

A Study of Participation of Women Workers in the Unorganised Sector

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Abstract – Unorganized sector contains significant piece of Indian Economy. In unorganized sector, those enterprises and employments are included which are unregistered under any legitimate provision. Over 90% man control contributes in unorganized sector comprehensively. In, Indian situation, 86% of human asset is employed in unorganized sector. 91% of women workers in unorganized sector are rendering their services. This examination centers around displaying genuine picture of current conditions of women workers in India who are engaged with various types of unorganized occupations. This examination tosses light on their part, nature of work, living standards and their issues which they are confronting much of the time in unorganized sector. This examination diagrams the acts and schemes by Indian government surrounded for strengthening of women economically and to keep them from abuse. Unorganized Sector is key piece of the Indian economy. Over 90% of Workforce and about portion of the national item are represented by the informal economy. Informal employment is by and large a bigger wellspring of employment for women than for men in the developing world. In unorganized sector, the offer of women worker are the greater part in term of working hours however they get less compensation/wage when contrasted with their partner. In informal sector female workers work as piece rate workers, self-employed workers, unpaid family workers, easygoing worker and consistent workers and so forth. In our nation out of aggregate population 48.46% is shared by female, in which 25.67% female are working. The 94% of aggregate working female are engaged in informal. Unexpectedly, of this woman in this sector is highly reliant. They are working at low wages for a similar work and span of working when contrasted with male workers. Many of these women workers are primary workers of their family.

Keywords: Unorganized Sector, Indian Economy, Women Workers, India, Indian Government, Indian Economy, Employment, etc.

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INTRODUCTION

Unorganized sector was authored by the British financial analyst Keith Hart in 1971, which rose as a dynamic and lively sector, speaking to a developing extent of economic activity, especially in the developing nations. Unorganized sector contributed altogether and expanded quickly for quite a long while in the Indian economy. High labor force of creation is the principle purpose behind immense employment age in the unorganized sector. Around 48 for each penny of non-agricultural employment in North Africa, 51 for every penny in Latin America, 65 for every penny in Asia and 72 percent in Sub-Saharan Africa are of informal nature (Shanmukha & Suryanarayana, 2016). In the event of India, out of the aggregate workforce, 86.36% of the workers in 1999-00 and 86.32% of the workers in 2004-05 were caught up in informal sector. Around 91.17% of the aggregate work compel in 1999-00 and 92.38% of the aggregate work drive in 2004-05 were informal in

nature according to NSSO (1999-00) and NSSO (2004-05)].

The commitment of the unorganized workforce to the economic wellbeing of India society has to a great extent stayed dismissed. In India, this sector represents 60% of Net Domestic Product (i.e., GDP short deterioration), 68% of salary, 60% of investment funds, 31% of agricultural fares, and 41% of manufactured fares. Indeed, even in the urban focuses of India, the unorganized workers represent around 60-67% of the employment. Women workers in the unorganized sector – the ranch workers, sellers, easygoing construction labor, domestic help, home-based workers – are even much more dismissed and unaccounted-for part of the informal economy. This is along these lines, since the self-employed women work from homes and their commitment is for the most part not ascertained into the national economic data. Be that as it may, as indicated by the National Sample Survey '05, 33% of the informal sector workforce

(around 120mn) involves women. On the whole, they represented 96% of the female workforce in the nation, and add to around 20% GDP of India.

The Government of India set-up a 'National Commission on Enterprises in the Unorganized/Informal Sector' through a determination dated twentieth September, 2004 as a warning body and guard dog for the informal sector. The terms of reference of the Commission included (i) the status of unorganized/informal sector in India including the idea of enterprises, their size, spread and degree, and size of employment; (ii) the current courses of action for evaluating employment and unemployment in the informal sector (iii) recommend components of an employment technique focusing on the informal sector; (i) recognize limitations looked by small enterprises as to opportunity of completing the venture, access to crude materials, back, skills, business enterprise development, foundation, technology and markets and propose measures to give institutional help and linkages to encourage simple access to them, and so on.

In this age of globalization fast changes are occurring in social political, mechanical and social angles. There happens monstrous rebuilding of work, employment and industry. Personality and desires move quickly. The information unrest is occurring. Technologies change in an un-conceivable speed. Every one of these developments caused an expansion in the women workforce investment everywhere throughout the world and additionally in India. India's workforce includes almost 93 for every penny in the unorganized portion, with the whole ranch sector falling under the informal class, while just a single fifth of the non-cultivate workers are found in the sorted out fragment. It is generally recognized that the informal sector in India experiences a low efficiency disorder, contrasted with the formal sector. Poor human capital base (as far as instruction, skill and preparing) and in addition bring down activation status of the work constrain additionally add to the helplessness and debilitate the haggling quality of workers in the informal sector. Hence, the sector has turned into a focused and minimal effort gadget to retain labor, which can't be consumed somewhere else, while any endeavor to manage and bring it into more powerful legitimate and institutional framework is seen to debilitate the labor engrossing limit of the sector. In general whole informal sector has developed significantly yet development of female work drive investment is far more prominent than development of the male work compel cooperation rate in this sector. The disturbing development of informal sector, lately and expanding feminization of employment in this sector has unfavorably influenced employment and pay security for the bigger larger part of the workforce as a rule and women specifically, alongside a stamped decrease in the scale of social welfare/security program.

REVIEW OF LITERATURE:

India is known for its gigantic land spread and greatness of its populations. It has a colossal working population of 406 million (in light of NSSO Survey of 1990-2000). Very nearly 92 for every penny of this workforce is in the unorganized sector. There are various word related gatherings seeking after economic activities from age to age without formal tutoring and scattered everywhere throughout the nation with diffused boss employee relationship. The occupation astute conveyance of employment shows that 62 for every penny of the workers are engaged in agribusiness, 11 for each penny in industry and 27 for each penny in the services sector. A characteristic component of the employment circumstance in the nation is that the percentage of workers employed on standard salaried employment 16 for every penny is small. The heft of the workforce is either self-employed 53 for every penny or employed in easygoing wage employment 31 for every penny. In India the term social security is for the most part utilized as a part of its broadest sense, it might comprise of a wide range of measures preventive, limited time and defensive all things considered (Kingston, 2011). The measures might be statutory, open or private. The term includes social protection, social help, social assurance, social wellbeing net and different advances included. There are number of models of giving social security to the workers in the unorganized sector. These might be named under, midway subsidized social help programs, Social protection scheme. Social help through welfare assets of Central and State Governments, and Public activities. The halfway financed social help programs incorporate the employment situated destitution easing projects, for example, Swarjayanti Gram Swarojgar Yojana, Jawahar Gram Samridhi Yojana and Employment Assurance Scheme. National Social Assistance Program (NSAP) involving old age pension, family advantage and maternity advantages to address the social security needs of the general population underneath destitution line. Tire social protection schemes incorporate a few schemes propelled by tire Central and the State Governments for the advantage of weaker segments through the Life Insurance Corporation of India and General Insurance Corporation of India (ILO, 2011). A few open foundations and agencies are additionally giving different sorts of social security advantages to the selected gatherings of workers. Among these Self Employed Women's Association (SEWA) has made noteworthy accomplishment in advancing social security through the arrangement of cooperatives. In spite of the fact that, it is hard to give a compact and all-encompassing meaning of unorganized labor. Unorganized labor stands for scattered and divided workforces working separately sometimes approximately related, in different occupations. Unorganized labor isn't formally cohesive in any perceived affiliation and association with characterized ideology, objectives and zones of

specialization. The unorganized sector of the economy in India is the biggest sector in term of employment of the workforce (Vasudev and Romica, 2012). It comprises of farming and such related activities as ranger service, animals and angling and additionally non - agribusiness. The bill if National Commission for Enterprises in the unorganized sector, 2006 exhibited by the administration of India, extensively isolated the works of unorganized sector into self-employment and wage workers.

As indicated by the Economic Survey 2007-08 agricultural workers constitute the biggest fragment of workers in the unorganized sector (ie. 52% of the aggregate workers. The NSSO Report of May 2011 about the easygoing workers in India between 2004-05 and 2009-10 contrasted with that of the period between 1999 – 2000 and 2004-05 plainly demonstrates that there is huge increment in the quantity of easygoing workers and decrease in the quantity of consistent workers. This report demonstrates a generous move between 1999-00 and 2009-10 in the structure of the labor constrain which can be comprehensively partitioned in to self-employed, customary, and easygoing workers. (Easygoing workers are employees who abhor an indistinguishable advantages and security from tenured employees. All every day wage employees and a few classes of contract employees are easygoing laborers.)

| Work force participation Rate | | 1971 | 1981 | 1991 | 2001 | 2011 |
|-------------------------------|---------|------|------|------|------|------|
| Total | Persons | 34.2 | 36.7 | 36.7 | 37.7 | - |
| | Male | 52.8 | 52.6 | 51.6 | 51.9 | - |
| | Female | 14.2 | 19.7 | 22.7 | 25.7 | - |
| Rural | Persons | 35.3 | 38.8 | 40.2 | 42 | - |
| | Male | 53.8 | 53.8 | 52.5 | 52.4 | 55 |
| | Female | 25.9 | 23.1 | 27.2 | 31 | 31 |
| Urban | Persons | 29.6 | 30 | 30.4 | 32.2 | - |
| | Male | 48.9 | 49.1 | 49 | 50.9 | 54 |
| | Female | 7.2 | 8.3 | 9.7 | 11.6 | 14 |

Table 1: Work Force Participation Rates.

Women investment in Indian economy is 33%. Measurements has demonstrated that the majority of the women workers are employed in unorganized sector. This sector demands less skilled labor, shoddy wages and additionally working hours. Because of these reasons women are more favored in these sectors (Harju, 2016). The greater part of the women working in these sectors originates from poor families they needs in instruction, mindfulness, have less access to external world and are not permitted to move to different spots for doing work. They have double obligation of their families alongside their activity. As indicated by World Bank's report women's commitment in wage acquiring for their families is huge.

CONCEPTUALIZING WOMEN AND WORK:

Everywhere throughout the world, the female workers are generally found at the base of three chains of command of class, sexual orientation and ethnicity or standing. The interaction of class abuse, man centric mastery, ethnic persecution and segregation constitutes the center of their perpetual disadvantages. The status of women was higher than that of men in crude social orders. Women were allotted both household and nourishment generation capacities, while men meandered in woods' looking for amusement. With the development of new profitable powers social relationship additionally step by step changed. All the while, the idea of private property brought forth new social classes - the business and the employee. This, thus, made demand for labor as a factor of creation to provide food the requirements of the new gainful powers. At the appointed time of time men took the prevailing and primary position in the creation and additionally society and women were headed to a secondary position, being restricted to doing household work and child raising (Sodadas, 2011). Women labor and their misuse were found since chronicled times in our nation. Women were employed to work as wine servers and as spies to get the mystery of the alcoholics without emerging any questions in their brains. Women in antiquated Indian were additionally engaged as 'Ganika'. The compositions of old scholars like Kalidas and Sudraka vouch for the presence of such female in old India. The arrangement of utilizing women as Deva-Dasis, which is as yet found in South India sanctuary, was broadly pervasive in old India. References to the employment of such Deva-Dasis at the sanctuary of Mahakal in Ujjayani are found in Kalidas' Meghadoot, such Dasies were additionally kept in sanctuary of Sun God when Hiuen Tsang went to India.

WOMEN WORKERS IN THE UNORGANISED SECTOR IN INDIA:

Everywhere throughout the world women workers are for the most part amassed in the unorganized sector. India is no special case from this. From an investigation of the NSS data it is obvious that with the expanding workforce in our nation, the female workforce has additionally been demonstrating a rising pattern. The aggregate female workforce (PS+SS) was 123.81 million which expanded to 148.54 million of every 2004-05. The size of aggregate female workforce was declined to 129.49 million out of 2009-10. The female aggregate workforce interest rate in various NSS round never touched 30 for each penny. The female work investment rate was around 29 for every penny in both 1993-94 (50th round) and 2004-05(61st round), around 26 for every penny (55th round) and just about 23 for every penny (66th round). Another

vital component of female work is that female primary status interest rate is much lower than regular status (PS+SS) in every one of the classes. This demonstrates women are generally engaged with auxiliary works (Swamikannan & Jayalakshmi, 2015). A fourth of women workers who are non-workers or unemployed by key status however embrace work amid part of the year. The expanded number of women in auxiliary status particularly in rural regions with regards to disturbing agrarian emergency implies that women don't have open doors for long haul customary employment (Smith, 2011).

The lower labor power and work drive cooperation rates for female throughout the years is mostly because of known underestimation of women workers in the labor constrain surveys and population census. A few reasons are referred to in the literature for such underestimation. Researchers have brought up that the significant data gathering agencies in the nation, viz., the Decennial Population Census and the National Sample Survey (NSS) have experienced genuine inclinations which worked against mesh on women. The ideas and meaning of 'work' make most women workers imperceptible. Many researchers and researchers expressed that women all around were not seen, checked or recorded. Regularly, women, who are engaged in backup activities, are recorded as non-worker. Indian labor market is characterized by sexual orientation disparity.

An examination about the male-female organization of India's population in 2009-10 uncovers that the quantity of working age male population (610.47 million) is marginally higher than female working age population (575.85 million). Out of aggregate male population 99.12 for every penny were working age population and out of the aggregate female population 99.11 for each penny were working age population. The circumstance is comparable both in rural and urban territories. In any case, sexual orientation disparity is conspicuous on the off chance that one watches the labor power and workforce. Though male labor constrain was 341.01 million (55.69 for each penny), just 132.55 million women (22.81 for every penny) were in labor drive in India.

DEVELOPMENTS IN WOMEN WORKFORCE PARTICIPATION:

The passage of women in the word related field is of awesome social noteworthiness, from the advantage of expanding vision, broadening her viewpoint and developing her social identity. In old period, women have a more prominent opportunity in different fields and in later period the status of women bit by bit declined. Amid the nineteenth century, it was viewed as disparaging for women to take to outside the word as a method for winning despite the fact that she had no different methods for subsistence. Women are restricted to take up jobs mostly because of economic need. The British Govt. is said to have been to a great extent in charge of start

modernization endeavors inside the nation. Social change and access to instruction started by different Indian pioneers and affected and helped by the British Govt. cleared the way for expanded support of women on different stages political, social and economic. After freedom India embraced the constitution in 1950.

It gives the rules to India's future development mostly through its Directive Principles of State strategy. By making various welfare activates mandatory for state and private associations through enactments. These records could be thought to be India's first formal endeavor to address work and family matters. Striking enactment was passed around the times that have had a unique bearing on women workforce cooperation in India. Amid 1970 s, it had turned out to be very clear that a portion of the excellent objectives exemplified inside the constitution of general inspire of working conditions and fairness for men and women, were being met just incompletely. There had all the earmarks of being an unmistakable long haul pattern of decrease in women employment (Smith, 2012). The quantity of women in agribusiness was expanding while women's employments in modern sorted out industry were falling. This state proceeded up to 1980. In mid 1980s and 1990s, as the quantity of urban educated women yearning for work expanded, and as the quality of marriage as a general and omnipresent establishment inside India proceeded with unabated, there was an ascent in the quantity of working couples in urban settings.

WORK FORCE PARTICIPATION, LITERACY AND POPULATION GROWTH:

According to census 2011, India's working population constitutes around 39% of the aggregate population and women constitute 32% of the working population. Greater parts of working women are swarmed in the unorganized sector. According to Country report, displayed at the fourth world gathering on women in Beijing in 1995, just 4% of all the working women are in the sorted out sector. This implies just around 0.005% of India's population includes working women in the sorted out workforce. A Comparative factual profile identifying with women workforce investment in India is appeared in table 22.

| Work Force Participation Rate | | 1971 | 1981 | 1991 | 2001 | 2011 |
|-------------------------------|---------|------|------|------|------|------|
| Total | Persons | 34.2 | 36.7 | 37.7 | 39.3 | - |
| | Male | 52.8 | 52.6 | 51.6 | 51.9 | - |
| | Female | 14.2 | 19.7 | 22.7 | 25.7 | - |
| Rural | Persons | 35.3 | 38.8 | 40.2 | 42 | - |
| | Male | 53.8 | 53.8 | 52.5 | 52.4 | 55 |
| | Female | 25.9 | 23.1 | 27.2 | 31 | 31 |
| Urban | Persons | 29.6 | 30 | 30.4 | 32.2 | - |
| | Male | 48.9 | 49.1 | 49 | 50.9 | 54 |
| | Female | 7.2 | 8.3 | 9.7 | 11.6 | 14 |

Table 2: Work Force Participation Rates.

Table 2 delights that the aggregate women at support rate expanded from 14.2 for every penny in

1971 to 25.7 percent in 2001. The rate of rural women at work and urban women at work rate are additionally demonstrating an expanding pattern throughout the years. Among the aggregate women workers, rural women support at work is more contrasted and urban women. The workforce cooperation of women in urban regions is a simple 14 for each penny when contrasted with 54 for every penny for men. In rural regions, it is 31 for every penny for women, where as it is 55 for every penny for men. A few factors are influencing either emphatically or adversely on work interest rate of women (Sharma, 2016). Man centric convention, impact of family, religious conservatism, economic condition, training, standing, status, and so forth are a few factors which influences on women work investment rate. Another obstruction of women labour investment is the fixed status of labour.

The census survey of India 2011 demonstrates that there are 940 women for each 1000 men in the nation, making the female population in around 48.46 for each penny of the aggregate population. The statistic changes of India are portrayed in table 3.

| Population(Millions) | 1951 | 1961 | 1971 | 1981 | 1991 | 2001 | 2011 |
|----------------------|--------|--------|--------|--------|--------|---------|---------|
| Total | 361.09 | 439.23 | 548.16 | 683.33 | 846.3 | 1027.02 | 1210.19 |
| Male | 185.55 | 226.29 | 284.02 | 353.32 | 439.18 | 531.28 | 623.72 |
| Female | 175.53 | 212.94 | 264.14 | 330 | 407.12 | 495.74 | 586.49 |
| Sex-Ratio | 946 | 941 | 930 | 934 | 927 | 933 | 940 |

Table 3 Sex wise growth of population.

| Literacy (%) | 1951 | 1961 | 1971 | 1981 | 1991 | 2001 | 2011 |
|--------------|------|------|------|------|------|------|-------|
| Total | 18.3 | 28.3 | 34.5 | 43.6 | 52.2 | 65.4 | 74.04 |
| Male | 27.2 | 40.4 | 46.0 | 56.4 | 64.1 | 75.9 | 82.14 |
| Female | 8.9 | 15.4 | 22 | 29.8 | 39.3 | 54.2 | 65.46 |

Table 4 Literacy rates of population.

Table 3 demonstrates the sex shrewd development of population, sex proportion and Table 24 indicates proficiency rates. The aggregate population of the nation has been expanded considerably from 361.09 million of every 1951 to 1210.19 million out of 2011 census. The figures of 2011 census uncover a decrease in the rate of development of population from 21.54 for each penny in 1991-2001 to 17.64 for each penny in 2001-2011 census decades.

Table additionally uncovers that the women population has considerably expanded throughout the years, though, female development rate and the sex proportions are demonstrating a declining pattern. The general proficiency rate has expanded from around 18.3 for every penny in 1951 to around 74.4 for each penny in 2011. Women proficiency rate has likewise expanded impressively finished the years. The female education rate has demonstrating an expanding pattern of 8.9 for every penny in 1951 to 65.46 for every penny in 2011. Indeed, even though the proficiency rate has expanded throughout the years, the male female hole has not limited.

UN-ORGANIZED SECTOR AND WOMEN EMPLOYMENT IN INDIA:

The Indian economy is characterized by the presence of a larger part of informal or unorganized labor employment. According to a survey completed by the National Sample Survey Organization (NSSO) in 2009– 10, the aggregate employment in the nation was of 46.5 crore including around 2.8 crore in the sorted out and the staying 43.7 crore workers in the unorganized sector. Out of these workers in the unorganized sector, there are 24.6 crore workers employed in agricultural sector, around 4.4 crore in construction work and staying in manufacturing and administration.

According to the Economic Survey 2007-08, 93% of India's workforce incorporate the self-employed and employed in unorganized sector. The Ministry of Labor, Government of India, has sorted the unorganized labor compel under four gatherings as far as Occupation, nature of employment, particularly bothered classifications and administration classifications. Notwithstanding these four classifications, there exists a vast area of unorganized labor power, for example, shoemakers, Hamals, Handicraft craftsman's, Handloom weavers, Lady tailors, Physically handicapped self-employed people, Rikshaw pullers, Auto drivers, Sericulture workers, Carpenters, Tannery workers, Power linger workers and Urban poor. Despite the fact that the accessibility of measurable data on force and precision shift altogether, the degree of unorganized workers is fundamentally high among agricultural workers, building and other construction workers and among home based workers. As indicated by the Economic Survey 2007-08 agricultural workers constitute the biggest portion of workers in the unorganized sector (ie. 52% of the aggregate workers. The NSSO Report of May 2011 about the easygoing workers in India between 2004-05 and 2009-10 contrasted with that of the period between 1999 – 2000 and 2004-05 obviously demonstrates that there is huge increment in the quantity of easygoing workers and decrease in the quantity of general workers.

This report demonstrates a considerable move between 1999-00 and 2009-10 in the structure of the labor compel which can be extensively isolated in to self-employed, consistent, and easygoing workers. (Easygoing workers are employees who abhor an indistinguishable advantages and security from tenured employees. All every day wage employees and a few classes of contract employees are easygoing laborers.)

IMPACT OF GLOBALIZATION OF FEMALE WORK FORCE PARTICIPATION:

The whole world is advancing to address the difficulties of globalization, which thus has constrained us to come to assemble on a typical stage at the commonplace, national and international levels, making issues of participatory majority rules system a piece of the progressing battles. After 1990, India ended up associated with a quick globalizing world. Particularly amid 1995-2000 India saw Information technology empowers benefit (ITES) e.g. call focus and programming sector blast. Many associations in this sector embraced work styles and association practices from created nations in the west. The IT sector was intended to have emancipator potential for working women. The IT enterprises have been putting forth family neighborly measures. Every one of these developments made new occupation roads to women. Globalization has drawn a huge number of women into paid employment over the developing world. In any case, these women workers are deliberately being precluded what's coming to them from securing the advantages brought by globalization. Regularly procured on here and now contracts-or with no contract at all women are working at high speed for low wages in unfortunate conditions. They compelled to put in extended periods to gain enough. Most have no debilitated leave or maternity leave, few are enlisted in wellbeing or unemployment schemes, and less still have putting something aside for what's to come. The brutal reality looked by women workers highlights one of the glaring disappointments of the present model of globalization.

CONCLUSION:

The unorganized sector is bigger in rural territories when contrasted with urban zones. The female cooperation in this sector is more than male. Women worker confront grave issues. Their condition is highly unusual and have requirements identified with their work, for example, insecurity, wage separation, nonappearance of medicinal and incidental care, absence of progression and so forth this is because of their occasional discontinuous nature of work, low level unpredictable examples of winning and employment, nonattendance of manager employee relationship and frail authoritative structure. It is likewise evident that self-awareness and training are the enchantment wands which will fuel the unrest. Regardless of the fact that very little has been done in giving social security cover to the rural poor and the unorganized labor drive, the nation has made some start toward that path. Both the focal and state governments have planned certain particular schemes to help unorganized workers which bomb in meeting with the genuine needs and necessities of the unorganized sector labor constrain. In fact a complete Act, taking into account the security needs of the unorganized sector, for example, Food,

Nutrition, Health, Housing, Employment, Income, Life and mischance, and old age remains a fantasy in India. Still the cry of the unorganized sector runs unattended with the legislatures laying red rugs for the corporate and purported speculators to the detriment and forfeit of the working class.

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