their human and labour rights are an urgent necessity. The non-recognition of domestic work as work, private workplace and the informality of the employment relationship creates opportunities for the exploitation and abuse of domestic workers.

Benefits like maternity allowances, accident relief, natural death compensation, education support for children for higher studies and pension should be provided to the unorganized sector workers. The government should formulate and effectively implement schemes to support unorganized workers to meet their real needs and requirements. The government should motivate unorganized labourers to register their position. Voluntary registration of workers is another method to identify genuine beneficiaries.

### **Summary of Review of Literature:**

It can be concluded from the review of literature that numerous studies reveal that majority of working women receive less wages compared to men, especially in unorganized sector. Primary reasons for working cited by women were inadequate family income, male alcoholism and violence, lack of education and skill in the family, lack of income generation opportunity in the family, and last but not least was to earn their livelihood for survival and overcome poverty. Further studies indicated that women face many problems due to their work such as deduction in payment, no extra payment for extra work, got less work compare to male, unequal pay for equal work, irregular availability of work in case of home based workers. Job was characterized by no time, money or place to go for recreation, forced to leave the work if employer moves house or do not increase the wages. Reviewed literature also revealed that the condition of women domestic workers was disconsolate as they were not satisfied with present salary, cut wages even when women are not at fault, not getting day off from work, no time, money or place to go for recreation. Majority women reported suffering a lot (beating, non-cooperation, husband is not taking family responsibilities) due to violent attitude of drunkard husband.

- Majority of the studies have been conducted on home based women workers and domestic women workers to explore their identities, to study their working and living condition, occupational health hazards and challenges confront by home based and domestic women workers.
- No study has been focused on particularly problems faced by two major group of unorganized sector which have been covered in present study those are women home base workers and women domestic workers.
- In majority of the studies on home based women workers and domestic women workers, variables taken were mainly age, education, working hours, marital status and health status.
- No study has taken attitude of women towards their work from social perspective as a variable in study.