

# **An Empirical Study on Problems Faced by Women Workers in Unorganised Sector**

**(SUMMARY REPORT)**

Submitted to

**Ministry of Women & Child Development,  
Government of India**



By

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## AN EMPIRICAL STUDY ON PROBLEMS FACED BY WOMEN WORKERS IN UNORGANISED SECTOR

### Summary

The present study is being conducted to provide feedback to the planners and policy makers to take suitable remedial measures for improving the level and standard of living of the women workers in agricultural, construction and domestic sectors.

### OBJECTIVES OF THE STUDY

The objectives of the study are:

1. To study the socio-economic background of construction, agriculture and domestic women workers.
2. To study the social security rights enjoyed by women workers in equivalent employment situations.
3. To study the working conditions of women workers.
4. To study the wage patterns and causes of discrimination in wages of women workers.
5. To find out the facilities available to women workers with special reference to leave, pensions, health benefits, maternity benefits, housing and child care etc.
6. To study the living conditions and basic problems faced by women workers.

### METHODOLOGY

For the present study states of Uttarakhand, Uttar Pradesh and Haryana have been selected as the universe of the study. From state of Uttarakhand, districts- Haridwar, Dehradun, Udham Sing Nagar, Almora and Chamoli were selected. Gautam Budh Nagar (Noida) and Ghaziabad districts from Uttar Pradesh were selected. From Haryana, Gurugram (Gurgaon) district was selected.

To conduct survey on construction and domestic women workers, urban areas of the sample districts were selected randomly and for the agricultural women workers rural areas of the sample districts were selected purposively. A total of 2008 women workers from the above sample districts have been interviewed.

### TOOLS FOR DATA COLLECTION

A self-made interview Schedule prepared in Hindi was used for the purpose of data collection. Sample women workers were interviewed personally at the place of their work place/ home/shelter according to field situation.

### DATA ANALYSIS

The filled questionnaire Schedules were scrutinized and edited in order to eliminate the possible irregularities and human biasness. Coding and data entry work was done by experienced persons. After completion of coding and data entry, data analysis work was done carefully according to the research questions and objectives of the study.

### SECONDARY DATA

The secondary data regarding this study was collected through books, reports and other published and unpublished material on the subject.

### MAIN CONCLUSIONS AND RECOMMENDATIONS

#### SOCIO-ECONOMIC BACKGROUND OF SAMPLE WOMEN WORKERS

1. Out of a total of 2008 sample women workers 19(0.95%) were Christians, 1851(92.18%) were Hindus and the remaining 138(6.87%) were Muslims.



2. Out of a total of 2008 sample women workers 439(21.86%) belonged to high castes, 627(31.23%) were OBCs, 541(26.94%) were SCs, 237(11.80%) were STs and the remaining 164(8.17%) were others.
3. Out of a total of 2008 sample women workers, 684(34.06%) were young (those falling in the age group of 18-30 years), 1262(62.85%) were middle-aged (those falling in the age range of 31-55 years) and the remaining 62(3.09%) were old (those falling or having crossed the age of 55 years).
4. Out of a total of 2008 sample women workers, 1441(71.76%) were illiterate and another 410(20.42%) had education up to primary level. Of the remaining, 64(3.19%) had studied up to middle level and another 93(4.63%) had received education up to high school.
5. Out of a total of 2008 sample women workers 1064(52.99%) were from Uttarakhand, 538(26.79%) from Uttar Pradesh, 191(9.51%) from Madhya Pradesh, 82(4.08%) from West Bengal, 64(3.19%) from Bihar, 50(2.49%) from Rajasthan and remaining 19(0.95%) from Haryana.
6. Out of a total of 2008 sample women workers, 765(38.10%) have agricultural land in their native places and the remaining 1243(61.90%) do not have agricultural land in their native places,
7. Out of a total of 765 sample women workers who have agricultural land in their native places 517(67.58%) have land between 1-5 Bigha, 201(26.27%) have between 6-10 Bigha and the remaining 47(6.41%) have between 11-15 Bigha.
8. Out of a total of 2008 sample women workers, 67(3.34%) have family size between 1-2 members, 1501(74.75%) have family between 3-5 members and the remaining 440(21.91%) have family size between 6-10 members.
9. Out of a total of 2008 sample women workers, 318(15.84%) have no child/children, 1005(50.05%) have child/children between 1-2 and the remaining 685(34.11%) have children between 3-5.
10. Out of a total of 1690 sample women workers, who have school going children, 948(56.09%) reported that their children go to school and the remaining 742(43.91%) reported that their children do not go to school
11. Out of a total of 742 women workers who do not send their children to school, 196(26.42%) reported lack of money as the reason of not sending their children to school, 166(22.37%) reported that children are not interested, 152(20.49%) reported lack of school facility as the reason of not sending their children to school and the remaining 244(32.88%) reported that as their children worked with them so they could not send them to school.
12. Out of a total of 2008 sample women workers, 1995(99.35%) reported that they have their own dwelling in their native place and the remaining 13(0.65%) reported that they do not have their own dwelling in their native place.
13. Out of a total of 1985 sample women workers who have their own dwelling in their native place, 402(20.25%) have Jhuggis, 838(42.22%) have Kutcha houses and the remaining 755(38.04%) have Pucca houses.
14. Out of a total of 1995 sample women workers who have their own dwelling in their native place, 1344(67.37%) have electricity in their dwellings and the remaining 651(32.63%) do not have electricity in their dwellings.
15. Out of a total of 1995 sample women workers who have their own dwelling in their native place, 1360(68.17%) have drinking water facility within their premises of their native places and the remaining 635(31.83%) have it outside their premises.



## SOCIAL SECURITY RIGHTS ENJOYED BY SAMPLE WOMEN WORKERS CONSTRUCTION SECTOR

1. In all the sample districts welfare measures were not available to the sample construction women workers such as crèches for children, rest rooms, and separate toilets for women and portable drinking water. By and large the sample women workers were living in jhuggis. If housing was provided it was generally unfit for human living. One of the consequences of not having adequate crèche facilities was that the children were often engaged in helping the mothers and overtime was inducted into the workforce.
2. In all the sample districts women workers were concentrated as casual and unskilled workers and it was not possible for them to make regular, timely contributions to welfare fund as per the requirement of the Law and hence they never got the benefits available under the Act of construction workers welfare fund.
3. All the sample women workers of the sample districts were employed through contractors as a result they did not receive minimum employment protection and benefits of Contract Labour (Regulation and Abolition) Act 1970. As per the Law certain registers, records, returns etc., are to be maintained by the principal employers and contractors. But it was found that neither the contractor nor the principal employer took the responsibility for worker's welfare as per the Law. The limitations in the Law are such that the contractor stands to gain if he engages less than 20 workers and it provides a loophole for manipulations for the employers and contractors. Hence the coverage that this Act provides was beyond the reach of all sample women workers of all the sample districts.
4. It was found that Inter-State Migrant Labour (Regulation of Employment and conditions of Service) Act, 1979 has not been adhered by all the contractors/sub-contractors in the sample districts. The promise that the contractors/sub-contractors made at the time of recruitment about payment were not kept in record. No working hours were fixed for these workers. There was no direct employer-employee relation as all the labourers were recruited by labour sub-contractors and hence not only was the labour invisible to the employers but employers are also invisible to labourers. The sub-contractors determine the conditions of employment according to the convenience of the contractors. Women workers live in miserable conditions with respect to payment of wages and working hours. Illiteracy and poverty has resulted in accepting low wages by the women and these may not fulfil their basic minimum needs. These women workers do not have legal protection of employment or access to state supported social security measure.

## AGRICULTURAL SECTOR

1. Women workers in the sample districts have been paid either on hourly basis or also in some cases, by a piece rate system. The piece rate system provides greater flexibility to the employer as it varies from place to place with the amount of work done and also has greater scope of manipulation.
2. The minimum wages Act, 1948 is the only legislation which ensures minimum wages to the workers in agricultural sector. But our study shows lack of minimum standards in daily wage rates. There were no fixed hours of work and due to high level of unemployment in the rural areas and lack of job



opportunities the women workers had no bargaining power and ultimately they had to accept the wages as fixed by the employer.

3. In majority of the sample districts women workers were suffering from certain specific health hazards due to extensive use of fertilizers, Insecticides, pesticides and mechanization. Since occupational safety and health services were out of the reach of the sample women workers, the health standard was weak as they had to perform different types of duties at home, in family and on farm. Some of the women workers were suffering due to many types of diseases such as gynaecological infections, arthritis, intestinal and parasitic infections.
4. Majority of sample women workers in all the sample districts did not enjoy maternity leave and did not get proper rest after child birth.
5. Sample women workers received lower wages than men.
6. By and large the sample women workers sought jobs in their nearby villages because of traditional prejudices, male domination and conservative attitudes. As a result they had to accept the wage rates as fixed by the employer keeping in view the nature of the work.

#### DOMESTIC SECTOR

1. The domestic workers are not legally recognised as workers and have no rights. Domestic women workers in the sample districts are also excluded from labour laws that look after important employment related issues such as conditions of work, wages, social security, provident funds, old age pensions, and maternity leave. They are almost slaves-utterly dependent on the benevolence of their employers.
2. All the sample women workers of all the sample districts did not enjoy minimum wage and social security. They were facing exploitation and discrimination in wages. There are no regular hours of work for them in domestic services. The risk areas include high level of insecurity, deplorable wages and long working hours.

#### WORKING CONDITIONS OF WOMEN WORKERS IN THE SAMPLE DISTRICTS

##### CONSTRUCTION SECTOR

1. In Almora and Chamoli districts all the women workers were local but in other sample districts all the construction women workers were migrated workers.
2. The involvement of the intermediary or contractor or broker in case of local women workers was negligible. Usually the women workers contact directly the owner to get employment.
3. Migrant women workers were brought by contractors/brokers directly to the builders/owners to obtain employment from different districts/states.
4. The contractors/brokers were not licensed. Not a single contractor/broker has followed the norms and the rules mentioned in Inter-State Migrant Workmen Act or Contract Labour Act.
5. Out of 1088 sample construction women workers 320(29.41%) joined construction work since 1-2 years, 368(33.82%) since 3-5 years, 348(31.99%) since 6-8 years and the remaining 52(4.78%) since 9-10 years.



6. Out of 1088 sample women workers 826(75.82%) got work during the whole year, 197(18.11%) work for got 6-9 months and the remaining 66(5.97%) got work up to 3 months according to demand of work. In Almora and Chamoli districts not a single sample woman worker got employment for the whole year.
7. Women workers in the sample districts do combination of all types of work that is required for the construction site.
8. Out of 1088 sample women workers, 1060(97.43%) performed their work 8 hours in a day and the remaining 28(2.57%) performed their work 10-12 hours in a day. It was observed that women workers of Gurugram, GautamBudh Nagar and U.S. Nagar performed their work more than 8 hours in a day because it gave them more earnings, which was their sole aim.
9. The working hours of the local women workers were generally from 8 am to 5 pm.
10. The contractor/employer had provided Jhuggis/huts to the sample migrant women workers even though not suitable for human habitation at the work site. Their living condition reveals that they live in sub-human conditions without any facility of proper ventilation, sanitation, cooking place, bathing, drinking water electricity and so on. They took their bath in the open as there was no scope of maintaining privacy. Cooking was done in open air full of dust and heat.
11. The sample local workers in the sample district came to work from their own home and went back to their residence after the completion of work hours.
12. Excluding Almora and Chamoli districts, in other sample districts it was really distressing to note that the women workers were unable to get fresh and germ free drinking water at the work site. In some cases it was seen that the water which was used for construction work was also used by the women workers for drinking, cooking and other domestic purposes. The water was never chlorinated. In very few places at worksite, tap water was available to the women workers but the supply of water was irregular and insufficient. The use of such contaminated water exposed the workers to various ailments and diseases while its consequences were more dangerous and harmful to the young children who accompanied the women workers.
13. The women workers were not paid for the day as 'no work no pay' rule was strictly observed in all the sample districts.
14. In all the sample districts neither contractor or owner provided any medical assistance to the sample women workers. If medical assistance was arranged for the women workers by the owner/contractor, the expenses incurred by him for the purpose were deducted from their earnings.
15. The crèche facility was not provided to migrant women workers.
16. Canteen had not been organised by all the builders/owners of the sample districts. Women workers preferred to bring their own food with them for their mid-day meal.

#### DOMESTIC SECTOR

1. In all the sample districts the common reasons of the sample women workers to join domestic work were: (i) it requires no specific skills, (ii) easily accessible, (iii) it is safe to work at someone's house



where she has to interact only with the women, (iv) they have the option of choosing the quantum of work that allows them to have time for their children. The specific reason for their joining as domestic workers were: (v) financial difficulties in cities, (vi) to support their husband's wages, (vii) unable to meet the expenses of growing children specially their education. It was also found that very few domestic women workers joined domestic work due to the death of their husbands.

2. Out of a total of 308 sample domestic women workers, 100(32.47%) were working since 1-2 years, 113(36.69%) since 3-5 years and the remaining 95(30.84%) since 6-10 years.
3. Out of a total of 308 sample domestic women workers, 38(12.34%) were live in workers (working permanently in the owner's household) and the remaining 270(87.66%) were live out (part time) workers.
4. In all the sample districts live out domestic workers were granted a weekly off by their employer when required.
5. Out of a total of 38 sample live in women workers, 21(55.26%) reported that although no weekly holiday was given by their employer, during emergency and as per requirement, some off days were given to them and the remaining 17(44.74%) reported that neither weekly holiday nor leave was given to them by their employers.
6. The tasks performed by sample domestic women workers included cleaning (sweeping, swabbing and dusting), washing (clothes and dishes), cooking, or preparation for cooking such as chopping vegetables and making dough or cooking a part of meal, ironing, housekeeping and extensions of these outside the home such as shopping. Some sample domestic women workers performed childcare or care of the aged.
7. In all the sample districts no standard norms are fixed for the working conditions of the domestic workers.
8. The wages for the domestic women workers vary according to the tasks performed by them, locality and the profile of the employer. There is no guarantee of employment of the women workers as employers can ask women workers to leave with no prior notice or financial compensation.
9. In all the sample districts the live out sample women workers Live in difficult type of settlements. They live in harsh living conditions.
10. The domestic women workers in all the sample districts are not entitled to any old-age pensions, gratuity or bonus. They have no medical insurance and all expenses of illness, hospitalisation of self and family are borne by them.

#### AGRICULTURAL SECTOR

1. The main causes behind the sample agricultural women workers for their present engagement were: (i) work easily accessible in the nearby villages, (ii) to support their family income, (iii) financial difficulties and (iv) work does not require specific skills.
2. Out of a total of 612 sample women workers, 210(34.31%) joined agricultural work since 1-2 years, 187(30.56%) since 3-5 years, 149(24.35%) since 6-8 years and the remaining 66(10.78%) since 9-10 years.



3. Out of a total of 612 sample women workers 13(2.12%) got manual work during the whole year, 238(38.89%) got work for an indefinite period and the remaining 361(58.99%) got work on seasonal basis.
4. In all the sample districts the agricultural women workers have been paid either on hourly basis or also in some cases by a piece rate system.
5. In all the sample districts per day working hours were not fixed and the working period varied considerably depending upon the nature of work pressure.
6. There were no facilities for the sample agricultural women workers like medical/first aid, medical leave, and holidays which are available to organised sector's female workers.

#### WAGE PATTERNS, METHODS OF WAGE PAYMENT AND EARNING OF THE SAMPLE WOMEN WORKERS

1. In Agricultural sector out of a total of 612 sample agricultural women workers, 179(29.25%) received per day wages between Rs 60-100, 202(29.25%) received between Rs. 100-150, 212(36.01%) received between Rs. 150-200, 14(2.29%) received between Rs. 200-250, and the remaining 5(0.82%) received between Rs. 250-300.
2. In Construction sector out of a total of 1088 sample construction women workers, 110(10.11%) received per day wages between Rs 60-100, 218(20.04%) received between Rs. 100-150, 480(44.12%) received between Rs. 150-200, 228(20.96%) received between Rs. 200-250, and the remaining 52(4.78%) received between Rs. 250-300.
3. In Domestic sector out of a total of 308 sample domestic women workers, 186(60.39%) received per day wages between Rs 60-100, 53(17.21%) received between Rs. 100-150, 43(13.96%) received between Rs. 150-200, 13(4.22%) received between Rs. 200-250, and the remaining 13(4.22%) received between Rs. 250-300.
4. The sector wise data shows that out of a total of 612 agricultural sample women workers 179(29.25%) received less wages than the National Floor Level Minimum wage. In construction sector out of a total of 1088 sample women workers, 110(10.11%) received less wages than the National Floor Level Minimum wage. In domestic sector, out of a total of 308 sample women workers, 186(60.39%) received less wages than the National Floor Level Minimum wage.
5. Out of a total of 612 sample agricultural women workers of all the sample districts, 74(12.09%) reported their monthly income between Rs. 1000-3000, 310(50.65%) reported between Rs. 3000-5000, 209(34.15%) reported between Rs. 5000-7000 and the remaining 19(3.10%) reported between Rs. 7000-12000.
6. Out of a total of 1088 sample construction women workers of all the sample districts, 59(5.42%) reported their monthly income between Rs. 1000-3000, 275(25.28%) reported between Rs. 3000-5000, 457(42.00%) reported between Rs. 5000-7000 and the remaining 297(27.30%) reported between Rs. 7000-12000.
7. Out of a total of 308 sample domestic women workers of all the sample districts, 105(34.09%) reported their monthly income between Rs.1000-3000, 135(43.83%) reported between Rs. 3000-5000,



- 42(13.64%) reported between Rs.5000-7000 and the remaining 26(8.44%) reported between Rs.7000-12000.
8. Out of a total of 612 sample agricultural women workers of all the sample districts, 173(28.27%) reported that they received their wage payment daily, 183(29.90%) reported, weekly and the remaining 256(41.83%) reported, not fixed schedule.
  9. Out of a total of 1088 sample construction women workers of construction sector, 56(5.15%) reported that they received their wage payment daily, 166(15.26%) reported, weekly and the remaining 866(79.60%) reported, not fixed schedule.
  10. Out of a total of 308 sample domestic women workers, 4(1.30%) reported that they received their wage payment daily, 30(9.74%) reported, weekly and the remaining 274(88.96%) reported, not fixed schedule.
  11. Out of a total of 612 sample agricultural women workers 548(89.54%) reported that there was a discrimination of wage payment according to sex and the remaining 64(10.46%) did not report any such type of discrimination on the basis of sex.
  12. Out of a total of 1088 sample construction women workers 1075(98.81%) reported that there was a discrimination of wage payment according to sex and the remaining 13(1.19%) did not report any such type of discrimination on the basis of sex.
  13. Not a single sample domestic woman worker of all the sample districts did not notice wage discrimination on the basis of sex.
  14. Out of a total of 612 sample agricultural women workers, 232(37.91%) have their bank accounts.
  15. Out of a total of 1088 sample construction women workers, 339(31.16%) have their bank accounts.
  16. Out of a total of 308 sample domestic women workers, 84(27.27%) have their bank accounts.
  17. Out of a total of 232 sample agricultural women workers who have their bank accounts, 173(74.57%) were able to deposit some money in their bank accounts.
  18. Out of a total of 339 sample construction women workers who have their bank accounts, 243(71.68%) were in a position to save some money in their bank accounts.
  19. Out of a total of 84 sample domestic women workers who have their bank accounts, 69(82.14%) were in a position to save some money in their bank accounts.
  20. Out of a total of 612 sample agricultural women workers, 254(41.50%) were indebted.
  21. Out of a total of 1088 sample construction women workers, 474(43.57%) were indebted.
  22. Out of a total of 308 sample domestic women workers, 107(34.74%) were indebted.
  23. Out of a total of 254 sample agricultural women workers who were indebted, 2(0.79%) reported bank loan, 245(96.46%) reported loan from friends/relatives and the remaining 7(2.76%) reported loan from Mahajans.
  24. Out of a total of 474 sample construction women workers who were indebted, 19(4.01%) reported bank loan, 417(87.98%) reported loan from friends/relatives and the remaining 38(8.02%) reported loan from Mahajans.



25. Out of a total of 107 sample domestic women workers who were indebted, 8(7.48%) reported bank loan, 94(87.85%) reported loan from friends/relatives and the remaining 5(4.67%) reported loan from Mahajans.

#### PROBLEMS OF SAMPLE WOMEN WORKERS

1. All the 612 sample agricultural women workers of the sample districts reported low wage rates, seasonality of work, gender discrimination in wages, and absence of social security as the problems they are facing.
2. Out of a total of 612 sample agricultural women workers 513(83.82%) reported that they are facing different types of health problems.
3. Out of a total of 612 sample agriculture women workers 271(44.28%) reported that they cannot aspire to seek jobs outside the home.
4. All the 1088 sample construction women workers of all the sample districts reported problems of wages, problems of leave, lack of safety provisions, problems of compensation as their main problems doing work in the construction work.
5. Out of a total of 1088 sample construction women workers 59(5.42%) reported problems of child rearing.
6. All the 308 sample domestic women workers of the sample districts reported that they do not have social security, have lack of defined work time and are not getting their wages on time, and do not have proper work conditions.
7. Out of a total of 308 sample domestic women workers 186(60.39) reported lack of decent wages, 60(19.48%) reported job insecurity and 179(58.17%) reported health problems.

#### RECOMMENDATIONS

In this study we have analysed the women workers conditions in unorganised sector in the sample districts. We have also discussed the laws that apply to wage workers in the unorganised sector, fully or partially concluded that the existing laws cover the basic conditions of work of unorganised workers in a piece-meal and inadequate manner. Thus, we view the protection and promotion of livelihoods as essential for ensuring decent conditions of work in the unorganised sector workers especially for women workers. There is no comprehensive framework which provides for basic and minimum conditions of work for wage workers and domestic workers. The laws that exist are also poorly implemented because of the inadequacies of the unorganised workers. Therefore, we have the following recommendations to solve the problems faced by women workers in unorganised sector.

1. For domestic women workers a system of registration should be introduced. In view of the existing trends of exploitation, it is extremely important to fix a minimum wage and to legislate on to regulate conditions of employment, social security and security of employment. The employer should provide domestic workers with adequate safety equipment while handling hazardous substances and equipments.



2. Despite the equal remuneration Act, 1976, wage discrimination is widely prevalent in unorganised sector. This must be corrected through better enforcement and wider dissemination of the law.
3. The definition of migrant workers should be expanded to cover all migrants, whether they came on their own or through the contractors or changed the contractors after entering a recipient state. Amendments should be made to allow third parties to file complaints. The liability of the principal employer should be defined more clearly to prevent him from escaping the liability. The contractor should be made liable for the breach of the Act, either by him or by the sub contractor.
4. An exhaustive and comprehensive legislation is needed for regulating employment procedure, working conditions, wage structure, social security, health and safety, working hours, holidays etc. and to check physical exploitation of the working women in these unorganised sectors.
5. To ensure payment of minimum and timely wages, to women workers as prescribed under the law by the Central or the State Governments, sincere attempts should be made for effective implementation of the Acts. The Minimum Wages should be revised at regular periodicity and should be linked with the rise in the cost of living. The State Government has to ensure that the Minimum wage fixed under the Minimum Wages Act, is not lower than the National Minimum Wage. Record maintenance such as a register of workers employed, muster roll-cum wage payment register and wage slips to be issued to the workers with seal of the employer.
6. The large scale violation of the existing laws such as the Minimum Wage Acts is indicative of the lack of awareness on the part of the workers and the employers and also the employers' unwillingness to enforce the existing regulations. It is important that the government carries out a large scale education programme for the women workers, employers and other stakeholders aimed at inculcating the importance of assuring the workers the basic dignity and minimum conditions of work.
7. Attempts should be made to implement adult education programme among the women workers of unorganised sectors. The syllabus may include various labour legislations and welfare measures to promote awareness among them. Follow-up programme in respect of implementation of different legislative provisions and welfare measures in the unorganised sectors should be entrusted to the voluntary organisations of repute and eminent social scientists of the region.
8. The Labour department should introduce a special wing to prevent socio-economic, physical-mental and sexual exploitation of the women workers in unorganised sectors. We propose that steps be taken to improve the infrastructure of the department focus on increasing its efficiency and education and sensitisation programmes of its officials.
9. The State Government should constitute dispute resolution councils (DRC) at the district level and conciliation committees (CC) at the appropriate level and below the districts, i.e. block/tehsil/mandal, level for resolution of disputes relating to the non-observance of the provisions of the Acts arising among the unorganised wage workers/domestic workers and the employers.
10. In the promotion of livelihoods of the unorganised sector workers the State Governments should create a National Fund.





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## PREFACE

Women who constituted fifty per cent of the entire population have been neglected in most of the underdeveloped and developing countries of the world. Most of the research studies conducted by the social scientists in India are confined to status of women and urban women workers of organized sectors. Very few research works have been carried out on the problems of women workers in unorganized sectors. As a step in this direction, therefore, an attempt has been made through the present study to evaluate the problems faced by the women workers in unorganized sectors.

The study is divided in to seven chapters. The first chapter is an introductory nature and deals with the objectives and methodology of the study. Chapter's second to six in serial order deal with: Socio-Economic Background of Sample Women Workers; Social Security Rights Enjoyed by Sample Women Workers in Sample Districts; Working Conditions of Women Workers in the Sample Districts; Wage Patterns and Method of Wage Payment and Earning of the Women Workers; Problems of Women Workers in the Sample Sectors. The last chapter is a concluding one. It briefly sums up the findings of the study and offers certain polity recommendations.

Every research work is a product of collective efforts, ours too was no exception. Every one hence deserves our gratitude those who helped us in the preparation of this report. First of all, we express our thanks to the Ministry of Women and Child Development, Government of India, New Delhi for reposing confidence in Himalayan Region Study and Research Institute, Delhi to undertake this study.

Our Thanks are due also to:

- All the members of the governing body of Himalayan Region Study and Research Institute, Delhi for their kind co-operation and support.
- All the members of the research staff for their assistance in data collection.
- All the sample women workers of the sample districts for sparing their valuable time and responding our questions to the desired levels.
- Mr. Ashok Kumar for preparing the report on computer with care, diligence and efficiency.

Finally, no work of this kind could be accomplished without free time from family responsibilities. My wife Shanti Bhatt and daughter Khushi Bhatt have shown tremendous adjustment in this regard. I am deeply indebted to them for their patience and encouragement.



Dr. G.D. Bhatt

Project Director

April, 2018



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## CHAPTER-1

### INTRODUCTION, OBJECTIVES AND METHODOLOGY

Predominance of informal employment has been one of the central features of the labour market scenario in India. While the sector contributes around half of the GDP of the country, its dominance in the employment front is such that more than 90% of the total workforce has been engaged in the informal economy. As per the estimation of a Sub-committee of the National Commission for Enterprises in the Unorganized Sector (NCEUS), the contribution of unorganized sector to GDP is about 50 per cent.

The National Labour Commissions, along with several other international and national commissions, committees and conferences have documented the socio-economic conditions of workers in the unorganized sector in India. The **ArjunSengupta Committee** report is a stark reminder of the huge size and poor conditions in this sector. The National Commission for Enterprises in the Unorganized sector has extensively profiled the unorganized sector and unorganised employment in its report, (The Challenges of Employment in India-An Informal Economy Perspective, April 2009) and suggested the measures that are considered necessary for enhancing competitiveness of the unorganized sector in the emerging global environment and generation of large scale employment opportunities on sustainable basis.

Almost 400 million people (more than 85% of the working population in India) work in unorganized sector and of these about 120 million are women. According to an estimate, by the National Commission on Self-Employed Women, of the total number of women workers in India, about 94 per cent are in the informal or unorganized sector whereas just 6 per cent are in the organized or formal sector. Thus, there is no exaggeration in saying that the unorganized sector in India is the women's sector. However, the plight of women in this sector is miserable as they work an extremely low wages, with a total lack of job security and social security benefits. Working hours are long and working conditions are unsatisfactory. According to census 2011, women constitute 48.46 per cent of the total population in India and about 25.67 per cent of female population is designated as workers.

The nature of women's work ranges from wage employment or self-employment, family labour and piece rated work. 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. In rural unorganized



sector women are engaged in agricultural activities, animal husbandry, dairy, fisheries etc. Most of the domestic workers and construction workers are primarily women who have migrated from rural areas for economic gain. The influx of women workers to the cities for non-farm employment has saturated the existing sectors and is one of the main reasons for her extreme exploitation, hardships of city life, absence of basic amenities and exploitation of these women by employers have added to their misery.

The condition of women agriculture labour in rural areas is no better. Most of them do not have year round employment. They suffer vital disadvantages compared to men in their search for employment opportunities, lower real wages, increased uncertainties and irregularities of employment. Such working conditions are a hurdle in their overall development leading to under performance and not allowing them to raise their productive capacity in that very profession also.

The most important features of unorganized sector are that most of the women labourers are appointed as contract labourers. Studies conducted in several parts of the country indicate the awful conditions of the women workers in this sector. They continue to face discrimination and marginalization, both subtle and blatant, and do not share the fruits of development equally. Ignorance, traditionally bound attitudes, illiteracy, lack of skills, seasonal nature of employment, heavy physical work of different types, lack of job security, lack of a comprehensive legislation to cover these workers in unorganized sector and competition in employment are resultant deprivation of real wage. Wages in the unorganized sector are arbitrarily fixed, often without regard to the minimum wage legislations, which adversely affect the income of the wage workers in general, and women workers in particular

**No doubt, there are laws to protect women and prevent exploitation, but these laws and legislations are not practically and strictly implemented. The very vastness of the country, the scattered nature of women workers, their lack of education and legal literacy, the indifferent attitude of the government bureaucracy and the general status of women in society causes vulnerability of women. It is the need of the hour that government must come forward to actively and efficiently deal with the plight of these women.**

Therefore, there is an urgent need to implement various Labour Acts more effectively. Some suitable amendments are required to prevent the exploitation of the women workers in the unorganised sector. **In fact, a comprehensive legislation should be introduced to check their socio-economic, physical and psychological exploitation.**



The term ‘unorganized’ is often used in the Indian context to refer to the vast numbers of women and men engaged in different forms of employment. These forms include home-based work (e.g. rolling papds and beedis), self-employment (e.g., selling vegetables), employment in household enterprises, small units, on land as agricultural workers, labour on construction sites, domestic work, and many other forms of casual or temporary employment.

According to information provided by the office of Registrar General and Census Commissioner of India as per census 2011, the total number of female workers in India is 149.8 million comprising of 121.8 and 28.0 million in rural and urban areas respectively. Out of total 149.8 million female workers, 35.9 million females are working as cultivators and another 61.5 million are agricultural labourers. Of the remaining 8.5 million they are in household industry and 43.7 million are classified as other workers. As per census 2011, the work participation rate for women is 25.51% as compared to 25.63% in 2001. The work participation rate of women was however 22.27% in 1991. Merely 6% of the women workers are in formal sector and the remaining that is majority of the women workers are employed in rural area, in that, 87% amongst them are labourers and cultivators. Thus women constitute a significant part of the workforce of India.

From the above analysis it is clear that women workers are mainly confined to unorganised sector of employment due to certain basic factors such as they do not get opportunities for acquiring skills and training in which they could thereby enable themselves to seek occupational or professional change from unorganised to that of organised sector of employment. Lack of education is major reason that seriously delimits their employment options in the modern sectors of economy.

Women in the unorganised sector require social security addressing issues of leave, wages, working condition, pension, housing, child care, health benefits, maternity benefits, safety and occupational health. This can only be ensured by extending labour protection to those sectors in a manner that pays special attention to needs of women workers.

Hence, the need arises to make an in depth study of women workers employed in informal sector with a view to analyse the various issues and challenges of women workers concerning their wages, employment injury risks, maternity needs, extent of accessibility to social security measures and their vulnerability to exploitation. In this study an attempt has been made to focus the study only on specific employments and specific categories of women workers in unorganised sectors such as agriculture, construction and domestic works as it is not possible to cover the vast segments of workforce in the unorganised sector. Therefore, it is necessary to understand their



problems and means of exploitation under the purview of various legislative provisions to secure effective protection under law against their exploitation.

In order to bring out numerous problems faced by women workers in agricultural, construction and domestic sectors of sample districts there was a genuine need to conduct a macro-level study on these vital issues. The present study is being conducted to provide feedback to the planners and policy makers to take suitable remedial measures for improving the level and standard of living of the women workers in these sectors.

## REVIEW OF LEGISLATIVE OF PROVISIONS

Almost all labour laws are circumscribed by the scope of their coverage which could be defined in terms of the type of employment, type of employment relationship, nature and size of the 'establishment', including the number of workers, and area. There are very few laws that apply universally to all workers, whether in the organised or in the unorganised sectors. Other laws apply unequivocally to the organised sector. A third set of laws is applicable to some segments of the workers in the unorganised sector (in a few cases, they may also cover some segments of the organised sector). Overall, the unorganised sector workers are covered in a piece meal fashion in various legislations and lack comprehensive protection of the minimum conditions of work.

## CONSTITUTIONAL FRAMEWORK

Indian Constitution provides an overarching framework for regulation of conditions of work as well as protection and promotion of livelihoods. The Directive Principles of the Constitution (in Part IV) lay down goal posts and the direction of State Policy. While the right to work is not a fundamental right for the citizens of India, it is included in the Directive Principles of State Policy. It states, "The state shall within the limits of its economic capacity and development, make effective provision for securing the right to work". The Directive Principles also include provision for just and human conditions of work and maternity relief. Further, "The state shall endeavour to secure by suitable legislation, or economic organisation or any other way, to all workers, agricultural, industrial or otherwise, work, a living wage, and conditions of work ensuring a decent standard of life".

## RATIFICATION OF INTERNATIONAL CONVENTIONS

India has been a signatory to a number of international conventions and human rights' instruments. Within the ILO framework the Conventions ratified by India, those that relate to the



unorganised sector are a limited few. Of about 41 Conventions ratified, it is mainly the Minimum Wages legislations that cover the informal workers.

#### EQUAL REMUNERATION ACT, 1976

The Act is applicable to the women workers and provides for the payment of equal remuneration to men and women workers and for the prevention of discrimination on the ground of sex against women in matters of employment.

Under the Act, the employer has to pay equal remuneration to men and women workers for same work or work of a similar nature. By same work or work of a similar nature it is meant, work in respect of which the skill, effort and responsibility required are the same when performed under similar working conditions. The Act also provides against discrimination made while recruiting men and women workers.

#### THE MINIMUM WAGES ACT, 1948

The Act is applicable to the workers engaged in the scheduled employments and provides for fixing minimum rates of wages in certain employments. It is applicable both to agricultural, non-agricultural and to rural as well as urban workers. Thus, the Act covers wage worker, home worker but not the self-employed. Supreme Court in the case of *Bandhua Mukti Morcha* (1984) SCC 389 held that even a piece rated worker is entitled for minimum wages. Under the Act, the appropriate government shall fix the minimum rates of wages payable to employees in a specified employment and review the rates at such intervals as it may think fit, such intervals not exceeding five years.

Further, the Government may fix the number of hours of work which shall constitute a normal working day, inclusive of one or more specified intervals; provide for a day of rest in every period of seven days which shall be allowed to all employees or to any specified class of employees and for the payment of remuneration in respect of such days of rest; and provide for payment for work on a day of rest at a rate not less than the over time rate. Under the Rules, ordinarily Sunday is the weekly day of rest. For an adult nine hours and for a child 4 1/2 hours constitute a normal working day. Overtime is payable at 1 1/2 times the wage in agriculture and double the rate in other cases of scheduled employment.

#### INTER-STATE MIGRANT WORKMENT (REGULATION)

The Act is applicable to every establishment in which five or more inter-state migrant workmen are employed and to every contractor who employs five or more inter-state migrant



workmen. The establishments engaging less than five interstate migrant workmen are not covered under this act. For the purpose of this Act, "workman" means any person employed in or in connection with the work of any establishment to do any skilled, semi - skilled or unskilled, manual, supervisory, technical or clerical work for hire or reward. But it does not include any person who is employed mainly in a managerial or administration capacity; or who, being employed in a supervisory capacity, draws wages exceeding five hundred rupees per month.

The Act provides that the wage rates, holidays, hours of work and other conditions of service of an inter - state migrant workman shall be the same as those applicable to such other workman performing the same or similar kind of work and cannot be less than the wages fixed under the Minimum Wages Act, 1948 (41 of 1948) and are payable in cash. It also provides for payment of displacement allowance and journey allowance. The contractor has the liability for regular payment of wages, ensuring equal pay for equal work irrespective of sex, ensuring suitable conditions of work, to provide and maintain suitable residential accommodation to such workmen during the period of their employment, to provide prescribed medical facilities to the workmen free of charge; to provide protective clothing to the workmen and in case of fatal accident or serious bodily injury to any such workman, to report to the specified authorities of both the states and also the next-of-kin of the workman. The primary responsibility for payment of wages is on the contractor and on his failure, on the principal employer.

#### **BUILDING AND OTHER CONSTRUCTION WORKERS' (REGULATION OF EMPLOYMENT AND CONDITIONS OF SERVICE) ACT, 1996**

The Act is applicable to the establishments engaging ten or more building and other constructions workers. It seeks to regulate the employment and conditions of service of building and other construction workers and provides for their safety health and other welfare measures. The establishments engaging less than ten workers are not covered under this Act.

The Act provides for fixing of hours for normal working day inclusive of one or more specified intervals; provides for a day of rest in every period of seven days, payment of work on a day of rest at a rate not less than the overtime rate, wages at the rate twice his ordinary rate of wages for overtime work. The Act prohibits a person who is deaf or has defective vision to undertake such work. It also provides for adequate drinking water, latrines and urinals and accommodation for workers, crèches, first-aid and canteens. The appropriate government is empowered to make rules for the safety and health of building workers.



### CONTRACT LABOUR (REGULATION AND ABOLITION) ACT, 1970

This Act is applicable to every establishment in which twenty or more workmen are employed or were employed on any day of the preceding twelve months as contract labour and to every contractor who employs or who employed twenty or more workmen on any day preceding twelve months. However, the appropriate government may, after giving not less than two months' notice and by notification in the Official Gazette, apply the provisions of this Act to any establishment or contractor employing less than twenty workmen. This Act does not apply to establishments in which work of only an intermittent or casual nature is performed. Workman means any person employed in or in connection with the work of any establishment to do any skilled, semi-skilled or unskilled manual, supervisory, technical or clerical work for hire or reward, whether the terms of employment be express or implied. It does not include any person employed mainly in a managerial or administrative capacity or a person employed in a supervisory capacity drawing wages exceeding five hundred rupees per month or an out-worker (home worker).

### MATERNITY BENEFITS ACT, 1961

The Act is applicable to the women workers and seeks to regulate employment of women in certain establishments for certain periods before and after childbirth and provides for maternity and certain other benefits. It applies to every establishment, being a factory, mine or plantation including any such establishment that belongs to Government. This Act is not applicable to the establishments engaging less than 10 persons. The Government may however extend its applicability to any other establishment or class of establishments. This Act does not apply to any factory or other establishments to which the provisions of the Employees' State Insurance Act, 1948, (34 of 1948) apply. The Act prohibits employment or work by women during the six weeks after the day of her delivery or miscarriage. Women worker are entitled to maternity benefit at specified rates for specified periods. It also provides for payment of maternity benefit to the nominee in case of death, payment of medical bonus, leave for miscarriage for a period of six weeks immediately following the day of her miscarriage, leave for illness arising out of pregnancy, delivery, premature childbirth, or miscarriage, nursing breaks etc.

### WORKMEN'S COMPENSATION ACT, 1923

The Act is applicable to workmen and provides for the payment by certain classes of employers to their workmen as compensation for injury by accident. This Act is applicable to both agricultural and non-agricultural workers. "Workman" means any person (other than a person



whose employment is of a casual nature and who is employed for purposes other than that of the employer's trade or business) as specified in the Act and its Schedule. However, the Central Government or the state government may add to the Schedule any class of persons employed in any occupation which, if it is satisfied, is a hazardous occupation. The Act provides for Employer's liability for compensation if personal injury is caused to a workman by accident arising out of and in the course of his employment with certain exceptions. The Act also specifies a list of diseases, which, if contracted by the worker, would be deemed to be occupational disease peculiar to that employment which shall be deemed to be an injury by accident liable for compensation under the Act.

## LAWS RELATING TO AGRICULTURAL WORKERS

Agricultural workers constitute by far the largest segment in the unorganised sector. They are extremely vulnerable to exploitation on account of low level of literacy, lack of awareness, persistent social backwardness and absence of unionisation and other forms of viable organisation. Further, because of the high rates of migration, seasonality of operations and lack of stability of employment subject them to all sorts of hazards and exploitation. Among measures adopted to protect the interests of the agricultural workers, there is the Minimum Wages Act, 1948. However, the physical working conditions of unorganised agricultural workers are not protected by law, except where state level laws exist. This highlights the need for a comprehensive legislation to safeguard the interests of agricultural workers and to protect their working conditions.

Of course, various legislative provisions exist to channelize the employment procedures, to enforce regular payment, to prevent unfair deduction of wage, to regularise working hours, to ensure leaves and holidays, to provide social security and to facilitate welfare measures, but the government files and documents reveal that there are vast number of instances to show that most of the workers, particularly women workers in the unorganised sectors are denied the benefits and safeguards of these labour laws. This negligence causes continuous exploitation of the workers, particularly the women. As such, in order to bring out numerous problems faced by the women workers in the three mentioned unorganised sectors, there was a genuine need to conduct a macro-level study on problem faced by the women workers in unorganized sectors in the sample districts. Present study is being conducted to provide feedback to the planners and policy makers to take suitable remedial measures for improving the level and standard of living of women workers in unorganised sectors.

## OBJECTIVES OF THE STUDY

In this study, we have covered women among agricultural workers, building and other construction workers and among home based workers. The objectives of the study are:

1. To study the socio-economic background of construction, agriculture and domestic women workers.
2. To study the social security rights enjoyed by women workers in equivalent employment situations.
3. To study the working conditions of women workers.
4. To study the wage patterns and causes of discrimination in wages of women workers.
5. To find out the facilities available to women workers with special reference to leave, pensions, health benefits, maternity benefits, housing and child care etc.
6. To study the living conditions and basic problems faced by women workers.

## METHODOLOGY

For the present study states of Uttarakhand, Uttar Pradesh and Haryana have been selected as the universe of the study. From state of Uttarakhand, districts- Haridwar, Dehradun, Udham Sing Nagar, Almora and Chamoli were selected. Gautam Budh Nagar (Noida) and Ghaziabad districts from Uttar Pradesh were selected. From Haryana, Gurugram (Gurgaon) district was selected.

To conduct survey on construction and domestic women workers, urban areas of the sample districts were selected randomly and for the agricultural women workers rural areas of the sample districts were selected purposively. A total of 2008 women workers from the above sample districts have been interviewed. The distribution of the sample women workers is given below.

### District-wise Classification of Sample Women Workers According to Nature of Work

Type of Women workers	Name of the Districts								Total
	Haridwar	Almora	Dehradun	Chamoli	U.S. Nagar	Gautam Budh Nagar	Ghaziabad	Gurugram	
<b>Construction</b>	201 (18.47)	59 (5.42)	96 (8.82)	60 (5.51)	87 (8.00)	234 (21.51)	159 (14.61)	192 (17.65)	<b>1088</b>
<b>Agriculture</b>	87 (14.22)	74 (12.09)	96 (15.69)	70 (11.44)	189 (30.89)	20 (3.27)	44 (7.19)	32 (5.23)	<b>612</b>
<b>Domestic</b>	32 (10.39)	57 (18.51)	48 (15.58)	70 (22.73)	22 (7.14)	36 (11.69)	13 (4.22)	30 (9.74)	<b>308</b>
<b>Total</b>	<b>320 (15.94)</b>	<b>190 (9.46)</b>	<b>240 (11.95)</b>	<b>200 (9.96)</b>	<b>298 (14.84)</b>	<b>290 (14.44)</b>	<b>216 (10.76)</b>	<b>254 (12.65)</b>	<b>2008</b>

The Table shows that out of 2008 women workers 54.18 per cent were construction workers, 30.48 per cent agricultural workers and remaining 15.34 per cent were domestic workers.



## TOOLS FOR DATA COLLECTION

A self-made interview Schedule prepared in Hindi was used for the purpose of data collection. Sample women workers were interviewed personally at the place of their work place/ home/ shelter according to field situation.

## DATA ANALYSIS

The filled questionnaire Schedules were scrutinized and edited in order to eliminate the possible irregularities and human biasness. Coding and data entry work was done by experienced persons. After completion of coding and data entry, data analysis work was done carefully according to the research questions and objectives of the study.

## SECONDARY DATA

The secondary data regarding this study was collected through books, reports and other published and unpublished material on the subject.



## CHAPTER-2

### SOCIO-ECONOMIC BACKGROUND OF SAMPLE WOMEN WORKERS

As a part of the present evaluation study, information was collected from 2008 sample women workers of 8 sample districts in regard to their socio-economic status. This chapter is devoted to an analysis of the information collected on these aspects.

#### Distribution of the Sample Women Workers According to Religion

During the course of field investigation, information was collected from 2008 sample women workers of the sample districts regarding their religion. Table 2.1 shows district wise and category wise distribution of the sample women workers according to their religion.

Table 2.1

#### Distribution of the Sample Women Workers According to their Religion

Nature of work	District	Religion			
		Christian	Hindu	Muslim	Grand Total
1. Agricultural Labour	Almora	--	74	--	74
	Chamoli	--	70	--	70
	Dehradun	8	78	10	96
	Ghaziabad	--	44	--	44
	Gurugram	--	31	1	32
	Haridwar	--	75	12	87
	Gautam Budh Nagar	--	16	4	20
	U.S.Nagar	--	187	2	189
	<b>Sub Total (1)</b>	<b>8(1.31)</b>	<b>575(93.95)</b>	<b>29(4.74)</b>	<b>612(30.48)</b>
2. Construction Worker	Almora	--	56	3	59
	Chamoli	--	60	--	60
	Dehradun	2	74	20	96
	Ghaziabad	--	111	48	159
	Gurugram	--	181	11	192
	Haridwar	--	196	5	201
	Gautam Budh Nagar	--	227	7	234
	U.S.Nagar	--	84	3	87
	<b>Sub Total (2)</b>	<b>2(0.18)</b>	<b>989(90.90)</b>	<b>97(4.74)</b>	<b>1088(54.18)</b>
3. Domestic Worker	Almora	--	57	--	57
	Chamoli	--	70	--	70
	Dehradun	9	39	--	48
	Ghaziabad	--	13	--	13
	Gurugram	--	18	12	30
	Haridwar	--	32	--	32
	Gautam Budh Nagar	--	36	--	36
	U.S.Nagar	--	22	--	22
	<b>Sub Total (3)</b>	<b>9(2.92)</b>	<b>287(93.18)</b>	<b>12(3.90)</b>	<b>308(15.34)</b>
<b>Grand Total (1+2+3)</b>		<b>19(0.95)</b>	<b>1851(92.18)</b>	<b>138(6.87)</b>	<b>2008</b>

Note: Figures in brackets are percentages.

The Table shows that out of a total of 2008 sample women workers, 19(0.95%) were Christians, 1851(92.18%) were hindus and the remaining 138(6.87%) were muslims. Among the



Agricultural Labourers 8(1.31%) were Christians, 575(93.95%) were Hindus, 29(4.74%) were Muslims. Among the Construction Workers 2(0.18%) were Christians, 989(90.90%) were Hindus, 97(4.74%) were Muslims. Among the Domestic Workers, 9(2.92%) were Christians, 287(93.18%) were Hindus, 12(3.90%) were Muslims. The Table further shows that Out of 2008 sample women workers 19(0.95%) were Christians, 1851(92.18%) were Hindus and the remaining 138(6.87%) were Muslims.

### Distribution of the Sample Women Workers According to Caste

During the course of field investigation, information was collected from 2008 sample women workers of the sample districts regarding their Caste. Table 2.2 shows district wise and category wise distribution of the sample women workers according to their Castes.

Table 2.2

### Distribution of the Sample Women Workers According to their Caste

Nature of work	District	Caste					Grand Total
		High Caste	Muslims/ Others	OBC	SC	ST	
1.Agricultural Labour	Almora	46	--	--	28	--	74
	Chamoli	69	--	--	1	--	70
	Dehradun	2	16	4	50	24	96
	Ghaziabad	1	1	26	16	--	44
	Gurugram	11	1	13	1	6	32
	Haridwar	9	12	41	20	5	87
	Gautam Budh Nagar	--	4	9	2	5	20
	U.S.Nagar	6	2	60	72	49	189
Sub Total (1)		144 (23.53)	36 (5.88)	153 (25)	190 (31.05)	89 (14.54)	612
2.Construction Worker	Almora	28	3	9	15	4	59
	Chamoli	57	--	--	3	--	60
	Dehradun	1	28	11	38	18	96
	Ghaziabad	10	48	47	54	--	159
	Gurugram	52	11	66	47	16	192
	Haridwar	11	5	125	50	10	201
	Gautam Budh Nagar	8	9	122	57	38	234
	U.S.Nagar	2	3	26	22	34	87
Sub Total (2)		169 (15.53)	107 (9.83)	406 (37.32)	286 (26.29)	120 (11.03)	1088
3.Domestic Worker	Almora	54	--	--	3	--	57
	Chamoli	69	--	--	1	--	70
	Dehradun	--	11	8	20	9	48
	Ghaziabad	--	--	3	10	--	13
	Gurugram	2	10	17	1	--	30
	Haridwar	1	--	22	8	1	32
	Gautam Budh Nagar	--	--	11	11	14	36
	U.S.Nagar	--	--	7	11	4	22
Sub Total (3)		126 (40.91)	21 (6.82)	68 (22.08)	65 (21.10)	28 (9.09)	308
Grand Total (1+2+3)		439 (21.86)	164 (8.17)	627 (31.23)	541 (26.94)	237 (11.80)	2008

Note: Figures in brackets are percentages

Table 2.2 shows that out of a total of 2008 sample women workers 439(21.96%) belonged to High Castes, 627(31.23%) were OBCs, 551(26.94%) were SCs, 237(11.80%) were STs and the remaining 164(8.71%) were Muslims and others. Among the Agricultural Labourers, 144(23.53%) belonged to High Castes, 153(25%) were OBCs, 190(31.05%) were SCs, 89(14.54%) were STs and the remaining 36(5.88%) were Muslims and others. Among the Construction Workers, 169(15.53%) belonged to High Castes, 406(37.32%) were OBCs, 286(26.29%) were SCs, 120(11.03%) were STs and the remaining 107(9.83%) were Muslims and others. Among the Domestic Workers, 126(40.91%) belonged to High Castes, 68(22.08%) were OBCs, 65(21.10%) were SCs, 28(9.09%) were STs and the remaining 21(6.82%) were Muslims and others.

### Distribution of the Sample Women Workers According to Age Group

During the course of field investigation, information was collected from 2008 sample women workers of the sample districts regarding their Age. They were distributed between young (those falling in the age group of 18-30 years), Middle-aged (those falling in the age range of 31-55 years) and old (those falling or having crossed the age of 55 years). Table 2.3 shows district wise and category wise distribution of the sample women workers according to their age groups.

Table 2.3

### Distribution of the Sample Women Workers According to their Age Group

Nature of Work	District	Age Group			
		Young	Middle-Aged	Old	Grant Total
1.Agricultural Labour	Almora	10	47	17	74
	Chamoli	17	53	--	70
	Dehradun	35	51	10	96
	Ghaziabad	17	23	4	44
	Gurugram	17	14	1	32
	Haridwar	32	51	4	87
	Gautam Budh Nagar	5	15	--	20
	U.S.Nagar	54	134	1	189
<b>Sub Total</b>		<b>187 (30.56)</b>	<b>388 (63.40)</b>	<b>37 (6.05)</b>	<b>612</b>
2.Construction Worker	Almora	11	44	4	59
	Chamoli	11	49	--	60
	Dehradun	41	52	3	96
	Ghaziabad	66	93	--	159
	Gurugram	94	97	1	192
	Haridwar	77	118	6	201
	Gautam Budh Nagar	95	133	6	234
	U.S.Nagar	30	56	1	87
<b>Sub Total</b>		<b>425 (42.16)</b>	<b>642 (63.69)</b>	<b>21 (2.08)</b>	<b>1088</b>
3.Domestic Worker	Almora	8	49	--	57
	Chamoli	14	56	--	70



Nature of Work	District	Age Group			
		Young	Middle-Aged	Old	Grant Total
	Dehradun	7	38	3	48
	Ghaziabad	3	10	--	13
	Gurugram	13	17	--	30
	Haridwar	13	18	1	32
	Gautam Budh Nagar	6	30	--	36
	U.S.Nagar	8	14	--	22
<b>Sub Total</b>		<b>72</b> <b>(23.38)</b>	<b>232</b> <b>(75.32)</b>	<b>4</b> <b>(1.30)</b>	<b>308</b>
<b>Grand Total</b>		<b>684</b> <b>(34.06)</b>	<b>1262</b> <b>(62.85)</b>	<b>62</b> <b>(3.09)</b>	<b>2008</b>

Note: Figures in brackets are percentages

Table 2.3 shows that out of a total of 2008 sample women workers, 684(34.06%) were young, 1262(62.85%) were middle-aged and the remaining 62(3.09%) were old. Among the Agricultural Labourers, 187(30.56%) were young, 388(63.40%) were middle-aged and the remaining 37(6.05%) were old. Among the Construction Workers, 625(42.16%) were young, 642(63.69%) were middle-aged and the remaining 21(2.08%) were old. Among the Domestic Workers, 72(23.38%) were young, 232(75.32%) were middle-aged and the remaining 4(1.30%) were old.

### Distribution of the Sample Women Workers According to their Educational Status

During the course of field investigation, information was collected from 2008 sample women workers of the sample districts regarding their educational status. Table 2.4 shows district wise and category wise distribution of the sample women workers according to their educational status.

Table 2.4

### Distribution of the Sample Women Workers According to their Educational Status

Nature of Work	District	Educational Status				Grant Total
		High School	Middle	Primary	Uneducated	
<b>1.Agricultural Labour</b>	Almora	--	3	27	44	74
	Chamoli	20	--	10	40	70
	Dehradun	4	5	3	84	96
	Ghaziabad	--	2	8	34	44
	Gurugram	--	6	4	22	32
	Haridwar	3	3	14	67	87
	Gautam Budh Nagar	--	--	6	14	20
	U.S.Nagar	--	6	48	135	189
<b>Sub Total</b>		<b>27</b> <b>(4.41)</b>	<b>25</b> <b>(4.08)</b>	<b>120</b> <b>(19.61)</b>	<b>440</b> <b>(71.90)</b>	<b>612</b>
<b>2.Construction Worker</b>	Almora	--	1	23	35	59

Nature of Work	District	Educational Status				
		High School	Middle	Primary	Uneducated	Grant Total
	Chamoli	25	--	10	25	60
	Dehradun	--	--	4	92	96
	Ghaziabad	1	7	40	111	159
	Gurugram	5	5	57	125	192
	Haridwar	5	5	38	153	201
	Gautam Budh Nagar	--	4	32	198	234
	U.S.Nagar	--	2	19	66	87
<b>Sub Total</b>		<b>36 (3.31)</b>	<b>24 (2.21)</b>	<b>223 (20.50)</b>	<b>805 (73.99)</b>	<b>1088</b>
<b>3.Domestic Worker</b>	Almora	4	9	27	17	57
	Chamoli	21	--	10	39	70
	Dehradun	1	1	8	38	48
	Ghaziabad	--	--	1	12	13
	Gurugram	1	2	6	21	30
	Haridwar	3	1	6	22	32
	Gautam Budh Nagar	--	2	1	33	36
	U.S.Nagar	--	--	8	14	22
<b>Sub Total</b>		<b>30 (9.74)</b>	<b>15 (4.87)</b>	<b>67 (21.75)</b>	<b>196 (63.64)</b>	<b>308</b>
<b>Grand Total</b>		<b>93 (4.63)</b>	<b>64 (3.19)</b>	<b>410 (20.42)</b>	<b>1441 (71.76)</b>	<b>2008</b>

Note: Figures in brackets are percentages

Table 2.4 shows that out of a total of 2008 sample women workers, 1441(71.76%) were illiterate and 410(20.42%) had education up to primary level. Of the remaining, 64(3.19%) had studied up to middle level and 93(4.63%) had received education up to High school. Among the Agricultural Women Labourers, out of a total of 612, 440(71.90%) were illiterate and 120(19.61%) had education up to primary level. Of the remaining, 25(4.08%) had studied up to middle level and 27(4.41%) had received education up to High school. Among the Construction Women Workers, out of a total of 1088, 805(73.99%) were illiterate and 223(20.50%) had education up to primary level. Of the remaining, 24(2.21%) had studied up to middle level and 36(3.31%) had received education up to High school. Among the Domestic Women Workers, out of a total of 308, 196(63.64%) were illiterate and 67(21.75%) had education up to primary level. Of the remaining, 15(4.87%) had studied up to middle level and 30(9.74%) had received education up to High school.

### Distribution of the Sample Women Workers According to their Native State

During the course of field investigation, information was collected from 2008 sample women workers of the sample districts about their Native State. Table 2.5 shows district wise and category wise distribution of the sample women workers according to their native states.



Table 2.5

**Distribution of the Sample Women Workers According to their Native State**

Nature of Work	District	Native State							
		U.P	U.K	Rajas- than	M.P	Hari- yana	Bi- har	W.B	Grant Total
<b>1.Agricultural Labour</b>	Almora	--	74	--	--	--	--	--	74
	Chamoli	--	70	--	--	--	--	--	70
	Dehradun	20	76	--	--	--	--	--	96
	Ghaziabad	44	--	--	--	--	--	--	44
	Gurugram	9	1	--	5	2	6	9	32
	Haridwar	8	55	1	--	10	2	11	87
	Gautam Budh Nagar	20	--	--	--	--	--	--	20
	U.S.Nagar	12	176	--	--	--	1	--	189
<b>Sub Total</b>		<b>113 (18.46)</b>	<b>452 (73.86)</b>	<b>1 (0.16)</b>	<b>5 (0.82)</b>	<b>12 (1.96)</b>	<b>9 (1.47)</b>	<b>20 (3.27)</b>	<b>612</b>
<b>2.Construction Worker</b>	Almora	28	27	--	--	--	4	--	59
	Chamoli	--	60	--	--	--	--	--	60
	Dehradun	--	96	--	--	--	--	--	96
	Ghaziabad	38	4	7	43	--	26	41	159
	Gurugram	20	--	42	103	4	19	4	192
	Haridwar	5	149	--	38	3	3	3	201
	Gautam Budh Nagar	234	--	--	--	--	--	--	234
	U.S.Nagar	40	47	--	--	--	--	--	87
<b>Sub Total</b>		<b>365 (33.55)</b>	<b>383 (35.20)</b>	<b>49 (4.50)</b>	<b>184 (16.91)</b>	<b>7 (0.64)</b>	<b>52 (4.78)</b>	<b>48 (4.41)</b>	<b>1088</b>
<b>3.Domestic Worker</b>	Almora	--	57	--	--	--	--	--	57
	Chamoli	--	70	--	--	--	--	--	70
	Dehradun	--	48	--	--	--	--	--	48
	Ghaziabad	13	--	--	--	--	--	--	13
	Gurugram	11	--	--	2	--	3	14	30
	Haridwar	---	32	--	--	--	--	--	32
	Gautam Budh Nagar	36	--	--	--	--	--	--	36
	U.S.Nagar	--	22	--	--	--	--	--	22
<b>Sub Total</b>		<b>60 (19.48)</b>	<b>229 (74.35)</b>	<b>--</b>	<b>2 (0.65)</b>	<b>--</b>	<b>3 (0.97)</b>	<b>14 (4.55)</b>	<b>308</b>
<b>Grand Total</b>		<b>538 (26.79)</b>	<b>1064 (52.99)</b>	<b>50 (2.49)</b>	<b>191 (9.51)</b>	<b>19 (0.95)</b>	<b>64 (3.19)</b>	<b>82 (4.08)</b>	<b>2008</b>

Note: Figures in brackets are percentages

Table 2.5 shows that out of the total of 2008 sample women workers, 1064(52.99%) belonged to Uttarakhand, 538(26.79%) to Uttar Pradesh, 191(9.51%) to Madhya Pradesh, 82(4.08%) to West Bengal, 64(3.19%) to Bihar, 50(2.49%) to Rajasthan and the remaining 19(0.95%) to Hariyana State. Among the Agricultural Women Labourers, out of a total of 612, 452(73.86%) belonged to Uttarakhand, 113(18.46%) to Uttar Pradesh, 20(3.27%) to West Bengal, 12(1.96%) to Hariyana, 9(1.47%) to Bihar, 5(0.82%) to Madhya Pradesh and the remaining 1(0.16%) to Rajasthan State. Among the Construction Women Workers, out of 1088, 383(35.20%) belonged to Uttarakhand, 365(33.55%) to Uttar Pradesh, 184(16.91%) to Madhya Pradesh, 52(4.78%) to Bihar, 49(4.50%) to Rajasthan, 48(4.41%) to West Bengal and the remaining 7(0.64%) to Hariyana. Among the Domestic Women Workers, out of a total of 308,

229(74.35%) belonged to Uttarakhand, 60(19.48%) to Uttar Pradesh, 14(4.55%) to West Bengal, 3(0.97%) to Bihar and the remaining 2(0.65%) to Madhya Pradesh.

### Distribution of the Sample Women Workers According to their Land Holding

Land Holding factor was used as the main determinant to make a broad assessment of the general economic status of the sample women workers. For this purpose women workers were classified into two groups (i) women workers possessing agricultural land in their native place and (ii) women workers not having agricultural land in their native place. During the course of field investigation, information was collected from 2008 sample women workers of the sample district about their Agricultural Land in their Native Places. Table 2.6 shows district wise and category wise distribution of the sample women workers according to their land holding in their Native Places.

Table 2.6

### Distribution of the Sample Women Workers According to their Land Holding

Nature of Work	District	Number of Women Workers		
		Having Agricultural Land	Not having Agricultural Land	Grant Total
<b>1.Agricultural Labour</b>	Almora	42	32	74
	Chamoli	57	13	70
	Dehradun	29	67	96
	Ghaziabad	3	41	44
	Gurugram	21	11	32
	Haridwar	48	39	87
	Gautam Budh Nagar	11	9	20
	U.S.Nagar	78	111	189
<b>Sub Total</b>		<b>289(47.22)</b>	<b>323(52.78)</b>	<b>612</b>
<b>2.Construction Worker</b>	Almora	35	24	59
	Chamoli	--	60	60
	Dehradun	6	90	96
	Ghaziabad	75	84	159
	Gurugram	81	111	192
	Haridwar	66	135	201
	Gautam Budh Nagar	66	168	234
	U.S.Nagar	33	54	87
<b>Sub Total</b>		<b>362(33.27)</b>	<b>726(66.73)</b>	<b>1088</b>
<b>3.Domestic Worker</b>	Almora	44	13	57
	Chamoli	21	49	70
	Dehradun	1	47	48
	Ghaziabad	3	10	13
	Gurugram	4	26	30
	Haridwar	23	9	32
	Gautam Budh Nagar	9	27	36
	U.S.Nagar	9	13	22
<b>Sub Total</b>		<b>114(37.01)</b>	<b>194(62.99)</b>	<b>308</b>
<b>Grand Total</b>		<b>765(38.10)</b>	<b>1243(61.90)</b>	<b>2008</b>

Note: Figures in brackets are percentages

Table 2.6 shows that out of a total of 2008 sample women workers, 765(38.10%) have agricultural land in their native places and the remaining, 1243(61.90%) do not have agricultural land in their native places. Category wise data of the women workers show that out of a total 612



agricultural women workers, 289(47.22%) have agricultural land in their native places and the remaining, 323(52.78%) do not have agricultural land in their native places. Out of a total of 1088 construction women workers, 362(33.27%) have agricultural land in their native places and the remaining, 726(66.73%) do not have agricultural land in their native places. Out of a total of 308 domestic women workers, 114(37.01%) have agricultural land in their native places and the remaining, 194(62.99%) do not have agricultural land in their native places.

### Distribution of the Sample Women Workers According to their Land

During the course of field investigation, information was collected from 765 sample women workers of the sample districts who have their own land in their native place. Table 2.7 shows district wise and category wise distribution of the sample women workers according to their land holding.

Table 2.7

### Distribution of the Sample Women Workers According to their Land Holding

Nature of Work	District	Number of Women Workers having land			
		11-15 Bigha	6-10 Bigha	1-5 Bigha	Grand Total
<b>1.Agricultural Labour</b>	Almora	24	18	--	42
	Chamoli	8	42	7	57
	Dehradun	--	--	29	29
	Ghaziabad	--	--	3	3
	Gurugram	--	--	21	21
	Haridwar	--	45	3	48
	Gautam Budh Nagar	--	--	11	11
	U.S.Nagar	--	--	78	78
<b>Sub Total</b>		<b>32(11.07)</b>	<b>105(36.33)</b>	<b>152(52.60)</b>	<b>289</b>
<b>2.Construction Worker</b>	Almora	2	--	33	35
	Chamoli	--	--	--	--
	Dehradun	--	--	6	6
	Ghaziabad	--	--	75	75
	Gurugram	8	29	44	81
	Haridwar	2	29	35	66
	Gautam Budh Nagar	--	--	66	66
	U.S.Nagar	--	--	33	33
<b>Sub Total</b>		<b>12(3.31)</b>	<b>58(16.02)</b>	<b>292(80.66)</b>	<b>362</b>
<b>3.Domestic Worker</b>	Almora	3	--	41	44
	Chamoli	--	14	7	21
	Dehradun	--	--	1	1
	Ghaziabad	--	--	3	3
	Gurugram	--	1	3	4
	Haridwar	--	23	--	23
	Gautam Budh Nagar	--	--	9	9
	U.S.Nagar	--	--	9	9
<b>Sub Total</b>		<b>3(2.63)</b>	<b>38(33.33)</b>	<b>73(64.04)</b>	<b>114</b>
<b>Grand Total</b>		<b>47(6.14)</b>	<b>201(26.27)</b>	<b>517(67.58)</b>	<b>765</b>

Note: Figures in brackets are percentages

Table 2.7 shows that out of 765 sample women workers, who have their own land in their native place 517(67.58%) have land between 1-5 Bigha, 201(26.27%) have between 6-10 Bigha and the remaining, 47(6.14%) have between 11-15 Bigha. Category-wise distribution shows that

out of 289 Agricultural Women Workers, who have their own land in their native place, 152(52.60%) have land between 1-5 Bigha, 105(36.33%) have land between 6-10 Bigha and the remaining, 32(11.07%) have land between 11-15 Bigha. Out of 362 Construction Women Workers, 292(80.66%) have land between 1-5 Bigha, 58(16.02%) have land 6-10 Bigha and the remaining, 12(3.31%) have land between 11-15 Bigha. Out of 114 Domestic Women Workers, 73(64.04%) have land between 1-5 Bigha, 38(33.33%) have land between 6-10 Bigha and the remaining, 3(2.63%) have land between 11-15 Bigha.

### Distribution of the Sample Women Workers According to Nature of Land Holding

During the course of field investigation, information was collected from 765 sample women workers of the sample districts who have their own land in their native place. Table 2.8 shows district wise and category wise distribution of the sample women workers according to the nature of land holding.

Table 2.8

### Distribution of the Sample Women Workers According to Nature of Land Holding

Nature of Work	District	Number of Women Workers having land			
		Irrigated	Non-irrigated	Both type	Grand Total
<b>1.Agricultural Labour</b>	Almora		42		42
	Chamoli	1		56	57
	Dehradun	29			29
	Ghaziabad	3			3
	Gurugram	21			21
	Haridwar	3		45	48
	Gautam Budh Nagar	11			11
	U.S.Nagar	78			78
<b>Sub Total</b>		<b>146(50.52)</b>	<b>42(14.53)</b>	<b>101(34.95)</b>	<b>289</b>
<b>2.Construction Worker</b>	Almora	18	16	1	35
	Chamoli				--
	Dehradun	6			6
	Ghaziabad	75			75
	Gurugram	33	38	10	81
	Haridwar	27	39		66
	Gautam Budh Nagar	66			66
	U.S.Nagar	33			33
<b>Sub Total</b>		<b>258(71.27)</b>	<b>93(25.69)</b>	<b>11(3.04)</b>	<b>362</b>
<b>3.Domestic Worker</b>	Almora			44	44
	Chamoli			21	21
	Dehradun	1			1
	Ghaziabad	3			3
	Gurugram	3	1		4
	Haridwar			23	23
	Gautam Budh Nagar	9			9
	U.S.Nagar	9			9
<b>Sub Total</b>		<b>25(21.93)</b>	<b>1(0.88)</b>	<b>88(77.19)</b>	<b>114</b>
<b>Grand Total</b>		<b>429(56.08)</b>	<b>136(17.78)</b>	<b>200(26.14)</b>	<b>765</b>

Note: Figures in brackets are percentages

Table 2.8 shows that out of a total of 765 sample women workers who have land in their native place, 429(56.08%) have irrigated land, 136(17.78%) have non-irrigated land and the remaining, 200(26.14%) have both types of land. Category-wise data shows that out of a 289

Agricultural Women Labourers, 146(50.52%) have irrigated land, 42(14.53%) have non-irrigated land and the remaining, 101(34.95%) have both types of land in their native places. Out of 362 Construction Women Workers, 258(71.27%) have irrigated land, 93(25.69%) have non-irrigated land and the remaining, 11(3.04%) have both types of land in their native places. Similarly, out of a total of 114 Domestic Women Workers, 25(21.93%) have irrigated land, 1(0.88%) has non-irrigated land and the remaining, 88(77.19%) have both types of land in their native places.

### Distribution of the Sample Women Workers According to Family Size

During the course of field investigation, information was collected from 2008 sample women workers of the sample districts regarding their family size. Table 2.9 shows district wise and category wise distribution of the sample women workers according to their family size.

Table 2.9

### Distribution of the Sample Women Workers According to Family Size

Nature of Work	District	Number of Women Workers having family size up to			
		1-2 Members	3-5 Members	6-10 Members	Grand Total
<b>1.Agricultural Labour</b>	Almora	--	66	8	74
	Chamoli	--	38	32	70
	Dehradun	6	51	39	96
	Ghaziabad	--	28	16	44
	Gurugram	--	27	5	32
	Haridwar	1	63	23	87
	Gautam Budh Nagar	2	17	1	20
	U.S.Nagar	22	149	18	189
<b>Sub Total</b>		<b>31(5.07)</b>	<b>439(71.73)</b>	<b>142(23.20)</b>	<b>612</b>
<b>2.Construction Worker</b>	Almora	5	50	4	59
	Chamoli	--	55	5	60
	Dehradun	2	59	35	96
	Ghaziabad	--	120	39	159
	Gurugram	--	157	35	192
	Haridwar	2	138	61	201
	Gautam Budh Nagar	25	157	52	234
	U.S.Nagar	--	72	15	87
<b>Sub Total</b>		<b>34(3.13)</b>	<b>808(74.26)</b>	<b>246(22.61)</b>	<b>1088</b>
<b>3.Domestic Worker</b>	Almora	--	53	4	57
	Chamoli	--	66	4	70
	Dehradun	1	28	19	48
	Ghaziabad	1	8	4	13
	Gurugram	--	20	10	30
	Haridwar	--	27	5	32
	Gautam Budh Nagar	--	30	6	36
	U.S.Nagar	--	22	--	22
<b>Sub Total</b>		<b>2(0.65)</b>	<b>254(82.47)</b>	<b>52(16.88)</b>	<b>308</b>
<b>Grand Total</b>		<b>67(3.34)</b>	<b>1501(74.75)</b>	<b>440(21.91)</b>	<b>2008</b>

Note: Figures in brackets are percentages.

Table 2.9 shows that out of a total of 2008 sample women workers, 67(3.34%) have family size between 1-2 members, 1501(74.75%) have family size between 3-5 members and the remaining, 440(21.91%) have family size between 6-10 members. Category-wise data shows that out of a total of 612 Agricultural Women Labourers, 31(5.07%) have family size between 1-2 members, 439(71.73%) have family size between 3-5 members and the remaining, 142(23.20%)



have family size between 6-10 members. Out of a total of 1088 Construction Women Workers, 34(3.13%) have family size between 1-2 members, 808(74.26%) have family size between 3-5 members and the remaining, 246(22.61%) have family size between 6-10 members. Out of a total of 308 Domestic Women Workers, 2(0.65%) have family size between 1-2 members, 254(82.47%) have family size between 3-5 members and the remaining, 52(16.88%) have family size between 6-10 members.

### Distribution of the Sample Women Workers According to Children in the Family

During the course of field investigation, information was collected from 2008 sample women workers of the sample districts regarding the number of children in their families. Table 2.10 shows district wise and category wise distribution of the sample women workers according to the number of children in their families.

Table 2.10

### Distribution of the Sample Women Workers According to Children in the Family

Nature of Work	District	Number of women workers having children up to			
		None	1-2 Children	3-5 Children	Grand Total
<b>1.Agricultural Labour</b>	Almora	2	33	39	74
	Chamoli	17	42	11	70
	Dehradun	12	23	61	96
	Ghaziabad	1	25	18	44
	Gurugram	3	20	9	32
	Haridwar	15	42	30	87
	Gautam Budh Nagar	4	15	1	20
	U.S.Nagar	47	119	23	189
<b>Sub Total</b>		<b>101(16.50)</b>	<b>319(52.12)</b>	<b>192(31.37)</b>	<b>612</b>
<b>2.Construction Worker</b>	Almora	5	36	18	59
	Chamoli	22	18	20	60
	Dehradun	13	33	50	96
	Ghaziabad	11	91	57	159
	Gurugram	24	106	62	192
	Haridwar	36	78	87	201
	Gautam Budh Nagar	45	114	75	234
	U.S.Nagar	14	43	30	87
<b>Sub Total</b>		<b>170(15.63)</b>	<b>519(47.70)</b>	<b>399(36.67)</b>	<b>1088</b>
<b>3.Domestic Worker</b>	Almora	--	48	9	57
	Chamoli	19	39	12	70
	Dehradun	3	15	30	48
	Ghaziabad	1	6	6	13
	Gurugram	1	6	23	30
	Haridwar	10	16	6	32
	Gautam Budh Nagar	7	21	8	36
	U.S.Nagar	6	16	--	22
<b>Sub Total</b>		<b>47(15.26)</b>	<b>167(54.22)</b>	<b>94(30.52)</b>	<b>308</b>
<b>Grand Total</b>		<b>318(15.84)</b>	<b>1005(50.05)</b>	<b>685(34.11)</b>	<b>2008</b>

Note: Figures in brackets are percentages.

Table 2.10 shows that out of a total of 2008 sample women workers, 318(15.84%) have no children, 1005(50.05%) have children between 1-2 and the remaining, 685(34.11%) have children between 3-5. Category-wise data shows that out of a total of 612 Agricultural Women Labourers, 101(16.50%) have no children, 319(52.12%) have children between 1-2 and the remaining, 192(31.37%) have children between 3-5 in their families. Out of a total of 1088 Construction

Women Workers, 170(15.63%) have no children, 519(47.70%) have children between 1-2 and the remaining, 399(36.67%) have children between 3-5 in their families. Out of a total of 308 Domestic Women Workers, 47(15.26%) have no children, 167(54.22%) have children between 1-2 and the remaining 94(30.52%) have children between 3-5 in their families.

### Distribution of the Sample Women Workers According to School Going Children

During the course of field investigation, 1690 sample women workers who have school going children were asked as to whether they send their children to school. The information given by the sample women workers in this regard has been shown in Table 2.11.

Table 2.11

### Distribution of the Sample Women Workers According to School Going Children

Nature of Work	District	Number of women workers reported as		
		Yes	No	Grand Total
<b>1.Agricultural Labour</b>	Almora	57	15	72
	Chamoli	51	2	53
	Dehradun	38	46	84
	Ghaziabad	16	27	43
	Gurugram	14	15	29
	Haridwar	43	29	72
	Gautam Budh Nagar	7	9	16
	U.S.Nagar	64	78	142
<b>Sub Total</b>		<b>290(56.75)</b>	<b>221(43.25)</b>	<b>511</b>
<b>2.Construction Worker</b>	Almora	39	15	54
	Chamoli	35	3	38
	Dehradun	47	36	83
	Ghaziabad	61	87	148
	Gurugram	62	106	168
	Haridwar	107	58	165
	Gautam Budh Nagar	71	118	189
	U.S.Nagar	40	33	73
<b>Sub Total</b>		<b>462(50.33)</b>	<b>456(49.67)</b>	<b>918</b>
<b>3.Domestic Worker</b>	Almora	54	3	57
	Chamoli	49	3	51
	Dehradun	25	20	45
	Ghaziabad	5	7	12
	Gurugram	5	24	29
	Haridwar	16	6	22
	Gautam Budh Nagar	17	12	29
	U.S.Nagar	10	6	16
<b>Sub Total</b>		<b>196(75.10)</b>	<b>65(24.90)</b>	<b>261</b>
<b>Grand Total</b>		<b>948(56.09)</b>	<b>742(43.91)</b>	<b>1690</b>

Note: Figures in brackets are percentages.

Table 2.11 shows that out of 1690 sample women workers who have school going children, 948(56.09%) reported that their children go to school and the remaining, 742(43.91%) reported that their children do not go to school. Category-wise data show that out of 511 Agricultural Women Workers, 290(56.75%) reported that their children go to school and the remaining, 221(43.25%) reported that their children do not go to school. Out of 918 Construction Women Workers, 462(50.33%) reported that their children go to school and the remaining, 456(49.67%) reported

that their children do not go to school. Out of a total of 261 Domestic Women Workers, 196(75.10%) reported that their children go to school and the remaining, 65(24.90%) reported that their children do not go to school.

### **Distribution of the Sample Women Workers According to Reasons Reported by them for not Sending their Children to School**

During the course of field investigation, 742 sample women workers who do not send their children to school were asked to give the reasons for not sending their children to school. The reasons reported by them have been shown in Table 2.12.

Table 2.12

### **Distribution of the Sample Women Workers According to Reasons Assigned by them for not Sending their Children to School**

Nature of Work	District	Number of women workers assigned reasons as				
		Lack of Money	Children not interested	No school facility	Work with them	Grant Total
<b>1.Agricultural Labour</b>	Almora	10	3	2	--	15
	Chamoli	2	--	--	--	2
	Dehradun	10	20	5	11	46
	Ghaziabad	6	14	--	7	27
	Gurugram	3	4	4	4	15
	Haridwar	9	8	7	5	29
	Gautam Budh Nagar	3	3	3	--	9
	U.S.Nagar	30	18	--	30	78
<b>Sub Total</b>		<b>73(33.03)</b>	<b>70(31.67)</b>	<b>21(9.50)</b>	<b>57(25.79)</b>	<b>221</b>
<b>2.Construction Worker</b>	Almora	3	4	--	8	15
	Chamoli	1	2	--	--	3
	Dehradun	8	15	--	13	36
	Ghaziabad	24	15	28	20	87
	Gurugram	16	10	45	35	106
	Haridwar	24	8	5	21	58
	Gautam Budh Nagar	6	6	38	68	118
	U.S.Nagar	12	6	5	10	33
<b>Sub Total</b>		<b>94(20.61)</b>	<b>66(14.47)</b>	<b>121(26.54)</b>	<b>175(38.38)</b>	<b>456</b>
<b>3.Domestic Worker</b>	Almora	2	1	--	--	3
	Chamoli	1	2	--	--	3
	Dehradun	5	7	8	--	20
	Ghaziabad	3	2	2	--	7
	Gurugram	6	10	--	8	24
	Haridwar	3	2	--	1	6
	Gautam Budh Nagar	6	4	--	2	12
	U.S.Nagar	3	2	--	1	6
<b>Sub Total</b>		<b>29(44.62)</b>	<b>30(46.15)</b>	<b>10(15.38)</b>	<b>12(18.46)</b>	<b>65</b>
<b>Grand Total</b>		<b>196(26.42)</b>	<b>166(22.37)</b>	<b>152(20.49)</b>	<b>244(32.88)</b>	<b>742</b>

Note: Figures in brackets are percentages.



Table 2.12 shows that out of a total of 742 women workers, 196(26.42%) reported lack of money as the reason for not sending their children to school, 166(22.37%) reported that children are not interested, 152(20.49%) reported lack of school facility as the reason for not sending the children to school and the remaining, 244(32.88%) reported that their children work with them so they could not send them to school. Category-wise data shows that out of a total of 221 Agricultural Women Workers, 73(33.03%) reported lack of money as the reason for not sending their children to school, 70(31.67%) reported that children are not interested, 21(9.50%) reported lack of school facility as the reason for not sending the children to school and the remaining, 57(25.79%) reported that their children work with them so they could not send them to school. Out of a total of 456 Construction Women Workers, 94(20.61%) reported lack of money as the reason for not sending their children to school, 66(14.47%) reported that children are not interested, 121(26.54%) reported lack of school facility as the reason for not sending the children to school and the remaining, 175(38.38%) reported that their children work with them so they could not send them school. Out of a total of 65 Domestic Women Workers, 29(44.62%) reported lack of money as the reason for not sending their children to school, 30(46.15%) reported that children are not interested, 10(15.38%) reported lack of school facility as the reason for not sending the children to school and the remaining 12(18.46%) reported that their children work with them so they could not send them to school.

### **Distribution of the Sample Women Workers According to their Dwelling**

During the course of field investigation, information was collected from 2008 sample women workers of the sample district as to know whether they have their own house in their native place. The information in this regard given by them has been shown in Table 2.13.

Table 2.13

### **Distribution of the Sample Women Workers According to Availability of their own Dwelling**

Nature of Work	District	Number of women workers Reported as		
		Yes	No	Grant Total
<b>1.Agricultural Labour</b>	Almora	74	--	74
	Chamoli	70	--	70
	Dehradun	96	--	96
	Ghaziabad	44	--	44
	Gurugram	31	1	32
	Haridwar	84	3	87
	Gautam Budh Nagar	20	--	20
	U.S.Nagar	188	1	189
<b>Sub Total</b>		<b>607(99.18)</b>	<b>5(0.82)</b>	<b>612</b>

Nature of Work	District	Number of women workers Reported as		
		Yes	No	Grant Total
<b>2. Construction Worker</b>	Almora	59	--	59
	Chamoli	60	--	60
	Dehradun	96	--	96
	Ghaziabad	159	--	159
	Gurugram	186	6	192
	Haridwar	199	2	201
	Gautam Budh Nagar	234	--	234
	U.S.Nagar	87	--	87
<b>Sub Total</b>		<b>1080(99.26)</b>	<b>8(0.74)</b>	<b>1088</b>
<b>3. Domestic Worker</b>	Almora	57	--	57
	Chamoli	70	--	70
	Dehradun	48	--	48
	Ghaziabad	13	--	13
	Gurugram	30	--	30
	Haridwar	32	--	32
	Gautam Budh Nagar	36	--	36
	U.S.Nagar	22	--	22
<b>Sub Total</b>		<b>308(100)</b>	<b>--</b>	<b>308</b>
<b>Grand Total</b>		<b>1995(99.35)</b>	<b>13(0.65)</b>	<b>2008</b>

Note: Figures in brackets are percentages.

Table 2.13 shows that out of a total of 2008 sample women workers, 1995(99.35%) reported that they have their own dwelling in their native places and the remaining, 13(0.65%) reported that they do not have their own dwellings in their native places. Category-wise data shows that out of a total of 612 Agricultural Women Workers, 607(99.18%) reported that they have their own dwelling in their native places and the remaining, 5(0.82%) reported that they do not have their own dwellings in their native places. Out of a total of 1088 Construction Women Workers, 1080(99.26%) reported that they have their own dwellings in their native places and the remaining 8(0.74%) reported that they do not have their own dwellings in their native places. Out of a total of 308 Domestic Women Workers, all of them reported that they have their own dwellings in their native places.

### **Distribution of the Sample Women Workers According to Type of Structure of their Dwellings**

During the course of field investigation, information was collected from 1995 sample women workers of the sample district about the type of structure of their dwellings. The type of the structure of dwellings of the sample women workers has been shown in Table 2.14.

Table 2.14

**Distribution of the Sample Women Workers According to Type of Structure of their Dwellings**

Nature of Work	District	Number of women workers Reported as			
		Jhuggi	Kutcha	Pucca	Grant Total
<b>1.Agricultural Labour</b>	Almora	--	1	73	74
	Chamoli	--	11	59	70
	Dehradun	32	28	36	96
	Ghaziabad	18	9	17	44
	Gurugram	1	23	7	31
	Haridwar	13	20	51	84
	Gautam Budh Nagar	--	10	10	20
	U.S.Nagar	44	102	42	188
<b>Sub Total</b>		<b>108(17.79)</b>	<b>204(33.61)</b>	<b>295(48.60)</b>	<b>607</b>
<b>2.Construction Worker</b>	Almora	11	27	21	59
	Chamoli	--	12	48	60
	Dehradun	36	32	28	96
	Ghaziabad	6	140	13	159
	Gurugram	2	137	47	186
	Haridwar	71	57	71	199
	Gautam Budh Nagar	95	85	54	234
	U.S.Nagar	35	36	16	87
<b>Sub Total</b>		<b>256(23.70)</b>	<b>526(48.70)</b>	<b>298(27.59)</b>	<b>1080</b>
<b>3.Domestic Worker</b>	Almora	--	7	50	57
	Chamoli	--	23	47	70
	Dehradun	6	28	14	48
	Ghaziabad	7	4	2	13
	Gurugram	5	18	7	30
	Haridwar	4	--	28	32
	Gautam Budh Nagar	16	12	8	36
	U.S.Nagar	--	16	6	22
<b>Sub Total</b>		<b>38(12.34)</b>	<b>108(35.06)</b>	<b>162(52.60)</b>	<b>308</b>
<b>Grand Total</b>		<b>402(20.25)</b>	<b>838(42.22)</b>	<b>755(38.04)</b>	<b>1985</b>

Note: Figures in brackets are percentages.

Table 2.14 shows that out of a total of 1985 sample women workers who have their own dwellings, 402(20.25%) have Jhuggis, 838(42.22%) have Kutcha houses and the remaining, 755(38.04%) have Pucca houses. Category-wise data shows that out of a total of 607 Agricultural Women Workers, 108(17.79%) have Jhuggis, 204(33.61%) have Kutcha houses and the remaining, 295(48.60%) have Pucca houses. Out of a total of 1080 Construction Women Workers, 256(23.70%) have Jhuggis, 526(48.70%) have Kutcha houses and the remaining, 298(27.59%) have Pucca houses. Out of a total of 308, Domestic Women Workers, 38(12.34%) have Jhuggis, 108(35.06%) have Kutcha houses and the remaining, 162(52.60%) have Pucca houses in their native places.



### Distribution of the Sample Women Workers According to Availability of Electricity in their Dwellings

During the course of field investigation, information was collected from 2008 sample women workers of the sample district about availability of Electricity in their dwellings of their native places. Table 2.15 shows availability of Electricity in the dwellings of the sample women workers.

Table 2.15

### Distribution of the Sample Women Workers According to Availability of Electricity in their Dwellings

Nature of Work	District	Number of women workers Reported as		
		Yes	No	Grant Total
<b>1.Agricultural Labour</b>	Almora	74	--	74
	Chamoli	70	--	70
	Dehradun	85	11	96
	Ghaziabad	43	19	44
	Gurugram	--	31	31
	Haridwar	53	31	84
	Gautam Budh Nagar	12	8	20
	U.S.Nagar	72	116	188
<b>Sub Total</b>		<b>391(64.42)</b>	<b>216(35.58)</b>	<b>607</b>
<b>2.Construction Worker</b>	Almora	33	26	59
	Chamoli	60	--	60
	Dehradun	70	26	96
	Ghaziabad	125	34	159
	Gurugram	100	86	186
	Haridwar	168	31	199
	Gautam Budh Nagar	92	142	234
	U.S.Nagar	<b>70</b>	17	87
<b>Sub Total</b>		<b>718(66.48)</b>	<b>362(33.52)</b>	<b>1080</b>
<b>3.Domestic Worker</b>	Almora	56	1	57
	Chamoli	70	--	70
	Dehradun	46	2	48
	Ghaziabad	2	11	13
	Gurugram	2	28	30
	Haridwar	32	--	32
	Gautam Budh Nagar	21	15	36
	U.S.Nagar	<b>6</b>	16	22
<b>Sub Total</b>		<b>235(76.30)</b>	<b>73(23.70)</b>	<b>308</b>
<b>Grand Total</b>		<b>1344(67.37)</b>	<b>651(32.63)</b>	<b>1995</b>

Note: Figures in brackets are percentages.

Table 2.15 shows that out of a total of 1995 sample women workers, 1344(67.37%) have electricity in their dwellings and the remaining, 651(32.63%) do not have electricity in their dwellings. Category-wise data shows that out of a total of 607 Agricultural Women Workers, 391(64.42%) reported that they have electricity in their own dwellings at their native places and the remaining, 216(35.58%) reported that they do not have electricity in their own dwellings. Out of a total of 1080 Construction Women Workers, 718(66.48%) reported that they have electricity in their own dwellings at their native places and the remaining, 362(33.52%) reported that they do

not have electricity in their own dwellings. Out of a total of 308 Domestic Women Workers, 235(76.30%)reported that they have electricity in their own dwellings at their native places and the remaining, 73(23.70%) reported that they do not have electricity in their own dwellings.

### **Distribution of the Sample Women Workers According to Availability of Drinking Water Facility**

During the course of field investigation, information was collected from 2008 sample women workers of the sample district about availability of drinking water facility available to them within their premises of their native places. The information given by them in this regard is shown in Table 2.16.

Table 2.16

### **Distribution of the Sample Women Workers According to Availability of Drinking Water Facility**

Nature of Work	District	Number of women workers Reported as		
		Within Premises	Outside Premises	Grant Total
<b>1.Agricultural Labour</b>	Almora	52	22	74
	Chamoli	70	--	70
	Dehradun	92	4	96
	Ghaziabad	44	--	44
	Gurugram	8	23	31
	Haridwar	12	72	84
	Gautam Budh Nagar	20	--	20
	U.S.Nagar	186	2	188
<b>Sub Total</b>		<b>484(79.74)</b>	<b>123(20.26)</b>	<b>607</b>
<b>2.Construction Worker</b>	Almora	33	26	59
	Chamoli	60	--	60
	Dehradun	66	30	96
	Ghaziabad	99	60	159
	Gurugram	99	87	186
	Haridwar	37	162	199
	Gautam Budh Nagar	178	56	234
	U.S.Nagar	<b>87</b>	--	87
<b>Sub Total</b>		<b>659(61.02)</b>	<b>421(38.98)</b>	<b>1080</b>
<b>3.Domestic Worker</b>	Almora	47	10	57
	Chamoli	69	1	70
	Dehradun	36	12	48
	Ghaziabad	7	6	13
	Gurugram	--	30	30
	Haridwar	--	32	32
	Gautam Budh Nagar	36	--	36
	U.S.Nagar	22	--	22
<b>Sub Total</b>		<b>217(70.45)</b>	<b>91(29.55)</b>	<b>308</b>
<b>Grand Total</b>		<b>1360(68.17)</b>	<b>635(31.83)</b>	<b>1995</b>

Note: Figures in brackets are percentages.

Table 2.16 shows that out of a Total of 1995 sample workers, 1360(68.17%) have drinking water facility within their premises at their native places and the remaining, 635(31.83%) have it outside their premises. Category-wise data shows that out of a total of 607 sample Agricultural

Women Workers, 484(79.74%) have drinking water facility within their premises and the remaining, 123(20.26%) have it outside their premises. Out of a total of 1080 sample Construction Women Workers 659(61.02%) have drinking water facility within their premises and the remaining 421(38.98%) have it outside their premises. Out of a total of 308 sample Domestic Women Workers 217(70.45%) have drinking water facility within their premises and the remaining, 91(29.55%) have it outside their premises.





## CHAPTER 3

### SOCIAL SECURITY RIGHTS ENJOYED BY SAMPLE WOMEN WORKERS IN SAMPLE DISTRICTS

In this chapter an attempt has been made to analyse the social security rights enjoyed by the sample women workers in three sectors viz, construction workers, agricultural workers and domestic workers.

#### Women Workers in Construction Sector

Construction workers are the backbone of the economy as they create the infrastructure necessary for industrial growth. In a globalising economy, it is they who are constructing the new economic zones, the information technology cities, the call centres and mega malls that are creating new forms of wealth today. In this sector there is no direct employer-employee relation. Most of the labourers are recruited by labour sub-contractors and hence not only is the labourer invisible to the employer but employer is also invisible to labourer. The sub-contractors determine the conditions of employment according to the convenience of the contractors.

#### Social Security and Welfare Legislations for Construction Workers

The Government of India has taken initiatives to protect the interests of the construction workers by enacting a number of legislations to ensure social security benefits. In this a minimum standard of wages and fair service conditions for the workers are provided. Apart from this, the Government of India has set up welfare funds administered through Ministry of Labour for the employees employed in the sector. The legislations which have direct relevance to construction workers and great significance to women workers in the unorganised sector are as follows:

#### Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996;

The Act applies to every building or other construction work establishment which employs or had employed 10 or more workers. The Act has been passed to lay down conditions for registration of building workers and also has provisions for hours of work, wages for overtime work, maintenance of registers and records. The Act also contains provision relating to safety.

The Act obligates the principal employer, contractor or sub-contractor of construction workers to provide for facilities at the work place such as safe drinking water, urinals and toilets separately for male and female workers, first aid accommodation and crèches for children of workers on sites where the number of women workers are more than 50.

During the course of field investigation of the sample districts, we found the lack of welfare measures available to the sample women workers such as crèches for children, rest rooms, and separate toilets for women and portable drinking water. By and large the sample women workers were living in Jhuggis. If housing was provided it was generally unfit for human living. One of the consequences of not having adequate crèche facilities was that the children were often engaged in helping the mothers and overtime was inducted into the workforce.

### Construction Workers Welfare Fund

The Building and Other Construction Work (Regulation of Employment and Conditions of Services) Act, 1996 provides for the constitution of fund. The fund is to be utilised for welfare measures like immediate assistance in case of accidents; Pensions to those who have completed sixty years; sanctions of loans for the purposes of construction of the house; premium for group Insurance Scheme financial assistance for the education of children of the beneficiaries; medical expenses for the treatment of major ailments of the beneficiaries; maternity benefits for the female beneficiaries; grant loan or subsidy to a local authority or an employer in aid of any scheme; and payment of annual grant-in-aid to a local or an employer who provides welfare measures. The fund is to be managed and operated by Welfare Boards to be constituted by the States.

But in all the sample districts the women workers were concentrated as casual and unskilled workers and it was not possible for them to make regular, timely contributions to the fund as per the requirement of the Law and hence they never got the benefits available under the Act.

### Contract Labour (Regulation and Abolition) Act 1970

The aim of the Act is to provide for the regulation of contract labour in certain establishment and provides for its abolition if certain conditions such as the nature of jobs being of perennial nature and connected with the core business of the principal employer are met. The Act does not apply when a contractor employs less than twenty workers and this has led to manipulation by employers and contractors.

During the course of field investigation of the sample districts all the sample women workers were employed through contractors and as a result, they did not receive minimum employment protection and benefits under the Law. As per the Law, certain registers, records, returns etc, are to be maintained by the principal employers and contractors. But it was found that neither the contractor nor the principal employer took the responsibility for worker's welfare as per the Law. The limitations in the Law are such that the contractor stands to gain if he engages less than 20 workers and it provides a loophole for manipulations for the employers and

contractors. Hence the coverage that this Act provides was beyond the reach of all sample women workers of all the sample districts.

### Inter-State Migrant Labour (Regulation of Employment and Conditions of Service) Act, 1979

This Act has been enacted to regulate the employment and conditions of service of inter-state migrant workers. As per the Act it will be the duty of every contractor to furnish the following information in the prescribed form such as:

- The name and place of establishment where the workman is employed.
- A passbook affixed with a passport photograph of the workmen.
- The period of employment.
- The proposed rates and modes of payment of wages.
- The displacement allowance payable.
- The return fare payable to the workman on the expiry of period of his employment.

During the course of field investigation it was found that the Law has not been adhered by all the contractors/sub-contractors. The promise that the contractors/sub-contractors made at the time of recruitment about payment were not kept in record. No working hours were fixed for these workers. In this sector there was no direct employer-employee relation as all the labourers were recruited by labour sub-contractors and hence not only was the labourer invisible to the employer but employer is also invisible to the labourer. The sub-contractors determine the conditions of employment according to the convenience of the contractors. Women workers live in miserable conditions with respect to payment of wages and working hours. Illiteracy and poverty has resulted in accepting low wages by the women that may not fulfil their basic minimum needs. These workers do not have legal protection of employment or access to state supported social security measure.

### Women Workers in Agricultural Sector

Agricultural labourers take up manual activities in agriculture in return for wages. Employment in agricultural sector is seasonal and intermittent in character because of seasonality of manual operations such as sowing, weeding, harvesting etc. in crop cultivation. This seasonality in agricultural operations drives the workers to migrate to other regions in search for employment during the lean periods.

During the course of field investigation of the sample districts, information was collected about the working condition of sample women workers. It was found that the women workers have been paid either on hourly basis or also in some cases, by a piece rate system. The piece rate

system provides greater flexibility to the employer as it varies from place to place with the amount of work done and also has greater scope of manipulation. The minimum wages Act, 1948 is the only legislation which ensures minimum wages to the workers in agricultural sector. But our study shows lack of minimum standards in daily wage rates in all the sample districts. All the sample women workers received wage rates below the norms. There were no fixed hours of work and due to high level of unemployment in the rural areas and lack of job opportunities, the women workers had no bargaining power and ultimately they had to accept the wages as fixed by the employer.

In majority of the sample districts women workers were suffering from certain specific health hazards due to extensive use of fertilizers, Insecticides and pesticides and mechanization. Since occupational safety and health services were out of the reach of the sample women workers, the health standard was weak as they had to perform different types of duties at home, in family and on farm. Some of the women workers were suffering from many types of diseases such as gynaecological infections, arthritis, intestinal and parasitic infections. Since the farming sector is unorganised in character, there is an absence of statistics on farm related accidents and injuries. Majority of sample women workers in all the sample districts did not enjoy maternity leave and did not get proper rest after child birth. It was also found that sample women workers received lower wages than men. By and large the sample women workers sought jobs in their nearby villages because of traditional prejudices, male domination and conservative attitudes. As a result they had to accept the wage rates as fixed by the employer keeping in view the nature of the work.

#### DOMESTIC WOMEN WORKERS

The growth of domestic work as a service sector is being continually fuelled by supply and demand factors. Demographic changes such as aging populations, decline in welfare provision, increasing labour force participation of women, and the challenges of balancing working life and family life in urban areas and developed countries contribute to greater demand for domestic workers. On the supply side rural poverty, gender discrimination in the labour market as well as limited employment opportunities in general in rural communities and countries of origin ensures a continuous supply of workers to the sector.

In the Indian context, domestic work is generally defined in terms of types of work performed and the time spent at work, i.e., in the employer's home. Live-out and Live-in are two distinct categories of domestic work. Live out work is primarily of two types: first, those who work in one house for the whole day and go back to their homes in the evening and secondly, those who work in different houses, moving from one to the other, performing one to the other, performing one or more tasks in each household. They may clean in one house, chop vegetables in



another and wash clothes in the third, while some others may perform only one task, such as cooking. They often visit these households twice a day though the requirements in some families may be limited to only once a day. Another form of part-time live-out work is in terms of piece-rate. It is often applied to washing clothes and wages are calculated on the basis of family size.

In the sample districts many migrant women domestic workers live on pavements or in slums and serve others houses. A women domestic worker has to sweep, swab, wash utensils and clothes in houses twice a day, morning and evening. Sometimes, she has to stand in a long queue to get water. She has to repeat the same work at her own home and at other homes where she works. She has to put in extra work if guests stay on for several days without extra remuneration for this.

In India, the domestic workers are not legally recognised as workers and have no rights. Domestic workforce is excluded from labour laws that look after important employment related issues such as conditions of work, wages, social security, provident funds, old age pensions, and maternity leave. They are almost slave-utterly dependent on the benevolence of their employers.

During the course of field investigation of the sample districts it was observed that they did not enjoy minimum wage and social security. They were facing exploitation and discrimination in wages. There are no regular hours of work for them in domestic services. The risk areas include high level of insecurity, deplorable wages and long working hours. An overwhelming majority of them are deprived of the privileges like maternity leave etc. Some migrant sample women have been placed for domestic work by the employment agencies without protecting their social security in terms of wages and working conditions. They are not aware of minimum wage laws for their categories of work. Mostly they are engaged as maid servants that deliver services like cleaning, sweeping, washing up clothes and utensils, dusting, fetching water etc. and involved primarily in baby care, cooking and outdoor duties.

In some cases, poor people from rural areas have migrated to towns in search of employment and have settled down in slum areas/slums near to the towns. The middle class and upper class people who are in need of women domestic workers to work in their homes, have employed them.



## **CHAPTER 4**

### **WORKING CONDITIONS OF WOMEN WORKERS IN THE SAMPLE DISTRICTS**

In Chapter-2, a detailed discussion has been made in regard to major socio-economic characteristics of the Construction, Agriculture and domestic women workers in the sample districts. The foregoing discussions reveal that vast majority of the women workers in these unorganised sectors of all the sample districts come from the lower socio-economic strata of the society. As most of them are illiterate and belong to agrarian rural society, therefore it is necessary to explain the methodology of their recruitment, involvement of intermediary agencies, their role in the process of recruitment and the policies adopted for them to ensure the protection of labour women workers in particular. In this chapter attempt has been made to give a detailed description regarding the causes of their present engagement as workers in these sectors, annual work availability, length of working, types of work performed by the women workers and their usual working hours. Provision of various facilities in living accommodation for the migrant women workers, conveyance arrangements for the local women workers, facilities for drinking water, leave and holidays, medical facilities, creche home, canteen, safety measurements and compensation. Bonus is also being discussed in the present chapter.

#### **METHOD OF RECRUITMENT (CONSTRUCTION WOMEN WORKERS)**

During the field investigation, it was observed that different methods of recruitment prevail to obtain two different types of women workers- the migrated women workers and the local women workers. Those women workers brought from other districts or States and accommodated at the worksite for the whole period have been termed as migrated workers; while those who come to worksite and go back to their respective villages/residences daily have been termed local workers. In Almora and Chamoli districts all the women workers were local but in other sample districts all the construction women workers were migrated workers. It was found that the involvement of the intermediary or contractor or broker in case of local women workers was negligible. Usually the women workers contact directly the owner to get employment. As far as migrated women workers are concerned they were brought by contractors/brokers directly to the builders/owners to obtain employment from different districts/states. The study shows that the contractors/brokers were not licensed. Not a single contractor/broker has followed the norms and the rules mentioned in Inter-State Migrant Workmen Act or Contract Labour Act. The women workers in all the sample districts were not issued a pass-book affixed with a passport size photograph mentioning the following information:

- (i) The name and place of the establishment.
- (ii) The period of employment.
- (iii) The proposed rates and mode of payment of wages.
- (iv) The amount payable for being displaced from one place to another.
- (v) The return fare payable to the workmen on the expiry of the period of employment.
- (vi) Deduction made.
- (vii) Such other particulars as may be prescribed.

#### PREVIOUS ENGAGEMENT IN THE SECTOR

During the course of field investigation information was collected from 1088 sample women workers of the sample district regarding their previous engagement in construction work. The information given by them have been shown in Table 4.1

Table 4.1

District-wise Classification of Sample Women Workers According to their Engagement in Construction Work.

Name of the District	Previous Engagement Since				
	1 to 2 Years	3 to 5 Years	6 to 8 Years	9 to 10 Years	Total
Almora	37 (62.71)	18 (30.51)	3 (5.08)	1 (1.69)	<b>59</b>
Chamoli	58 (96.67)	02 (3.33)	--	--	<b>60</b>
Dehradun	14 (14.58)	22 (22.97)	53 (55.21)	7 (7.29)	<b>96</b>
Ghaziabad	27 (16.98)	50 (31.45)	79 (49.69)	3 (1.89)	<b>159</b>
Gurugram	56 (29.17)	74 (38.54)	43 (22.40)	19 (9.90)	<b>192</b>
Haridwar	43 (21.39)	72 (35.82)	76 (37.81)	10 (4.98)	<b>201</b>
Gautam Budh Nagar	67 (28.63)	95 (40.60)	65 (27.78)	7 (2.99)	<b>234</b>
U.S.Nagar	18 (20.69)	35 (40.23)	29 (33.33)	5 (5.75)	<b>87</b>
<b>Total</b>	<b>320 (29.41)</b>	<b>368 (33.82)</b>	<b>348 (31.99)</b>	<b>52 (4.78)</b>	<b>1088</b>

The Table shows that out of 1088 sample women workers 320(29.41%) joined construction work since 1-2 years, 368(33.82%) since 3-5 years, 348(31.99%) since 6-8 years and the remaining 52(4.78%), since 9-10 years.

#### ANNUAL WORK AVAILABILITY

During the course of field investigation information was collected from 1088 sample women workers of sample district regarding annual work available to them in construction work. The information given by them have been shown in Table 4.2

Table 4.2

District-wise Classification of Sample Women Workers According to Annual work Available to them in Construction Work.

Name of the District	Availability of Work During the year			
	Full year	6-9 months	Up to 3 months	Total
Almora	--	45 (76.27)	14 (23.73)	<b>59</b>
Chamoli	--	42 (70)	18 (30)	<b>60</b>
Dehradun	63 (65.63)	23 (23.96)	10 (10.42)	<b>96</b>
Gaziabad	159 (100)	--	--	<b>159</b>
Gurugram	135 (70.31)	44 (22.92)	13 (6.77)	<b>192</b>
Haridwar	188 (93.53)	11 (5.47)	2 (1.00)	<b>201</b>
Gautam Budh Nagar	214 (91.45)	20 (8.55)	--	<b>234</b>
U.S.Nagar	67 (77.01)	12 (13.79)	8 (9.20)	<b>87</b>
<b>Total</b>	<b>826 (75.92)</b>	<b>197 (18.11)</b>	<b>65 (5.97)</b>	<b>1088</b>

Table 4.2 shows that out of 1088 sample women workers 826(75.82%)got work during full year, 197(18.11%) got 6-9 months and the remaining 66(5.97%) got upto 3 months according to demand of work. The Table also shows that in Almora and Chamoli districts not a single sample woman worker got employment throughout the year.

## TPOLOGY OF WORK

During the course of field investigation the sample women workers of the sample districts were asked about the works they performed during the construction works. It was observed that by and large in all the sample districts the sample women workers performed same type of works such as carrying construction material on their heads to the construction site, carry water, sand, jelly, cement mixture for foundation laying and concrete pouring etc., carry stones, bricks and tools required at the premises. Women also help in the erection of scaffolding by carrying centring materials, do the smoothening of surfaces with available local materials before concrete mixture is poured for roofing, do the cutting operations. They also assist mason in his work. Thus, women do combination of all types of work that is required on the construction site.



## WORKING HOURS

During the course of field investigation the sample women workers of the sample districts were asked about their working hours per day. The information given by them has been shown in Table 4.3

Table 4.3

District-wise Classification of Sample Women Workers According to their Working Hours per day in Construction Work

Name of the District	Working Hours Per Day		
	10-12 hours	8 hours	Total
Almora	--	59 (100)	<b>59</b>
Chamoli	--	60 (100)	<b>60</b>
Dehradun	--	96 (100)	<b>96</b>
Gaziabad	--	159 (100)	<b>159</b>
Gurugram	4 (2.08)	188 (97.92)	<b>192</b>
Haridwar	--	201 (100)	<b>201</b>
Gautam Budh Nagar	20 (8.55)	214 (91.45)	<b>234</b>
U.S.Nagar	4 (4.60)	83 (95.40)	<b>87</b>
<b>Total</b>	<b>28 (2.57)</b>	<b>1060 (97.43)</b>	<b>1088</b>

Table 4.3 shows that out of 1088 sample women workers, 1060(97.43%) performed their work 8 hours a day and the remaining 28(2.57%) performed their work 10-12 hours a day. The Table also show that very few women workers of Gurugram, Gautam Budh Nagar and U.S. Nagar performed their work more than 8 hours in a day because it gave them more earnings, which was their sole aim. As far as a local women worker was concerned they generally reported their working hours from 8:00 am to 5:00 pm.

## ACCOMMODATION FACILITIES

Under Section 16 of the Inter-State Migrant Workman Act, it is the duty of every contractor employing inter-state migrant worker, to maintain and provide suitable residential accommodation

to such workers during the period of their employment. During the course of field investigation it was observed that though the contractor/employer had provided Jhuggis/huts to the migrant women workers, they were not suitable for human habitation at the work site. Their living conditions revealed that they lived in sub-human conditions without any facility of proper ventilation, sanitation, cooking place, bathing, drinking water electricity and so on. They took their bath in the open as there was no scope of maintaining privacy. Cooking was done in open air full of dust and heat. As far as the local women workers is concerned they came to work from their own home and went back to their residence after the completion of work hours.

### DRINKING WATER FACILITIES

Excluding Almora and Chamoli districts, in other sample districts it was really distressing to note that the women workers were unable to get fresh and germ free drinking water at the work site. In some cases it was seen that the water which was used for construction work was also used by the women workers for drinking, cooking and other domestic purposes. The water was never chlorinated. In very few places of worksite, tap water was available to the women workers but the supply of water was irregular and insufficient. The use of such contaminated water exposed the workers to various ailments and diseases while its consequences were more dangerous and harmful to the young children who accompanied the women workers.

### HOLIDAYS AND LEAVE

Tropical climate, poor diet and physique of the women workers and insanitary and sub-human conditions in which they live talks about plight of these women workers. Weekly holiday is essential for the construction women workers. But we observed that the women workers were not paid for the day as 'no work no pay' rule was strictly observed in all the sample districts that is why no weekly holiday was observed by the migrant women workers at the cost of their earnings. The migrant women workers reported that sometimes they were not even allowed to enjoy their festivals, if the demand of work was heavy. The question of maternity leave did not arise due to various reasons. Firstly, they were not aware of this provision. Secondly, under Section 5 of the Maternity Benefit Act 'no women shall be entitled to maternity benefit unless she has actually worked in an establishment... for a period of not less than one hundred and sixty days in the twelve months immediately preceding the date of her expected delivery. This provision made the women workers of the sample districts not eligible for the maternity leave and other benefits.

## MEDICAL FACILITIES

Long working hours and the nature of work along with poverty and poor health make medical facilities to the women workers imperative. It is distressing to note that in all the sample districts neither contractor/owner provided any medical assistance to the workers and women workers in particular. If medical assistance was arranged to women workers by the owner/contractor, the expenses incurred by him for the purpose were deducted from their earnings. They were not paid any wage for the period they did not work due to sickness. As a result, sometimes women performed their work even during advance stage of pregnancy or even if they felt sick.

## OTHER FACILITIES

- (A) Creche Home: The provision of Creche Home was not found at any worksite of the sample districts. In fact, the local women workers were discouraged to bring their infants and children to site by the owner and his associate. The crèche facility was not provided even to the migrant women workers. It was observed that children of women workers were roaming here and there and often were exposed to danger of untoward happenings.
- (B) Canteen: In India, the Factory Act 1954, The Mines Act 1952, The Inter-State Migrant Workmen Act 1979 and the Contract Labour Act 1970, require the employers to provide canteen facility for the workers. But our study of the sample districts shows that canteen has not been organised by all the builders/owners of the sample districts. Women workers preferred to bring their own food with them for their mid-day meal.

## DOMESTIC WOMEN WORKERS

A domestic worker is a person who works within the employer's household. In the sample districts, domestic women workers perform a variety of household services for an individual or a family, from providing care for children and elderly dependents to housekeeping, including cleaning and household maintenance. Other responsibilities include cooking, laundry and ironing, shopping for food and other household errands. Some domestic workers live with their employer's household.

## CAUSES OF PRESENT EMPLOYMENT

During the course of field investigation information was collected from the sample women workers of the sample districts regarding the reasons for joining domestic work. On the basis of

the information given by the sample women workers of the sample districts it was found that in all the sample districts the common reasons of their joining as domestic worker were: (i) it requires no specific skills, (ii) easily accessible, (iii) it is safe to work at someone's house where she has to interact only with the women, (iv) they have the option of choosing the quantum of work that allows them to have time for their children. The specific reason for their joining as domestic workers were: (v) financial difficulties in cities, (vi) to support their husband's wages, (vii) unable to meet the expenses of growing children specially their education. It was also found that very few domestic women workers joined domestic work due to the death of their husbands.

#### EMPLOYMENT IN CURRENT HOUSEHOLDS

During the course of field investigation information was collected from the sample women workers of the sample districts regarding number of years they have been working as domestic workers. The information given by the sample women workers has been shown in Table 4.4

Table 4.4

District-wise Classification of Sample Women Workers According to their Engagement as Domestic Worker.

Name of the District	Previous Engagement since			
	1-2 years	3-5 years	6-10 years	Total
Almora	37 (64.91)	5 (8.77)	15 (26.32)	<b>57</b>
Chamoli	20 (28.57)	43 (61.43)	7 (10)	<b>70</b>
Dehradun	11 (22.92)	13 (27.08)	24 (50)	<b>48</b>
Gaziabad	2 (15.38)	4 (30.77)	7 (53.85)	<b>13</b>
Gurugram	17 (56.67)	5 (16.67)	8 (26.67)	<b>30</b>
Haridwar	--	18 (56.25)	14 (43.75)	<b>32</b>
Gautam Budh Nagar	7 (19.44)	16 (44.44)	13 (36.11)	<b>36</b>
U.S.Nagar	6 (27.27)	9 (40.91)	7 (31.82)	<b>22</b>
<b>Total</b>	<b>100 (32.47)</b>	<b>113 (36.69)</b>	<b>95 (30.84)</b>	<b>308</b>

Table 4.4 shows that out of 308 sample women workers, 100(32.47%) were working as domestic workers since 1-2 years, 113(36.69%) since 3-5 years and the remaining, 95(30.84%) since 6-10 years.



## CATEGORIES OF WOMEN DOMESTIC WORKERS

The sample women workers of the sample districts have been divided in two groups according to category of domestic work they performed i.e., Live out and Live in. Live out work is primarily of two types: first those who work in one house for the whole day and go back to their homes in the evening and secondly, those who work in different houses moving from one to the other, performing one or more tasks in each household. Table 4.5 shows the classification of sample domestic workers according to category of their work.

Table 4.5

District-wise Classification of the Sample Domestic Workers According to their Category

Name of the District	Category		
	Live In	Live Out	Total
Almora	8 (14.04)	49 (85.96)	<b>57</b>
Chamoli	7 (10)	63 (90)	<b>70</b>
Dehradun	6 (12.5)	42 (87.5)	<b>48</b>
Gaziabad	2 (15.38)	11 (84.62)	<b>13</b>
Gurugram	5 (16.67)	25 (83.33)	<b>30</b>
Haridwar	2 (6.25)	30 (93.75)	<b>32</b>
Gautam Budh Nagar	6 (16.67)	30 (83.33)	<b>36</b>
U.S.Nagar	2 (9.09)	20 (90.91)	<b>22</b>
<b>Total</b>	<b>38 (12.34)</b>	<b>270 (87.66)</b>	<b>308</b>

Table 4.5 shows that out of 308 sample domestic women workers 38(12.34%) were live in workers(working permanently in the owner's household) and the remaining, 270(87.66%) were live out (part time) workers.

## HOLIDAYS AND LEAVE

During the course of field Investigation information was collected from the sample Live in and Live out domestic workers regarding provision of holidays and leave availed by them during their period of work as domestic worker. As far as the Live-out domestic workers are concerned

all of them reported that their employer gave them a weekly off when required. The information given by the Live in domestic worker is shown in Table 4.6

Table 4.6

District-wise classifications of the sample live in women workers According to Holidays and Leave Availed by them

Name of the District	No. of women availed holidays and leave		
	No weekly holiday was given by the employer but some days leave was given when required	Neither weekly holiday was given by the employer nor leaves were granted	Total
Almora	6 (75)	2 (25)	8
Chamoli	4 (57.14)	3 (42.86)	7
Dehradun	5 (83.33)	1 (16.67)	6
Gaziabad	--	2 (100)	2
Gurugram	1 (20)	4 (80)	5
Haridwar	--	2 (100)	2
Gautam Budh Nagar	5 (83.33)	1 (16.67)	6
U.S.Nagar	--	2 (100)	2
<b>Total</b>	<b>21</b> <b>(55.26)</b>	<b>17</b> <b>(44.74)</b>	<b>38</b>

The Table shows that out of 38 Live in domestic workers 21(55.26%) reported that although no weekly holiday was given by their employer, during emergency and as per the requirement some days leave was given to them and the remaining 17(44.74%) reported that neither weekly holiday nor leave was given to them by their employers.

## WORKING CONDITIONS

The tasks performed by either category of domestic workers include cleaning (sweeping, swabbing and dusting), washing (clothes and dishes), or cooking, or preparation for cooking such as chopping vegetables and making dough or cooking part of a meal, ironing, housekeeping and

extensions of these outside the home such as shopping. Domestic work also includes childcare or care of the aged.

There are no standard norms that decide working conditions. By and large, employers decide wages though this is often the 'rate' of the area they live in. Wages also depend on the bargaining power of the domestic worker and workers' desperation for work. Experienced workers are able to bargain for more while those desperate for work may be willing to work at lower rates. Other factors that influence decisions about wages include the type of tasks performed and the neighbourhood. Rates vary according to the task (for example, cooking attracts more wages than cleaning) and the socio-economic profile of employers. These factors are not cast-in-stone as workers are made to perform extra work with no additional compensation, especially during festivals or when employers have guests. There is no guarantee of employment as employers can ask workers to leave with no prior notice or financial compensation.

It has been observed that few women workers get a weekly off; paid leave is often the result of difficult negotiations with the employers. Getting sick leave also depends on the good will of the employer. Instances of workers losing their jobs due to long leave taken at time of childbirth or ill health are often reported. Some also lose their jobs when they visit their villages. Deduction in wages for extra leave is a common practise among employers. Part-time workers are not allowed access to a toilet in the employer's home.

## LIVING CONDITIONS

Most of the sample Live out women workers Live in different types of settlements. In the resettlement areas (and in the slums) women spend a large part of their time accessing essential services such as water and toilets. The double burden that they face is compounded due to harsh living conditions. Besides this, they have no access to any form of childcare services. They often leave their own children alone while they go to take care of others 'children.

## ISSUES OF SOCIAL SECURITY AND WELFARE

Majority of the sample women workers worked as domestic workers over long time periods but have no savings for their old age. They are not entitled to any old-age pensions, gratuity or bonus. They have no medical insurance and all expenses of illness, hospitalisation of self and

family are borne by the worker. Neither do they have any coverage for childbirth, injury at work place or loans to build houses or other social responsibilities. Such loans or grants, as all other benefits, depend on their relation with employer and the employer's goodwill.

## AGRICULTURAL SAMPLE WOMEN WORKERS

Agriculture labor may be defined as labor that works in agriculture or allied activities for the whole or part of the year in return for (in cash or kind or both) full-time or part time work. The agriculture laborer has no risk in the cultivation, and no right of lease or contract on land but merely works on another person's land for wages. The definition includes workers who are engaged in other agri-based occupation such as dairy farming, horticulture, poultry etc. It also includes people who don't work throughout the year but only for part of the year. Agriculture labor Enquiry Committee defined agriculture labor household as the household whose main source of income is derived as wages for working on farms of others.

The sample women workers in the sample districts were temporary or casual laborers. Their employment was temporary and was paid at the market rate. These women workers were not attached to any landlord. They took up material activities in agriculture in return for wages. Their main material activities were sowing, weeding, harvesting etc. in crop cultivation.

## CAUSES OF PRESENT ENGAGEMENT

During the course of field investigation the sample women workers of the sample districts were asked as to mention the reasons of their engagement in the material activities in agricultural sector. As per the information given by them, the main causes for their present engagement were: (i) easily accessible work in the nearby villages, (ii) to support their family income, (iii) financial difficulties and (iv) work does not require specific skills.

## PREVIOUS ENGAGEMENT IN THE SECTOR

During the course of field investigation information was collected from 612 sample women workers of the sample district regarding their previous engagement in the present agriculture sector working as casual workers. The information given by them has been shown in Table 4.7.



Table No. 4.7

District-wise Classification of Sample Women Workers According to their Engagement in Agricultural Sector as Casual Workers

Name of the District	Previous Engagement Since				
	1 to 2 years	3 to 5 years	6 to 8 years	9 to 10 years	Total
Almora	58 (78.38)	14 (18.92)	2 (2.70)	--	<b>74</b>
Chamoli	37 (52.86)	22 (31.43)	11 (15.71)	--	<b>70</b>
Dehradun	9 (9.38)	13 (13.54)	41 (42.71)	33 (34.38)	<b>96</b>
Gaziabad	6 (13.64)	15 (34.09)	18 (40.91)	5 (11.36)	<b>44</b>
Gurugram	13 (40.63)	7 (21.86)	4 (12.5)	8 (25)	<b>32</b>
Haridwar	16 (18.39)	24 (27.59)	27 (31.03)	20 (22.99)	<b>87</b>
Gautam Budh Nagar	9 (45)	6 (30)	5 (25)	--	<b>20</b>
U.S.Nagar	62 (32.80)	86 (45.50)	41 (21.69)	--	<b>189</b>
<b>Total</b>	<b>210 (34.31)</b>	<b>187 (30.56)</b>	<b>149 (24.35)</b>	<b>66 (10.78)</b>	<b>612</b>

The Table shows that out of 612 sample women workers 210(34.31%) joined agricultural work since 1-2 years, 187(30.56%) since 3-5 years, 149(24.35%) since 6-8 years and the remaining 66(10.78%), since 9-10 years.

#### ANNUAL WORK AVAILABILITY

During the course of field investigation information was collected from 612 sample women workers of the sample district regarding annual work available to them in agricultural sector. The information given by them has been shown in Table 4.8.

Table 4.8

District-wise Classification of Sample Women Workers According to Annual work Available to them in Agricultural Sector.

Name of the District	Availability of Work During the year			
	Whole year	Indefinite	Seasonally	Total
Almora	5 (6.76)	5 (6.76)	64 (86.49)	<b>74</b>
Chamoli	4 (5.71)	--	66 (94.29)	<b>70</b>
Dehradun	2 (2.08)	86 (89.58)	8 (8.33)	<b>96</b>
Gaziabad	--	11 (25)	33 (75)	<b>44</b>

Name of the District	Availability of Work During the year			
	Whole year	Indefinite	Seasonally	Total
Gurugram	--	31 (96.88)	1 (3.13)	<b>32</b>
Haridwar	2 (2.30)	77 (88.51)	8 (9.20)	<b>87</b>
Gautam Budh Nagar	--	10 (50)	10 (50)	<b>20</b>
U.S.Nagar	--	18 (9.52)	171 (90.48)	<b>189</b>
<b>Total</b>	<b>13 (2.12)</b>	<b>238 (38.89)</b>	<b>361 (58.99)</b>	<b>612</b>

Table 4.2 shows that out of 612 sample women workers 13(2.12%) got manual work during the whole year, 238(38.89%) got work for an indefinite period and the remaining, 361(58.99%) got work seasonally.

#### WORKING HOURS AND CONDITIONS

All the sample women workers in the sample districts reported that they have been paid either on hourly basis or also in some cases by a piece rate system. The piece rate system provided greater flexibility to the employer as it varied with the amount of work done and also had greater scope for manipulation. They also reported that per day working hours were not fixed and the working period varied considerably depending upon the nature of work pressure. Some women workers reported that some time they had to work from 4.00 am to 10.00 pm because it gave them more earnings.

#### ISSUES OF SOCIAL SECURITY AND WELFARE

As far as working conditions and facilities are concerned, there were no any facilities like medical/first aid, medical leave, and holidays which are available to organised sector female workers.



## CHAPTER-5

### WAGE PATTERNS AND METHOD OF WAGE PAYMENT AND EARNING OF THE WOMEN WORKERS

In the previous chapter, a discussion has been made on employment procedures, methods of employment and role of intermediaries in the recruitment of women workers, as well as different working conditions like working hours, accommodation facilities, drinking water facilities, medical facilities, crèche home, holidays, maternity benefit and other facilities provided to women workers at the sites of unorganised sectors under the study in the sample districts.

In this chapter, attempts have been made to discuss the structure of wages, to describe the process of wage determinations, the methods of wage payment in these sectors, earning of the sample women workers and contribution of these sectors to their economy.

India has progressive labour laws in books. They are not enforced. Most laws are never applied on the vast majority of Indian workers in the unorganised sectors. Government regulations provide for amenities of specified nature, maximum hours of work, minimum wage rates in the various sphere of labour work, but these conditions are hardly observed and enforced for construction workers, agricultural labourers and domestic workers.

#### WAGE STRUCTURE

During the course of field investigation information was collected from the 2008 sample women workers of the sample districts regarding their wage structure. On the basis of the information given by the sample women workers of sample districts the wage structure is shown in Table 5.1

Table 5.1

District-wise Classification of the Sample Workers According to Per Day Wages received by them

Nature of work	Districts	Per day Wage (In Rs.)					
		60-100	100 to 150	150 to 200	200 to 250	250 to 300	Total
1. Agricultural Labour	Almora	64	7	2		1	74
	Chamoli	57	11	2			70
	Dehradun	25	31	29	10	1	96
	Ghaziabad	9	24	10		1	44
	Gurugram	1	6	25			32
	Haridwar	5	31	47	2	2	87
	Gautam Budh Nagar	2	13	5			20
	U.S.Nagar	16	79	92	2		189
<b>Sub Total (1)</b>		<b>179</b> (29.25)	<b>202</b> (33.01)	<b>212</b> (34.64)	<b>14</b> (2.29)	<b>5</b> (0.82)	<b>612</b>

Nature of work	Districts	Per day Wage (In Rs.)					
		60-100	100 to 150	150 to 200	200 to 250	250 to 300	Total
2. Construction Worker	Almora	33	7	16	3		59
	Chamoli	0	60				60
	Dehradun	3	17	58	16	2	96
	Ghaziabad	0	2	98	56	3	159
	Gurugram	41	1	92	58		192
	Haridwar	2	67	77	26	29	201
	Gautam Budh Nagar	20	49	95	55	15	234
	U.S.Nagar	11	15	44	14	3	87
<b>Sub Total (2)</b>		<b>110 (10.11)</b>	<b>218 (20.04)</b>	<b>480 (44.12)</b>	<b>228 (20.96)</b>	<b>52 (4.78)</b>	<b>1088</b>
3. Domestic Worker	Almora	48	6	3			57
	Chamoli	59	11				70
	Dehradun	23	5	9	5	6	48
	Ghaziabad	8	4	1			13
	Gurugram	10	6	9	3	2	30
	Haridwar	5	12	10		5	32
	Gautam Budh Nagar	16	4	11	5		36
	U.S.Nagar	17	5				22
<b>Sub Total (3)</b>		<b>186 (60.39)</b>	<b>53 (17.21)</b>	<b>43 (13.96)</b>	<b>13 (4.22)</b>	<b>13 (4.22)</b>	<b>308</b>
<b>Grand Total (1+2+3)</b>		<b>475 (23.66)</b>	<b>473 (23.56)</b>	<b>735 (36.60)</b>	<b>255 (12.70)</b>	<b>70 (3.49)</b>	<b>2008</b>

Table 5.1 shows that out of 2008 sample women workers of all the three sectors, 475(23.66%) received per day wages between Rs.60 to 100, 473(23.56%) received between Rs.100 to 150, 735(36.60%) received between Rs.150 to 200, 255(12.70%) received between Rs.200 to 250, and the remaining 70(3.49%) received between Rs.250 to 300.

In Agricultural sector, out of 612 sample women workers, 179(29.25%) received per day wages between Rs.60 to 100, 202(29.25%) received between Rs.100 to 150, 212(36.01%) received between Rs.150 to 200, 14(2.29%) received between Rs.200 to 250, and the remaining 5(0.82%) received between Rs.250 to 300.

In Construction sector, out of 1088 sample women workers, 110(10.11%) received per day wages between Rs.60 to 100, 218(20.04%) received between Rs.100 to 150, 480(44.12%) received between Rs.150 to 200, 228(20.96%) received between Rs.200 to 250, and the remaining 52(4.78%) received between Rs.250 to 300.

In Domestic sector, out of 308 sample women workers, 186(60.39%) received per day wages between Rs.60 to 100, 53(17.21%) received between Rs.100 to 150, 43(13.96%) received between Rs.150 to 200, 13(4.22%) received between Rs.200 to 250, and the remaining 13(4.22%) received between Rs.250 to 300.

The Government of India has revised the national floor Level Minimum Wage (NFLMW) from time to time by taking into consideration the national per capita income, per capita consumption expenditure of the working class etc. With effect from 1 April 2011, the National Floor Level Minimum wage per day is Rs.115. If you compare the per day wages received by the sample women workers with the National Floor Level Minimum wage approximately out of 2008 sample women workers, 475(23.66%) were receiving less wages than the National Floor Level Minimum wages. The sector wise data shows that out of 612 agricultural sample women workers, 179(29.25%) were receiving less wage than the National Floor Level Minimum wage. In construction sector, out of 1088 sample women workers, 110(10.11%) were receiving less wages than the National Floor Level Minimum wage. In domestic sector, out of 308 sample women workers, 186(60.39%) were receiving less wages than the National Floor Level Minimum wage.

#### TOTAL MONTHLY INCOME OF THE SAMPLE WOMEN WORKERS

During the course of field investigation information was collected from 2008 sample women workers of the sample districts in regard to their total monthly income. Table 5.2 shows total monthly income of the sample households of the sample districts.

Table 5.2

District-wise Classification of the Sample Workers According to their Monthly Income

Nature of work	District	Monthly Income (In Rs.)				
		1000 to 3000	3000 to 5000	5000 to 7000	7000 to 12000	Total
1. Agricultural Labour	Almora	66	8			74
	Chamoli	0	68	2		70
	Dehradun	5	51	29	11	96
	Ghaziabad	2	31	10	1	44
	Gurugram	1	6	24	1	32
	Haridwar	0	36	47	4	87
	Gautam Budh Nagar	0	15	5		20
	U.S.Nagar	0	95	92	2	189
<b>Sub Total (1)</b>		<b>74 (12.09)</b>	<b>310 (50.65)</b>	<b>209 (34.15)</b>	<b>19 (3.10)</b>	<b>612</b>
2. Construction Worker	Almora	15	25	16	3	59
	Chamoli	0	60			60
	Dehradun	0	20	58	18	96
	Ghaziabad	0	2	98	59	159
	Gurugram	31	9	92	60	192
	Haridwar	2	76	69	54	201
	Gautam Budh Nagar	7	62	79	86	234
	U.S.Nagar	4	21	45	17	87
<b>Sub Total (2)</b>		<b>59 (5.42)</b>	<b>275 (25.28)</b>	<b>457 (42.00)</b>	<b>297 (27.30)</b>	<b>1088</b>



Nature of work	District	Monthly Income (In Rs.)				
		1000 to 3000	3000 to 5000	5000 to 7000	7000 to 12000	Total
3. Domestic Worker	Almora	43	12	2		57
	Chamoli	46	24			70
	Dehradun	2	26	9	11	48
	Ghaziabad	1	11	1		13
	Gurugram	0	16	9	5	30
	Haridwar	0	17	10	5	32
	Gautam Budh Nagar	4	16	11	5	36
	U.S.Nagar	9	13			22
<b>Sub Total (3)</b>		<b>105 (34.09)</b>	<b>135 (43.83)</b>	<b>42 (13.64)</b>	<b>26 (8.44)</b>	<b>308</b>
<b>Grand Total (1+2+3)</b>		<b>238 (11.85)</b>	<b>720 (35.86)</b>	<b>708 (35.26)</b>	<b>342 (17.03)</b>	<b>2008</b>

Table 5.2 shows that out of 2008 sample women workers of all the sample districts, 238(11.85%) reported their monthly income between Rs.1000 to 3000, 720(35.86%) reported between Rs.3000 to 5000, 708(35.26%) reported between Rs.5000 to 7000 and the remaining 342(17.03%) reported between Rs.7000 to 12000.

As far as sector-wise analysis is concerned, out of 612 agricultural sample women workers of all the sample districts, 74(12.09%) reported their monthly income between Rs.1000 to 3000, 310(50.65%) reported between Rs.3000 to 5000, 209(34.15%) reported between Rs.5000 to 7000 and the remaining 19(3.10%) reported between Rs.7000 to 12000. Out of 1088 construction sample women workers of all the sample districts, 59(5.42%) reported their monthly income between Rs.1000 to 3000, 275(25.28%) reported between Rs.3000 to 5000, 457(42.00%) reported between Rs.5000 to 7000 and the remaining 297(27.30%) reported between Rs.7000 to 12000. As far as sample domestic women workers is concerned out of 308 sample women workers of all the sample districts, 105(34.09%) reported their monthly income between Rs.1000 to 3000, 135(43.83%) reported between Rs.3000 to 5000, 42(13.64%) reported between Rs.5000 to 7000 and the remaining 26(8.44%) reported between Rs.7000 to 12000.

#### PAYMENT OF WAGES

During the course of field investigation information was collected from the sample women workers of the sample districts regarding mode of payment of their wages. On the basis of information given by the sample women workers of the sample districts the mode of payment adopted by their owners have been shown in Table 5.3

Table 5.3

District-wise Classification of the Sample Workers According to their Mode of Wage Payment Adopted by their Employers

Nature of work	District	Mode of Payment Reported as			
		Daily	Weekly	Not fixed schedule	Total
1. Agricultural Labour	Almora	42		32	74
	Chamoli		10	60	70
	Dehradun	53	16	27	96
	Ghaziabad	27	7	10	44
	Gurugram		7	25	32
	Haridwar			87	87
	Gautam Budh Nagar		20		20
	U.S.Nagar	51	123	15	189
<b>Sub Total (1)</b>		<b>173 (28.27)</b>	<b>183 (29.90)</b>	<b>256 (41.83)</b>	<b>612</b>
2. Construction Worker	Almora		27	32	59
	Chamoli		60		60
	Dehradun	32	21	43	96
	Ghaziabad			159	159
	Gurugram	1	5	186	192
	Haridwar		22	179	201
	Gautam Budh Nagar	23	16	195	234
	U.S.Nagar		15	72	87
<b>Sub Total (2)</b>		<b>56 (5.15)</b>	<b>166 (15.26)</b>	<b>866 (79.60)</b>	<b>1088</b>
3. Domestic Worker	Almora		15	42	57
	Chamoli		10	60	70
	Dehradun	3	5	40	48
	Ghaziabad			13	13
	Gurugram			30	30
	Haridwar			32	32
	Gautam Budh Nagar			36	36
	U.S.Nagar	1		21	22
<b>Sub Total (3)</b>		<b>4 (1.30)</b>	<b>30 (9.74)</b>	<b>274 (88.96)</b>	<b>308</b>
<b>Grand Total (1+2+3)</b>		<b>233 (11.60)</b>	<b>379 (18.87)</b>	<b>1396 (69.52)</b>	<b>2008</b>

Table 5.3 shows that out of 2008 sample women workers of all sectors, 233(11.60%) reported that they received their wage payment daily, 379(18.87%) reported weekly and the remaining, 1396(69.52%) reported not fixed schedule. As far as sector-wise analysis is concerned, out of 612 agricultural sample women workers of all the sample districts, 173(28.27%) reported that they received their wage payment daily, 183(29.90%) reported weekly and the remaining 256(41.83%) reported not fixed schedule. Out of 1088 sample women workers from construction sector, 56(5.15%) reported that they received their wage payment daily, 166(15.26%) reported weekly and the remaining 866(79.60%) reported not fixed schedule. Similarly, out of 308 sample

domestic women workers, 4(1.30%) reported that they received their wage payment daily, 30(9.74%) reported weekly and the remaining 274(88.96%) reported not fixed schedule.

#### PAYMENT OF WAGES TO SAMPLE WOMEN WORKERS THAT WAS PROMISED

During the course of field investigation information was collected from the sample women workers of the sample districts as to know whether they have received their wage payment that was promised by their employer. As per the information given by the sample women workers of all the sample districts, the status of payment of wages to them in this regard has been shown in Table 5.4

Table 5.4

District-wise Classification of the Sample Workers According to Payment of Wages That was Promised by their Employer

Nature of work	District	Number of sample women reported		
		Yes	No	Total
1. Agricultural Labour	Almora	74		74
	Chamoli	70		70
	Dehradun	96		96
	Ghaziabad	44		44
	Gurugram	25	7	32
	Haridwar	87		87
	Gautam Budh Nagar	20		20
	U.S.Nagar	189		189
<b>Sub Total (1)</b>		<b>605 (98.86)</b>	<b>7 (1.14)</b>	<b>612</b>
2. Construction Worker	Almora	59		59
	Chamoli	60		60
	Dehradun	96		96
	Ghaziabad	159		159
	Gurugram	190	2	192
	Haridwar	200	1	201
	Gautam Budh Nagar	234		234
	U.S.Nagar	87		87
<b>Sub Total (2)</b>		<b>1085 (99.72)</b>	<b>3 (0.28)</b>	<b>1088</b>
3. Domestic Worker	Almora	57		57
	Chamoli	70		70
	Dehradun	48		48
	Ghaziabad	13		13
	Gurugram	30		30
	Haridwar	32		32
	Gautam Budh Nagar	36		36
	U.S.Nagar	22		22
<b>Sub Total (3)</b>		<b>308 (100)</b>		<b>308</b>
<b>Grand Total (1+2+3)</b>		<b>1998 (99.50)</b>	<b>10 (0.50)</b>	<b>2008</b>

Table 5.4 shows that out of 2008 sample women workers of all the sample districts, 1998(99.50%) reported that they have received their wages what was promised by their employer and the remaining 10(0.50%) reported that they have not received their wages what was promised by their employer. Sector-wise data show that out of 612 agricultural women workers 7(1.14%) of Gurugram district reported that they have not received their wage payment what was promised. Out of 1088 sample construction women workers, only 3(0.28%) women workers of Gurugram (2) and Haridwar (1) reported that they have not received their wage payment what was promised. The Table shows that all the sample domestic women workers received their wage payment what was promised by their employer.

#### WAGE DISCRIMINATION ACCORDING TO SEX

During the course of field investigation, information was collected from the 2008 sample women workers of the sample districts as to know whether they noticed wage discrimination for the same work according to sex. The views of the sample women workers in this regard have been shown in Table 5.5

Table 5.5

District-wise Classification of the Sample Workers According to their views Regarding wage Discrimination According to Sex

Nature of work	District	Number of sample women reported as		
		Yes	No	Total
1. Agricultural Labour	Almora	74		74
	Chamoli	70		70
	Dehradun	96		96
	Ghaziabad	44		44
	Gurugram	32		32
	Haridwar	87		87
	Gautam Budh Nagar	13	7	20
	U.S.Nagar	132	57	189
<b>Sub Total (1)</b>		<b>548 (89.54)</b>	<b>64 (10.46)</b>	<b>612</b>
2. Construction Worker	Almora	59		59
	Chamoli	60		60
	Dehradun	96		96
	Ghaziabad	159		159
	Gurugram	182	10	192
	Haridwar	200	1	201
	Gautam Budh Nagar	234		234
	U.S.Nagar	85	2	87
<b>Sub Total (2)</b>		<b>1075 (98.81)</b>	<b>13 (1.19)</b>	<b>1088</b>

Nature of work	District	Number of sample women reported as		
		Yes	No	Total
3. Domestic Worker	Almora		57	57
	Chamoli		70	70
	Dehradun		48	48
	Ghaziabad		13	13
	Gurugram		30	30
	Haridwar		32	32
	Gautam Budh Nagar		36	36
	U.S.Nagar		22	22
<b>Sub Total (3)</b>			<b>308 (100)</b>	<b>308</b>
<b>Grand Total (1+2+3)</b>		<b>1623 (80.83)</b>	<b>385 (19.17)</b>	<b>2008</b>

Table 5.5 shows that out of 2008 sample women workers of all the districts, 1623(80.83%) reported that male worker was receiving higher wages than the female worker for the same type of work and the remaining 385(19.17%) did not report such type of discrimination on the basis of sex. As far as sector-wise analysis is concerned, out of 612 sample agricultural women workers, 548(89.54%) reported that there was a discrimination of wage payment according to sex and the remaining 64(10.46%) did not report any such type of discrimination on the basis of sex. Out of 1088 construction sample women workers, 1075(98.81%) reported that there was a discrimination of wage payment according to sex and the remaining 13(1.19%) did not report any such type of discrimination on the basis of sex. The Table further shows that not a single sample domestic woman worker noticed such type of discrimination on the basis of sex.

#### BANK ACCOUNT STATUS OF THE SAMPLE WOMEN WORKERS

During the course of field investigation, information was collected from the sample women workers of all the sample districts as to know whether they have opened their bank account in any bank. As per the information given by the sample women workers, the bank account status of the sample workers has been shown in Table 5.6

Table 5.6

District-wise Classification of the Sample Workers According to their Bank Account Status

Nature of work	District	Number of sample women reported as		
		Yes	No	Total
1. Agricultural Labour	Almora	11	63	74
	Chamoli		70	70
	Dehradun	45	51	96
	Ghaziabad	17	27	44
	Gurugram	11	21	32
	Haridwar	51	36	87
	Gautam Budh Nagar	9	11	20
	U.S.Nagar	88	101	189
<b>Sub Total (1)</b>		<b>232</b>	<b>380</b>	<b>612</b>



Nature of work	District	Number of sample women reported as		
		Yes	No	Total
		<b>(37.91)</b>	<b>(62.09)</b>	
2. Construction Worker	Almora	13	46	59
	Chamoli		60	60
	Dehradun	60	36	96
	Ghaziabad	42	117	159
	Gurugram	27	165	192
	Haridwar	79	122	201
	Gautam Budh Nagar	86	148	234
	U.S.Nagar	32	55	87
<b>Sub Total (2)</b>		<b>339 (31.16)</b>	<b>749 (68.84)</b>	<b>1088</b>
3. Domestic Worker	Almora	9	48	57
	Chamoli		70	70
	Dehradun	18	30	48
	Ghaziabad	6	7	13
	Gurugram	6	24	30
	Haridwar	23	9	32
	Gautam Budh Nagar	13	23	36
	U.S.Nagar	9	13	22
<b>Sub Total (3)</b>		<b>84 (27.27)</b>	<b>224 (72.73)</b>	<b>308</b>
<b>Grand Total (1+2+3)</b>		<b>655 (32.62)</b>	<b>1353 (67.38)</b>	<b>2008</b>

Table 5.6 shows that out of 2008 sample women workers of all the sample districts, 655(32.62%) reported that they have opened their bank accounts and the remaining 1353(67.38%) reported that they have not opened their bank accounts in any bank. The sector-wise data shows that out of 612 agricultural sample women workers, 232(37.91%) reported that they have opened their bank accounts and the remaining 380(62.09%) reported that they have not opened their bank accounts. Out of 1088 construction sample women workers, 339(31.16%) reported that they have opened their bank accounts and the remaining 749(68.84%) reported that they have not opened their bank accounts. Out of 308 domestic sample women workers, 84(27.27%) reported that they have opened their bank accounts and the remaining 224(72.73%) reported that they have not opened their bank accounts.

#### SAVINGS OF THE SAMPLE WOMEN WORKERS IN THEIR BANK ACCOUNTS

During the course of field investigation, 656 sample women workers of the sample districts were asked as to whether they were able to save money in their bank accounts. Their responses in this regard have been shown in Table 5.7

Table 5.7

District-wise Classification of the Sample Workers According to their Ability to Deposit Money in their Bank Accounts

Nature of work	District	Number of sample women reported as		
		Yes	No	Total
1. Agricultural Labour	Almora	9	2	11
	Chamoli			
	Dehradun	44	1	45
	Ghaziabad	16	1	17
	Gurugram	3	8	11
	Haridwar	47	4	51
	Gautam Budh Nagar	3	6	9
	U.S.Nagar	51	37	88
<b>Sub Total (1)</b>		<b>173 (74.57)</b>	<b>59 (25.43)</b>	<b>232</b>
2. Construction Worker	Almora	6	7	13
	Chamoli			
	Dehradun	60		60
	Ghaziabad	13	29	42
	Gurugram	10	17	27
	Haridwar	73	6	79
	Gautam Budh Nagar	52	34	86
	U.S.Nagar	29	3	32
<b>Sub Total (2)</b>		<b>243 (71.68)</b>	<b>96 (28.32)</b>	<b>339</b>
3. Domestic Worker	Almora	8	1	9
	Chamoli			
	Dehradun	18		18
	Ghaziabad	2	4	6
	Gurugram		6	6
	Haridwar	23		23
	Gautam Budh Nagar	11	2	13
	U.S.Nagar	7	2	9
<b>Sub Total (3)</b>		<b>69 (82.14)</b>	<b>15 (17.86)</b>	<b>84</b>
<b>Grand Total (1+2+3)</b>		<b>485 (74.05)</b>	<b>170 (25.95)</b>	<b>655</b>

Table 5.7 shows that out of 655 sample women workers of the sample districts who had their bank accounts, 485(74.05%) were in a position to save some money in their bank accounts and the remaining 170(25.95%) were not in a position to save some money in their bank accounts. As far as sector-wise analysis is concerned, out of 232 agricultural women workers, 173(74.57%) were able to deposit some money in their bank accounts. Out of 339 construction women workers, 243(71.68%) were in a position to save some money in their bank accounts. Out of 84 domestic women workers, 69(82.14%) were in position to save money in their bank accounts.

## INDEBTED STATUS OF THE SAMPLE WOMEN WORKERS

During the course of field investigation, information was collected from 2008 sample women workers of the sample districts in order to know whether they are indebted. On the basis of information given by them, the indebted status of the sample women workers has been shown in Table 5.8.

Table 5.8

District-wise Classification of the Sample women workers According to their Indebtedness

Nature of work	District	Number of women workers reported		
		Yes	No	Grand Total
1. Agricultural Labour	Almora	10	64	74
	Chamoli	4	66	70
	Dehradun	58	38	96
	Ghaziabad	24	20	44
	Gurugram	25	7	32
	Haridwar	24	63	87
	Gautam Budh Nagar	10	10	20
	U.S.Nagar	99	90	189
<b>Sub Total (1)</b>		<b>254 (41.50)</b>	<b>358 (58.50)</b>	<b>612</b>
2. Construction Worker	Almora	25	34	59
	Chamoli		60	60
	Dehradun	70	26	96
	Ghaziabad	75	84	159
	Gurugram	112	80	192
	Haridwar	45	156	201
	Gautam Budh Nagar	117	117	234
	U.S.Nagar	30	57	87
<b>Sub Total (2)</b>		<b>474 (43.57)</b>	<b>614 (56.43)</b>	<b>1088</b>
3. Domestic Worker	Almora	19	38	57
	Chamoli	9	61	70
	Dehradun	33	15	48
	Ghaziabad	12	1	13
	Gurugram	9	21	30
	Haridwar	2	30	32
	Gautam Budh Nagar	13	23	36
	U.S.Nagar	10	12	22
<b>Sub Total (3)</b>		<b>107 (34.74)</b>	<b>201 (65.26)</b>	<b>308</b>
<b>Grand Total (1+2+3)</b>		<b>835 (41.58)</b>	<b>1173 (58.42)</b>	<b>2008</b>

Table 5.8 shows that out of 2008 sample women workers of all the sample districts, 835(41.58%) reported indebtedness and the remaining 1173(58.42%) reported that they have not taken any loan from any source. As for as sector-wise analysis is concerned out of 612 agricultural

women workers, 254(41.50%) were indebted. Out of 1088 construction women workers, 474(43.57%) were indebted. Out of 308 domestic women workers, 107(34.74%) were indebted.

#### SOURCES OF THE LOAN OF THE SAMPLE WOMEN WORKERS

During the course of field investigation, information was collected from 2008 sample women workers of the sample districts about their sources of loan. As per the information given by them, the sources of loan have been shown in Table 5.9.

Table 5.9

District-wise Classification of the Sample women workers According to their Sources of Loan

Nature of work	District	Source of Loan			
		Bank	Friend/Relatives	Mahajans	Total
1. Agricultural Labour	Almora		10		10
	Chamoli		4		4
	Dehradun	2	52	4	58
	Ghaziabad		24		24
	Gurugram		25		25
	Haridwar		21	3	24
	Gautam Budh Nagar		10		10
	U.S.Nagar		99		99
	<b>Sub Total (1)</b>	<b>2 (0.79)</b>	<b>245 (96.46)</b>	<b>7 (2.76)</b>	<b>254</b>
2. Construction Worker	Almora		25		25
	Chamoli				
	Dehradun		70		70
	Ghaziabad		75		75
	Gurugram	11	71	30	112
	Haridwar		38	7	45
	Gautam Budh Nagar	2	114	1	117
	U.S.Nagar	6	24		30
	<b>Sub Total (2)</b>	<b>19 (4.01)</b>	<b>417 (87.98)</b>	<b>38 (8.02)</b>	<b>474</b>
3. Domestic Worker	Almora	7	11	1	19
	Chamoli		9		9
	Dehradun		33		33
	Ghaziabad		12		12
	Gurugram	1	8		9
	Haridwar			2	2
	Gautam Budh Nagar		11	2	13
	U.S.Nagar		10		10
	<b>Sub Total (3)</b>	<b>8 (7.48)</b>	<b>94 (87.85)</b>	<b>5 (4.67)</b>	<b>107</b>
<b>Grand Total (1+2+3)</b>		<b>29 (3.47)</b>	<b>756 (90.54)</b>	<b>50 (5.99)</b>	<b>835</b>

The Table shows that out of 835 sample indebted women workers, 29(3.47%) reported Bank Loan, 756(90.54%) reported Loan from Friends/Relatives and the remaining 50(5.99%) reported Loan from Mahajans. Sector-wise data shows that out of 254 agricultural women workers,

2(0.79%) reported bank loan, 245(96.46%) reported loan from friends/relatives and the remaining 7(2.76%) reported loan from Mahajans. Out of 474 construction women workers, 19(4.01%) reported bank loan, 417(87.98%) reported loan from friends/relatives and the remaining 38(8.02%) reported loan from Mahajans. Out of 107 domestic women workers, 8(7.48%) reported bank loan, 94(87.85%) reported loan from friends/relatives and the remaining 5(4.67%) reported loan from Mahajans.





## CHAPTER-6

### PROBLEMS OF WOMEN WORKERS IN THE SAMPLE SECTORS

In the preceding chapters, detailed description of procedure of recruitment, working conditions, economic deprivation, employment status, wage structure, social security measures, and facilities provided to women workers of the sample districts etc. were dealt with. In this chapter, the problems faced by the sample women workers of different sectors have been discussed.

#### PROBLEMS OF AGRICULTURAL WOMEN WORKERS

According to the information provided by the office of Registrar General and Census Commissioner of India, as per the census of 2011, out of total of 149.8 million female workers, 35.9 million female workers are working as cultivators and another 61.5 million are agricultural labourers. It is clear from the report that women always played a key role in agricultural production. Agricultural productivity is increasing as it is dependent up on the ability of women to function effectively as farmers.

Agricultural labourers take up manual activities in agriculture in return for wages. Employment in agricultural sector is seasonal and intermittent in character because of seasonality of manual operations such as sowing, weeding harvesting etc, in crop cultivation. During the course of field investigation information was collected from 612 sample women workers of the sample districts about the problems they were facing during performance of above agricultural operations. Information regarding problems faced by the women workers has been shown in Table 6.1

Table 6.1

District-wise Classification of Sample Women Workers According to Problems Reported by them

Name of the District	Number of women reported problem as						Total
	Low wage rates	Several health problems	Cannot aspire to seek jobs outside home	Seasonality of work	Gender discrimination in wages	No social security	
Almora	74 (100)	60 (81.08)	74 (100)	74 (100)	74 (100)	74 (100)	74
Chamoli	70 (100)	45 (64.29)	70 (100)	70 (100)	70 (100)	70 (100)	70
Dehradun	96 (100)	75 (78.13)	80 (83.33)	96 (100)	96 (100)	80 (83.33)	96
Ghaziabad	44 (100)	44 (100)	--	44 (100)	44 (100)	44 (100)	44

Name of the District	Number of women reported problem as						
	Low wage rates	Several health problems	Cannot aspire to seek jobs outside home	Seasonality of work	Gender discrimination in wages	No social security	Total
Gurugram	32 (100)	32 (100)	--	32 (100)	32 (100)	32 (100)	32
Haridwar	87 (100)	87 (100)	47 (54.02)	87 (100)	87 (100)	65 (74.71)	87
Gautam Budh Nagar	20 (100)	20 (100)	--	20 (100)	20 (100)	20 (100)	20
U.S.Nagar	189 (100)	150 (79.37)	--	189 (100)	189 (100)	180 (95.24)	189
	<b>612</b> (100)	<b>513</b> (83.82)	<b>271</b> (44.28)	<b>612</b> (100)	<b>612</b> (100)	<b>433</b> (70.75)	<b>612</b>

Note: the figures in brackets are percentages.

Table 6.1 shows that all the 612 sample agricultural women workers of the sample districts reported low wage rates, seasonality of work, gender discrimination in wages and lack of social security, as problems they are facing. Out of 612 sample women workers, 513(83.82%) reported that they were facing different types of health problems. Similarly out of 612 sample women workers, 271(44.28%) reported that they cannot aspire to seek jobs outside their homes.

On the basis of above table we can draw some conclusions regarding the problems of agricultural women workers. Agricultural labourers have been paid either on hourly basis or as in some cases, by a piece rate system. The piece rate system provides greater flexibility to the employer as it varies with the amount of work done and also has greater scope for manipulation. Overall, wage levels of agricultural labourers have been very low and their growth rates decelerated through the decade. The Minimum Wages Act 1948 is the only legislation which ensures minimum wages to workers in agricultural sector. But lack of minimum standards in daily wage rates in most of the states is alarming.

There are no fixed hours of work as there are no laws to act as guidelines for the working conditions of agricultural workers. Further, due to lack of opportunities there is high level of unemployment and under-employment, leaving the labourers with little bargaining power. Due to use of agro-chemicals, women are exposed to several health hazards such as gynaecological infections, arthritis, intestinal and parasitic infections. Due to poverty, female agricultural labourers do not enjoy maternity leave and do not get proper rest after child birth.

Women activities in agriculture are concentrated in few operations within agriculture as weeding, transplanting and harvesting. Women are forced to accept agricultural work in their own village because it has become essential for men to migrate in search of better-paid work as employment in agriculture is available for fewer days of work throughout the year. Obviously women are filling this vacuum as they cannot migrate as easily as men. Farmers, on the other hand also seem to prefer women as agricultural workers as they can squeeze the labour costs by using lower-paid women workers. Minimum wages give the signal that the operations identified as women's work are for the unskilled and women could be paid lower rates than men. Thus, gender discrimination in wages and differentials in earnings are acute and persistent problem where equal pay legislation is not effectively implemented.

The introduction of capital intensive technologies in the agricultural sector has had differential impact on men and women. Men usually do semi-skilled or skilled work and hence when new machines are introduced, the work is taken over by men resulting in reduced employment opportunities for women. Increasing casualization of work, falling income and increasing insecurity of employment endanger the interests of women as they have remained in the agricultural sector, accepting the traditional practice of getting lesser wages than men. They cannot aspire to seek jobs outside home because of traditional prejudices, male dominance and conservative attitudes.

#### PROBLEMS OF DOMESTIC WOMEN WORKERS

Of all the unorganised employments, domestic work is the least regulated informal work. The estimated number of domestic workers employed in the country was 41.3 lakh in which 27.9 lakh were women. A domestic worker is one who carries out the house hold chores on part-time or full-time basis for one or more than one employer/employers at nominal wages. Female domestic workers constitute a large proportion of today's migrant worker population. Most of the women workers involved in it come from poor and needy families.

During the course of field investigation information was collected from 308 sample domestic women workers of the sample districts about the problems they were facing during their domestic works. Information regarding the problems faced by the sample domestic women workers has been shown in Table 6.2

Table 6.2

District-wise Classification of Sample Women Workers According to Problems Reported by them

Name of the District	Number of women reported problem as						
	Lack of decent wages	Lack of job security	Lack of proper work conditions	Lack of defined work time timely payment of wages	Overwork load and health problems	No social security	Total
Almora	48 (84.21)	12 (21.05)	57 (100)	57 (100)	38 (66.67)	57 (100)	57
Chamoli	59 (84.29)	22 (31.43)	70 (100)	70 (100)	45 (64.29)	70 (100)	70
Dehradun	23 (82.14)	15 (53.57)	28 (100)	28 (100)	18 (64.29)	28 (100)	28
Ghaziabad	8 (61.54)	--	13 (100)	13 (100)	9 (69.23)	13 (100)	13
Gurugram	10 (33.33)	--	30 (100)	30 (100)	20 (66.67)	30 (100)	30
Haridwar	5 (15.63)	6 (18.75)	32 (100)	32 (100)	16 (50)	32 (100)	32
Gautam Budh Nagar	16 (44.44)	--	36 (100)	36 (100)	22 (61.11)	36 (100)	36
U.S.Nagar	17 (77.27)	5 (22.73)	22 (100)	22 (100)	11 (50)	22 (100)	22
	<b>186</b> <b>(60.39)</b>	<b>60</b> <b>(19.48)</b>	<b>308</b> <b>(100)</b>	<b>308</b> <b>(100)</b>	<b>179</b> <b>(58.17)</b>	<b>308</b> <b>(100)</b>	<b>308</b>

Note: the figures in brackets are percentages.

Table 6.2 shows that all the 308 sample domestic women workers reported that they do not have social security, have lack of defined work time and are not getting their wages in time, and do not have proper work conditions. The other problems reported by them are lack of decent wages (60.39%), lack of job security (19.48%) overwork load and health problems (58.17%).

On the basis of information given by the sample domestic women workers, it has been observed that there is no written contract between the employer and domestic worker and so there is more scope for exploitation of these workers even bargaining for wages. One of the major problems in domestic work is that the domestic workers work in more than one house which is a big constraint in implementing any law regulating domestic work and welfare schemes for domestic workers. Majority of the women workers are extremely poor, illiterate and so they are migrated to the urban areas in search of employment as they do not need any special skill.

Domestic workforce is excluded from labour laws that look after important employment related issues such as conditions of work, wages, social security, provident funds, old age pensions and maternity benefits. Hence, they have no right to employee's compensation and minimum wages.

## PROBLEMS OF CONSTRUCTION WOMEN WORKERS

In construction sector, it is estimated that 10.7million construction workers account for 83 per cent of all construction workers in India. Construction workers are the backbone of the economy as they create the infrastructure necessary for industrial growth. In a globalising economy, it is they who are constructing the new economic zones, the information technology cities, the call centres and mega malls that are creating new forms of wealth today.

Our field study shows that women workers in the construction work were employed through contractors and did not receive minimum employment protection and benefits whatsoever. There are number of provisions in the Act relating to welfare, safety and health of the contract labour. For regulating its implementation certain registers, records, returns, etc. are to be maintained by the principal employers and contractors. But the ground reality is that neither the contractor, nor the principal employer takes responsibility for worker's welfare. In this condition, during the course of field investigation, information was collected from 1088 sample construction women workers of the sample districts about the problems they were facing during performance of their duties in construction work. Information regarding the problems faced by the sample construction women workers has been shown in Table 6.3

Table 6.3

District-wise Classification of Sample Construction Women Workers According to Problems Reported by them

Name of the District	Number of women reported problem as						Total
	Heavy strain on their body and mind	Problems of wages	Problems of leave	Problems of child rearing	Lack of safety provisions	Problems of compensation	
Almora	40 (67.80)	59 (100)	59 (100)	13 (22.03)	59 (100)	59 (100)	59
Chamoli	38 (63.33)	60 (100)	60 (100)	6 (10)	60 (100)	60 (100)	60
Dehradun	56 (58.33)	96 (100)	96 (100)	6 (6.25)	96 (100)	96 (100)	96
Ghaziabad	159 (100)	159 (100)	159 (100)	--	159 (100)	159 (100)	159
Gurugram	192 (100)	192 (100)	192 (100)	12 (6.25)	192 (100)	192 (100)	192
Haridwar	201 (100)	201 (100)	201 (100)	20 (9.95)	201 (100)	201 (100)	201
Gautam Budh Nagar	234 (100)	234 (100)	234 (100)	2 (0.85)	234 (100)	234 (100)	234
U.S.Nagar	70 (100)	87 (100)	87 (100)	--	87 (100)	87 (100)	87
<b>Grand Total</b>	<b>990 (90.99)</b>	<b>1088 (100)</b>	<b>1088 (100)</b>	<b>59 (5.42)</b>	<b>1088 (100)</b>	<b>1088 (100)</b>	<b>1088</b>

Note: the figures in brackets are percentages.



Table 6.3 shows that all the 1088 construction women workers reported problems of wages, problems of leave, lack of safety provisions and problems of compensation as their main problems doing work in the construction sector. Out of 1088 sample women workers, 59(5.42%) also reported problems of child rearing.

The data show that in construction, mainly migrant women workers have to face poor working conditions, low wages and inadequate provisions for social security. They live in miserable conditions with respect to payment of wages and working hours. In this sector, there is no direct employer-employee relation for most of the labourers as these labourers are recruited by labour sub-contractors. The sub-contractors determine the conditions of employment according to the convenience of the contractors. Social security of employment is available only to those workers who can establish permanent employment relationships with their employer. Women are paid less wages than men in construction sector for similar nature of work which violates the Equal Remuneration Act of 1976. They are paid even less than what they were promised by the contractor. This happens more to those migrant workers who come from other states.

Women workers have to climb great heights carrying heavy loads. Falling from heights, electric shock, falling of objects and collapse of ladder are the major reasons for fatal accidents. Apart from these accidents involving simple injuries occur every day. Women workers who carry the cement mix and wet bricks on their heads suffer serious problems like neck pain, chest pain, body ache and fever. The women workers live in heavily polluted environment, full of dust and metal molecules, which generally exposes labourers to several diseases like Asthama, T.B, etc. Since there is no medical facility provided by the employers, the labourers have to forego their work as well as wages for the day.

Tropical climate, poor diet, poor health insanitary and sub human conditions in which they live are responsible for their poor working conditions. It is ironic to note that the women workers are not entitled to weekly holiday. They are even not allowed to enjoy their festivals. No work no pay was strictly observed in all the sample districts. Question of maternity leave does not arise due to various technical reasons. They are never paid any compensation in case of any accident and disability occurring during working hours. Employers or contractors adopt various means to avoid the payment of compensation which includes manipulation in attendance and payment register, threat, dismissal etc.



## CHAPTER-7

### MAIN CONCLUSIONS AND RECOMMENDATIONS

In previous chapters different aspects relating to this study have been examined and analysed at length in the light of information gathered and field data collected for the study. However, in order to make an overall view and assessment of the study, some of the main conclusions emerging from the study are briefly mentioned below:

#### SOCIO-ECONOMIC BACKGROUND OF SAMPLE WOMEN WORKERS

- 1.1 Out of a total of 2008 sample women workers 19(0.95%) were Christians, 1851(92.18%) were Hindus and the remaining 138(6.87%) were Muslims.
- 1.2 Out of a total of 612 sample agricultural women workers 8(1.31%) were Christians, 575(93.95%) were Hindus and the remaining 29(4.74%) were Muslims.
- 1.3 Out of a total of 1088 sample construction women workers 2(0.18%) were Christians, 989(90.90%) were Hindus and the remaining 97(4.74%) were Muslims.
- 1.4 Out of a total of 308 sample domestic women workers 9(2.92%) were Christians, 287(93.18%) were Hindus and the remaining 12(3.90%) were Muslims.
- 2.1 Out of a total of 2008 sample women workers 439(21.86%) belonged to high castes, 627(31.23%) were OBCs, 541(26.94%) were SCs, 237(11.80%) were STs and the remaining 164(8.17%) were others.
- 3.1 Out of a total of 2008 sample women workers, 684(34.06%) were young (those falling in the age group of 18-30 years), 1262(62.85%) were middle-aged (those falling in the age range of 31-55 years) and the remaining 62(3.09%) were old (those falling or having crossed the age of 55years).
- 3.2 Out of a total of 612 sample agricultural women workers, 187(30.56%) were young (those falling in the age group of 18-30 years), 388(63.40%) were middle-aged (those falling in the age range of 31-55 years) and the remaining 37(6.05%) were old (those falling or having crossed the age of 55years).
- 3.3 Out of a total of 1088 sample construction women workers, 425(42.16%) were young (those falling in the age group of 18-30 years), 642(63.69%) were middle-aged (those falling in the age range of 31-55 years) and the remaining 21(2.08%) were old (those falling or having crossed the age of 55years).

- 3.4 Out of a total of 308 sample domestic women workers, 72(23.38%) were young (those falling in the age group of 18-30 years), 232(75.32%) were middle-aged (those falling in the age range of 31-55 years) and the remaining 4(1.30%) were old (those falling or having crossed the age of 55years).
- 4.1 Out of a total of 2008 sample women workers, 1441(71.76%) were illiterate and another 410(20.42%) had education up to primary level. Of the remaining, 64(3.19%) had studied up to middle level and another 93(4.63%) had received education up to high school.
- 4.2 Out of a total of 612 sample agricultural women workers, 440(71.90%) were illiterate and another 120(19.61%) had education up to primary level. Of the remaining, 25(4.08%) had studied up to middle level and another 27(4.41%) had received education up to high school.
- 4.3 Out of a total of 1088 sample construction women workers, 805(73.99%) were illiterate and another 223(20.50%) had education up to primary level. Of the remaining, 24(2.21%) had studied up to middle level and another 36(3.31%) had received education up to high school.
- 4.4 Out of a total of 308 sample domestic women workers, 196(63.64%) were illiterate and another 67(21.75%) had education up to primary level. Of the remaining, 15(4.87%) had studied up to middle level and another 30(9.74%) had received education up to high school.
- 5.1 Out of a total of 2008 sample women workers 1064(52.99%) were from Uttarakhand, 538(26.79%) from Uttar Pradesh, 191(9.51%) from Madhya Pradesh, 82(4.08%) from West Bengal, 64(3.19%) from Bihar, 50(2.49%) from Rajasthan and remaining 19(0.95%) from Haryana.
- 5.2 Out of a total of 612 sample agricultural women workers 452(73.86%) were from Uttarakhand, 113(18.46%) from Uttar Pradesh, 20(3.27%) from West Bengal, 12(1.96%) from Haryana, 9(1.47%) from Bihar, 5(0.82%) from Madhya Pradesh and remaining 1(0.16%) from Rajasthan.
- 5.3 Out of a total of 1088 sample construction women workers 383(35.20%) were from Uttarakhand, 365(33.55%) from Uttar Pradesh, 184(16.91%) from Madhya Pradesh, 52(4.78%) from Bihar, 49(4.50%) from Rajasthan, 48(4.41%) from West Bengal and remaining 7(0.64%) from Haryana.

- 5.4 Out of a total of 308 sample domestic women workers 229(74.35%) were from Uttarakhand, 60(19.48%) from Uttar Pradesh, 14(4.55%) from West Bengal, 3(0.97%) from Bihar and remaining 2(0.65%) from Madhya Pradesh.
- 6.1 Out of a total of 2008 sample women workers, 765(38.10%) have agricultural land in their native places and the remaining 1243(61.90%) do not have agricultural land in their native places,
- 6.2 Out of a total of 612 sample agricultural women workers, 289(47.22%) have agricultural land in their native places and the remaining 323(52.78%) do not have agricultural land in their native places,
- 6.3 Out of a total of 1088 sample construction women workers, 362(33.27%) have agricultural land in their native places and the remaining 726(66.73%) do not have agricultural land in their native places,
- 6.4 Out of a total of 308 sample domestic women workers, 114(37.01%) have agricultural land in their native places and the remaining 194(62.99%) do not have agricultural land in their native places,
- 7.1 Out of a total of 765 sample women workers who have agricultural land in their native places 517(67.58%) have land between 1-5 Bigha, 201(26.27%) have between 6-10 Bigha and the remaining 47(6.41%) have between 11-15 Bigha.
- 7.2 Out of a total of 289 sample agricultural women workers who have agricultural land in their native places 152(52.60%) have land between 1-5 Bigha, 105(36.33%) have between 6-10 Bigha and the remaining 32(11.07%) have between 11-15 Bigha.
- 7.3 Out of a total of 362 sample construction women workers who have agricultural land in their native places, 292(80.66%) have land between 1-5 Bigha, 58(16.02%) have between 6-10 Bigha and the remaining 12(3.31%) have between 11-15 Bigha.
- 7.4 Out of a total of 114 sample domestic women workers who have agricultural land in their native places, 73(64.04%) have land between 1-5 Bigha, 38(33.33%) have between 6-10 Bigha and the remaining 3(2.63%) have between 11-15 Bigha.
- 8.1 Out of a total of 765 sample women workers who have land in their native places, 429(56.08%) have irrigated land, 136(17.78%) have non-irrigated land and the remaining 200 (26.14%) have both types of land.

- 8.2 Out of a total of 289 sample agricultural women workers who have land in their native places, 146(50.52%) have irrigated land, 42(14.53%) have non-irrigated land and the remaining 101(34.95%) have both types of land.
- 8.3 Out of a total of 362 sample construction women workers who have land in their native places, 258(71.27%) have irrigated land, 93(25.69%) have non-irrigated land and the remaining 11(3.04%) have both types of land.
- 8.4 Out of a total of 114 sample domestic women workers who have land in their native places, 25(21.93%) have irrigated land, 1(0.88%) has non-irrigated land and the remaining 88 (77.19%) have both types of land.
- 9.1 Out of a total of 2008 sample women workers, 67(3.34%) have family size between 1-2 members, 1501(74.75%) have family between 3-5 members and the remaining 440(21.91%) have family size between 6-10 members.
- 9.2 Out of a total of 612 sample agricultural women workers, 31(5.07%) have family size between 1-2 members, 439(71.73%) have family between 3-5 members and the remaining 142(23.20%) have family size between 6-10 members.
- 9.3 Out of a total of 1088 sample construction women workers, 34(3.13%) have family size between 1-2 members, 808(74.26%) have family between 3-5 members and the remaining 246(22.61%) have family size between 6-10 members.
- 9.4 Out of a total of 308 sample domestic women workers, 2(0.65%) have family size between 1-2 members, 254(82.47%) have family between 3-5 members and the remaining 52(16.88%) have family size between 6-10 members.
- 10.1 Out of a total of 2008 sample women workers, 318(15.84%) have no child/children, 1005(50.05%) have child/children between 1-2 and the remaining 685(34.11%) have children between 3-5.
- 10.2 Out of a total of 612 sample agricultural women workers, 101(16.50%) have no child/children, 319(52.12%) have child/children between 1-2 and the remaining 192(31.37%) have children between 3-5.
- 10.3 Out of a total of 1088 sample construction women workers, 170 (15.63%) have no child/children, 519(47.70%) have child/children between 1-2 and the remaining 399(36.66%) have children between 3-5.

- 10.4 Out of a total of 308 sample domestic women workers, 47(15.26%) have no child/children, 163(54.22%) have child/children between 1-2 and the remaining 94(30.52%) have children between 3-5.
- 11.1 Out of a total of 1690 sample women workers, who have school going children, 948(56.09%) reported that their children go to school and the remaining 742(43.91%) reported that their children do not go to school
- 11.2 Out of a total of 511 sample agricultural women workers, who have school going children, 290(56.75%) reported that their children go to school and the remaining 221(43.25%) reported that their children do not go to school
- 11.3 Out of a total of 918 sample construction women workers, who have school going children, 462(50.53%) reported that their children go to school and the remaining 456(49.67%) reported that their children do not go to school
- 11.4 Out of a total of 261 sample domestic women workers, who have school going children, 196(75.10%) reported that their children go to school and the remaining 65(24.90%) reported that their children do not go to school
- 12.1 Out of a total of 742 women workers who do not send their children to school, 196(26.42%) reported lack of money as the reason of not sending their children to school, 166(22.37%) reported that children are not interested, 152(20.49%) reported lack of school facility as the reason of not sending their children to school and the remaining 244(32.88%) reported that as their children worked with them so they could not send them to school.
- 13.1 Out of a total of 2008 sample women workers, 1995(99.35%) reported that they have their own dwelling in their native place and the remaining 13(0.65%) reported that they do not have their own dwelling in their native place.
- 13.2 Out of a total of 612 sample agricultural women workers, 607(99.18%) reported that they have their own dwelling in their native place and the remaining 5(0.82%) reported that they do not have their own dwelling in their native place.
- 13.3 Out of a total of 1088 sample construction women workers, 1080(99.26%) reported that they have their own dwelling in their native place and the remaining 8(0.74%) reported that they do not have their own dwelling in their native place.
- 13.4 Out of a total of 308 sample domestic women workers, all of them reported that they have their own dwelling in their native place.



- 14.1 Out of a total of 1985 sample women workers who have their own dwelling in their native place, 402(20.25%) have Jhuggis, 838(42.22%) have Kutcha houses and the remaining 755(38.04%) have Pucca houses.
- 14.2 Out of a total of 607 sample agricultural women workers, 108(17.79%) have Jhuggis, 204(33.61%) have Kutcha houses and the remaining 295(48.60%) have Pucca houses.
- 14.3 Out of a total of 1080 sample construction women workers, 256(23.70%) have Jhuggis, 526(48.70%) have Kutcha houses and the remaining 298(27.59%) have Pucca houses.
- 14.4 Out of a total of 308, sample domestic women workers, 38(12.34%) have Jhuggis, 108(35.06%) have Kutcha houses and the remaining 162(52.60%) have Pucca houses in their native place.
- 15.1 Out of a total of 1995 sample women workers who have their own dwelling in their native place, 1344(67.37%) have electricity in their dwellings and the remaining 651(32.63%) do not have electricity in their dwellings.
- 15.2 Out of a total of 607 sample agricultural women workers, 391(64.42%) reported that they have electricity in their dwellings at their native place and the remaining 216(35.58%) reported that they do not have electricity in their dwellings.
- 15.3 Out of a total of 1080 sample construction women workers, 718(66.48%) reported that they have electricity in their dwellings at their native place and the remaining 362(33.52%) reported that they do not have electricity in their dwellings.
- 15.4 Out of a total of 308 sample domestic women workers, 235(76.30%) reported that they have electricity in their dwellings at their native place and the remaining 73(23.70%) reported that they do not have electricity in their dwellings.
- 16.1 Out of a total of 1995 sample women workers who have their own dwelling in their native place, 1360(68.17%) have drinking water facility within their premises of their native places and the remaining 635(31.83%) have it outside their premises.
- 16.2 Out of a total of 607 sample agricultural women workers 484(79.74%) have drinking water facility within their premises and the remaining 123(20.26%) have it outside their premises.
- 16.3 Out of a total of 1080 sample construction women workers, 659(61.02%) have drinking water facility within their premises and the remaining 421(38.98%) have it outside their premises.

- 16.4 Out of a total of 308 sample domestic women workers, 217(70.45%) have drinking water facility within their premises and the remaining 91(29.55%) have it outside their premises.

## SOCIAL SECURITY RIGHTS ENJOYED BY SAMPLE WOMEN WORKERS

### CONSTRUCTION SECTOR

1. In all the sample districts welfare measures were not available to the sample construction women workers such as crèches for children, rest rooms, and separate toilets for women and portable drinking water. By and large the sample women workers were living in jhuggis. If housing was provided it was generally unfit for human living. One of the consequences of not having adequate crèche facilities was that the children were often engaged in helping the mothers and overtime was inducted into the workforce.
2. In all the sample districts women workers were concentrated as casual and unskilled workers and it was not possible for them to make regular, timely contributions to welfare fund as per the requirement of the Law and hence they never got the benefits available under the Act of construction workers welfare fund.
3. All the sample women workers of the sample districts were employed through contractors as a result they did not receive minimum employment protection and benefits of Contract Labour (Regulation and Abolition) Act 1970. As per the Law certain registers, records, returns etc., are to be maintained by the principal employers and contractors. But it was found that neither the contractor nor the principal employer took the responsibility for worker's welfare as per the Law. The limitations in the Law are such that the contractor stands to gain if he engages less than 20 workers and it provides a loophole for manipulations for the employers and contractors. Hence the coverage that this Act provides was beyond the reach of all sample women workers of all the sample districts.
4. It was found that Inter-State Migrant Labour (Regulation of Employment and conditions of Service) Act, 1979 has not been adhered by all the contractors/sub-contractors in the sample districts. The promise that the contractors/sub-contractors made at the time of recruitment about payment were not kept in record. No working hours were fixed for these workers. There was no direct employer-employee relation as all the labourers were recruited by labour sub-contractors and hence not only was the labour invisible to the employers but employers are also invisible to labourers. The sub-contractors determine the conditions of employment according to the convenience of the contractors. Women workers live in miserable conditions with respect to payment of wages and working hours.

Illiteracy and poverty has resulted in accepting low wages by the women and these may not fulfil their basic minimum needs. These women workers do not have legal protection of employment or access to state supported social security measure.

#### AGRICULTURAL SECTOR

1. Women workers in the sample districts have been paid either on hourly basis or also in some cases, by a piece rate system. The piece rate system provides greater flexibility to the employer as it varies from place to place with the amount of work done and also has greater scope of manipulation.
2. The minimum wages Act, 1948 is the only legislation which ensures minimum wages to the workers in agricultural sector. But our study shows lack of minimum standards in daily wage rates. There were no fixed hours of work and due to high level of unemployment in the rural areas and lack of job opportunities the women workers had no bargaining power and ultimately they had to accept the wages as fixed by the employer.
3. In majority of the sample districts women workers were suffering from certain specific health hazards due to extensive use of fertilizers, Insecticides, pesticides and mechanization. Since occupational safety and health services were out of the reach of the sample women workers, the health standard was weak as they had to perform different types of duties at home, in family and on farm. Some of the women workers were suffering due to many types of diseases such as gynaecological infections, arthritis, intestinal and parasitic infections.
4. Majority of sample women workers in all the sample districts did not enjoy maternity leave and did not get proper rest after child birth.
5. Sample women workers received lower wages than men.
6. By and large the sample women workers sought jobs in their nearby villages because of traditional prejudices, male domination and conservative attitudes. As a result they had to accept the wage rates as fixed by the employer keeping in view the nature of the work.

#### DOMESTIC SECTOR

1. The domestic workers are not legally recognised as workers and have no rights. Domestic women workers in the sample districts are also excluded from labour laws that look after important employment related issues such as conditions of work, wages, social security,

provident funds, old age pensions, and maternity leave. They are almost slaves-utterly dependent on the benevolence of their employers.

2. All the sample women workers of all the sample districts did not enjoy minimum wage and social security. They were facing exploitation and discrimination in wages. There are no regular hours of work for them in domestic services. The risk areas include high level of insecurity, deplorable wages and long working hours.

## WORKING CONDITIONS OF WOMEN WORKERS IN THE SAMPLE DISTRICTS

### CONSTRUCTION SECTOR

1. In Almora and Chamoli districts all the women workers were local but in other sample districts all the construction women workers were migrated workers.
2. The involvement of the intermediary or contractor or broker in case of local women workers was negligible. Usually the women workers contact directly the owner to get employment.
3. Migrant women workers were brought by contractors/brokers directly to the builders/owners to obtain employment from different districts/states.
4. The contractors/brokers were not licensed. Not a single contractor/broker has followed the norms and the rules mentioned in Inter-State Migrant Workmen Act or Contract Labour Act.
5. Out of 1088 sample construction women workers 320(29.41%) joined construction work since 1-2 years, 368(33.82%) since 3-5 years, 348(31.99%) since 6-8 years and the remaining 52(4.78%) since 9-10 years.
6. Out of 1088 sample women workers 826(75.82%) got work during the whole year, 197(18.11%) work for got 6-9 months and the remaining 66(5.97%) got work up to 3 months according to demand of work. In Almora and Chamoli districts not a single sample woman worker got employment for the whole year.
7. Women workers in the sample districts do combination of all types of work that is required for the construction site.
8. Out of 1088 sample women workers, 1060(97.43%) performed their work 8 hours in a day and the remaining 28(2.57%) performed their work 10-12 hours in a day. It was observed

that women workers of Gurugram, Gautam Budh Nagar and U.S. Nagar performed their work more than 8 hours in a day because it gave them more earnings, which was their sole aim.

9. The working hours of the local women workers were generally from 8 am to 5 pm.
10. The contractor/employer had provided Jhuggis/huts to the sample migrant women workers even though not suitable for human habitation at the work site. Their living condition reveals that they live in sub-human conditions without any facility of proper ventilation, sanitation, cooking place, bathing, drinking water electricity and so on. They took their bath in the open as there was no scope of maintaining privacy. Cooking was done in open air full of dust and heat.
11. The sample local workers in the sample district came to work from their own home and went back to their residence after the completion of work hours.
12. Excluding Almora and Chamoli districts, in other sample districts it was really distressing to note that the women workers were unable to get fresh and germ free drinking water at the work site. In some cases it was seen that the water which was used for construction work was also used by the women workers for drinking, cooking and other domestic purposes. The water was never chlorinated. In very few places at worksite, tap water was available to the women workers but the supply of water was irregular and insufficient. The use of such contaminated water exposed the workers to various ailments and diseases while its consequences were more dangerous and harmful to the young children who accompanied the women workers.
13. The women workers were not paid for the day as 'no work no pay' rule was strictly observed in all the sample districts.
14. In all the sample districts neither contractor or owner provided any medical assistance to the sample women workers. If medical assistance was arranged for the women workers by the owner/contractor, the expenses incurred by him for the purpose were deducted from their earnings.
15. The crèche facility was not provided to migrant women workers.
16. Canteen had not been organised by all the builders/owners of the sample districts. Women workers preferred to bring their own food with them for their mid-day meal.

## DOMESTIC SECTOR

1. In all the sample districts the common reasons of the sample women workers to join domestic work were: (i) it requires no specific skills, (ii) easily accessible, (iii) it is safe to work at someone's house where she has to interact only with the women, (iv) they have the option of choosing the quantum of work that allows them to have time for their children. The specific reason for their joining as domestic workers were: (v) financial difficulties in cities, (vi) to support their husband's wages, (vii) unable to meet the expenses of growing children specially their education. It was also found that very few domestic women workers joined domestic work due to the death of their husbands.
2. Out of a total of 308 sample domestic women workers, 100(32.47%) were working since 1-2 years, 113(36.69%) since 3-5 years and the remaining 95(30.84%) since 6-10 years.
3. Out of a total of 308 sample domestic women workers, 38(12.34%) were live in workers (working permanently in the owner's household) and the remaining 270(87.66%) were live out (part time) workers.
4. In all the sample districts live out domestic workers were granted a weekly off by their employer when required.
5. Out of a total of 38 sample live in women workers, 21(55.26%) reported that although no weekly holiday was given by their employer, during emergency and as per requirement, some off days were given to them and the remaining 17(44.74%) reported that neither weekly holiday nor leave was given to them by their employers.
6. The tasks performed by sample domestic women workers included cleaning (sweeping, swabbing and dusting), washing (clothes and dishes), cooking, or preparation for cooking such as chopping vegetables and making dough or cooking a part of meal, ironing, housekeeping and extensions of these outside the home such as shopping. Some sample domestic women workers performed childcare or care of the aged.
7. In all the sample districts no standard norms are fixed for the working conditions of the domestic workers.
8. The wages for the domestic women workers vary according to the tasks performed by them, locality and the profile of the employer. There is no guarantee of employment of the women workers as employers can ask women workers to leave with no prior notice or financial compensation.



9. In all the sample districts the live out sample women workers Live in difficult type of settlements. They live in harsh living conditions.
10. The domestic women workers in all the sample districts are not entitled to any old-age pensions, gratuity or bonus. They have no medical insurance and all expenses of illness, hospitalisation of self and family are borne by them.

#### AGRICULTURAL SECTOR

1. The main causes behind the sample agricultural women workers for their present engagement were: (i) work easily accessible in the nearby villages, (ii) to support their family income, (iii) financial difficulties and (iv) work does not require specific skills.
2. Out of a total of 612 sample women workers, 210(34.31%) joined agricultural work since 1-2 years, 187(30.56%) since 3-5 years, 149(24.35%) since 6-8 years and the remaining 66(10.78%) since 9-10 years.
3. Out of a total of 612 sample women workers 13(2.12%) got manual work during the whole year, 238(38.89%) got work for an indefinite period and the remaining 361(58.99%) got work on seasonal basis.
4. In all the sample districts the agricultural women workers have been paid either on hourly basis or also in some cases by a piece rate system.
5. In all the sample districts per day working hours were not fixed and the working period varied considerably depending upon the nature of work pressure.
6. There were no facilities for the sample agricultural women workers like medical/first aid, medical leave, and holidays which are available to organised sector's female workers.

#### WAGE PATTERNS, METHODS OF WAGE PAYMENT AND EARNING OF THE SAMPLE WOMEN WORKERS

1. In Agricultural sector out of a total of 612 sample agricultural women workers, 179(29.25%) received per day wages between Rs 60-100, 202(29.25%) received between Rs. 100-150, 212(36.01%) received between Rs. 150-200, 14(2.29%) received between Rs. 200-250, and the remaining 5(0.82%) received between Rs. 250-300.
2. In Construction sector out of a total of 1088 sample construction women workers, 110(10.11%) received per day wages between Rs 60-100, 218(20.04%) received between Rs. 100-150, 480(44.12%) received between Rs. 150-200, 228(20.96%) received between Rs. 200-250, and the remaining 52(4.78%) received between Rs. 250-300.

3. In Domestic sector out of a total of 308 sample domestic women workers, 186(60.39%) received per day wages between Rs 60-100, 53(17.21%) received between Rs. 100-150, 43(13.96%) received between Rs. 150-200, 13(4.22%) received between Rs. 200-250, and the remaining 13(4.22%) received between Rs. 250-300.
4. The sector wise data shows that out of a total of 612 agricultural sample women workers 179(29.25%) received less wages than the National Floor Level Minimum wage. In construction sector out of a total of 1088 sample women workers, 110(10.11%) received less wages than the National Floor Level Minimum wage. In domestic sector, out of a total of 308 sample women workers, 186(60.39%) received less wages than the National Floor Level Minimum wage.
5. Out of a total of 612 sample agricultural women workers of all the sample districts, 74(12.09%) reported their monthly income between Rs. 1000-3000, 310(50.65%) reported between Rs. 3000-5000, 209(34.15%) reported between Rs. 5000-7000 and the remaining 19(3.10%) reported between Rs. 7000-12000.
6. Out of a total of 1088 sample construction women workers of all the sample districts, 59(5.42%) reported their monthly income between Rs. 1000-3000, 275(25.28%) reported between Rs. 3000-5000, 457(42.00%) reported between Rs. 5000-7000 and the remaining 297(27.30%) reported between Rs. 7000-12000.
7. Out of a total of 308 sample domestic women workers of all the sample districts, 105(34.09%) reported their monthly income between Rs.1000-3000, 135(43.83%) reported between Rs. 3000-5000, 42(13.64%) reported between Rs.5000-7000 and the remaining 26(8.44%) reported between Rs.7000-12000.
8. Out of a total of 612 sample agricultural women workers of all the sample districts, 173(28.27%) reported that they received their wage payment daily, 183(29.90%) reported, weekly and the remaining 256(41.83%) reported, not fixed schedule.
9. Out of a total of 1088 sample construction women workers of construction sector, 56(5.15%) reported that they received their wage payment daily, 166(15.26%) reported, weekly and the remaining 866(79.60%) reported, not fixed schedule.
10. Out of a total of 308 sample domestic women workers, 4(1.30%) reported that they received their wage payment daily, 30(9.74%) reported, weekly and the remaining 274(88.96%) reported, not fixed schedule.

11. Out of a total of 612 sample agricultural women workers 548(89.54%) reported that there was a discrimination of wage payment according to sex and the remaining 64(10.46%) did not report any such type of discrimination on the basis of sex.
12. Out of a total of 1088 sample construction women workers 1075(98.81%) reported that there was a discrimination of wage payment according to sex and the remaining 13(1.19%) did not report any such type of discrimination on the basis of sex.
13. Not a single sample domestic woman worker of all the sample districts did not notice wage discrimination on the basis of sex.
14. Out of a total of 612 sample agricultural women workers, 232(37.91%) have their bank accounts.
15. Out of a total of 1088 sample construction women workers, 339(31.16%) have their bank accounts.
16. Out of a total of 308 sample domestic women workers, 84(27.27%) have their bank accounts.
17. Out of a total of 232 sample agricultural women workers who have their bank accounts, 173(74.57%) were able to deposit some money in their bank accounts.
18. Out of a total of 339 sample construction women workers who have their bank accounts, 243(71.68%) were in a position to save some money in their bank accounts.
19. Out of a total of 84 sample domestic women workers who have their bank accounts, 69(82.14%) were in a position to save some money in their bank accounts.
20. Out of a total of 612 sample agricultural women workers, 254(41.50%) were indebted.
21. Out of a total of 1088 sample construction women workers, 474(43.57%) were indebted.
22. Out of a total of 308 sample domestic women workers, 107(34.74%) were indebted.
23. Out of a total of 254 sample agricultural women workers who were indebted, 2(0.79%) reported bank loan, 245(96.46%) reported loan from friends/relatives and the remaining 7(2.76%) reported loan from Mahajans.
24. Out of a total of 474 sample construction women workers who were indebted, 19(4.01%) reported bank loan, 417(87.98%) reported loan from friends/relatives and the remaining 38(8.02%) reported loan from Mahajans.

25. Out of a total of 107 sample domestic women workers who were indebted, 8(7.48%) reported bank loan, 94(87.85%) reported loan from friends/relatives and the remaining 5(4.67%) reported loan from Mahajans.

#### PROBLEMS OF SAMPLE WOMEN WORKERS

1. All the 612 sample agricultural women workers of the sample districts reported low wage rates, seasonality of work, gender discrimination in wages, and absence of social security as the problems they are facing.
2. Out of a total of 612 sample agricultural women workers 513(83.82%) reported that they are facing different types of health problems.
3. Out of a total of 612 sample agriculture women workers 271(44.28%) reported that they cannot aspire to seek jobs outside the home.
4. All the 1088 sample construction women workers of all the sample districts reported problems of wages, problems of leave, lack of safety provisions, problems of compensation as their main problems doing work in the construction work.
5. Out of a total of 1088 sample construction women workers 59(5.42%) reported problems of child rearing.
6. All the 308 sample domestic women workers of the sample districts reported that they do not have social security, have lack of defined work time and are not getting their wages on time, and do not have proper work conditions.
7. Out of a total of 308 sample domestic women workers 186(60.39) reported lack of decent wages, 60(19.48%) reported job insecurity and 179(58.17%) reported health problems.

#### RECOMMENDATIONS

In the previous chapters we have analysed the women workers conditions in unorganised sector in the sample districts. We have also discussed the laws that apply to wage workers in the unorganised sector, fully or partially concluded that the existing laws cover the basic conditions of work of unorganised workers in a piece-meal and inadequate manner. Thus, we view the protection and promotion of livelihoods as essential for ensuring decent conditions of work in the unorganised sector workers especially for women workers. There is no comprehensive framework which provides for basic and minimum conditions of work for wage workers and domestic workers. The laws that exist are also poorly implemented because of the inadequacies of the

unorganised workers. Therefore, we have the following recommendations to solve the problems faced by women workers in unorganised sector.

1. For domestic women workers a system of registration should be introduced. In view of the existing trends of exploitation, it is extremely important to fix a minimum wage and to legislate on to regulate conditions of employment, social security and security of employment. The employer should provide domestic workers with adequate safety equipment while handling hazardous substances and equipments.
2. Despite the equal remuneration Act, 1976, wage discrimination is widely prevalent in unorganised sector. This must be corrected through better enforcement and wider dissemination of the law.
3. The definition of migrant workers should be expanded to cover all migrants, whether they came on their own or through the contractors or changed the contractors after entering a recipient state. Amendments should be made to allow third parties to file complaints. The liability of the principal employer should be defined more clearly to prevent him from escaping the liability. The contractor should be made liable for the breach of the Act, either by him or by the sub contractor.
4. An exhaustive and comprehensive legislation is needed for regulating employment procedure, working conditions, wage structure, social security, health and safety, working hours, holidays etc. and to check physical exploitation of the working women in these unorganised sectors.
5. To ensure payment of minimum and timely wages, to women workers as prescribed under the law by the Central or the State Governments, sincere attempts should be made for effective implementation of the Acts. The Minimum Wages should be revised at regular periodicity and should be linked with the rise in the cost of living. The State Government has to ensure that the Minimum wage fixed under the Minimum Wages Act, is not lower than the National Minimum Wage. Record maintenance such as a register of workers employed, muster roll-cum wage payment register and wage slips to be issued to the workers with seal of the employer.
6. The large scale violation of the existing laws such as the Minimum Wage Acts is indicative of the lack of awareness on the part of the workers and the employers and also the employers' unwillingness to enforce the existing regulations. It is important that the government carries out a large scale education programme for the women workers,

employers and other stakeholders aimed at inculcating the importance of assuring the workers the basic dignity and minimum conditions of work.

7. Attempts should be made to implement adult education programme among the women workers of unorganised sectors. The syllabus may include various labour legislations and welfare measures to promote awareness among them. Follow-up programme in respect of implementation of different legislative provisions and welfare measures in the unorganised sectors should be entrusted to the voluntary organisations of repute and eminent social scientists of the region.
8. The Labour department should introduce a special wing to prevent socio-economic, physical-mental and sexual exploitation of the women workers in unorganised sectors. We propose that steps be taken to improve the infrastructure of the department focus on increasing its efficiency and education and sensitisation programmes of its officials.
9. The State Government should constitute dispute resolution councils (DRC) at the district level and conciliation committees (CC) at the appropriate level and below the districts, i.e. block/tehsil/mandal, level for resolution of disputes relating to the non-observance of the provisions of the Acts arising among the unorganised wage workers/domestic workers and the employers.
10. In the promotion of livelihoods of the unorganised sector workers the State Governments should create a National Fund.

