

INTRODUCTION

Indian economy is to a great extent characterized by large number of people working in unorganized sectors as unorganized workers; transitional nature of the Indian economy, disparity in education, skill and training are some of the major factors abetting such a large concentration of workers in an area most vulnerable to exogenous economic vicissitudes. Women working in the unorganized sector deserve a separate mention as they are much marginalized.

Women workers in the informal economy consist of the most vulnerable working segments in society. They came from a marginalized population whose' legal, economic and political status limit their ability to demand their rights. These women include domestic workers whose social and economic contributions to society are invisible to the public, the law and policies of the country.

Women work for long hours without proper safety and security; they don't get proper overtime for extra hours and leave. There is no social security for omen workers in unorganized sector. (National Commission for Enterprises in Unorganized Sector, NCEUS, 2004)

Unorganized Sector: An Overview

The National Commission For Enterprises in the unorganized sector (NCEUS), government of India defined the unorganized sector which consists all unincorporated enterprises owned by individuals or households less than 10 total workers involved in sale or production of goods and service on proprietary and partnership. (Report on conditions of work of work and promotions of livelihood in the unorganized sector Academic foundation, 1 Jan. 2008 P.1774)

- As per "Ministry of Labour and Employment " definition : Unorganized sector means an enterprise owned by individuals or self-employed workers and engaged in the production or sale of goods or providing

service of any kind whatsoever, and where the enterprise employs workers, the number of such *workers is less than ten*.

- “Unorganized worker” (UW) means a home-based worker, self-employed worker or a wage worker in the unorganized sector and includes a worker in the organized sector who is not covered by any Acts mentioned in Schedule II of the Unorganized Workers Social Act 2008.-

Defining Work

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

Organized and Unorganized Sector Employment:

Organized sector is the sector for which information on workers is available with some degree of accuracy. The organized sector offers secure and relatively well paid jobs. 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.

An overwhelming majority of the Indian Labour Force works in the unorganized sector of which women constitute the lion's share. Unorganized sector is an important contributor to the Net Domestic Product (NDP), contributing to over 60 per cent of NDP. The term unorganized sector includes all those workers who have not been able to formally and legally organize themselves in pursuit of their common interest due to certain constraints like the casual nature of employment, ignorance and illiteracy, and small and scattered size of the establishment etc. The Second Commission on Labour (2002) specifies the characteristics of unorganized labour as follows- apprentices, casual and contract workers, home based artisans and a section of self employed persons involved in jobs such as vending, rag picking, rickshaw pulling, agriculture workers, migrant labour and those who perform manual and helper jobs. The rise of female participation in the unorganized sector is due to the economic compulsion in families and the employer's preference for female employees being available as a flexible, and often pliable, labour force.

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

Women in Unorganized Sector

There are varied views on the emergence and role of the informal sector in the developing countries. The liberalization strategies and the control informal sector make the informal sector to grow. The emergence of informal economics cannot be explained without reference to formal policies of Government. Laboring women in the formal sector are an important segment of Labour Force Estimates of National Commission of Self Employment (1988) say that 94% of the total work force operates in unorganized sector.

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

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

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

- home based producers including artisans and piece rate workers, entrepreneurs of micro enterprises, paid and unpaid family labourers
- petty vendors and hawkers
- contract labour and casual labour

- domestic helpers, scavengers and washer women
- those doing manual work like construction labour and those working in agriculture and other primary sector
- women engaged in processing work in traditional and non traditional sectors.

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

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

Characteristics of Unorganized Workers

- Have limited or no education or other skills.
- Are hugely scattered and don't have political pressure groups
- Don't have fixed jobs i.e. have seasonality as compared to formal sector workers.
- Social stratification is more in them in rural areas on the basis of Caste and sub-castes.
- Still today, they act as "bonded labour" in some cases due to low incomes & permanent indebtedness.
- Have insufficient labour laws relating to them.
- Work in very poor working environment.

The term "homebased worker" has been used by organizations in Asia to cover a range of people, mainly women, who work at home regardless of their exact conditions of employment. In industrialized countries, the term "homeworkers" has generally been used in reference to "piece-rate" workers who complete specific steps in the production process for an employer or subcontractor in their homes. "Homeworker" is also the term currently in use by the International

Labour Organization (ILO) and is generally understood to mean those working at home who are dependent on employers or intermediaries for work. However, it is not uncommon to see the terms used interchangeably among those working in the field in different parts of the world (Jhabvala and Jane Tate,1996).

Domestic workers – the vast majority of whom are women and girls- contribute substantially to the global economy, constituting up to 10 percent of employment in some countries. Domestic workers not only provide a livelihood for themselves and their families but also enable their employers to better their standard of living by maintaining employment outside the home.

Despite their important contributions, domestic workers have suffered historic discrimination and routine exclusion from labour protections that have left them at risk of a wide range of abuse and labour exploitation, including excessive hours of work with no rest, nonpayment of wages forced confinement, physical and sexual abuse, forced labour and trafficking.

Home-based work is a global phenomenon found in countries rich and poor. Today, many home-based workers produce under subcontracts for global value chains ([Carr, Chen and Tate 2000](#)). To cut costs and maximize profits, firms outsource production to home-based workers. Advances in technology have also facilitated the outsourcing of production ([Chen, Sebstad and O'Connell 1999](#);[Raju 2013](#)).

Definitions

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

- **Self-employed home-based workers** assume all the risks of being independent operators. They buy their own raw materials, supplies, and equipment, and pay utility and transport costs. They sell their own finished goods, mainly to local customers and markets but sometimes to

international markets. Most do not hire others but may have unpaid family members work with them.

- **Sub-contracted home-based workers** (called homeworkers) are contracted by an individual entrepreneur or a firm, often through an intermediary. They are usually given the raw materials and paid per piece. They typically do not sell the finished goods. They do, however, cover many costs of production: workplace, equipment, supplies, utilities, and transport.

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

Domestic work is a predominately female-dominated sector that is poorly regulated and often unprotected by labour law. It is also often embedded within socio-cultural structures, which may make it difficult for employers to see themselves as such. Moreover, issues of gender, class, ethnicity and caste also come into play heightening the weak bargaining power of domestic workers. Domestic workers themselves often work long hours; have poor remuneration, and little access to social protection. Their isolation and vulnerability as workers is made more complex by their invisibility in private homes and their dependence on the good will of their employers. 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.

Problems faced by women in unorganized sector

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

(I) Problems faced at work

(II) Personal Problems

(I) Problems faced at work: women faced several hazards even before the era of globalization; but these problems have increased several times with the advent of the neo-liberal policies of globalization, liberalization and privatization. In the era of globalization, working women have become more vulnerable to intense exploitation they are exposed to more and more risks and are forced to endure more and more stress and strain, both physical and mental.

Here some of the problems which are faced by the unorganized women at workplace are described:

1. Wage discrimination and poor working conditions: the women workers are paid lower and marginal wages than the male workers women is given the work which is often unskilled or low skilled and low paid. Availability of work is irregular when work is available, they have to work for long hours. They have to work under very poor working and living conditions. Women workers have poor bargaining power and that is why they cannot

pressurize the employers for their rights, which leads to this exploitation. In the unorganized sector reveals that 395 million Indians work in the unorganized sector. 79% of these workers live on an income of less than Rs. 20 a day. Workers engaged in the unorganized sector do not have the benefit of several laws such as Minimum Wage Act or the Factories Act.

- 2. Absence of child care facility :** women working in the informal sector do not have any child-care facilities (crèches are absent or ill equipped even in the organized sector). Most often women workers, particularly in the informal sector, are forced to leave their children at home, under the care of their elder children, or old people or neighbors. This causes great anxiety and emotional strain. Many women because of this reason even give up their livelihood that further deteriorates the matters in context of financial constraints.
- 3. Sexual harassment:** sexual harassment is another serious hazard faced by women working in unorganized sector. Whether in the organized or unorganized sector, whether illiterate, low paid workers or highly educated and highly paid executives, a large number of working women face sexual harassment at the workplace. Many women as a result, find themselves vulnerable and are caught between the glass ceiling of discrimination above and the landmines of sexual harassment below. There are growing numbers of complaints from women working in factories and offices, that they have to suffer affronts to their dignity ranging from verbal 'passes' to physical assaults, and what surfaces as 'complaints' is only the proverbial tip of the iceberg, the large mass of which remains submerged because of the unequal power situation in the workplace. Most women suffer the pain and trauma in silence.
- 4. Globalization:** globalization has posed new challenges to women working in the unorganized sector. In the changed economics scenario, privatization, competition, free marketing, specialization processes. With the onset of

economic liberalization and the globalization of the Indian economy, it is likely that women from the disadvantaged sections will be further marginalized. Kumar (2005), talks about the current movement from the traditional to modern economy, where the family labour is substituted by competitive individualized labour. This invariably results in the decline in women's as technological changes introduced the demand for new skills. The higher the technology the greater is the demand for basic skill like education and specialized training from its works. Women in developing societies constituting the largest share of world's illiterates, lack of educational and training opportunities for acquisition of higher level skills. So their traditional skills will be no longer needed leading to a decline in opportunities for women's employment.

(II) Personal Problems:

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

- 1. Lack of social security:** It is a paradox that these million women, working strenuously day in and day out, have no legislative protection, not even the guarantee of a minimum wage. The elements of job quality- job security, good working conditions, and remuneration commensurate with the work, adherence to workers' rights, social protection and conducive human resource management – are missing in the informal sector. Women work the year round with no regular employment and are not entitled to any social security benefits. They toil for more than eight hours a day, without the luxury of weekend holidays. They number in millions, yet they are not part of any list, register or master roll. Anonymous contributors to the national income, they form the other India at work, invisible to the glitzy, high-tech

environs of the India on the move. None other than International Labour Organization (ILO) termed them as the “ultimate entrepreneurs” for their ability to sustain livelihoods with very little capital.

- 2. Poor health:** health of an individual is closely linked to his/her status in the society. Women universally have lower status and are seen only in their reproductive roles. Women get less money for their work get no medical and other benefits that the employment rules provide. Women have double disadvantage because of these discriminations because women bear a triple burden of reproduction, production and domestic work. Each of these has its own problems and women have to perform all the three of them, and being denied proper working conditions, results in their poor.
- 3. Dual responsibility :** the major problems for working wives arise out of the dual responsibility of the working women- house work and the office work. Even though the employment of women is accepted, most of her in-laws and majority of the husband have not accepted the changing life pattern. They are not prepared to share the responsibilities of the household and of looking after children. They are required by their position to play a dual set of roles- one as home makers, wives and mothers, and the other as employees. Being simultaneously confronted with the dual demands of home and work, they are liable to face adjustment problems. At home, in addition to biological functions, there are other duties which they are expected to perform because of the prevailing cultural norms and values. These new circumstances and responsibilities require a redefinition and reallocation of roles, duties and responsibilities, not merely for them but also for every member of the family.
- 4. Conflict between the two roles:** in addition the above described burdens on the women, the dual role also demands of her two different sets of values. Difficulties arise because often these two roles make a simultaneous demand on the person whose physical capacity, energy, endurance and time

have definite limits. Often the fulfillment of these two roles requires qualities of different and diverse kinds-one requiring cooperation and self negation and the other calling for competition and self enhancement. In addition to these characteristics, and partly in conflict with them, woman who is a wife also expected to be sweet and soft, sensitive and adaptable, gentle, unassertive, good-humored, domesticated, yielding and in most cases, not too intelligent. Hence a kind of conflict arising from a lack of adjustment between two competing roles is likely to be faced by those persons who have to comply with dual obligations at a time. These problems would not arise if job and home were considered as two mutually exclusive fields of life.

The problems of women workers in general and in the unorganized sector in particular deserve special emphasis and focus in view of their marginalized position within the class of workers. The process of globalization, export oriented industrialization and relocation of industries from the developed to developing countries lead to increase in women workers in unorganized sector. The nature of women's work ranges from wage employment or self-employment, family labour and piece rated work. It also has its base in reality, in that women and girls are uniquely engaged in household chores or domestic activity and many similarly supportive activities, as well as in production of goods and services which are usually the lowest skilled; lowest paid and predominantly household or household proximate(Jain, 2005). The prevalence of women workers in urban unorganized sector is significant in number. They are engaged in activities like domestic work, construction work, small trades like brick making, coir and basket weaving, household industries etc. The present study is on Problems of women home based workers and women domestic workers in Vadodara.

Significance of the study:

Indian women, constituting nearly half of the total population, play a vital role in domestic sphere and also in the rural field. Yet, our traditional attitude is to treat women a second class citizen. This is so in spite of the fact that women have proved their mettle in every walk of life. But their contribution is not given due credit. According to an ILO estimate, the value of unpaid household work constitutes 25 to 39 per cent of GNP.

Status of women in Gujarat is very near the national average, picture. Labour participation of women in Gujarat is low as 11.1% women are as main and 13.90% women are as subsidiary earners in Gujarat (Kanhere U, 1992). Studies have shown that urbanization, industrialization have resulted in decline in work participation of women and more women in urban and rural areas are pushed to economic activities in the unorganized sector.

The number of workers in the unorganized sector is increasing rapidly for various reasons. The firms and enterprises, in this highly competitive world try to reduce costs. Certain aspects of the labour process are entrusted to cheap labour. The organized labour too is weak in the context of the growth of informal sector is the rise of small enterprise like small retail shops, hostels and restaurants and repair shops. In these days of struggle for survival, the petty self-employment is also rapidly growing. The concentration of women in unorganized sector occupations that are characterized by low wages, low capital intensiveness, low energy and use of crude technology.

The disabilities of women in these industries are manifest in the illiteracy, helpless, dependence on intermediaries to obtain employments and ignorance of agencies of laws which can give them protection and a fair deal. The variety in the pattern of organization of these industries (which range from workshops to individuals working in their houses with short duration of employment and a

higher rate of turnover) present difficulties in organizing or even identifying the different types of labour.

What is to be done' – organizing the unorganized the existing legislation does not protect the vast majority of the women workers in the country. There are certain laws made by the government for protecting and helping the workers but majority of them are just on paper and not implemented actually. Thus, the problems remaining same as those were before the constitution of laws. We need to change the existing notion in the society that women are passive recipients of help. We need to promote them as dynamic promoters of social transformation, a view strongly supported by a body of evidence that shows that the education employment and ownership rights of evidence that shows that the education, employment and ownership rights of women have a powerful influence on their ability to control their environment and contribute to Economic Development. As in the 11th five year plan attempts are being made to go beyond the piecemeal approach and look gender in a holistic manner. The overall development of women by concerning women's education, health, political participation, women's violence and women's economic empowerment of women working in unorganized sector. This study will serve as an important document and communicate about the problems faced by home based women workers and domestic women workers working in unorganized sector and the possible solutions and suggestions also. The background information of such women working in unorganized sector will provide data and important information about the women in unorganized sector which will provide an ease for rapport building with them. The data and suggestions of the study will be very helpful for the government organizations, Non Government Organizations as well as Voluntary organizations who are working for the economic empowerment of such women. It will provide high quality market intelligence and strategies to deal with remote market.

New researches were conceptualized with the help of major institution like the Indian Council of Social Science Research that sought to reopen women's question, generate new that on women, especially the rural poor, and develop critiques of the social science and humanities. As we know India on one side is considered to be a third world country whereas some scholars say that it's developing country. Although the dilemma continues, scholars, intellectuals and social scientists instead of spending time in clearing the dilemmas have taken wise decision on attending this problem like capacity building, removal of poverty or women empowerment. UGC has identified few universities for its developmental research support work for this purpose i.e. poverty alleviation. As researcher it is important to study the home based women workers and domestic women workers working in unorganized sector as it is felt that not adequate steps being taken up and it needs more understanding and insight into the problems of such women working in unorganized sector. Moreover very little information is there, so this study will help in filling the existing gaps in information which is available in government statistics and publication, and it will be very helpful to Researcher, policy maker, planner and implementer and those who are interested in the welfare and development of women.

Objectives of the study:

1. To study the *work profile* of the domestic women workers and home based women workers working in unorganized sector in Vadodara.
2. To study the *problems* faced by domestic women workers and home based women workers working in Vadodara in following aspects:
 - Work related problems
 - Personal problems because of work

3. To study the significant Differences in the *Overall Problems* faced by *domestic women workers* and *home based women workers* working in unorganized sector in Vadodara in relation to their :
 - Age
 - Education
 - Marital status
 - Duration of work (in years)
 - Daily work engagement (in hours)
4. To study the significant differences in the *work related problems* faced by domestic women workers and home based women workers working in unorganized sector in Vadodara in relation to their :
 - Age
 - Education
 - Marital status
 - Duration of work (in years)
 - Daily work engagement (in hours)
5. To study the significant differences in the *personal problems* faced by domestic women workers and home based women workers working in unorganized sector in Vadodara in relation to:
 - Age
 - Education
 - Marital status
 - Duration of work (in years)
 - Daily work engagement (in hours)
6. To obtain the **suggestions** from the women domestic workers and home based workers, to improving their situations in unorganized sector.

Null Hypotheses of the Study:

1. There will be no significant differences in the **overall problems** faced by domestic women workers and home based women workers in relation to their:
 - Age
 - Education
 - Marital status
 - Duration of work (in years)
 - Daily work engagement (in hours)
2. There will be no significant differences in the **work related problems** faced by domestic women workers and home based women workers in relation to their:
 - Age
 - Education
 - Marital status
 - Duration of work (in years)
 - Daily work engagement (in hours)
3. There will be no significant difference in the **personal problems** faced by domestic women workers and home based women workers in relation to their:
 - Age
 - Education
 - Marital status
 - Duration of work (in years)
 - Daily work engagement (in hours)

REVIEW OF LITERATURE

ROL of Home based women workers

Chandanam V, (2004) conducted a study on women in informal sector in Manipur with the major objectives of studying the women waver in Manipur, their attitude about weaving occupation, how they are discriminated, relationship between the women's educational level and attitude towards small family norms, their participation in community programme and any local voluntary organization which protests their welfare. The sample was selected by using cluster as well as purposive sampling technique. The data were collected both by qualitative and quantitative methods like case study, focused group discussion, personal interview and observation etc. major findings of the study revealed that most of the weaver were unmarried, belonged to lower and lower middle class and resided in rural areas. Most of them belonged to age group of 18 to 40. Most of the women mentioned that weaving was an easy way to earn money. More than half of the weavers received below Rs. 600 per month while nearly one third got between Rs. 600-1000 per month. More than half of them spent 8 to 12 hours a day. Merchant workers occupational grievances were manifold-low wages, deduction of wages for damages while weaving or less weightage, long working hours and absence of unity and trade union support. The self employed women faced marketing problem. Weavers generally suffered from back and shoulder pain and eyestrain. Among married women weavers there were cases of ailments owing to malnutrition, anemia and frequent pregnancies.

Mohammed Y, (2011) conducted a study on 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 HBW 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 HBWs 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 HBWs. 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 HBWs 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.

Pant M, (2005) conducted participatory research on multiple citizenship identities of women beedi workers was carried out to explore the interplay of multiple citizenship identities of women beedi workers in Rajnandgaon in Chhattisgarh. Citizenship denotes a form of membership and practice. Study broadly aimed to examine the ways the citizenship identities of home based women bidi 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 beedis, 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 hardships and male unemployment has pushed women workers to work harder to supplement substantially household budgets. Women workers are disadvantaged by the place they live. They experience problems with potable water, precarious shelter, scarcity of electricity and poor sanitation. Their living places are typically neglected and lack basic infrastructure and services.

Leilanie Lu J. (2009), conducted a study on effect of work intensification and work extensification on women's health in the globalised labour market. Work intensification is defined as more workload for each worker, and work extensification as less dead time or work rest and more overtime. The study examined the association between labour intensification due to work intensification and work extensification and ill health in certain manufacturing work in the Philippines. The sample was 23 establishments and 630 respondents. Data were collected by questionnaire and personal interview. Major findings of the study revealed that workplace environment monitoring

showed exposure to hazards such as noise, chemicals, poor ventilation, and poor illumination. The most prevalent illnesses and health problems were headache and coughs and colds. Results of focus group discussion showed adverse work conditions, hazard exposures among women workers, fast pace of work, close supervision, prevalent occupational illness, and management style that do not comply with the national work standards. The results also indicated that the health issues of women workers depend on many factors, such as management and supervisory style, job autonomy, nature of task, and hazard exposures. Engagement of women workers in the new global labour market, role of information technologies in women's work, and occupational illnesses caused by work intensification and work extension.

UNICEF Innocent Research Centre (2011) conducted a study on Subcontracted women and children home workers in various manufacturing industries in the Philippines. The study focused on women and child home workers in subcontracted work in the industrial sectors of pyrotechnics, okra, fashion accessories, metal craft, and Christmas balls and lights production in four provinces of the Philippines. The study was to discover the nature of subcontracting in each production sector, the conditions of work, and the situation of women and child home workers in these sectors. Data was obtained through a survey of 270 women and children home worker respondents in 135 home based household, and 76 women men and children home workers, and the conduct of several focused group discussions and key informant interviews. For comparative purposes, the study had a control group of non-home based households, and a small sample of male respondents. Subcontracting is the preferred option of firms that require simple workers skills and which opt for flexible labour arrangement thus avoiding long-term employment relationships with their inherent costs. Survey respondents in home based work were married females, many of whom had little education and skills. Women in subcontracted

work, which is often insecure and seasonal in nature, are often the victim of forces they do not understand and which are beyond their control. Problems such as floods and other natural disaster, inadequate and poor social services, and male alcoholism and violence, add immeasurably to these women's multiple burdens, which are often transferred on to their children. The women want community based interventions which address the following issues: alternative livelihoods, better and safer working conditions, increased educational opportunities, improved public and social services including sanitation facilities, alcoholism and male violence gender sensitivity training for both men and women, environmental protection, and children's and women's rights.

ROL of Domestic women workers :

Nadia Selim 2009, conducted a study on domestic service in Bangladesh to find out about the servants' living conditions, issues of violence, ability of support their families. total twenty three women domestic workers were interviewed by using convenience and snowball sampling technique. Interview and participant observation methods were used for data collection. Major findings of the study revealed that the respondents ranged from as young as 10 years old to as old as 65 years old. The situation is worse for live in maids than live out maids as the former group is continuously on demand by their employers while the latter complete their tasks and leave. Most live in maids are also not allowed to go out without permission. Live out maids, like live in maids, are ordered to do their jobs exactly as told and not attempt alternative manners of doing the same thing. None of the live out and live in maids interviewed got a day off of work, and only one live out servant mentioned going out for walks with her husband and son as a recreation. All the other live out maids commented that they did not have the time, money or a place to go for recreation. Most live in maids are kept within the confines of the house and only go out either with their mistresses, or

when they visit their families, which is generally only twice a year. The young girls who have only started working do not even know when they will be able to go home. Of the eight live out maids interviewed, four have husbands who also worked, two are widowed or abandoned and two have husbands who did not work. In contrast, live in maids are more financially secure because they are guaranteed housing, food, clothing and other basic necessities by their employers.

Surabhi Tandon Mehrotra, 2010, conducted a study of part-time domestic workers in Delhi. Interviewed 691 domestic workers living in different parts of Madanpur Khadar JJ Colony. These workers worked in a total of 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. High majority of women had done no form of paid work before starting domestic work. Of the 15 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. The number of times any task was performed during the day and the time taken were also taken into consideration while fixing wages. Only significant benefit provided to domestic workers was an interest-free loan. Some workers got loans up to 5000. 78 percent domestic workers took loans from employers and 96 percent of these workers got loan amount deducted from their monthly wages. Others worked extra hours in lieu of the loan amount. 66 percent domestic workers got old utensils and/or clothes from their employers, especially for their children. 70 percent households allowed their domestic workers to use a toilet in their house while 30 percent did not. A

majority of households offered tea and snacks to domestic workers while 23 percent did not. The relationship between employers and domestic workers is a complex one. It often extends beyond that of the worker and employer as the workspace is each other. A home and the two exchange personal notes and offer emotional support to each other.

Chamraj K. (2007), in her article titled Domestic workers in Cilicon City described about struggle of domestic workers in Karnataka for decent wages and condition of work. It describes that wages are fixed for a certain amount of work, but employers keep adding to the tasks and when asked for a day's leave the employer cut the wages. Women domestic workers are not allowed to touch ath vessels in which the employers' food is kept; some women employers wash all the vessels washed by the maid once more with tamarind to purify them; women are not supposed to enter the kitchen. The article further claims that the domestic works need to be recognized as wokers and treated in human and dignified manner. The minimum wage notification specifies the following for a six-day week: andy one task for 45 minutes per day should receive Rs 249, one hour tasks, Rs 299, and an 8 hour day Rs 1.699 (all per month); 10% more for families larger than four persons, and overtime at double the rate. The article further mentions about the Stree Jagruti 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.

Hazarika B., Ghosh S., Chattopadhyay A., Majumder A., Kumar S., (2009) 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% 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 where as most of women have drunkard husbands. Some of them suffer very much due to the violent attitude of their husbands.

Trend Analysis of ROL

From the above reviewed literature it revealed that 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. The major findings revealed from the reviewed literature that majority of the women were getting less wages. 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 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 compare to male , 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. Reviewed literature also revealed that the condition of women domestic 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, suffered very much due to violent attitude of drunked husband etc.

METHODOLOGY

The present investigation was undertaken on problems of home based women workers and domestic women workers in unorganized sector in vadodara.

This chapter includes the following aspects:

- 2.1 Description of the population
- 2.2 Sample of the study
- 2.3 Selection of the sample
- 2.4 Construction of the tool
- 2.5 Collections of the data
- 2.6 Scoring and categorization
- 2.7 Plan for statistical analysis

2.1 Description of the population:

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

2.2 Sample of the study:

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

2.3 Selection of the sample:

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

2.5 Description of research tool:

The present study was Ex-post facto research. Therefore survey method was adopted and the interview schedule was used for data collection. The investigator prepared the items of interview schedule after-

- Reading, reviewing books, research articles, newspaper articles, journals those were related to the present study.
- Informal interview with home based women workers and domestic women workers.

The research tool used for data collection was prepared by the investigator under the guidance of research guide. Two different interview schedules were prepared for each of the sample group of home based women workers and domestic women workers. The interview schedule was divided in to three sections. The first section consisted of the background information of women working as home based workers and as domestic workers; the second

section consisted of work related problems and personal problems faced by home based women workers and domestic women workers and the third section consisted of suggestions to improve the situation of home based women workers and domestic women workers working in unorganized sector. Checklist and 3-point scale were used as response system in the tool.

Table 1: Construction of the tool and response system.

Section	Section	Aspect	Response System
1	Profile	Background information	Checklist, Open ended and 3 - point rating scale
2	Problems	Problems faced by women Section – A – Work Related Problems Section – B – Personal Problems	3 - point rating scale
3.	Suggestions	Suggestions to improve the situation of women in unorganized sector.	3 - point rating scale and open ended

2.5 Collection of the data :

The data was collected personally interviewing the home based women workers and domestic women workers. Thus extensive field work and data collection was done to collect the data. Total time taken for interviewing one respondent was approximately 30 minutes. Some of the home

based women workers as well as domestic women workers denied of giving interview and some of the subcontractors allowed interviewing the women in their presence.

2.6 Scoring and Categorization

Scoring pattern of Intensity Indices

Range of Intensity Indices	Description
2.4 – 3.0	Great Extent
1.6 – 2.3	Some Extent
1.0 – 1.5	Less Extent

Categorization of the Variables

S.No	Variables	Description	Categories
1	Age	15 to 30 years	Young age group
		31 to 45 years	Middle young age group
		46 years and above	Old age group
2	Education	Illiterate	Illiterate
		Read and write	Read and write
		Primary education	Primary education
		Secondary education	Secondary education
		Graduation	Graduation

3	Marital Status	Married	Married
		Unmarried	Unmarried
		Widow	Widow
		Divorced	Divorced
4	Daily work engagement (in hours)	2 to 4 hours	Less hours of Daily work engagement (in hours)
		5 to 7 hours	More hours of Daily work engagement (in hours)
5	Duration of Work (in years)	Less than 1 year	Short duration of work in years
		1 to 5 years	Moderate duration of work in years
		6 years and above	Long duration of work in years
6	Attitude of women towards their work from social perspective	Above Mean	Positive attitude of women towards their work
		Below Mean	Negative attitude of women towards their work

2.7 Plan for Statistical Analysis

Sr. No	Purpose	Statistical Measure
1.	Background Information and Work Profile of women	Percentage

2.	Problems faced by women home based workers and domestic workers in following aspects: <ul style="list-style-type: none"> • Work related problems • Personal problems 	Intensity Indices
3.	Differences in overall problems faced by women with respect to selected variables.	ANOVA t-test
4.	Differences in Aspect wise problems faced by women with respect to the selected variables.	ANOVA t-test
5.	Suggestions given by the women to improve their situation in unorganized sector.	Percentage

MAJOR FINDINGS OF THE STUDY:

Major findings of Home Based Women Workers :

Profile of Home based women workers:

- Women engaged in home based work were doing following activities for income generation.

- ◆ Bidi rolling
- ◆ Embroidery
- ◆ Stitching
- ◆ Jewellery making
- ◆ Padiya making
- ◆ Broom making
- ◆ Brush making
- ◆ Flower's toran making
- ◆ Bead work
- ◆ Rakhi making

- Majority of the women belonged to young age group (between 15 to 30 years)
- Fifty percent of the women had primary education.

- Little less than half of the women were married.
- High majority of the women reported reason for working was their monetary need to work, for additional income of the family and didn't like to sit ideal at home.
- Fifty percent of the women did not receive any training to earn their living.
- Majority of them gave reason of having already skill of work for not receiving training.
- Little more than fifty percent of the women were working since last one year where as little less than forty four percent of the women were working from last 1 to 5 years.
- Majority of the women were working for long working hours (5 to 7 hours) per day.
- Majority of the women were earning only Rs. 600 to Rs. 2500 whereas one fourth of them were earning Rs. 2600 to Rs. 5000.
- Less than fifty percent of the women were fetching raw material by themselves.
- Little more than half of the women themselves were dispatching the final product.

Problems faced by Home based women workers:

- Home based women workers were facing problem of unsatisfactory wage rate to the great extent.
- Home based women workers faced work related other problems such as, job insecurity, irregular supply of work, lack of concentration in work because of household work and home based work vice versa, disturbance of children and other family members in home based work, lack of time to earn decent wages etc. to some extent.
- Problems related to social, family and recreational life of home based women workers such as Lack of time for children, for outing and for

movie, to meet friends and relatives, to attend marriage ceremonies and festivals and harassment by husband or other family members, were faced by them to some extent.

- Psychological health related problems such as tension about work, lack of peace of mind, lack of concentration stress etc were faced by the women to some extent.
- Physical health related problems such as eye strain, headache, back and shoulder pain, fatigue, weakness and watering of eyes were faced by home based women workers to some extent.
- High majority of the women suggested that awareness should be spread about minimum wage act, and various voluntary organizations working for women.

Significant Differences between problems and selected variables:

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

Major findings of Domestic Women Workers :

Profile of Domestic women workers:

- Domestic women workers were involved in four types of different work such as, Washing vessels, Dusting and cleaning, Cooking and Washing Clothes.
- Little less than fifty percent of the women belonged to middle young (31 to 45 years) age group.
- Majority of the women had primary education.
- More than fifty percent of the domestic women workers were married.
- High majority of the domestic women worker reported monetary need and for additional income as reasons for working.
- Little more than fifty percent of the women had been involved in prior work.
- Majority of them reported inadequate wages and harassment by employer as reasons of leaving the prior work.
- Majority of the women were involved in the domestic work from 1 to 5 years.
- Majority of the women were working for less working hours (2 to 5 hours) per day.
- More than fifty percent of the domestic women workers were earning Rs. 500 to Rs. 4500.
- High majority of the women were receiving wages in form of cash.
- Almost all of the women (98.7%) were receiving paid leaves.
- Majority of them were receiving paid leaves for two days.

Problems faced by Domestic women workers:

- High intensity indices were found for wage related problems of No extra money for extra work and unsatisfactory wage rate.
- Work related other problems such as extra work when guest comes without extra pay was faced by women to great extent where as working for longer hours, scolded or cut in pay in case of taken leave without informing,

arrange substitute when on leave, etc problems faced by women to some extent.

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

Significant differences between Problems faced by women and selected variable:

- There were significant differences in Work related Problems faced by domestic women workers and their Duration of work (in years) as well as in their Daily work engagement (in hours).

- There were significant differences in the Personal Problems faced by domestic women workers and all the selected variables namely: Age, Education, Marital status, their Duration of work (in years) and Daily work engagement (in hours).
- There were no significant differences in the overall problems faced by the domestic women workers and selected variables.

Conclusion:

From the above listed major findings of the study it can be concluded that majority of the women were involve in this unorganized sector because of economic compulsion which forced them to take up any work by which they can earn their livelihood. Study has shown that high majority of the women were working because of monitory need and inadequate family income. The role played by women in this unorganized sector is seen to have a close relation to poverty. Labour class women are the important segment of work force. They do arduous work as wage earners, piece rate workers and as casual labours. The economic and social condition of women is dismal.

These women workers suffered from recurrent periodic spells of unemployment, contributing to high degree vulnerability, further impeding the prospects of economic and social mobility. The work available to these women is almost always poorly paid, mentally and physically unhealthy, demeaning and insecure. Women workers lives and works under many constrains. They faces a crushing work burden of work for income, work for subsistence and work for the household and care and work for children and the aged.

It is important to recognize that women who are forced to work in the unorganized sector are often from the poorest sections. Poverty traps them into working in the last protect and most low paid jobs. The coverage of labour laws

has not benefited these women workers in many areas of wages, working conditions and social security as maternity benefits and childcare which are crucial for their mental and physical well being, are denied because of which they often loss their jobs pension and minimum insurance cover for unorganized sector workers remain pipedreams.

In order to improve their working conditions and status, women workers should be encouraged to join organizations that present and defend their interest. These organizations could take a variety of forms trade unions, Mahila Mandals, Self Help Group and co operatives, which will also motivate them to save money to be economically empowered and make their life little better.

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