
UNORGANIZED WOMEN WORKERS IN ORGANIZED INDUSTRY – A STUDY

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Abstract: The present paper discusses the working conditions of the unorganized women who are working in organized industry in Warangal district of Telangana State. Further, the study analyzes the wage differences between men and women. Globalization posed several challenges for the attainment of women's development especially in terms of widening inequalities; it is favorable to industry vis-à-vis agriculture and urban vis-à-vis rural sector. Moreover, the Millennium Development Goals identifies the creation employment for women in non-farm sector as a source of attaining women's development.

Keywords: Globalization, Informal Sector, Organized Sector, Readymade Garments Industry

Introduction: The employment in the non-farm sector especially in organized industrial sector is characterized by the employment on permanent basis, employment guarantee, better wages, leave entitlement, social security measures and retirement. The workers will organize themselves as unions and bargain with management to achieve their demands. Contrarily, a strange situation has emerged in the process of expansion of globalization i.e. the creation of unorganized employment in the organized industrial sector. This trend has been continuously on the rise in line with the strengthening of globalization.

Globalization has been invited into the Indian Economy during 1990-91 on the name of New Economic Policy on the assumption that it is a vital means to raise productive capacity, standards and there by development. In fact, this process has resulted in the entry of MNCs and their domination in all the sectors of the economy. However, readymade garments industry and leather industry could get benefit from the process of globalization. Further, these two industries provide employment mainly to women. This phenomenon is named as feminization of work. These two industries are moving towards development by utilizing women workers. Several studies especially National Sample Survey clearly revealed that the cause for their development is export liberalization. Further, the expansion of consumerism to all the classes and regions resulted in the rise in the demand for Readymade Garments on the name of fashions. Thus, Readymade Garments industry is one of the industries that are in the process of progress. Therefore, the status and position of women workers who work in this industry are expected to be relatively better when compared to workers in other sectors.

If this expectation is transformed into reality, then the position of these women workers will be at the higher side of the structure of Indian economy. In order to estimate this aspect, a study is warranted in regard to the women workers working in Readymade

Garments Industry. This will facilitate to examine the hypothesis proposed by UN's Millennium Development Goals i.e. creation of non-farm employment for women as an instrument to attain women's empowerment. In this context, the present study would like to examine the status and position of women workers who are working in a successful Small Scale Readymade Garments Industry located in Warangal district of Telangana.

Methodology: The present study exclusively relies on the primary source of data. All the 62 women workers who are working in a successful Small Scale Readymade Garments Industry is selected for the analysis. They are interviewed by administering a structured questionnaire to elicit the information in regard to their status at the place of work as well as in domestic sphere.

Objectives: The main objective of the study is to examine the myth and reality of women's development with special reference to women workers who are working in a successful Readymade Garments Industry. The study further aims to i) Understand the socio-economic background of selected women workers; ii) Analyze the work conditions of the selected respondents; and iii) Discuss wages and wage differentials.

Selected Industry: The selected Readymade Garments Industry is a small scale industry located in Warangal district. This is one of the two actively functioning industries in the Estate. The selected industry can be stated as a successful one in terms of sales, profits and expansion. Further, the Management has been planning to start another venture shortly. It is to be noted that it has been recognized as 'Best Industry' in 2008 and the entrepreneur has been awarded as 'Best Women Entrepreneur'. The industry used to purchase cloth for shirts from Mumbai and Ahmmadabad. Further, the industry has agents all over the State to sell the shirts. The industry possesses 110 sewing machines. For stitching shirts, 130 workers have been employed and out of them 62 are women. All the 62 women workers have been interviewed for the present study.

Favorable conditions in selected Industry: Though the selected women workers are employed on temporary basis, employment guarantee can be seen. The nature of work i.e. stitching requires light continuously. Therefore, they work under the facility of fans and lights. Moreover, the management has created a facility where the workers work by listening the music. ESI hospital facility is available on the basis of seniority and skills. Toilet facility, which cannot be seen in informal sector, has been available to these workers. Further, the management will supply tea during tea break at 11 a.m. and 4 p.m. Under the provision of dress code the management

provides two dresses to every worker per annum and the form of dress is on the basis of the desire of the workers. All these conditions clearly reveal that the women workers in this industry, who are working on temporary basis could avail relatively better facilities when compared to the workers in informal sector. However, the facilities available in the selected industry should be studied along with the factors related to wage, method of wage, determination, wage discrimination, working hours, scope for widening opportunities, opportunity to form unions and other related problems to analyze the status and position of women workers.

Table - 1. Profile of the Selected Respondents

Sl. No.	Particulars	No. of Women Workers	% to Total
1	Age (in years)		
a	< - 20	16	25.81
b	20-30	38	61.29
c	30-40	8	12.90
	Total	62	100.00
2	Marital Status		
a	Unmarried	23	37.10
b	Married	37	59.68
c	Widowed	2	3.22
	Total	62	100.00
3	Religion		
a	Hindu	35	56.45
b	Muslim	1	1.61
c	Christian	26	41.94
	Total	62	100.00

Source: Field Work

It can be noticed from Table-1 that out of selected 62 women workers as many as 54 are of less than 30 years old and the age of the 16 women workers is even less than 20 years. The age is above 30 years only to 8 women workers. Further, 23 of the selected respondents are unmarried. Similarly, the religion wise data denotes that 56.45 per cent of selected women workers are Hindus and this is followed by Christians with 41.94 per cent while only one Muslim can be seen. The information in regard to the caste wise details of the selected respondents has been presented in Table-2.

Table-2 Caste Particulars of the Selected Respondents

Sl No	Caste	No. of Women Workers	% to Total
1	Forward Caste	2	3.22
2	Backward Classes	28	45.16
3	Scheduled Caste	31	50.00
4	Scheduled Tribe	1	1.61
	Total	62	100.00

Source: Field Study

Table - 2 illustrates that all the castes can be seen among workers. However, 50 per cent are from Scheduled Castes followed by Backward Classes with 45.16 per cent and only 2 workers are from Forward Castes and one from Scheduled Tribe. The educational details of the respondents have been shown in Table-3.

Table-3 Educational details of the Selected Respondents

SI No	Educational Qualifications	No. of Women Workers	% to Total
1	Illiterates	4	6.46
2	Secondary Level	36	58.06
3	Intermediate and above	22	35.48
	Total	62	100.00

Source: Field Study

It is interesting to note from above table that only 4 out of 62 selected women workers are illiterates. As many as 22 could study intermediate level and beyond. It is to be observed that 58.06 per cent of the selected respondents could stop their study at Intermediate level due to their low economic condition.

As A.K. Sen (Sen 2000), rightly observes a positive role of female education on the education of girl child, in the selected women workers, all of them are sending their children to school irrespective of their gender. Thus, they are not showing any discrimination against girl child. Several women workers could provide even college level education to their daughters. It is interesting to note that one daughter of a woman worker is studying MCA. Thus, a progressive trend can be seen in the provision of girl child education and it is a positive aspect from the view point of Human Development.

Work related aspects: Women workers are assigned to stitch only one part of the readymade shirt. Though they work continuously for several months, they will not acquire skill to stitch total shirt. As they are continued to only one part of it. Thus, they are forced to continue to the same job in the same industry and will have no opportunity to search for alternative job. Indirectly, they are tied to the industry on the name of "Division of Labour". In order to get job security, they do the work sincerely and obediently. They are compelled to mould themselves for the benefit of the management. All this clearly shows the indirect custody imposed by the management on women workers.

Adam Smith, father of Economics while advocating "Division of Labour" as a vital means to raise productivity, clearly noted its limitations after a level where the work will become monotonous and spoils creativity of the worker. Adam Smith did not recognize that the management will introduce "Division of Labour" not only to increase labour productivity but also to control workers. Dudley Seers and Amartya Sen opine that right to choose and widening opportunities will direct the people to move towards development. From this view point, it can be stated that the selected women workers have The details about wages and other benefits have been shown in Table-4.

seriously been facing obstacles for their development (Jean Dreze & Amartya Sen 1995).As per rule, working hours should be 8 hours per day. But official working norms are from 9.30 am to 5.30 pm. i.e. 9 hours per day. Unofficially, the management did not allow women workers to leave the premises before 6.30 p.m. Thus, selected women workers are working for 10 hours daily. This clearly indicates the exploitation of women's labour in the form of hours of work is to the tune of 124 hours daily. Adverting the attention on to holidays, instead of four Sundays, the management gives holiday only for two Sundays per month. From the view point of demand for shirts, peak period will be the months of October and November. During this period, selected women workers will do overtime for which they have been paid additional wage to the tune of Rs.8 per an extra hour.

Wages and Wage Differentials: In patriarchal societies, gender inequalities will take the form of gender based wage differentials in production sectors except in public sector. The profit maximization will be the main goal for any business organization including the selected Readymade Garments Industry. As the gender based wage differentials in the selected industry are rooted in the method of wage determination, they are not visible (N. Linga Murthy, 2007).

The selected women workers get fixed monthly wages determined by the management basing on their age of service and skills while their male counterparts are given piece wages. As women are innocent, docile and obedient, the tactful management draws maximum labour from them by giving fixed monthly salaries fixed at lower level. Further, the supervisors watch and control them continuously and will not allow them to converse each other or to lie idle. The low skilled men workers is able to get at least Rs. 70 per day on an average. As a result monthly earnings of efficient women workers will be less than the monthly earnings of a low skilled men worker. Thus, an in depth analysis clearly shows the gender based wage differentials where women workers are given low wages for the benefit of the industry.

Table-4 Wages and Other Benefits of Selected Women Workers

S.No	Particulars	No. of Respondents	% to total
I	Wages per month in Rs.		
	700-900	31	50.00
	1001-1200	19	30.64
	1201-1500	12	19.35
	Total	62	100.00
II	Other Benefits		
	ESI & PF	12	19.35
	Only ESI	07	11.29
	No any other Benefit	43	69.35
	Total	62	100.00

Source: Field Study

It can be seen from Table-4 that out of 62 selected women workers as many as 31 will get wage in the range of Rs 700 and Rs1000 per month. Only 12 could get the monthly wage in the range of Rs 1201 and Rs 1500. Thus more than 80 per cent of the selected women workers could earn less than Rs 1200 per month i.e. Rs 40 per day. The maximum amount wage per day varies between Rs 40-50 is available to 12 women workers. All this clearly shows the low level of earnings of the selected women workers.

Though the management states the ESI Hospital facilities is available to its workers, the field study revealed that out of 62 women workers only 12 would get the facilities of ESI hospitals and provident fund and 7 could get only ESI facility. The selected women workers expressed the problem of insufficient toilet facility. Only one toilet is there to meet the need of 62 women workers who work for daily 10 hours. The selected women workers are working in an organized industry, they can be stated to be unorganized in view of lack of permanent employment. The employment security will be available so long as they listen to the management without question. They suffer from longer hours of work and low wages and subjected to gender based wage differentials.

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