

Chapter – 5

Work Participation and Working Conditions of Women

The main focus of the present study is to examine the economic status of women in the urban informal sector in Baroda City. The major determinants of the economic status examined in the study are participation in the work force, income, working conditions and control over decision making in the family. All the data presented and analysed in the various tables in this chapter are from the sample survey conducted by us in the selected slum pockets. As we have observed in the last chapter 22.91% of all women and 35% of all the adult women in selected slums are working for income. To understand the factors affecting their decisions to participate or not participate in the work force and the nature of work available to them we had interviewed one woman from each selected households. In this chapter we have analysed the responses of 357 women i.e. one woman from each selected households.

1. Participation in the work force

Participation in the work force is one of the most important indicators of economic status. We will examine the factors that enable women to participate in the work force and those that act as a hindrance for them.

The structure of the labour market at first instance is determined by pre-entry factors¹ like, gender, age, caste, religion, culture, place of origin, education, etc. We will examine the effect of these factors on women's work participation and nature of work they get in the labour market. For examining the nature of work we have differentiated between formal sector work and informal sector work.

¹Loop, T.H.M. (1994) p. 426

We have used the term 'occupational status' for the analysis of women's work, which is divided into three categories. (a) Formal sector work (b) Informal sector work (c) Housework (H.W.). As mentioned in the chapter on socio economic characteristics, housework involves various kinds of work, that includes free collection of material for improving the house, processing and cleaning cheap food grains and vegetable, making mattresses from old clothes, etc. All these activities result in saving money and indirectly contribute to the family income. We recognise that it is necessary to include the value of all these unpaid works in the women's economic contribution. But one of our objectives is to compare the work participation rate recorded in the census and other studies. To make this comparison possible it is necessary to adopt the same conventional definition adopted in the census. So for our analysis we have considered only those women who bring income to the family or contribute in family business for production or sale of marketable commodities and services.

By analysing women's work in these three categories we will examine the factors that influence women's entry in to the labour market as well as in the formal and informal sectors.

2. Type of Work

Participation in the work force is one of the indicators of the status of women, the other important indicator is the type of work women get in the labour market. The types of work within the informal sector are also not homogeneous. The worker within the informal sector consists of wage earning workers and those who are self-employed. There are evidences of fragmentation within these two categories within the informal sector as well². The work and working conditions in these various fragments are also different.

² Kundu, A. (1994) p. 334.

Hence we have further divided the type of work into following categories: (a) Factory work (b) Home based work³ (c) Casual work (d) Service (e) Self employment (f) Family business. From these category factory workers, home based workers, casual workers, and workers providing services are wage earners. We have further divided the self-employed into two categories i.e. self employed women who are independent own account workers and women working in the family business as unpaid family business.

3. Income

Income of the worker is an important determinant of her economic status. We have analysed the effect of various factors on women's income in the formal sector, informal sector and various types of work

The study is about women from the low-income group only but we have further differentiated the respondents into three categories (a) Lowest income group having monthly income less than 500 rupees. (b) Lower income group having monthly income between 501 to 1000 rupees. (c) Income group having monthly income more than 1000 rupees, i.e. low income group.

4. Working Condition

Condition of work is an equally important indicator of the economic status. We have analysed working conditions in terms of the nature of work, benefits available as workers, effect on health and safety and presence of organisation at the work place.

³ Some researchers have used homebased workers for wage workers as well as workers working as self employed but their place of work is their home. We have considered only homebased wage workers in this category and those who are own account workers working in their home are covered in the category of self employed or family business.

5. Control over Decision Making in the Family

Work per se does not increase the status of women. It is equally important to analyse if the work or income provides more control to women over their lives in the family or not. What needs to be examined is the relationship between their contribution to the family income and decision making within the family.

We will examine women's contribution to family income, their say in the decision making and their perception about their status in the family and society because of their work.

5.1.1 Participation in the Work Force: Occupational Status

The occupational status of women is a complicated area of inquiry. Women's "productive" and "unproductive" works are very similar and many times carried out in the same place or environment, i.e. their home. The practice of considering most of the work performed by women as unproductive has affected women's perception as well. Many times women themselves tend to undervalue their occupational status

Table - 5.1

Occupation of the Women

Occupation	Number	Percentage
Formal sector worker	10	(2.80)
Informal sector worker	128	(35.90)
Involved only in House work	219	(61.30)
Total	357	(100 00)

Source: field survey

We observed during the fieldwork that many time women, who make significant contribution in the family income, consider their work as part of their duty to perform domestic work. This is particularly applicable for women involved in the family business because they do not get any monetary reward for the work they perform Given this

situation we have tried to capture all the women who contribute in the family income through their monetary income or unpaid work in family business.

Out of total 357 women respondents, 219 (61%) women were engaged only in the housework and 138 (38.70%) were involved in some kind of earning activities beside housework (Table 5.1). Out of total 138 women working for income majority of them, i.e. 128 (93%) were involved in the informal sector and only 10 (7%) were working in the formal sector of the economy.

We have considered all the women employed by the public sector as formal sector workers but it was not easy to separate formal sector workers from the informal sector in private sector because of similarity of work and working conditions. For example all the ten factory workers could not be considered as formal sector workers because of the casual or irregular nature of their work. Though they were working in the formal sector they were not getting any benefit of formal sector workers.⁴

The nature of work available to poor women in the formal sector needs further analysis. Four out of ten women who could enter the formal sector in our study were providing cleaning services to the public sector. The Municipal Corporation employed three workers as scavengers; and one was employed by the government hospital. The remaining six were working in the private sector. A school employed one woman. Two of them were basically working, as peon in the factory and one was a typist. Only two women were engaged in manufacturing process. One was working as helper in a factory making tin boxes and another was working in a drug factory for filling and checking injections and tablets.

⁴ For deciding whether the person is formal sector worker or not we have listed some very basic benefits available to the formal sector workers. The benefits were, availability of identity card to prove that the person is working for the particular employer, provident fund, pension, medical allowance, benefit of employee's state insurance card, bonus, paid weekly leave and periodical wage rise. If the women have at least three of the above benefits we have consider her as a formal sector worker.

Work in informal sector includes waged work as well as self-employment as mentioned earlier. The wage workers were factory workers, piece rate home-based workers, domestic servants and casual labourers the self employed includes vendors, shop keepers, and unpaid family workers.

5.1.2 Age at which they started work and Duration in the Work force

36% of the respondents had started earning before attaining adulthood and 16.7% have started work even before the age of 14 (Table-5.2). The rest, 59.4% have started work after the age of 19 years.

Table-5.2

Age at which they Started Work

Years	No. of women	percentage
Less than 14 years	23	16.70
15 to 18 years	27	19.60
19 and above	82	59.40
NR	6	4.30
Total	138	100.00

Source: field survey

48 (35%) women are working for income since less than 5 years and 84 (65%) are working since more than 5 years. 42 (30%) have worked from 10 to 20 years and 10% of women were such that they are working for more than 20 years. We can say that the majority of them have done some work or other regularly and they are part of the work force on a sustained basis.

97 women (70%) have continued to work for income since they started working. 33 women (23.9%) had break during their work and they were out of the labour force for some time. The reason for break in most of the cases is either marriage or pregnancy and in some cases non-availability of work.

5.1.3 Women's Perception about their Work

To understand women's attitude towards their work two questions were asked to them. (1) Women should work for income or not and (2) will you leave your work if the elders in the family say "No". The answers are given in the table.

Table 5.3

Women Should Work for Income

	No. of women	percentage
Yes	122	88.40
No	6	4.30
NR	10	7.30
	138	100.00

Source: field survey

Table 5.4

Will you leave job if family elders say, 'No'?

	No. of women	percentage
Yes	3	2.20
No	84	60.90
NR	51	36.90
	138	100.00

Source: field survey

Most of the working respondents opined that they should work for income (Table 5.3). Only 6 respondents, i.e. 4% of the total working respondents opined that women should not work for income. Those who are in the labour market do not wish to leave. To comply with the dominant ideology i.e men are the breadwinners and women are dependent is a luxury for them.

They have taken this step because of dire economic necessity and even the elders of the family ask them to stop working they do not want to discontinue (Table 5.4). A

marginal percentage, i.e. only 2.2% of women said that they would leave the work if the family elders will ask them to do so. This becomes clearer when we analyse the reasons given by women for taking up paid work

5.1.4 Reasons for Working

77% of women work because it is necessary for them to work for survival (Table 5.5). The usual response of the women was, "*Kamaiye nahi to khaiye shun?*" (What do we eat if we don't work?) *Badhane Kam to karvu j pade ne?* (Every one should work.) For them taking up earning work was not a conscious decision but a matter of fact.

Table - 5.5

Reason for Working

For working	No. of women	percentage
Necessary for survival	107	77.55
Supporting family income	30	21.75
NR	1	0.70
Total	138	100

Source: field survey

Some were indicating that because of rising prices it is not possible to survive on only male members' income. They understand that their income is equally important as other male members of the family. The economic condition of the family is such that if they stop earning it will be difficult for them to survive. All those who responded that it is necessary for them to work, 72% belong to the lowest income group, i.e. monthly per capita income less than Rs. 500/- , 25% from the income group 501 to 1000 Rs. per month and 2.8% from the group having family income above one thousand.

21% of respondents reported that they work to support family income. The common responses were "*Kamaiye to chokara pacchal kharchi shakiye.*" (We can spend money for children if we earn.) Some other responses were, We feel good when we

earn... Why to sit idle at home ... If we earn we need not ask for money from others They feel that they have a supporting role in the family survival. Those who work for supporting family income 63.3% belong to lowest income group families, 23.3% belong to lower income group and 13.3% from low income group.

5.1.5 Those who are Not Working

Since 219(61%) of women were not working, it is necessary to understand their reasons for not taking up paid work. Among those women who are not working for income, only 11 (5%) women reported that it is not necessary for them to work (Table-5.6):

Restriction from family was the major reason for not working. 81 (37%) women are not working because it is not allowed in their family. 47 (21.5%) do not work because work is not available or they cannot find suitable work. About equal number of women cannot work because they do not have time after their household responsibilities.

Among those who said that they have no time from housework, many of them have young children and they have nobody to look after the children if they go for work. Few could not work because of old age or ill health.

Table - 5.6

Reason for not Working for Income

For not working	No. of women	Percentage
Not necessary	11	5.00
Work is not available	47	21.50
Restriction from family	81	37.00
No time from house work	45	20.50
Unable to work	16	7.30
NR	19	8.70
Total	219	100.00

Source: field survey

Table - 5.7

Reason for not Working and Caste of the Women

Reasons For not working	S.C.	S.T.	O.B.C.	Others	Total
Not necessary	2	0	1	8	11 (5.0)
Work is not available	7	3	19	18	47 (21.5)
Restriction from family	18	6	24	33	81 (37.0)
No time from house work	9	1	18	17	45 (20.5)
Unable to work	0	0	8	8	16 (7.3)
NR	4	7	2	6	19 (8.7)
Total	40 (18.3)	17 (7.8)	72 (32.9)	90 (41.1)	219 (100)

Source: field survey

The proportion of other castes was highest among women who do not take up paid work. 41.1% of the non working women were from other castes, followed by 32.4% from OBC, 18.3% from SC and only 7.8% from ST.

Those who responded that they are not working because of the restriction from the family 33 (40.7%) belong to other castes, 24 (29.6%) OBC, 18 (22.2%) SC and only 6 (7.4%) from ST (Table-5.7) The percentage of respondents who could not work because non-availability of work and no time from house work ranges between 17% to 26% for all the castes. 72.7% of those who responded that it is not necessary for them to work belong to other castes, followed by 18.2% from SC, 9.1% from OBC and not a single woman from ST reported that it is not necessary for them to work

Family income was another variable affecting reason for not working. Restriction from family increases as income increases. From lowest income group families 40 (30.8%)

women face restriction, from lower income group 36 (46.8%) face restriction and from low income group 5 (55.6%) face restrictions from family.

Table - 5.8

Reasons for not Working and Income of the Family

Reasons For not working	Less than Rs.500	Rs.501 to 1000	Above Rs.1000	NR\NA	Total
Not necessary	2	7	1	1	11 (5.0)
Work is not available	35	11	1	0	47 (21.5)
Restriction from family	40	36	5	0	81 (37.0)
No time from house work	31	12	1	1	45 (20.5)
Unable to work	6	8	1	1	16 (7.3)
NR	16	3	0	0	19 (8.7)
Total	130 (59.4)	77 (35.2)	9 (4.1)	3 (1.4)	219 (100)

Source: field survey

As family income increases, the women who are not working because it is not necessary for them to work also increasing. From lowest income group families only 2 (1.5%) do not work because it is not necessary to work, from lower income group 7 (9.1%) and from low income group 1 (11.1%) do not think it is necessary for them to work.

Non-availability of work is a reason for 26.9% of lowest income group women, 14.3% of lower income women and 11.1% of middle income women

We have examined the reasons given by women for working or not working for income in this section. These were the self-perceived reasons. Now we will examine the objective status with the help of several socio-economic variables affecting women's work participation.

5.2 Factors Affecting Women's Work Participation

Caste, religion, place of origin, education, marital status, income of the male counterpart, family income, presence of the formal sector male in the family, occupation of mother and mother in-law and hours spent in house work are some of the variables examined with respect to women's work status in the following section. We will examine the effects of all these variable on the participation in the work force i.e. occupational status.

5.2.1 Caste

Caste was the mechanism for social division of labour before the introduction of market economy in India. Each caste had a specific occupation attached to them and it was obligatory on the part of the caste members to perform that particular task. Economic role of women was defined by the caste norms. Women from the so called lower castes were expected to work outside home but women from the so called upper castes were not allowed to work outside their homes. With the introduction of the market economy this rigid association of caste with occupation did not remain same but it does have an impact on the labour market; caste is one of the important factors in determining the form of labour market segmentation.

In our study, the percentage of women involved only in household work was highest in other castes and lowest among the Scheduled Tribe (Table-5.8). The reverse situation was found in case of informal sector work. Percentage of other caste women involved in informal sector was lowest and Scheduled Tribe women was highest. The higher number of scheduled caste women in formal sector employment was also due to their caste.

Table - 5.9

Caste and Occupation of Women

Occupational Status	SC	ST.	OBC	Others	Total
Formal Sector	4 (40.0)* (6.2)#	1 (10.0) (2.9)	2 (10.0) (2.9)	3 (30.0) (2.3)	10 (100) (2.8)
Informal Sector	21 (16.4) (32.3)	16 (12.5) (47.1)	50 (39.1) (40.3)	41 (32.1) (30.5)	128 (100) (35.9)
House Work	40 (18.3) (61.5)	17 (7.8) (50.0)	72 (32.9) (58.1)	90 (41.1) (67.16)	219 (100) (61.3)
Total	65 (18.2) (100)	34 (9.5) (100)	124 (34.7) (100)	134 (37.6) (100)	357 (100.0) (100.0)

* Figures in the first parenthesis in each cell are row percentage

figures in second parenthesis in each cell are column percentage

Source: field survey

Vadodara Municipal Corporation or large hospital employs these women in formal sector as scavengers. It seems that the only formal sector work easily available to the scheduled caste women was scavenging. It does give them stable and substantial income but not social status.

The fact that they are staying in the poor neighbourhood in spite of better economic situation reflects the social reality of caste hierarchy. Though people do not practise untouchability norms of the caste system strictly in cities now, they do practice various forms of discrimination to avoid social contact with the Dalit caste (S.C.) people. As a result of the persistence of this practice Dalits do not have access to better accommodation in the housing colonies where better off people from other castes stay.

5.2.2 Religion

Religion is also a factor that determine the norms about women's work and their role out side home. 92.4% of our working respondents were Hindus and 5.9% were Muslims.

Table - 5.10

Religion and Occupation of Women

Occupational Status	Hindu	Muslim	Christian	Total
Formal Sector	10 (100)* (3.0)#	0 - -	0 - -	10 (100) (2.8)
Informal Sector	121 (94.5) (36.7)	7 (5.5) (33.3)	0 - -	128 (100) (35.9)
House Work	199 (90.9) (60.3)	14 (6.4) (66.7)	6 (2.7) (100)	219 (100) (61.3)
Total	330 (92.4) (100)	21 (5.9) (100)	6 (1.7) (100)	357 (100) (100)

* Figures in the first parenthesis in each cell are row percentage

Figures in second parenthesis in each cell are column percentage

Source: Field survey

The proportion of Christians was only 1.7%(Table-5.10). 60% of Hindus and 66% of Muslim women were not in the labour force. None of the Christian woman was working. All the formal sector workers were Hindus but in case of informal sector and household work the proportion was not significantly different among women from different religions.

5.2.3 Place of Origin

We have considered place of origin as representative of culture. There is remarkable difference in the culture in the various regions of the India. The cultural practices depend on the socio-economic milieu, the type of cropping pattern and other economic activities available in the place of origin. We examine the effect of these factors on women's work participation.

The nature of occupation is significantly different with respect to the variable place of origin (Table-5 11). 96 (43%) Gujarati women and 35 (51%) of Maharashtra women respondents were working. Women from Rajasthan and UP origin were more confined to

housework only. In certain castes of U P., women do not go out for work particularly under supervision of other men. Their role is restricted to housework. Among some castes of U.P. women were not even allowed to go out for buying vegetables. Their men buy vegetables while coming back from work. One of our respondents expresses this situation by saying that, " *Agar ham kharidi karne jaye to sab puchenge, kya aap ghar ke malik ban gye hai?* " (If we go for shopping ourselves people will ask us whether we have become head of house)

Table - 5.11
Place of Origin and Occupation of Women

Occupational Status	Gujarat	Maharashtra	U.P.	Rajsthan	Bihar	Other	Total
Formal Sector	8 (80.0)* (3.6)#	2 (20.0) (2.9)	0	0	0	0	10 (2.8)
Informal Sector	88 (68.8) (39.8)	33 (25.8) (47.8)	5 (3.9) (15.2)	2 (1.6) (18.2)	0	0	128 (35.9)
House Work	125 (57.1) (56.6)	34 (15.5) (49.3)	28 (12.8) (84.8)	9 (4.1) (81.8)	15 (6.8) (100)	8 (3.7) (100)	219 (61.3)
Total	221 (61.9)	69 (19.3)	33 (9.2)	11 (3.1)	15 (4.2)	8 (2.3)	357 (100)

*Figures in the first parenthesis in each cell are row percentage

figures in second parenthesis in each cell are column percentage

Source: field survey

In terms of sector wise distribution, 3.6% of Gujarati and 2.9% of Maharashtrian women were in the formal sector. 39.8% and 47.8% in informal sector respectively. The proportion of working respondents was 15.2% among UP women and 18.2 among Rajasthanl women. All of them were confined to the informal sector only.

5.2.4 Marital Status

Marital status has a significant effect on the decision to take up work.92% of the women in our study were married but the proportion of married respondents among

women involved only in the house work was 96.8 % (Table-5 12) Looking at the total of formal as well as informal workers, 73.7% of widows or separated respondents were working and 71.4% of unmarried respondents were working But in case of married women the proportion of working women was only 35.9 %.

Table - 5.12
Marital Status and Occupation of Women

Occupational Status	Married	Unmarried	Widow/ Separated	Total
Formal Sector	8 (80.0)* (2.4)#	1 (10.0) (14.3)	1 (10.0) (5.3)	10 (100) (2.8)
Informal Sector	111 (86.7) (33.5)	4 (3.1) (57.1)	13 (10.2) (68.4)	128 (100) (35.9)
House Work	212 (96.8) (64.0)	2 (0.9) (28.6)	5 (2.3) (26.3)	219 (100) (61.3)
Total	331 (92.7) (100)	7 (2.0) (100)	19 (5.3) (100)	357 (100) (100)

*Figures in the first parenthesis in each cell are row percentage

Figures in second parenthesis in each cell are column percentage

Source: field survey

5.2.5 Education

It was assumed in the early writings on women's work that education gives more opportunity to women in the labour market. This is a partial truth. It is true for upper and middle-class women. But lower caste women have always worked. It was found in the present research that the educational level of the respondent does not have significant effect on the work participation of women.

198(55.5%) women in our study were illiterate, 104(29.1%) had education up to primary level, 44(12.3%) were educated up to secondary level and 10(2.8%) had education up to H.S.C. or above (Table-5.13). Education does not help women from the

lower strata of the economy. 50% of the total formal sector workers were illiterate. 57% of the informal sector workers were illiterate and 54% of housewives were illiterate.

So there is no significant difference in the occupation of the illiterate women. On the other hand only 10 women i.e. 2.8% of the total sample were found to have education above H.S.C. From these 10 women 6 were housewives, three were working in the informal sector and only one was in the formal sector. Majority of the literate women has education up to primary level. The percentage of women in the labour force is not significantly different in each educational category.

Table - 5.13
Education and Occupation of Women

Occupational Status	Illiterate	Up to primary	Up to secondary	H.S.C. and above	NR	Total
Formal Sector	5 (50.0)* (2.5)#	2 (20.0) (1.9)	2 (20.0) (4.5)	1 (10.0) (10.0)	0	10 (2.8)
Informal Sector	74 (57.8) (37.4)	40 (31.3) (38.5)	10 (7.8) (22.7)	3 (2.3) (30.0)	1 (0.8) (100.0)	128 (35.9)
House Work	119 (54.3) (50.1)	62 (28.3) (59.6)	32 (14.6) (72.7)	6 (2.7) (60.0)	0	219 (61.3)
Total	198 (100) (55.5)	104 (100) (29.1)	44 (100) (12.3)	10 (100) (2.8)	1 (100) (0.3)	357 (100) (100)

* Figures in the first parenthesis in each cell are row percentage

Figures in second parenthesis in each cell are column percentage

Source: field survey

5.2.6 Occupation of Mother and Mother-in-law

Since majority of the respondents has stated restrictions from family as a reason for not working, occupational status of mother and mother-in-law was considered as one of the variables affecting occupational status of the respondents.

A very important fact to be noted from the data is that mothers of 59.5% and mothers-in-law of 61.1% respondents were working. The proportion of working women among the respondents was 38.7%. Thus the decline in the working women among present generation was found to be as high as 40%.

One of the reasons for this can be the present stage in the life cycle of the respondents i.e. having responsibility of small children. Another reason can be the higher restriction on young married women in the family.

It was also found that a significant proportion of this difference in the occupational status was due to lack of work opportunities. Most of the respondents have stated that their mothers or mothers-in-law were working on either family farms or as agricultural labourers. When they come to the city there is less opportunity for women in the urban economy compared to rural areas.

Some of the respondents themselves also work on family farms or as agricultural labourer when they go back to their native place for few months. This was particularly found from the families from U.P. origin. A possible reason would be that families put more restriction on women in the unknown work environment of city compared to the village where they are familiar with the work environment.

132 women, i.e. 37% of the total respondents were such that they have lost their occupational status as worker in this generation while their mothers or mothers-in-law were working. On the other hand only 28 women i.e. 7.9% of the total respondents were such that who are working but their mother-in-law were not working. The proportions of women who work for income was 40% among the families where mothers-in-law were working and 30% in cases where they were not working.

Table - 5.14

Occupation of Mother and Mother-in-law

	Mother			Mother in law		
Occupational Status	Worker	Non Worker	NR/DK	Worker	Non Worker	NR/DK
Formal Sector	6 (60.0)* (2.8)#	3 (30.0) (2.8)	1 (10.0) (3.3)	7 (70.0) (3.2)	1 (10.0) (1.0)	2 (20.0) (5.4)
Informal Sector	76 (59.4) (35.5)	33 (25.8) (31.1)	19 (14.9) (51.3)	79 (61.7) (36.2)	27 (21.1) (26.5)	22 (17.2) (59.4)
House Work	132 (60.3) (61.7)	70 (32.0) (66.0)	17 (7.7) (45.9)	132 (60.3) (37.0)	74 (33.8) (72.5)	13 (5.9) (35.1)
Total	214 (59.5) (100)	106 (29.7) (100)	37 (10.4) (100)	218 (61.1) (100)	102 (28.6) (100)	37 (10.3) (100)

* Figures in the first parenthesis in each cell are row percentage

Figures in second parenthesis in each cell are column percentage

Source: field survey

5.2.7 Family Income

The proportion of working women is between 30% to 45% in each income group. Proportion of women involved only in housework ranges from 56% to 70%(Table-5.15). 57.3% of women from lowest income group, 69.4% of women from lower income group and 56.3% of women from low income group were involved only in house work.

There were three respondents all of the housewives did not know the family income. In the income group above 1000 rupees, 12.5% of the women are in the formal sector. In lowest income group the number of women in the formal sector is higher but proportion wise more women from low-income group are in the informal sector (40.5%).

The reason for more women from poor families in the formal sector was that in most cases they were the sole earners in the family.

Table - 5.15

Per Capita Monthly Income of the Family

Occupational Status	Less than 500	501 to 1000	Above 1000	DK/NR	Total
Formal Sector	5 (50.0)* (2.2)#	3 (30.0) (2.7)	2 (20.0) (12.5)	0	10 (100) (2.8)
Informal Sector	92 (71.9) (40.5)	31 (24.2) (27.9)	5 (3.9) (31.3)	0	128 (100) (35.9)
House Work	130 (59.4) (57.3)	77 (35.2) (69.4)	9 (4.1) (56.3)	3 (1.4) (100.0)	219 (100) (61.3)
Total	227 (63.6) (100)	111 (31.1) (100)	16 (4.5) (100)	3 (0.9) (100)	357 (100) (100)

* Figures in the first parenthesis in each cell are row percentage

Figures in second parenthesis in each cell are column percentage

Source: field survey

There is no significance different in women's occupational status with respect to family income in the selected households. One of the reasons for non-existence of significant differences in occupational status of women among various income groups is that family income includes women's income as well. Thus family income does not give a real picture of economic condition of the family if women were not working.

This becomes very clear from the other two variables like income of the male counterpart and presence of the formal sector male in the family.

5.2.8 Income of the Male Counterpart

There were 18 families in which there was no male earner (Table-5.16). 83.3% of respondents from such families were working and only 3 women (16.7%) were involved in only housework. Majority of the respondents (72%) from such families were working in the informal sector. They were among the poorest of the poor families. They constitute 5% of

the total families. Proportion of women involved in the informal sector is decreasing with increasing male income.

Table - 5.16

Income of the Male Counterpart

Occupational Status	No income	Less than 500	501 to 1000	Above 1000	DN/NR	Total
Formal Sector	2 (20.0)* (11.1)#	1 (10.0) (3.03)	1 (10.0) (1.1)	6 (60.0) (2.8)	0 - -	10 (100) (2.8)
Informal Sector	13 (10.2) (72.2)	23 (17.9) (69.7)	46 (35.9) (51.1)	46 (36.0) (21.5)	0 - -	128 (100) (35.9)
House Work	3 (1.4) (16.7)	9 (4.1) (27.3)	43 (19.6) (47.8)	162 (74.0) (75.7)	2 (1.0) (100.0)	219 (100) (61.3)
Total	18 (100) (5.0)	33 (100) (9.24)	90 (100) (25.21)	214 (100) (59.94)	2 (100) (0.56)	357 (100) (100)

*Figures in the first parenthesis in each cell are row percentage

Figures in second parenthesis in each cell are column percentage

Source : Field survey

5.2.9 Presence of the Formal Sector Male Worker in the Family

The presence of a formal sector male worker in the respondent's family had significant effect on occupational status of the respondents (Table-5.17). 143 families have at least one male member in the formal sector. 77.6% of the respondents from such families were involved only in the housework and only 22.4% were working. 214 families do not have any formal sector male worker. Out of 214 such families 108 have a women member in the informal sector. Proportion of working women is 50% in such families, which is considerably higher from the families having male workers in formal sector.

Looking from the informal sector workers angle, 78.9% of the informal sector women workers do not have any male member working in the formal sector. 101 families were such that they do not have single person from their family in the formal sector. They constitute 28.3% of the total households. Only five families i.e. 2.35 of total household had

both male and female members in the formal sector. Majority of the households were mixed household with formal sector male and informal sector women in the household. Only 2.3% of the families were such that they have formal sector female and no male member in the formal sector.

Table - 5.17

Presence of Formal Sector Male Worker in the Family

Occupational Status	Yes	No	Total
Formal Sector	5 (50.0)* (3.5)#	5 (50.0) (2.3)	10 (100) (2.8)
Informal Sector	27 (21.1) (18.9)	101 (78.9) (47.2)	128 (100) (35.9)
House Work	111 (50.7) (77.6)	108 (49.3) (50.5)	219 (100) (61.3)
Total	143 (40.1) (100)	214 (59.9) (100)	357 (100) (100.0)

*Figures in the first parenthesis in each cell are row percentage

Figures in second parenthesis in each cell are column percentage

Source: field survey

5.3 Type of Work

As mentioned earlier, not only participation in the work force but the type of work is an equally important factor for determining the economic status of women.

We have seen in the earlier section how caste, religion, place of birth, education, marital status etc. affect women's decision to participate in the labour force and their entry into the formal and informal sector. We will also examine the effect of those variables in this section. For the analysis in this section we will consider only working women (a total of 138 women i.e. 128 informal sector workers plus 10 formal sector workers) because we want to understand the effect of these variables on the type of work, women and men get in the labour market.

We can see from the Table-5.18, that women are mainly engaged in the categories of personal services, home based work, casual labour and family business. The entire workforce in the home-based work consists of women. Men are more represented in factory work and even self-employment. In the category of personal services, men are engaged in marginal numbers.

Table - 5.18

Type of Work

Type of work	No. of women	Percentage	No. of Men	Percentage
Factory work	10	7.20	166	46.50
Home based work	23	16.70	0	0
Self Employed	21	15.20	105	29.40
Service	55	39.90	10	2.80
Casual labourer	18	13.00	42	11.80
Family business	11	8.00	17	4.80
Total	138	100.00	340	95.30*

* The total percentages of men do not add up to 100 because in 17 (4.7%) families there was no male earner.

Source: field survey

In the category of home-based work, 16 women were engaged in the *papad* rolling. They were concentrated mainly in a few pockets in Kisanwadi ward. They used to get work from three nearby merchants. 3 women were engaged in various kinds of packaging work for factories. The rest were involved in work like brush making, sewing for the merchant and making food at home for shop keeper to sell.

Self-employed women were vendors that include vegetable vendors, fruit vendors, fish vendors and cart pulling. Some of them have started small shops in their residence or a place adjacent to the residence. Some of them sewed clothes and one of them was selling liquor.

Most of the women engaged in personal service were domestic servants. They are working in several houses for few hours in each to clean utensils, washing clothes

cleaning house, etc. Some of them were involved only in cooking for a family or some establishment. As described earlier Vadodara Municipal Corporation and others employed four women for cleaning jobs. They constitute forty per cent of the women who work in the formal sector. Others were employed as home guard, Anganwadi worker or peon in some office as daily worker on temporary basis.

Casual labourers were working either as construction workers or agricultural workers. The proportion of construction workers and agricultural workers was equal among the casual labourers.

All the women engaged in the family business were involved in traditional family business like animal husbandry, buying and selling of old clothes, pottery making, blacksmith work, etc.

5.3.1 Caste and Type of Work

More than 50% of the women from SC and ST were concentrated in personal services and none of them were in the family business (Table-5.19). OBC women were involved in each type of work but they formed 72.2 % of casual labourers as well as 72.7 % of women involved in the family business.

The noticeable presence of OBC women in family business is not surprising since OBC represent artisan castes having caste-based family business. Other caste women were present in remarkable numbers in personal services and home based work. 52% of the home based workers were women from other castes. The presence of other caste women in home based work indicates that the restriction on women for working outside is higher among other castes. Among self-employed women, the presence of OBC was highest followed by the other castes.

Table - 5 19
Type of Work and Caste of Women

Type of work	S.C	S.T	OBC	OTHER	NR	TOTAL
Factory	1 (10.0)* (4.0)#	2 (20.0) (11.8)	4 (40.0) (7.7)	3 (30.0) (7.0)	0 - -	10 (100) (7.2)
Homebased	4 (17.4) (16.0)	1 (4.3) (5.9)	6 (26.1) (11.5)	12 (52.2) (27.9)	0 - -	23 (100) (7.2)
Self employed	3 (14.3) (12.0)	2 (9.5) (11.8)	10 (47.6) (19.2)	6 (28.6) (14.0)	0 - -	21 (100) (15.2)
Service	16 (29.1) (64.0)	9 (16.4) (52.9)	11 (20.0) (21.2)	18 (32.7) (41.9)	1 (1.8) (100)	55 (100) (39.9)
Casual worker	1 (5.6) (4.0)	3 (16.7) (17.6)	13 (72.2) (25.0)	1 (5.6) (2.3)	0 - -	18 (100) (13.0)
Family business	0 - -	0 - -	8 (72.7) (15.4)	3 (27.3) (7.0)	0 - -	11 (100) (8.0)
Total	25 (18.1) (100)	17 (12.3) (100)	52 (37.7) (100)	43 (31.2) (100)	1 (0.7) (100)	138 (100) (100)

Table – 5.20
Type of Work by Caste of Men

Type of work	S.C	S.T	OBC	OTHER	TOTAL
No male working	3 (17.6) (4.6)	0 - -	5 (29.4) (4.00)	9 (52.9) (6.8)	17 (100) (4.8)
Factory	42 (25.3) (64.6)	16 (9.7) (47.1)	46 (27.7) (37.1)	62 (37.3) (46.6)	166 (100) (46.5)
Homebased	0 - -	0 - -	0 - -	0 - -	0 - -
Self employed	7 (6.7)* (10.8)#	7 (6.7) (20.6)	43 (41.0) (34.7)	48 (45.8) (35.3)	105 (100) (29.4)
Service	4 (40.0) (6.2)	3 (30.0) (8.8)	0 - -	3 (30.0) (2.3)	10 (100) (2.8)
Casual worker	7 (16.7) (10.8)	8 (19.0) (23.5)	17 (40.5) (13.7)	10 (23.8) (7.5)	42 (100) (11.8)
Family business	2 (11.8) (3.1)	0	13 (76.5) (10.5)	2 (11.8) (1.5)	17 (100) (4.8)
Total	65 (18.2) (100)	34 (9.5) (100)	124 (34.7) (100)	133 (37.6) (100)	357 (100) (100)

*Figures in the first parenthesis in each cell are row percentage

Figures in second parenthesis in each cell are column percentage

Source: field survey

In case of men also caste was a significant variable in terms of type of work. Not a single man was involved in home-based work. Very few 10 (2.8%) are in the personal services.

A majority of the SC and ST men were in the factories. Majority of the men from OBC and other castes were involved in the self-employment.

5.3.2 Religion and the Type of Work

Like caste religion also plays a significant role in deciding the type of work (Table-5.20). All the women working as factory workers, self employed and casual labourers were Hindu. Muslim respondents were largely concentrated in home based work

Table – 5.21

Type of Work and Religion of Women

Type of work	Hindu	Muslim	Total
Factory	10 (100)* (7.6)#	0 - -	10 (100) (7.2)
Homebased	18 (78.3) (13.7)	5 (21.7) (71.4)	23 (100) (7.2)
Self employed	21 (100) (16.0)	0 - -	21 (100) (15.2)
Service	54 (98.2) (41.2)	1 (1.8) (14.3)	55 (100) (39.9)
Casual worker	18 (100) (13.7)	0 - -	18 (100) (13.0)
Family business	10 (90.9) (7.6)	1 (9.1) (14.3)	11 (100) (8.0)
Total	131 (94.9) (100)	7 (5.1) (100)	138 (100) (100)

*Figures in the first parenthesis in each cell are row percentage

Figures in second parenthesis in each cell are column percentage

Source. field survey

Only one Muslim respondent was in personal service and one in the family business. Thus the type of work they get in the labour market is significantly different depending on the religion of the respondents.

In case of men also religion was a significant variable (Table-22). 160 (48.5%) Hindu male were concentrated in factory work, followed by 92 (27.9%) in self employment. On the other hand 13 (61.9%) Muslim male were concentrated in the single type of work i.e. self-employment. Christian males were mainly in the factory sector (83.3%).

Table - 5.22
Type of Work and Religion Men

Type of work	Hindu	Muslim	Christian	Total
No male worker	15 (88.2)* (4.5)#	2 (11.8) (9.5)	0 - -	17 (100) (4.8)
Factory	160 (96.4) (48.5)	1 (0.6) (4.8)	5 (3.0) (83.3)	166 (100) (46.5)
Homebased	0 - -	0 - -	0 - -	0 - -
Self employed	92 (87.6) (27.9)	13 (12.4) (61.9)	0 - -	105 (100) (29.4)
Service	8 (80.0) (2.4)	2 (20.0) (9.5)	0 - -	10 (100) (2.8)
Casual worker	39 (92.9) (11.8)	2 (4.8) (9.5)	1 (2.4) (16.7)	42 (100) (11.8)
Family business	16 (94.1) (4.8)	1 (5.9) (4.8)	0 - -	17 (100) (4.8)
Total	330 (92.4) (100)	21 (5.9) (100)	6 (1.7) (100)	357 (100) (100)

*Figures in the first parenthesis in each cell are row percentage

Figures in second parenthesis in each cell are column percentage

Source: field survey

5.3.3 Place of Origin and the Type of Work

Place of origin is also significant in the distribution of women in various types of work. Gujarati women were distributed in all types of work (Table- 5.23). Maharashtrian

were more concentrated in home based and personal services. There were some Maharashtra women in factory, self-employment and casual labour but not a single in the family business. All the women involved in family business are of Gujarati origin. Women from UP and Rajasthan were in self-employment and personal service but not found in any other type of work.

Table - 5.23

Type of Work and Women's Place of Origin

Type of work	Gujarat	Maharashtra	U.P.	Rajasthan	Total
Factory	6 (60.0)* (6.3)#	4 (40.0) (11.4)	0 - -	0 - -	10 (100) (7.2)
Homebased	11 (47.8) (11.5)	12 (52.2) (34.3)	0 - -	0 - -	23 (100) (7.2)
Self employed	13 (61.9) (13.5)	3 (14.3) (8.6)	4 (19.0) (80.0)	1 (4.8) (50.0)	21 (100) (15.2)
Service	38 (69.1) (39.6)	15 (27.3) (42.9)	1 (1.8) (20.0)	1 (1.8) (50.0)	55 (100) (39.9)
Casual worker	17 (94.4) (17.7)	1 (5.6) (2.9)	0 - -	0 - -	18 (100) (13.0)
Family business	11 (100) (11.5)	0 - -	0 - -	0 - -	11 (100) (8.0)
Total	96 (69.6) (100)	35 (25.4) (100)	5 (3.6) (100)	2 (1.4) (100)	138 (100) (100)

*Figures in the first parenthesis in each cell are row percentage

Figures in second parenthesis in each cell are column percentage

Source: field survey

Though the majority of men are engaged in factory work, men from UP origin were mostly in factory work. 63.6 % of the UP male were in the factory. Men from other state that includes significant proportion of Bihar is also mainly in factories. 81.8% of them are in the factories

Rajsthan is an exception 72.7% of Rajasthani migrants are self-employed. 43.4% of Gujarati and 43.4% of Maharashtra origin male workers were in factories but the proportion of self-employment was also significant. 28.1% of Gujarati and 34.8% of Maharashtra were self-employed. About 70% of the work force in personal services, casual work and family business were Gujarati, followed by between 15 to 20% Maharashtra.

Table - 5.24

Type of Work and Men's Place of Origin

Type of work	Gujarat	Maharashtra	U.P.	Rajasthan	Other	Total
No male worker	12 (70.6)* (5.4)#	4 (23.5) (5.8)	0 - -	0 - -	1 (5.9) (4.5)	17 (100) (4.8)
Factory	96 (57.8) (43.4)	30 (18.1) (43.5)	21 (12.7) (63.6)	0 - -	19 (11.4) (81.8)	166 (100) (46.5)
Homebased	0 - -	0 - -	0 - -	0 - -	0 - -	0 - -
Self employed	62 (59.0) (28.1)	24 (22.9)	8 (7.6) (24.2)	8 (7.6) (72.7)	3 (2.9) (13.6)	105 (100) (29.4)
Service	7 (70.0) (3.2)	2	0 - -	1 (10.0) (9.1)	0 - -	10 (100) (2.8)
Casual worker	32 (76.2) (14.5)	6 (14.3) (8.7)	2 (4.8) (6.1)	2 (4.8) (18.2)	0 - -	42 (100) (11.8)
Family business	12 (70.6) (5.4)	3 (17.6) (4.3)	2 (11.8) (6.1)	0 - -	0 - -	17 (100) (4.8)
Total	221 (61.9) (100)	69 (19.3) (100)	33 (9.2) (100)	11 (3.1) (100)	22 (6.2) (100)	357 (100) (100)

*Figures in the first parenthesis in each cell are row percentage

Figures in second parenthesis in each cell are column percentage

Source: field survey

5.3.4 Marital Status and Type of Work

Married respondents are distributed in each type of work in proportion of total women employed in that category (Table-5.25). The only category having 100% married

women was the family business. 20% of the unmarried girls are in the factories. Their proportion in the factories is much more than their proportion in total respondents (3.6%). 40% of the unmarried women are in home-based work and their proportion is same in the personal services. Unmarried girls were absent in the type of work self-employment, casual labourers and family business. Widow and separated women were concentrated in services (42.9%) and rest of them were almost equally distributed in all other types of work except family business. Like unmarried girls their proportion in factories also exceeds their proportion in total women.

Table - 5 25

Type of Work and Marital Status

Type of work	Married	Unmarried	Widow/ Separated	Total
Factory	7 (70.0) (5.9)	1 (10.0) (20.0)	2 (20.0) (14.3)	10 (100) (7.2)
Homebased	19 (82.6) (16.0)	2 (8.7) (40.0)	2 (8.7) (14.3)	23 (100) (16.7)
Self employed	19 (90.5) (16.0)	0 - -	2 (9.5) (14.3)	21 (100) (15.2)
Service	47 (85.5) (39.5)	2 (3.6) (40.0)	6 (10.9) (42.9)	55 (100) (39.9)
Casual worker	16 (88.9) (13.4)	0 - -	2 (11.1) (14.3)	18 (100) (13.0)
Family business	11 (100) (9.2)	0 - -	0 - -	11 (100) (8.0)
Total	119 (86.2) (100)	5 (3.6) (100)	14 (10.1) (100)	138 (100) (100)

*Figures in the first parenthesis in each cell are row percentage

Figures in second parenthesis in each cell are column percentage

Source: field survey

5.3.5 Education and Type of Work

Level of education did not seem to affect the type of work for women (Table- 5.26). From the total 138 respondents, 55 (39.9%) i.e. highest percentage were

concentrated in the personal services and 23 2% of total respondents were illiterate workers involved in personal services. 17 women i.e. 94.4% of the work force in casual labourer category was illiterate. The lowest percentage of illiterate workers was in the category of home based work (30.4%). Not a single respondent from the educational category HSC and above was working as casual labourer or in family business. Educated respondents were found in factory work, personal services as well as home-based work in significant proportion.

Table- 5.26

Type of Work and Education of Women

Type of work	Illiterate	Up to primary	Up to secondary	HSc and above	Total
Factory	6 (60.0) (7.6)	1 (10.0) (2.3)	2 (20.0) (16.7)	1 (10.0) (25.0)	10 (100) (7.2)
Homebased	8 (33.7) (8.9)	10 (43.4) (32.8)	4 (17.4) (33.3)	1 (4.3) (25.0)	23 (100) (7.2)
Self employed	11 (52.4) (13.9)	8 (38.1) (19.04)	1 (4.8) (8.3)	1 (4.8) (25.0)	21 (100) (15.2)
Service	32 (58.2) (40.5)	17 (30.9) (40.47)	5 (9.1) (41.7)	1 (1.8) (25.0)	55 (100) (39.9)
Casual worker	17 (94.4) (21.5)	1 (5.6) (2.4)	0 - -	0 - -	18 (100) (13.0)
Family business	6 (54.5) (7.6)	5 (45.5) (11.90)	0 - -	0 - -	11 (100) (8.0)
Total	80 (79.0) (100)	42 (30.5) (100)	12 (8.7) (100)	4 (2.9) (100)	138 (100) (100)

*Figures in the first parenthesis in each cell are row percentage

Figures in second parenthesis in each cell are column percentage

Source: field survey

Among illiterate women 7.6% were in the factories, 8.9% were as home based workers, 13.9% were self employed, 40% were in the personal service, 21% were casual labourers and 7.6% were in the family business. The lowest percentage of illiterates was in family business and factory work.

In case of male workers, however, levels of education was related to the type of work they are engaged in. Illiteracy was lowest among the factory workers (15.7%) and highest among the casual workers (45.2%) followed by men engaged in the family business (35.3%). More than half of the male factory workers were educated above primary level. The 25 workers (7.0%) of the total male workers had education above HSC. They were largely concentrated in factories followed by self-employment.

Table - 5.27

Type of Work and Education of Men

Type of work	Illiterate	Up to primary	Up to secondary	Hsc and above	DNINR	Total
No male worker	8 (47.1) (9.0)	2 (11.8) (2.1)	5 (29.4) (4.3)	1 (5.9) (4.0)	1 (5.9) (50.0)	17 (100) (4.8)
Factory	26 (15.7) (29.2)	56 (33.7) (49.5)	66 (39.8) (56.4)	17 (10.2) (68.0)	1 (0.6) (50.0)	166 (100) (46.5)
Homebased	0 - -	0 - -	0 - -	0 - -	0 - -	0 - -
Self employed	28 (26.7) (31.5)	41 (39.0) (28.96)	31 (29.5) (26.5)	5 (4.8) (20.0)	0 - -	105 (100) (29.4)
Service	2 (20.0) (2.2)	6 (60.0) (4.5)	1 (17.6) (3.1)	1 (10.0) (4.0)	0 - -	10 (100) (2.8)
Casual worker	19 (45.2) (21.3)	15 (35.7) (13.0)	7 (16.7) (6.0)	1 (2.4) (4.0)	0 - -	42 (100) (11.8)
Family business	6 (35.3) (6.7)	4 (23.5) (3.36)	7 (41.2) (6.0)	0 - -	0 - -	17 (100) (4.8)
Total	89 (24.9) (100)	124 (34.7) (100)	117 (32.8) (100)	25 (7.0) (100)	2 (0.6) (100)	357 (100) (100)

*Figures in the first parenthesis in each cell are row percentage

Figures in second parenthesis in each cell are column percentage

Source: field survey

5. 4 Income of the Women

In this section we will examine the effect of various factors on the income of women workers. The question addresses is whether the income of the formal sector workers and informal sector workers are significantly different or not? Are women engaged in various types of work concentrated in particular income groups or not? These are some of the questions examined in this section. We have also examined the question *whether* participation in the labour market, caste, religion, place of origin, etc. also affect women's income or not.

5.4.1 Comparison with Male Counterpart

Comparison of the income of the women and their male counterpart reveals that 84 (60.86%) women are in the lowest income group and men in that income bracket are 39 (28.26%). Proportion of women is decreasing as income increases whereas proportion of men is increases in each subsequent higher income group (Table-5.28).

Table - 5.28

Income of Women and Income of the Male Counterpart

Income M→ Income F↓	Less than 500	501 to 1000	Above 1000	Total
Less than 500	24	28	32	84 (60.86)
500 to 1000	9	15	15	39 (28.26)
Above 1000	6	3	5	14 (10.14)
NR/DK	0	1	0	1 (0.7)
Total	39 (28.26)	47 (34.05)	52 (37.68)	138 (100)

Source: field survey

There were 24 families where both men and women earn less than Rs 500 per month. In five families both men and women earn more than Rs1000 per month. In most

of the families women earn less than men. Only three families in the income group 500 to 1000 and three families in the income group above Rs1000 are such that women earn more than their male counterpart.

5.4.2 Income in the Formal and Informal Sector

The income gap between formal sector workers and informal sector workers is remarkable (Table-5.24). 9 (90%) formal sector workers are represented in the income group above 500 rupees per month and only one was earning less than 500 per month. While 83 (64.8%) women from the informal sector are concentrated in the income group less than 500 per month. Only 44 (35.2%) women from the informal sector earn more than 500 rupees per month.

Table - 5.29

Income and Occupation

Income	Formal sector	Informal sector	Total
Less than 500	1 (1.2)* (10.0)#	83 (98.8) (64.8)	84 - (60.9)
500 to 1000	7 (17.9) (70.0)	32 (82.1) (25.0)	39 - (28.3)
Above 1000	2 (14.3) (20.0)	12 (85.7) (9.4)	14 - (10.1)
NR/DN	0 -	1 (100) (0.8)	1 - (0.7)
Total	10 (7.2) (100)	128 (92.8) (100)	138 (100) (100)

*Figures in the first parenthesis in each cell are row percentage

Figures in second parenthesis in each cell are column percentage

Source: field survey

5.4.3 Income and Type of Work

84 women, i.e. 60.9% of all working respondents belong to lowest income group. They are concentrated mainly in home based group. 91.3% of home based

workers, 72.2% of casual workers and 70.9% of respondents in personal services belong to the lowest income group. In case of male workers, 33, i.e. only 9.7% belong to the lowest income group. Majority of them are casual workers and self employed.

Proportion of factory workers and women in family business is negligible in lowest income group. Factory workers, self-employed and women in family business are concentrated in the income group Rs 501 -1000. In case of men also factory workers was lowest among the low-income group.

Table - 5.30

Type of Work and Income of the Women

Type of work	Less than 500	500 to 1000	Above 1000	NR	Total
Factory	1 (10.0) (1.2)	7 (70.0) (4.3)	2 (20.0) (14.3)	0 - -	10 (100) (7.2)
Homebased	21 (91.3) (25.0)	1 (4.3) (2.6)	1 (4.3) (7.1)	0 - -	23 (100) (7.2)
Self employed	9 (42.9) (10.7)	10 (47.6) (25.6)	2 (9.5) (14.3)	0 - -	21 (100) (15.2)
Service	39 (70.9) (46.4)	10 (18.2) (25.6)	6 (10.9) (42.9)	0 - -	55 (100) (39.9)
Casual worker	13 (72.2) (15.5)	4 (22.2) (10.3)	1 (5.6) (7.1)	0 - -	18 (100) (13.0)
Family business	1 (9.1) (1.2)	7 (63.6) (17.9)	2 (18.2) (14.3)	1 (9.1) (100)	11 (100) (8.0)
Total	84 (60.9) (100)	39 (28.3) (100)	14 (10.1) (100)	1 (0.7) (100)	138 (100) (100)

*Figures in the first parenthesis in each cell are row percentage

Figures in second parenthesis in each cell are column percentage

Source: field survey

14 women, i.e. 10% of the total working respondents were earning more than Rs 1000 per month 42% of them provide personal services This implies that the range of

income in the various types of personal service is very wide since the latter include the majority of the lowest income group as well as majority of the higher income group. In case of men 214 (63.1%) of them earn more than 1000 per month. 129 (60.3%) of them are factory workers. The second group is self-employed.

Table - 5 31

Type of Work and Income of Male

Type of work	Less than 500	500 to 1000	1001 to 1500	NR	Total
Factory	5 (3.0) (15.2)	31 (18.7) (34.4)	129 (77.7) (60.3)	1 (0.6) (33.3)	166 (100) (49.0)
Homebased	0 - -	0 - -	0 - -	0 - -	0 - -
Self employed	11 (10.5) (33.3)	32 (30.7) (35.6)	61 (58.6) (28.5)	1 (0.8) (33.3)	105 (100) (30.7)
Service	1 (11.1) (3.0)	4 (33.3) (3.6)	5 (55.6) (2.3)	0 - -	10 (100) (2.7)
Casual worker	13 (31.0) (39.4)	15 (35.7) (16.7)	13 (31.0) (6.1)	1 (2.4) (33.3)	42 (100) (17.0)
Family business	3 (17.6) (9.1)	8 (47.1) (8.9)	6 (35.3) (2.8)	0 - -	17 (100) (5.0)
Total	33 (9.7) (100)	90 (26.5) (100)	214 (63.1) (100)	3 (0.3) (100)	340 (100) (100)

*Figures in the first parenthesis in each cell are row percentage

Figures in second parenthesis in each cell are column percentage

Source: field survey

As can be seen from the table there is marked difference in the earnings between various types of work and between women and men. The difference between men and women in same type of work is also remarkable 42.9% of self-employed women were in lowest income group but only 10.5% of in the self-employed men were in lowest income group. In case of casual worker also 72.2% of women casual workers were in the lowest income group and in case of men only 31% of men casual workers were in the lowest income group.

5.4.4 Income, Caste and Religion

Income is not significantly affected by the caste of the women. The women from various caste groups are almost proportionately distributed among various income groups (Table-5.32). But we can observe that not a single respondent from the ST earn more than 1000 per month and the women in SC earning more than Rs1000 per month are working in the caste specific occupation as scavenger for municipal corporation.

Proportion of OBC women is highest among those who earn more than Rs1000 per month, followed by women from other castes.

All the Muslim women are concentrated in the lowest income group. Hindu women are almost proportionately distributed in various income groups (5.33).

Table - 5.32

Income of Women and Caste

Income	SC	ST	OBC	OTHER	TOTAL
Less than 500	15 (17.9)* (60.0)#	11 (13.1) (64.7)	27 (32.1) (51.9)	31 (36.9) (70.0)	84 (100) (69.9)
500 to 1000	7 (17.9) (28.0)	6 (15.4) (35.3)	16 (41.0) (30.8)	10 (25.6) (23.0)	39 (100) (28.3)
Above 1000	3 (21.4) (12.0)	0 - -	8 (57.1) (15.4)	3 (21.4) (7.0)	14 (100) (10.1)
NR/DN	0 - -	0 - -	1 (100) (1.9)	0 - -	1 (100) (0.7)
Total	25 (18.1) (100)	17 (12.3) (100)	52 (37.7) (100)	44 (31.2) (100)	138 (100) (100)

*Figures in the first parenthesis in each cell are row percentage

Figures in second parenthesis in each cell are column percentage

Source. field survey

Table - 5.33
Income of Women and Religion

Income	Hindu	Muslim	Total
Less than 500	77 (91.7)* (58.8)#	7 (8.3) (100)	84 (100) (60.9)
500 to 1000	39 (100) (29.8)	0 - -	39 (100) (28.3)
Above 1000	14 (100) (10.7)	0 - -	14 (100) (10.1)
NR/DN	1 (100) (0.8)	0 - -	1 (100) (0.7)
Total	131 (94.9) (100)	7 (5.1) (100)	138 (100) (100)

*Figures in the first parenthesis in each cell are row percentage

Figures in second parenthesis in each cell are column percentage

Source: field survey

5.4.5 Income and Place of Origin:

Gujarati women are more in the higher income group (92.9%) compared to their proportion in total women (69.6%) (Table-5.34).

Table - 5.34
Income and Place of Origin

Income	Gujarat	Maharashtra	U.P	Rajsthan	Total
Less than 500	52 (61.9)* (54.2)#	26 (31.0) (74.3)	4 (4.8) (80.0)	2 (2.4) (100)	84 (100) (60.9)
501 to 1000	30 (76.9) (31.3)	8 (20.5) (22.9)	1 (2.6) (20.0)	0 - -	39 (100) (28.3)
Above 1000	13 (92.9) (13.5)	1 (7.1) (2.9)	0 - -	0 - -	14 (100) (10.1)
NR/DN	1 (100) (1.0)	0 - -	0 - -	0 - -	1 (100) (0.7)
Total	96 (69.6) (100)	35 (25.4) (100)	5 (3.6) (100)	2 (1.4) (100)	138 (100) (100)

*Figures in the first parenthesis in each cell are row percentage

Figures in second parenthesis in each cell are column percentage

Source: field survey

Both the Rajasthani women are in the lowest income group. Maharashtrian women are found in all income groups but more in the lowest income group compared to their proportion in total women.

Table - 5.35

Income and Age

Income	Below 18	18 to 35	above 35	Total
Less than 500	6	54	24	84
501 to 1000	1	28	10	39
Above 1000	1	9	4	14
NR/DK	0	1	0	1
Total	8	92	38	138

Source: field survey

5.4.6 Income and Age

6 (75%) of the respondents below 18 are in the lowest income group (Table-5.35). 54 (58.7%) of the age group 19 to 35 were in the lowest income group and 24 (63.2%) of the women in the age group 36 to 60 are in the lowest income group. In the income groups above 1000 rupees, 9 (64.3%) from the age group 19 to 35 years followed by 4 (28.6%) from the age group 36 to 69.

5.4.7 Income and Education

We can observe from the Table-5.35 that illiterate respondents are proportionately distributed across the various income groups. The four respondents who are educated above HSC are in the lowest and lower income groups. Education levels do not affect income considerably.

Table - 5.36

Income and Education

Income	Illiterate	Up to primary	Up to SSC	HSC and above	NR	Total
Less than 500	47 (56.0)* (59.5)#	27 (32.1) (64.3)	6 (7.1) (50.0)	3 (3.6) (75.0)	1 (1.2) (100)	84 (100) (60.9)
500 to 1000	24 (61.5) (30.4)	9 (23.1) (21.4)	5 (12.8) (41.7)	1 (2.6) (25.0)	0 - -	39 (100) (28.3)
Above 1000	8 (57.1) (10.1)	5 (35.7) (11.9)	1 (2.6) (25.0)	0 - -	0 - -	14 (100) (10.1)
NR/DN	0 - -	1 (100) (2.4)	0 - -	0 - -	0 - -	1 (100) (0.7)
Total	79 (57.2) (100)	42 (30.4) (100)	12 (8.7) (100)	4 (2.9) (100)	1 (0.7) (100)	138 (100) (100)

*Figures in the first parenthesis in each cell are row percentage

Figures in second parenthesis in each cell are column percentage

Source: field survey

5.4.8 Income and Marital Status

Married women are distributed over all income groups but their proportion is higher in the lower income group than their proportion among the total number of women (Table- 5.37). Not a single unmarried woman earns more than Rs1000 per month. Widows and separated women are distributed in each income group but their proportion is higher in the above Rs 1000 group compared to their proportion in the total number of women respondents.

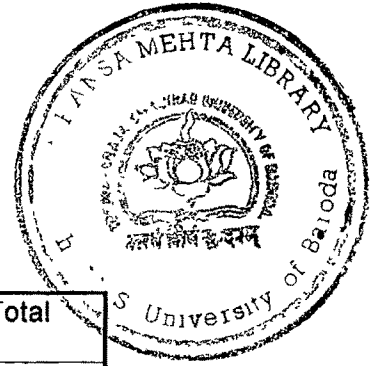


Table - 5.37

Income and Marital Status

Income	Married	Unmarried	widow/separated	Total
Less than 500	76 (90.5)* (63.9)#	3 (3.6) (60.0)	5 (6.0) (35.7)	84 (100) (60.9)
500 to 1000	32 (82.1) (26.9)	2 (5.1) (40.0)	5 (12.8) (35.7)	39 (100) (28.3)
Above 1000	10 (71.4) (8.4)	0 - -	4 (28.6) (28.6)	14 (100) (10.1)
NR/DN	1 (100) (0.8)	0 - -	0 - -	1 (100) (0.7)
Total	119 (86.2) (100)	5 (3.6) (100)	14 (10.1) (100)	138 (100) (100)

Table - 5.38

Income and House Work

Income	2 to 4 hr.	5 to 8 hr.	More than 8 hr.	Total
Less than 500	17 (20.2) (56.7)	65 (77.4) (62.5)	2 (2.4) (50.0)	84 (100) (60.9)
501 to 1000	10 (25.6) (33.3)	27 (69.2) (26.0)	2 (5.1) (50.0)	39 (100) (28.3)
Above 1000	3 (21.4) (10.0)	11 (78.6) (10.6)	0 - -	14 (100) (10.1)
NR/DK	0 - -	1 (100) (1.0)	0 - -	1 (100) (0.7)
Total	30 (21.7) (100)	104 (75.4) (100)	4 (2.9) (100)	138 (100) (100)

*Figures in the first parenthesis in each cell are row percentage

Figures in second parenthesis in each cell are column percentage

Source: field survey

5.4.9 Income and Housework

A majority of the women 104 (75.4%) spent 5 to 8 hours in housework and they are proportionately distributed in all the income groups (Table-38). Though not a single woman who earn more than Rs1000 per month was spending more than 8 hours in housework, 11 (78.6%) of them spend 5 to 8 hours in house work. All those (4 women) who spend more than 8 hours in the house work are equally distributed in the lowest and lower income groups. None of them earns more than Rs1000 per month.

Table - 5.39

Income and Time Spend in the Earning Activities

Income	2 to 4 hr.	5 to 8 hr.	More than 8 hr.	NR	Total
Less than 500	31 (36.9)* (86.1)#	47 (56.0) (56.6)	5 (6.0) (31.3)	1 (1.2) (33.3)	84 (100) (60.9)
501 to 1000	4 (10.3) (11.1)	27 (69.2) (32.5)	8 (20.5) (50.0)	0 - -	39 (100) (28.3)
Above 1000	1 (7.1) (2.8)	9 (64.3) (10.8)	3 (21.4) (18.8)	1 (7.1) (33.3)	14 (100) (10.1)
NR/DK	0 - -	0 - -	0 - -	1 (100) (33.3)	1 (100) (0.7)
Total	36 (26.1) (100)	83 (60.1) (100)	16 (11.6) (100)	3 (2.2) (100)	138 (100) (100)

*Figures in the first parenthesis in each cell are row percentage

Figures in second parenthesis in each cell are column percentage

Source: field survey

5.4.10 Income and Time Spent in the Earning Work

Time spent in the earning work has a significant bearing on the income earned. 86% (31 women) of those who work for 2 to 4 hours earn less than Rs 500 per month. The proportion of women increases as time spent in earning activities increases. But it is important to note that 5 (31.3%) women who work for more than 8 hours are also in the lowest income group. The highest number of women i.e. 9 (64.3%) in the above Rs1000

group work for 5.to 8 hours a day. Among those who work for more than 8 hours a day, 50% of them earn between Rs501 to Rs1000 and 50% of then earn more than Rs1000 per month.

5.4.11 Income and Experience

Income of the respondent is affected by the number of years women have been working. Those who have worked for less than five years earn less. 34 (70.8%) of them are in the lowest income group. More women with more experience are in the low income group. But those who had worked for more than 20 years 11 (78.6%) of them are in the lowest income group. The women having experience between 10 to 19 years (35.7%) are dominant in the income group above Rs 1000. In the income group Rs 501 to Rs 1000 also they are in significant proportion (46.2%).

Table - 5.40

Income and Work-experience

Income	Less than 5years	5 to 9 years	10 to 19 years	above 20years	DK/NR	Total
Less than 500	34 (40.5) (70.8)	19 (22.6) (87.9)	19 (22.6) (45.2)	11 (13.1) (78.6)	1 (1.2) (16.7)	84 (100) (60.9)
501 to 1000	10 (25.6) (20.8)	6 (15.4) (21.4)	18 (46.2) (42.9)	2 (5.1) (14.3)	3 (7.7) (50.0)	39 (100) (28.3)
Above 1000	4 (28.6) (8.3)	3 (21.4) (10.7)	5 (35.7) (11.9)	1 (7.1) (7.1)	1 (7.1) (16.7)	14 (100) (10.1)
NR/DN	0 - -	0 - -	0	0 - -	1 (100) (16.7)	1 (100) (0.7)
Total	48 (34.8) (100)	28 (20.3) (100)	42 (10.1) (100)	14 (10.1) (100)	6 (4.3) (100)	138 (100) (100)

*Figures in the first parenthesis in each cell are row percentage

Figures in second parenthesis in each cell are column percentage

Source. field survey

5.5 Nature of Work and Working Conditions

Security as worker, working environment, regularity of work and benefits of labour laws are some of the necessary parameters for the better economic status of the workers. We will examine the situation of women workers regarding these parameters. We will examine the responses of the women regarding the questions pertaining to working conditions and analyse these responses.

5.5.1 Nature of Work

38 (27.5%) of women consider their work as permanent (Table-5.41). The term permanent here does not mean permanent employment with all the benefits of permanency under labour laws enforceable against employer or state. It reflects the subjective feeling on the part of women that they can permanently continue to do this work whether their work in the category of self-employment, family business or providing service. 70 (50.7%) of working women are clearly temporary workers and they can be thrown out of work at any time. 25 (18%) are casual workers and they have to go to casual labour market every day to get work. There is no guarantee that they will get work every day. Thus almost 70% of the women workers do not have regular work or income. They work in an environment of high uncertainty.

Table-5.41
Nature of Work

	No. of women	percentage
Permanent	38	27.50
Temporary	70	50.70
Casual	25	18.10
NR	5	3.70
Total	138	100.00

Source: field survey

5.5.2 Holiday

Taking rest for once in a week is an accepted indicator of fair working condition. It is also an established fact that it increases productivity of workers. The majority of our women workers either do not have holiday or have to take forced holiday. 4 women (2.9%) do not take any holiday. 82 (59.4%) have holiday without pay. Many of them are willing to work for all the days because they need money but they have to observe forced holidays on the day of staggering.

Casual labourers they have holiday when they do not get work. For them no work means no income.

46 (33.3%) women get paid holiday. Most of them are domestic workers. They do take three or four holidays in a month. But this is also not a systematised arrangement. It depends on the willingness of the employer to give them paid holiday or to cut their wages.

Self-employed have flexibility to organise their work schedule up to some extent but all the home-based workers and casual labourers do not get any such benefit.

All women factory workers except one were also on daily basis and did not enjoy any paid holiday.

5.5.3 Working Condition

The data about various benefits received by the respondents speaks for itself about the working condition of the women workers (Table-5.42). 21% of women responded that they get wage rise but some more probe about the extent of rise show that it is not the kind of wage rise which is understood in the labour economics. This wage rise is not linked with the price index or productivity of the worker. It is an abrupt rise, which is very marginal and does not match with either the rise in prices or in productivity of worker.

Only six women get Identity card as proof that they are working as an employee of the particular employer. All the home-based workers and workers engaged in the private service do not get any kind of proof that they are employees of the particular employer even if some of them are working for the same merchant for more than 10 years. The question of identity card does not arise in the case of casual workers, self-employed workers or workers involved in family business. Only those formal sector workers who work for VMC as scavengers enjoy benefit of provident fund, pension and Employees State Insurance (ESI) scheme.

Table - 5 42

Working Condition

	Benefited by	Not benefited by	% of women who get benefit
Wage rise	29	61	21.00
Identity card	6	132	4.34
Provident fund	5	133	2.90
Pension	5	133	2.90
Medical allowance	0	138	-
E.S.I.	5	133	3.62
Loan	21	117	15.22
Advance	16	122	11.60
Bonus	65	73	47.10
Possibility of promotion	0	110	-

Source: field survey

Loan and advance is possible to receive by only 15% and 11% of the workers respectively. 47% of women responded that they get bonus during Diwali festival. Again it is not in any way close to the bonus under The Payment of Bonus Act. For most of the domestic workers bonus means 50 or 100 rupees and some used clothes or stainless steel utensils.

Table - 5 43

Health and Safety

	Yes	No	NR/NA	%Yes
Effect on health	94	38	6	68.1
Possibility of accident	7	127	4	5.1
Compensation for accident	0	4	134	0
Harassment at work place	7	101	30	5.1

Source: field survey

Table - 5.44

Effect on Health

Type of work	YES	NO	N R	Total
Factory workers	3 (30.0) (3.2)	7 (70.0) (18.4)	-	10 (100) (7.2)
Home Based Workers	20 (87.0) (21.3)	2 (8.7) (5.3)	1 (4.3) (16.7)	23 (100) (7.2)
Self Employed	10 (47.6) (10.6)	10 (47.6) (26.3)	1 (4.8) (16.7)	21 (100) (15.2)
Service	40 (72.7) (42.6)	13 (23.6) (34.2)	2 (3.6) (33.3)	55 (100) (39.9)
Casual Workers	15 (83.3) (16.0)	2 (11.1) (5.3)	1 (5.6) (16.7)	18 (100) (13.0)
Family Business	6 (54.5) (6.4)	4 (36.4) (10.5)	1 (9.1) (16.7)	11 (100) (8.0)
Total	94 (68.1%) (100)	38 (27.5%) (100)	6 (4.3%) (100)	138 (100) (100)

*Figures in the first parenthesis in each cell are row percentage

Figures in second parenthesis in each cell are column percentage

Source: field survey

94 (68.1%) of women reported to have health problems due to their work (Table-43). 87% of Home based workers, 83% of casual workers and 72% of women in personal service are suffering from occupational health problems (Table-44).

A majority of home based workers were involved in papad rolling for wholesales merchants and various kind of packaging works for factories. While more than 90% of women in personal service were, domestic workers engaged in cleaning utensils and clothes for their middle class employer. The nature of complains was similar in both the cases. Sever body ache, back ache, swelling in hands and legs, chest pain, were common in both the cases. While skin problems were faced by women in both the category but the nature is different. Papad rolling women have to work under sunlight to maintain quality and they work for 4 to 7 hours on an average under sunlight. This affects their skin adversely. Domestic workers work constantly in water with detergents having strong and hazardous chemicals. Skin problems on hands and legs are every day problem for them. If they work continuously for more than four – five years, it becomes a permanent problem.

The grave part of the issue is that most of these workers are invisible workers as far as policy makers are concerned & marginal workers in the eyes of economist and common people. So, their health problems are not considered as occupational health problem. Other major problem is faced because of the nature of work. The works perform by these women workers is either at their home or performed under domestic environment. Majority of women perform these kind of cleaning jobs at their own home or for others as domestic workers face these problems but are never taken seriously by health professionals. Women as part of their life accept them as if being a woman is the reason for these kinds of problems. Same attitude is carried forward in case of domestic workers. For domestic workers the problem is much more serious because the work load and time spent in this situation is much more compared to those who work for their own homes.

5.5.4 Compensation for Accidents

Women working as construction workers and some factory workers said that there is a possibility of accident in their work but none of the women get compensation for the accident. One woman working in a tin factory said that there is a possibility that a worker may cut his or her fingers during the production process in the company. Permanent workers do get compensation for such accidents. But all the women are temporary workers. Their names are not recorded in the register of the company. If they are injured the employer does not provide even a simple bandage to stop the blood.

Most of the construction workers also said that there are incidents of minor injury or major accidents in their work. In such case if a contractor is sensitive he does help but they do not get any help on such occasion as their right.

5.5.5 Harassment at the Workplace

Harassment at workplace was a sensitive issue. It is difficult to get correct information about such a sensitive issue as part of such a study, which covers so many aspects of women's work. It was not possible to probe in detail about this issue. The question was asked to the respondents like the other questions only but still seven women reported that they face harassment at workplace as women. 30 women i.e. 21.7% did not reply to this question. A much higher 'no response rate' than for other questions.

5.5.6 Mobility

Opportunity for upward mobility is one of the indicators of the better working condition and economic status of the worker. Mobility can be interpreted in two ways: If there is a chance of promotion in the present job or not and whether it is possible to get better job opportunity after working in this job or not. The chance of promotion does not

exist. Not a single woman said that she has a chance of promotion in this job. Most of the works are dead-ended.

Let us examine mobility in terms of the change of work. The general impression is that people change their work for better work opportunity or higher income. Does mobility give better work or better income to women? From the 39 women who have changed their work, only 11 have changed for better income. For the rest of the women, change in the work did not mean upward mobility. In some cases it was loss of income.

Table - 5.45

Type of Work and Mobility

Type of work	No change	FS to IS	IS to FS	IS to IS
Factory	5 (50.0) (5.6)	0 - -	3 (30.0) (60.0)	2 (20.0) (5.1)
Homebased	19 (82.6) (21.3)	1 (4.3) (25.0)	0 - -	3 (13.0) (7.7)
Self employed	13 (61.9) (14.6)	1 (4.8) (25.0)	0 - -	7 (33.3) (17.9)
Service	32 (58.2) (36.0)	2 (3.6) (50.0)	2 (3.6) (40.0)	19 (34.5) (48.7)
casual worker	11 (61.1) (12.4)	0 - -	0 - -	7 (38.9) (17.9)
Family business	10 (81.8) (10.1)	0 - -	0 - -	1 (9.1) (2.6)
Total	89 (64.5) (100)	4 (2.9) (100)	5 (3.6) (100)	39 (28.3) (100)

*Figures in the first parenthesis in each cell are row percentage

Figures in second parenthesis in each cell are column percentage

Source: field survey

Majority of the women workers has not changed the type of work they are involved in. Though the employer and place of work change frequently, they have stuck to the type

of work they are doing. 89, i.e. 64.5% of the women in the informal sector have stayed in the same kind of work. Only 39 women (35.5%) have changed their work. Most of them have changed from one type of work in the informal sector to other types of work available in this sector. This shows that the dominant way of mobility is intra-sector mobility i.e. mobility within the informal sector.

Only 9 (6.5%) women have changed their work from one sector to the other sector, i.e. inter-sector mobility. In case of inter-sector mobility we cannot find any clear trend from informal sector to the formal sector. The mobility is both the ways. 5 women have changed their work from informal sector for work in the formal sector. Similarly 4 women were pushed out from the formal sector to the informal sector.

Those who are not changing their work are mainly from the home-based work (82.6%) and family business (81.8%). The highest mobility is observed in case of women who provide services. They have moved within the sector as well as outside the sector.

The major reason for change in work was marriage. In our patrilocal society women have to follow their husband and stay with his family. Marriage means a clear break with past life and work for most of the women. Pregnancy is another reason, which was responsible for a break in earlier work and change of work. Migration from the village to the city was also an important reason for change in the work. Most of women who were working on the family farm or as agricultural labourers are now working as domestic labourer in the city.

5.5.7 Presence of Male in Type of Work

More than half women are engaged in such type of activities, which are termed as women's work. There is no man involved in the type of work they do. All homebased work and most of the personal service work come under this type. 54 (39%) of women are

Involved in the kind of work where both men and women are involved. All the women in the category of family business and casual workers come under this category.

Table - 5.46
Presence of Men in the Type of Work

	No. of women	percentage
Yes	54	39.20
No	79	57.20
NR	5	3.60
	138	100.00

Source: field survey

5.5.8 Organisation

Only 6 women had information about trade unions the rest were not aware about any such activity. None of them were members of any union. The awareness about union activity was highest among factory workers. One of the women who was engaged in family business of old clothes was also aware about union activities. None of the casual workers and self-employed were aware about union activities.

Table - 5.47
Information about Organisation

Type of work	Yes	No	NR/NA	Total
Factory	2	8	0	10 (7.2)
Homebased	2	20	1	23 (16.7)
Self employed	0	18	3	21 (15.2)
Service	1	52	2	55 (39.9)
casual worker	0	17	1	18 (13.0)
Family business	1	6	4	11 (8.0)
Total	6 (4.3)	121 (87.7)	11 (7.9)	138 (100)

Source: field survey

5.5.9 Need for an Organisation

21 (15%) women felt the need for organisation of working women. 72% did not feel the need and 12% did not reply. Home-based workers and self-employed were majority of those who felt need of organisation. 38% of home-based workers and 28.6% of self-employed were positive about the organisation. 23% of workers in personal service showed interest in organisation but it was surprising that 90% of the factory workers did not feel the need for organisation.

The major reason for not thinking about organisation was lack of time for such activity. They are so much involved the struggle for survival on a day-to-day basis that they cannot think of any other struggle.

Some of the women did not feel the need for organisation because of the fear of loss of work. They felt that if they try to organise they would not get work. They explained that, " *Jo ame sanghathan karva jaiye to amaro dhandho padi bhange.* " (If we try to form an organisation we will lose our job.)

Table- 5 48

Need for Organisation

Type of work	Yes	No	NR\DN	Total
Factory	1	9	0	10
Homebased	8	12	3	23
Self employed	6	12	3	21
Service	5	47	3	55
casual worker	0	15	3	18
Family business	1	5	5	11
Total	21 (15.2)	100 (72.5)	17 (12.3)	138 (100)

Source: field survey

The absence of any organisation in Baroda is major reason for the apathy of women about organisation. Unless they observe any such organisation working for the improvement in their living and working condition they cannot think about it.

5.6 Contribution in the Family and Control over Decision-making

The contribution of women in the family can be of various types. Contribution in the family well-being can be in the nature of monetary as well as non-monetary contribution. Non-monetary contribution is equally important to the family survival if not more than the monetary contribution. First, we will examine non-monetary contribution in terms of hours spent in the house hold work.

5.6.1 Contribution in the Family

Most of the women (82.6%) spend about 5 to 8 hours in the housework. The hours spent by them are almost equivalent to working hours in the office or factory. Among those women who spend 5 to 8 hours in housework, 35.3% are working for income as well

A majority of them are in the informal sector. No formal sector worker spend more than 8 hours in housework but 3.1% of the informal sector worker do so. The rests of the women who spend more than 8 hours in the housework are not involved in any other earning activity. Formal sector workers spend less time in housework compared to informal sector and informal sector workers spend less than women involved only in housework.

Table – 5 49

Hours Spent in Housework and Occupation

Occupational Status	2 to 4 hours.	5 to 8 hours	More than 8 hours	NR	total
Formal Sector	3 (30.0) (7.3)	7 (70.0) (2.4)	0 - -	0 - -	10 (100) (2.8)
Informal Sector	27 (21.1) (65.9)	97 (75.8) (32.9)	4 (3.1) (21.1)	0 - -	128 (100) (35.9)
House Work	11 (5.0) (26.8)	191 (87.2) (64.7)	15 (6.8) (78.9)	2 (1.0) (100)	219 (100) (61.3)
Total	41 (11.5) (100)	295 (82.6) (100)	19 (5.3) (100)	2 (0.6) (100)	357 (100) (100)

*Figures in the first parenthesis in each cell are row percentage

Figures in second parenthesis in each cell are column percentage

Source: field survey

Table - 5.50

Contribution in the Family Income

Contribution in the family Income	Number of women	Percentage
Less than 25%	52	38.2%
25% to 49%	50	36.8%
50% and Above	24	16.7%
100%	12	8.3%
Total	138	100%

Source: field survey

5.6.2 Monetary Contribution

Here we examine the effect of the monetary contribution on the status of women in the family. Women's contribution in the family is divided into four categories: (a) less than 25% of the family income; (b) 25% to 49% of the family income; (c) above 50% and (d) 100% i.e. women who were sole earner in their families

We can observe from the Table-5.50, that 62% of women contribute more than 25% to the family income. Their contribution is important for the family survival. Total 36 (24%) of women contribute more than 51% to the family income. That implies that they are the major contributors in the family income. 12 women were the only earners in their family.

Table - 5.51
Decision-Making in the Family

Who take decision → Occupation ↓	Women	Husbands	Both	others	Total
Formal sector	3 (30.0) (5.9)	1 (10.0) (0.9)	6 (60.0) (3.2)	0 - -	10 (100) (2.8)
Informal sector	30 (23.4) (58.8)	30 (23.4) (27.8)	65 (50.8) (35.1)	3 (2.3) (25.3)	128 (100) (35.9)
House work	18 (8.2) (35.3)	77 (35.2) (71.3)	(52.1) (61.6)	10 (4.6) (74.7)	219 (100) (61.3)
Total	51 (14.3) (100)	108 (30.3) (100)	185 (51.8) (100)	13 (3.7) (100)	357 (100) (100)

*Figures in the first parenthesis in each cell are row percentage

Figures in second parenthesis in each cell are column percentage

Source: field survey

5.6.3 Decision Making in the Family

From 357 families women take decision in 51 families. 33 women are working for income and only 18 are not working. The nature of work is also important for share in decision making. 30% of women from formal sector and 23% working in the informal sector have major say in decision making in the family.

In 185 families both husband and wife take decision together. 60% of women working in formal sector, 50.8% working in informal sector and 52.1% house wives have some say in decision making. We need to probe more in the kind of decision making available to women.

Sharda, one of our respondents, a housewife, responded that she is making decision in her family. But with little probing we could get more information that she is not

allowed to work outside. Her husband gives her his whole income on the pay-day and she is responsible to take all the decisions about how to spend this amount. Since her husband is taking responsibility to earn money it is her responsibility to run the household from the income provided by him. She is made to feel that she can take all the decision about how to spend the amount but her choices are limited.

Savita is working in a factory. She is the decision-maker in her family. She has decided to work in a factory because her husband does not give money for running the house. In her case decision making is not a privilege but a forced responsibility to meet the needs for survival without any support from husband.

Table – 5.52

Income of the Women and Say in Decision-making

	women	Husband	Both	others	Total
less than 500	17 (20.2)* (51.5)#	20 (23.8) (64.5)	45 (53.6) (63.4)	2 (2.4) (66.7)	84 (100) (60.9)
501 to 1000	10 (25.6) (30.3)	8 (20.5) (25.8)	20 (51.3) (28.2)	1 (2.6) (66.7)	39 (100) (28.3)
above 1000	5 (35.7) (15.2)	3 (21.4) (9.7)	6 (42.9) (8.5)	0 - -	14 (100) (28.3)
Not Replied	1 (100) (3.0)	0 - -	0 - -	0 - -	1 (100) (0.7)
Total	33 (23.9) (100)	31 (22.5) (100)	71 (51.4) (100)	3 (2.2) (100)	138 (100) (100)

Figures in the first parenthesis in each cell are row percentage

Figures in second parenthesis in each cell are column percentage

Source: field survey

5.6.4 Income and Decision-making

About 20 to 23% of families in each income group are such that women do not have any share in decision making. 35% of women who earn more than Rs1000 per month take major decisions in the family. About 50% of families in all income groups, men

and women share decision-making. It is interesting to analyse the gender division in the type of decision-making but this is beyond the scope of the present study. Earning more income gives marginal advantage in decision-making but the difference does not appear to be significant.

5.7 Work and Status

5.7.1 Status as Perceived by Women

Whether work for income has increased their status in family or society or not was one of the questions asked to the women. Only 15% of women felt that their status has increased in the family and 13% said their status in society has increase because of their work.

For most of the women working is not a symbol or indication of status but a necessity. They consider their work as a part of struggle for survival and everyday life.

Table - 5.53

Rise in Status in Family

	No. of women	percentage
Yes	21	15.20
No	106	76.80
NR	11	8.00

Table- 5.54

In Society

	No. of women	percentage
Yes	18	13.00
No	108	78.30
NR	12	8.70

Source: field survey

5.7.2 Income and Status

Those who reported that their status has increased because of their work were not mainly from those who earn more. In fact 11 (52.4%) of the women who reported that their status has increased because of their work were from the lowest income group. From the 14 women who earn more than Rs1000, ten women (71.4%) said that their status in the family has not increased because of their work.

Table -5.55
Income and Status

Income	Yes	No	NR	Total
Less than 500	11 (13.1)* (52.4)#	69 (82.1) (65.1)	4 (4.8) (36.4)	84 (100) (60.9)
501 to 1000	8 (20.5) (38.1)	27 (69.2) (25.5)	4 (10.3) (36.4)	39 (100) (28.3)
Above 1000	2 (14.3) (9.5)	10 (71.4) (9.4)	2 (14.3) (18.2)	14 (100) (10.1)
NR	0 - -	0 - -	1 (100) (9.1)	1 (100) (0.7)
Total	21 (15.2) (100)	106 (76.8) (100)	11 (8.0) (100)	138 (100) (100)

*Figures in the first parenthesis in each cell are row percentage

Figures in second parenthesis in each cell are column percentage

Source: field survey

21 women responded that their status had increased because of their work. 14% of them were factory workers, 14% homebased, 33% were self-employed, 23% involved in personal services, 4.8% were working as casual labourers, 9.5% were in the family business. Among those who replied that their status has not increased, 44% are in services, followed by 19% in homebased work and 15% of casual workers.

5.7.3 Type of Work and Status

Looking from the angle of the type of work, the self-employed and factory workers seem to have better status in the family. 33.3% of the self-employed and 30% of the

factory workers have said that their status has increased in the family because of their work. 88.9% of casual workers, 87% of homebased workers and 85% of women providing services said that their status has not increased because of their paid work.

Table – 5.56

Type of Work and Status in the Family

Type of work	Yes	No	NR	Total
Factory work	3 (30.0)* (14.3)#	7 (70.0) (6.6)	0 - -	10 (100) (7.2)
Homebased work	3 (13.0) (14.3)	20 (87.0) (18.9)	0 - -	23 (100) (16.7)
Self-employment	7 (33.3) (33.3)	11 (52.4) (10.4)	3 (14.3) (27.3)	21 (100) (15.2)
Services	5 (9.1) (23.8)	47 (85.5) (44.3)	3 (5.5) (27.3)	55 (100) (39.9)
Casual work	1 (5.6) (4.8)	16 (88.9) (15.1)	1 (5.6) (9.1)	18 (100) (13.0)
Family business	2 (18.2) (9.5)	5 (45.5) (4.7)	4 (36.4) (36.4)	11 (100) (8.0)
Total	21 (15.2) (100)	106 (76.8) (100)	11 (8.11) (100)	138 (100) (100)

*Figures in the first parenthesis in each cell are row percentage

Figures in second parenthesis in each cell are column percentage

Source: field survey

Women's perception about their low status is a reflection of the reality. Women are working and making significant contribution in family and economy but their contribution is not recognised and valued. The lack of recognition results in the precarious working condition and low wages in the labour market on the one hand and double burden of work and lack of control over decision-making in the family