

# Problems and Status of Women Contract Workers

Sagar Gupta

Sri Aurobindo Institute of Management & Science, Indore (M.P.), India

**Abstract:** *Women are integral part of the India Economy., As per Census 2011, the total number of female workers in India is 149.8 million and female workers in rural and urban areas are 121.8 and 28.0 million 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 female's workers, 8.5 million 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 percent as compared to 25.63 per cent in 2001. The Work Participation Rate of Women has reduced marginally in 2011 but there is an improvement from 22.27 percent in 1991 and 19.67 percent in 1981. The work participation rate for women in rural areas is 30.02 percent as compared to 15.44 per cent in the urban areas. The women who do manage to find works in industry are faced with a slew of discriminatory practices, some so onerous that they may well get discouraged from taking jobs. The most blatant of these is the difference in wages between men and women. An ASI report from 2010-11 has these details: average daily earning of a woman worker was Rs.293 in the public sector compared to Rs.617 for men. In the private sector, women earned Rs.144 compared to Rs.265 for men. These are data for women workers are facing social problems as well as they are struggling with varied economic problems.*

**Keywords:** Woman Contract Workers

## I. INTRODUCTION

In so far as the organized sector is concerned, in March, 2011 women workers constituted 20.5 percent of total employment in organized sector in the country which is higher by 0.1 percent as compared to the preceding year. In addition, they have to face other very serious challenges. Take the example of maternity benefits. There is a specific law that guarantees 6 weeks paid leave and other benefits for maternity, applicable to factories with more than 30 women. The Employees State Insurance (ESI) also covers maternity. A Labour Bureau report gives these details of implementation of these laws in 2013. Of the 27 Lakh women workers covered under ESI, just 31,512 got maternity benefits. That's about 1.2% only. For non-ESI covered women workers, the situation was not too different. Some 80,000 factories and plantations were officially covered under the Maternity Benefits law but only about 20,000 had submitted returns (details) of how they were implementing labour laws. These had about 61,000 women workers of which 29,000 women took maternity benefits, that is, about 5%. The proportion got pushed up because among plantations, the rate was 14%. Plantation workers have generally strong unions. Another key provision that women need is crèches so that their children are looked after when they work. This is mandated under the Factories Act. But crèche facility was provided by only 3,289 factories in the whole country in 2012. Unfortunately, wages for contract workers are not broken up sex-wise, only the average daily earning is given as Rs.219 in public sector and Rs.198 in private sector. Women would be making up a substantial portion of contract workers, thus getting even lower wages. This discrimination is

both kinds - lower wages for same work, and confining women to lower paid positions. But the result is that women are paid much less.

### 1.1 Key Variables in the Study

This study contains demographic profile of the women contract labour and is focused on certain variables which reflect the personal, social and economic characters of lives of women contract workers.. Some of these variables are -

1. Monthly Income
2. Age
3. Marital Status
4. Type of Family
5. Source of Income
6. Educational Status & other variables

## II. RESEARCH METHODOLOGY

- **Research Method** - Descriptive research method was used in the study. Through this method information collected and describe with the help of various variables.
- **Sampling Design**- Disproportionate stratified sampling procedure was used and 400 women contract workers were interviewed.

### 2.1 Socioeconomic Status and Problems of Women Workers

In the above table 4.1 the age of respondent is given which shows that in the system of contract Labour of women workers most of these workers belong to the age group of 25-30 years. Most of the women workers fall in this group because, they come in this field after getting married and when they have children. Mean of given data is 2.41. Dispersion in the series from the average is 1.33 and relative dispersion between two groups is 55 percent.

As part of the study of their socio-economic condition the researcher also collected information about the monthly income of the respondent. This information is analyzed and presented in table 4.8 .As can be seen form table; the highest percentage of women is 43 percent of them earned more than Rs.1500 per month.

Content of table 4.9 explains that women contract labour as facing many kinds of problems in their family the problems related to family disputes, health and illness, financial problem. 67 percent of women contract labour in study was facing the financial problem. They were facing financial problem due to following reasons:

1. Uncertainty of Job
2. Unemployment among family members
3. Illiteracy
4. Big Family
5. Alcoholism.

It is clear from the above bivalent table 4.21 that mode of repayment in case of indebtedness varies with the source of indebtedness. In all sources high rate than bank has been observed in taking loans from Mahajans. Rate of interest is equal to bank rate if they took loan from work place.

### **III. CONCLUSION**

Thus it can be concluded that these women are playing very important role in India's economy but their socio economic condition is not good and they are facing range of problems society. Social workers, social scientist can make strategies and action model to solve their problem.

### **REFERENCES**

- [1]. Barua, A. (2016) Pradhan Mantri Fasal Bima Yojana (PMFBY): Transforming Indian Farmers Destiny, IRDAI Journal, XIV (1).
- [2]. Bhushan, C and Kumar, V. (2017) Pradhan Mantri Fasal Bima Yojana: An Assessment, Centre for Science and Environment, New Delhi.
- [3]. Kansra, P. (2016) Awareness and Willingness of Farmers towards Crop Insurance in Punjab, IRDAI Journal, XIV (1).
- [4]. Mohapatra, L. and Dhaliwal, R.K. (2014) Review of Agricultural Insurance in Punjab State of India, International Journal of Advanced Research, 2(5):459-467.
- [5]. Parida, T.K. (2016) Pradhan Mantri Fasal Bima Yojana (PMFBY): Issues and Concern, IRDAI Journal, XIV (1).
- [6]. Uvaneswaran, S.M. and Mohanapriya, T. (2014) Farmers,, Perception and Awareness about Crop Insurance in Tamilnadu – A Descriptive Analysis, Intercontinental Journal of Marketing Research Review, 2(3):256- 268.