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**UNORGANIZED INFORMAL SECTOR AND FEMALE LABOUR IN REFERENCE TO CITIES OF UTTAR PRADESH****DR. VANDANA MITTAL****ASST. PROFESSOR****HINDUSTAN COLLEGE OF SCIENCE & TECHNOLOGY****MATHURA****ABSTRACT**

*It is widely acknowledged that the informal sector in India suffers from a low productivity syndrome, compared to the formal sector. The prominent features of the sector are lower real wages and poor working / living conditions. Further, the sector is characterized by excessive seasonality of employment (especially in the farm sector), preponderance of casual and contractual employment, atypical production organizations and work relations, absence of social security measures and welfare legislations, negation of social standards and worker rights, denial of minimum wages and so on. An estimate by the World Bank shows that 90% of the women working in the informal sector are not included in the official statistics and their work is undocumented and considered as disguised wage work, unskilled, low paying and do not provide benefits to the workers. It is also found, that there is discrimination in wages, nature of work, availability of work, on the basis of sex. In society females are lag behind male but they are equally contributing in the process of economic development. Therefore a need was felt to study the contribution of female in the unorganized sector of cities. The present study adds potential contribution to knowledge in the field of social relevance or national importance. The Present study takes in to account Agra, Noida and Gaziabad as these are the three mega cities of Uttar Pradesh. A simple random sampling design will be used for the selection of sample. Primary data collected from 200 samples respondents through structural questionnaires by interview method. Simple findings are that the female workers admitted that if they were given some help from the government and society, they could also have a more honorable living. The paper suggests some policy framework on which efforts recommended from the society and the governments.*

**KEYWORDS**

Female worker, unorganized informal sector.

**INTRODUCTION**

Employment in informal sector comprises one half to three-quarters of non-agricultural employment in developing countries. The concept of informal sector was first introduced by Hart with the distinction between wage and self employment as the essential difference between the formal and informal sectors. Later ILO broadened the scope of the informal sector. Informal activities are typically characterized by ease of entry, reliance on indigenous resources, family ownership of enterprises, small scale of operations of labour intensive and adaptive technology, skills acquired outside formal schooling system, and unregulated and competitive markets. It is characterized by non uniformity in the nature, characteristics and conditions of jobs. The informal sector consists of regular workers and casual labour, self employed and those working for others, illiterate to semi-educated, in all age groups (including below and above the normal working age bracket). The estimated number of unorganised manufacturing enterprises in India during 2005-06 was 17.07 million. A total of about 36.44 million workers were estimated to be working in unorganised manufacturing enterprises.

Unorganized sector is divided into three types of enterprises, these are: Own Account Manufacturing Enterprise (OAME), Non-Directory Manufacturing Establishment (NDME), Directory Manufacturing Establishment (DME). Own Account Manufacturing Enterprise (OAME) is one, which runs without any hired worker employed on a fairly regular basis and is engaged in manufacturing and/or repairing activities (with family labor only). The OAMEs always have largest share in total employment generation in the unorganised manufacturing sector of India. But their share in gross value added and fixed assets slipped to second rank in 2005-06 as the share of DMEs increased from 33.42 per cent per annum in 1994-95 to 43.91 per cent per annum in 2005-06 in case of GVA and from 34.87 per cent per annum in 1994-95 to 36.62 per cent per annum in 2005-06 in case of fixed assets, whereas the share of NDMEs had remained almost stagnant during this time period. Table-1 show growth rate of labour productivity in unorganized sector in india by type of enterprises during the period of 1994-95 to 2005-06.

**TABLE-1: GROWTH RATE OF LABOUR PRODUCTIVITY IN UNORGANIZED MANUFACTURING SECTOR IN INDIA BY TYPE OF ENTERPRISES (at Current Price)**

Type of Enterprises	Rural		Urban		Combined	
	1994-95 to 2000-01	2001-02 to 2005-06	1994-95 to 2000-01	2001-02 to 2005-06	1994-95 to 2000-01	2001-02 to 2005-06
OAMEs	10.56	3.59	4.40	1.96	8.62	3.08
NDMEs	10.33	7.07	9.08	6.62	9.63	6.13
DMEs	10.52	14.57	7.28	11.41	8.02	12.55
All Enterprises	10.32	7.59	7.06	8.26	8.81	8.02

Source: calculated from NSSO-1998, NSSO-2002 and NSSO-2008

The rank of Uttar Pradesh and West Bengal had been interchanging with that of Tamil Nadu and Maharashtra during 1994-95 and 2000-01 due to variations in growth of productivity, employment and fixed assets across the regions.

**TABLE-2: GROWTH RATE OF CAPITAL PRODUCTIVITY OF UNORGANIZED MANUFACTURING SECTOR IN UTTAR PRADESH (AT CURRENT PRICE)**

Uttar Pradesh	Rural		Urban		Combined	
	1994-95 to 2000-01	2001-02 to 2005-06	1994-95 to 2000-01	2001-02 to 2005-06	1994-95 to 2000-01	2001-02 to 2005-06
	-1.78	2.18	-3.53	6.26	-2.54	4.16

Source: calculated from NSSO-1998, NSSO-2002 and NSSO-2008

According to the Economic Survey 2007-08 agricultural workers constitute the largest segment of workers in the unorganized sector (i.e. 52% of the total workers). As per the National Sample Survey Organization (NSSO), 30 million workers in India are constantly on the move (migrant labour) and 25.94 million women workforce has been added in the labour market from the year 2000 onwards. An estimate by the World Bank shows that 90% of the women working in the informal sector are not included in the official statistics and their work is undocumented and considered as disguised wage work, unskilled, low paying and do not provide benefits to the workers. It is also evident that female workers rely more on the informal sector than men -- the shares of female non-agricultural employment in the informal sector are generally (and often substantially) higher than those for male workers. But women's participation in terms of their share of informal sector employment is more mixed. In India, almost 94% of total women workers are engaged in informal sector, of which about 20% work in the urban centre. Majority of women workers in informal sector come from those sections of the society which need income at any cost. Nearly 50 per cent of these women workers are sole supporters of their families. Another startling fact is that out of all women workers a mere 7.5% are availing the membership of authentic registered trade unions. Yet another fact to cause concern is that women have to work, unpaid, even outside home, for some 5-8 hours to help their other family members. This fact has to be considered alongside the fact that an average woman has to work at home for some 7-8 hours doing household chores including upbringing the children. Most of the women workers lack proper training. They have very few options to avail as far as gainful jobs are concerned. The quiet contributors to the effortless movement of the social carriage, the women workers engaged in informal sector are poor, perhaps poorest amongst poor, uneducated and weak. The social discrimination against women reflects not only in the political, cultural, educational and other aspects, but also in their

participation in Economic activities. Gender discrimination stems from the concept of traditional gender roles that women cannot be as good as male or female is subordinate to men (Chuang Yu-Xia, 2005), this stereotype thinking has led to women's low social recognition, low-evaluation, resulting a variety of gender-based discrimination. According to the 2001 Census, there were 496.4 million women in India, out of India's total population of 1028 million. It was also estimated that the unorganized / informal sector workers as comprising about 86% of work force in the Indian economy in 2004-2005 and informal employment both in the organized and unorganized sector was recorded as 92%. About 38% of the total workers were females. Further, 39% of all working owners were female.

The Present study takes in to account Agra, Noida and Gaziabad as these are the three mega cities of Uttar Pradesh and blessed with good basic infrastructural facilities and resources. These cities are contributing to great extent in the process of economic development of the State.

## OBJECTIVES OF THE STUDY

The major objectives of the study are as follows:

1. Find out basic problems of unorganized sector in cities of Uttar Pradesh.
2. Evaluating the socio economic status of female involved in informal sector activities in cities of Uttar Pradesh.
3. Identification of the factors which influence the working of the female in informal sector in cities of Uttar Pradesh.

## METHODOLOGY

The Present study takes in to account Agra, Noida and Gaziabad as these are the three mega cities of Uttar Pradesh. A simple random sampling design will be used for the selection of sample. Both Primary and secondary data will be used in the analysis. Primary data will be collected from 200 samples respondents through structural questionnaires by interview method. Simple statistical tools used for the simple presentation of findings in the present study.

## LITERATURE REVIEW

Weeks (1975) tried to analyse the determinants of growth of output and employment in the informal sector of the less developed countries using an input-output framework. He categories the economy in to four sectors i.e agriculture, informal, private formal and government sectors. Bunkhouser (1996) pointed out patterns of employment and structure of earnings in the urban informal sector in five Central American countries - Guatemala, El Salvador, Honduras, Nicaragua and Costa Rica. He found that the size of informal employment was between 60-75 per cent of labour force in the first three countries, the male-female differential in earning was found to be above 254 per cent. Other major findings were significant negative relationship between level of education and informal sector employment, and higher probability for poor families to be employed in the informal sector. Schneider and Enste (2002) described a good recent review of empirical literature on informal sector across the globe. Dhesi and Wadhwa (1983) in their research paper analyzed the characteristics of the participants and enterprises in the informal sector and their linkages with the formal sector, in Nangal (Punjab, India) in 1980. Romatet (1983) in his research article surveyed Calcutta's informal sector to look into their characteristics. He focused mainly on the tailoring industry at Garden Reach and tanneries in the eastern outskirts of Calcutta and also some of the plastic processing units. He found that the slums are not only the areas with extremely dense population but they are the areas which are characterized by intense informal economic activities.

Dasgupta and Gang Ira N (1985) proposed a general model of dualistic economies with urban informal sectors. Swarooparani and Galab (1998) in their paper (based their study on primary survey of sandal making activity in the slums of Hyderabad city) shown the nature of different methods of organization of production, and its relationship with the economic performance of the enterprises. Kundu (1993) studied in detail the problem of comparability of secondary data pertaining to unorganized activities in India. The growth of informal sector in less developed areas is due to the survival strategy adopted by poor residents taking up traditional and low productive activities.

Shaw (1994) made an attempt to look into the manufacturing activities in the informal sector in India and the growth of these activities between 1971-91 in the national level and the regional dimension of these activities at the state level. The findings of the study show that the share of informal sector in total manufacturing employment declined from 82.5 per cent in 1961 to 69.3 per cent in 1981. The share of informal sector in manufacturing employment increased to 73.6 per cent in 1991. She also found that Maharashtra, Tamil Nadu, Karnataka, Andhra Pradesh, Madhya Pradesh accounted for 58 per cent of net value added from the registered small scale industries. The major contributor to total output was Maharashtra, Tamil Nadu, Uttar Pradesh, Andhra Pradesh, Gujarat, Punjab, West Bengal and Karnataka. In terms of employment, Tamil Nadu, Maharashtra, Uttar Pradesh, West Bengal and Gujarat accounted for 54 per cent of the total. She concluded that more active governments' supports both in terms of encouraging investment and providing infrastructural facilities, can develop the informal sector.

Chadha (1999) examined the growth dynamics of different segments of informal manufacturing sector in India between 1984-85 and 1994-95 separately for rural and urban areas. This 1994-95 data show an overall reversal of trend and a move towards market oriented growth of the informal sector. Anand (2003) analyses the common characteristics of informal sector in general, and specifically in India, and outlines the policy framework necessary for informal sector development.

ILO (2006a, b), Bhatt (2006), Mehrotra and Biggeri (2002) in their study concentrated on measuring the amount and nature of access to credit, welfare funds, insurance and so forth. Their work typically operates at very low levels of organization and scale. They lack formal space for operations, and have to protect themselves from harassment by local authorities. Moreover, they face a number of serious health and safety risks including dangerous working conditions and gendered violence. Hence they often contend with insufficient infrastructure and a range of time and space constraints for productivity.

Mukherjee (2009) in her study explored the informal manufacturing sector in India both intensively and against the broader macroeconomic perspective to examine its past trends. This paper highlights the findings of a study of pan shops located in the urban sectors of Ahmedabad and Anand. There are very few entry and exit barriers to this business which can be started with very little capital and special skills. Shaw (1990) in her research article analyzed the interaction and linkages between informal sector and large scale sectors in Thana-Belapur region based on field survey during September-December 1980. It was found that the informal sector workers were not protected from health hazards originating from those wastes and most of the labourers were women. Martin Patrick (1998) attempted to study the saleswomen working in the registered shops and establishments by analyzing the aspects of discrimination, time allocation and migration. Many employers tend to pay low wage to the women on the plea that they have low level of skill. Various studies by Papola (1982, 92) [8], clearly and emphatically show another amazing fact that, the urban labour market discriminates against women much more than the rural labour market.

There are many studies across the globe on female workforce participation to find out the trend and pattern of female workforce participation with respect to different socio-economic background and characteristics. (Ghosh, 2004; Karan and Selvaraj, 2008; Khanna, 2012). Some studies conclude that in India, women workforce participation is the lowest among urban women. However, in rural India, the poverty considerations lead to greater labour force participating among women. Women representation in the informal sector is attributed to a variety of factors. One such factor is the fact that employment in the informal sector is the source of employment that is most readily available to women. A vast majority of women are employed from their homes (most likely due to the large number of women who are involved in care work or are street vendors, which both are classified in the informal sector (Chen, M 2001) Sixty percent of female workers in developing countries are employed by the informal sector. (Beneria, Lourdes and Maria S. Floro, 2006). A study noted that cultural norms, religious seclusion, and illiteracy among women in many developing countries, along with a greater commitment to family responsibilities, prevent women from entering the formal sector. (Jahiruddin, ATM; Short, Patricia; Dressler, Wolfram; Khan, Adil (2011).

The gender gap in terms of wage is even higher in the informal sector than the formal sector Very few women are employers who hire others and more women are likely to be involved in smaller scale operations. (Carr, Marilyn and Martha A. Chen. 2001 ). Labor markets, household decisions, and states all propagate this gender inequality. Women tend to make up the greatest portion of the informal sector, often ending up in the most erratic and corrupt segments of the sector. Men tend to be overrepresented in the top segment of the sector and women overpopulate the bottom segment (UNRISD. 2010).



**FINDINGS****I- PROBLEMS OF UNORGANIZED SECTOR ARE IDENTIFIED**

- ✓ Problems of the workforce- 90% of workforce in vast informal sector, little awareness of workplace hazards, living areas close to work areas, extended work hours, exploitation, no concept of occupational safety/services, lack of implementation of Health & Safety legislation, no concept of Trade/Labour Union.
- ✓ Problems of women workers- Desperately poor low wages, fraudulent contractors, disease causing environments, child labour, and >50% women Deplorable social conditions.
- ✓ Workforce uneducated about the benefits, scattered nature of sector, employers avoid any form of regulation, unorganized sectors contribute to almost 60% of GDP (apart from providing livelihood to population), labour laws cannot be applied.
- ✓ Unfair competition (Wal-Mart, Reliance), financial aid not available to the unorganized sector easily to compete.

The unorganized manufacturing sector, being dominated by very small family based enterprises, generally face many problems. These problems are like problem of non-availability of electricity connection, power cuts, shortage of capital, non availability of raw materials, marketing of products/services, local problems, problem of competition from larger units, labour problems, fuel problem, non-recovery of service charges and lack of infrastructure. As a result of these problems, these unorganised manufacturing units are having large under-utilised and low-productive labour force (Mukherjee, 2009). So, here an attempt has been made to analyse the extent of these problems in the unorganised manufacturing sector of India during 2005-06. About 68 per cent of the enterprises have to face some problems on one pretext or another.

The UN Gender Inequality Index has ranked India below several countries. Despite India being the second fastest growing economy in the world, gender disparities have remained deep and persistent in India.

**TABLE-3: PROBLEM FACED BY % OF ENTERPRISES IN UNORGANIZED MANUFACTURING SECTOR IN UTTAR PRADESH BY TYPE OF ENTERPRISES (2005-06)**

Type of enterprises	Problems identified										
	No specific problem	Non availability of electricity	Power cut	Shortage of capital	Raw material shortage	Local problem	High competition	Energy resources	Labour problem	Lack of infrastructure	No recovery of service charge
OAMEs	33.6	11.9	11.5	41.3	14.5	3.2	14.3	0.8	3.2	3.8	6.6
NDMEs	22.2	6.1	31.8	49.6	9.4	2.2	24.0	0.5	2.2	3.1	5.5
DMEs	28.3	4.6	32.8	37.9	10.9	1.5	23.1	0.9	1.5	3.1	3.6
All Enterprises	32.2	11.0	14.4	42.0	13.8	3.0	15.6	0.8	3.0	3.7	6.4

Source: calculated from NSSO 2007 and state reports

A big chunk of them (42 per cent) face the problem of shortage of capital and this problem is more acute in case of the NDMEs (with 49.6 per cent units struggling with the problem of shortage of capital). About 33 per cent of the DMEs and 32 per cent of the NDMEs face the problem of power cuts. A big number of these enterprises also face the problem of competition from larger units. In case of OAMEs, these two problems are lesser in degree as compared to other type of enterprises due to simple processes of production and sales in local market. However, as compared to NDMEs and DMEs they suffer to a greater extent in case of getting electricity connection, procuring raw materials, recovering service charges and availability of required infrastructure. Now for a deeper insight we shall analyze these problems in different sectors in the unorganised manufacturing sector of Uttar Pradesh.

**II- SOCIO-ECONOMIC STATUS OF FEMALE INVOLVED IN INFORMAL SECTOR ACTIVITIES IN CITIES OF UTTAR PRADESH**

Women seek jobs in informal sector because it is easy to enter this sector. Chen (2001) infers that women are more visible in the most lower-value added activities of the informal economy. There are little or almost insignificant barriers of skill, training and other formalities in the informal Sector. This sector provides an easy source of income to the unskilled and uninitiated women folk of our country. The women workers continue to work in the same unit or same category of work for the lack of knowledge of a better alternative or most often lack of enough initiative to move from their familiar atmosphere to absolutely new field. All of these women are doing this job to supplement their family income barring a very small percentage who manages their livelihood from this work. Problems of women workers- Desperately poor low wages, fraudulent contractors, disease causing environments, child labour, and >50% women Deplorable social conditions. Chen (2001) infers that women earn on average a lower wages than men with gender-wage-gape being greater than in formal sector.

The results of the survey are summarized in Table-4 to give a bird's eye view of the situation of women workers in the informal sector in the urban areas.

**TABLE-4: SOCIO-ECONOMIC STATUS OF FEMALE INVOLVED IN INFORMAL SECTOR ACTIVITIES IN CITIES OF UTTAR PRADESH**

	Job selection	Job conditions	Wages	Discrimination
<b>Domestic Workers</b>	Near to residence Skill lacking Economic crises	Non defined Increment and other benefits only in long run	Partially negotiable Very low and uncertain	More preferred female than male
<b>Construction Workers</b>	No Skill required Home less Economic crises	Local contractor's choice	Daily bases/ contract base Uncertain	Discrimination in work and wages based on gender
<b>Garment workers</b>	Office job Economic crises	Undefined Depends on production and sale	Commission base Partially negotiable	No incidence reported
<b>Vendors</b>	Self employment motivation Economic crises	Self interest Market capturing knowledge	Uncertain	No incidence reported
<b>Sales person</b>	More dignified Economic crises	Tedious and risk of personal assaults	Commission base Regulating law	No incidence reported

Source: classified on the resonance bases

**III: FACTORS WHICH INFLUENCE THE WORKING OF THE FEMALE IN INFORMAL SECTOR IN CITIES OF UTTAR PRADESH**

Following is a detailed analysis on the findings of the survey which includes observations of the researchers while conducting the survey:

- ✓ All the workers feel that the wages are not enough to satisfy their bare minimum needs.
- ✓ Wage discrimination on basis of gender could not be ascertained in domestic worker. A World Bank finding was that women were more preferred to work as domestic help as against males.
- ✓ The construction workers normally are migrants coming from nearby villages. They depend upon local contractors for work as well as wages.

- ✓ There is no regularity or security of job.
- ✓ Almost all of them complained of ill-treatment and harassment at the hands of contractors. There was an indirect hint to sexual harassment in terms of language and gestures.
- ✓ The mode of payment in sales profession is mainly work based, which they call commission. This commission is unbelievably low and arbitrary.
- ✓ All of these women reported the need to earn to support family needs such children's' education and daughters' marriage.

## RECOMMENDATIONS

The women workers do not have a choice to work, or not to work, due to dire need of income. The limited opportunities available to women are mostly low paid, low status jobs in the informal sector; jobs which do not have any possibilities of betterment, advancement of efficiency or training, to enable them to enter better jobs at a later stage. In the overall state of unemployment and lack of opportunities, women hold a secondary place to men in the race of employment. If half of the work force is forced to earn as low as two third of the other half, the ultimate sufferer is the economy as a whole. A very large proportion of women workers admitted that if they were given some help from the government in the form of money support or training or machines etc., they could also have a more honorable living. It is strongly recommended that mere framing of policies and Acts may not serve the purpose. Though organization like SEWA aims to mainstream marginalized, poor women in the informal sector and lift them out of their poverty. Work has to be done at the grass root level with proper feedback system in place to ensure that policies of equal treatment for equal work are actually giving results.

These papers suggest some policy framework on which efforts recommended from the society and the governments are:-

- The vulnerability and lack of autonomy of poorer informal workers means that for all of these „rights stages“ to be realised, there is a need for *informal worker organization* on state level and protected from national level.
- Transformation of women from informal workers to entrepreneurs by *facilitating the supporting training programs and opportunities in business expansion* decision making. (Avon. Scot et al, 2012).
- Policy makers would do well to recognize that women focused programmes must be supported by *public-private partnership* to improve *social protection, health services, savings, disability insurance and maternity or other reproductive health services*.

## CONCLUSION

We must remember that by ignoring these women workers we are ignoring important contributors to national income of the country. In society females are lag behind male but they are equally contributing in the process of economic development. Therefore a need was felt to study the contribution of female in the unorganized sector of not only in cities but on state and national ground. The present study adds potential contribution to knowledge in the field of social relevance or national importance for present as well as in future.

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