

Working Conditions of Women Labours: A Review

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Abstract – In India, women are an important component of the workforce. According to the Registrar General and Census Commissioner of India, the overall number of female employees in India is 149.8 million, with female workers in rural and urban regions totaling 121.8 and 28.0 million, respectively, according to Census 2011. 35.9 million women work as cultivators, while another 61.5 million work as agricultural labourers, out of a total workforce of 149.8 million women. The remaining female employees are divided into two groups: 8.5 million in the domestic industry and 43.7 million in other occupations. In this paper discuss the women labour and women labour working condition.

Key Words – Women Labour, Women, Working Conditions, Women Entrepreneurs, Socio Economic

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1. INTRODUCTION

In the global labour force or work force, men and women are not represented equally. They are seen as uneven in terms of labour force. Despite accounting for little over half of the adult population globally, women are underrepresented in the workforce; in virtually every country, women work at a lower rate than males. Women may choose not to pursue formal employment opportunities for a variety of reasons, including childcare for children or family members, other productive activities outside of the formal labour market, discriminatory laws and practises, and social and cultural norms that limit female employment opportunities. Gender inequality have long been studied in relation to women's involvement in the labour force. Much of this study has aimed to understand how women's engagement in the labour force adds to their status and the marginalisation of gender inequities. The relevance of female economic positions in influencing their function in other realms, from household bargaining to illustration in country administration, is emphasised in general gender inequality styles. Women's work force engagement has been linked to reduced prejudice against women in toddler mortality, better health care for women, and more say in some home decision-making, according to empirical studies. Of course, numerous situations may limit the relieving impacts of labour outside the home (for example, who controls the revenue from such job), and even in the best of circumstances, outside work usually entails a dual load for the wife and mother. India has one of the lowest female labour force participation rates in the world (ILO,

2017). Despite educational improvements in terms of rising female literacy (literacy ratio of females rose from 16.83 percent in 1951 to 65.46 percent in 2011; Government of India, 2011), women's labour force participation rate fell to 28.5 percent in 2017 (compared to 82 percent for males) (World Economic Forum, 2017). The female involvement rate fell from 34.1 percent in 1999–2000 to 27.2 percent in 2011–2012, and there is still significant gender imbalance in participation rates (World Economic Forum, 2017). This is a major source of concern. India, the world's biggest democracy, might have been 27 percent wealthier if women had participated in the labour market at the same rate as men, according to estimations by the International Monetary Fund (IMF) (Lagarde & Ostry, 2018). This is a worrying trend since, according to research undertaken by the World Food Programme, when women and girls earn money, they invest 90 percent of it in their families and communities. Gender disparities in labour force participation are not only a serious ethical and social issue, but also a significant economic undertaking. The global economic system will suffer if females, who make up half of the world's working-age population, do not achieve their full economic potential. Educational achievement, career development, health care, fertility quotes and the age of marriage, economic advancement and upliftment /cyclical effects, and urbanisation are some of the most important excellent determinants of women's labour force involvement. In addition to these issues, societal norms governing women's status in the public sphere continue to have a detrimental impact. Guys are

significantly more likely than women to participate in labour markets in practically every country on the planet. However, in recent years, these gender disparities in participation ratios have narrowed significantly.

2. WORKING CONDITIONS OF WOMEN WORKERS

Since India's economic liberalisation began in the early 1990s, the country has seen significant change. Great institutions of learning have been built thanks to the self-reliance of those who grew up in a world that was always changing. Women who formerly remained at home to take care of household chores but now do both work and home at the same time, engaging in social and economic growth on an equal footing with men. The traditional roles of housewife and mother have been replaced by social and commercial solutions for women. India's membership in the International Labor Organization (ILO) serves as an interesting example of how both national and international policies are developed., India became a founding member of the International Labor Organization (ILO) and has been a major actor in the organisation ever since. To safeguard the working class across the globe, the International Labor Organization has a unique tri-partite structure consisting of governments, employers, and workers representatives. The I.LO's primary functions are as follows:

- (i) to set worldwide standards for the workplace;
- (ii) disseminate information on labour and industrial circumstances, as well as gather and distribute information

Assist with technological issues. For the first time in history, the International Labor Organization (ILO) has been created as a common platform for the world's workers and their governments to work together to improve the working conditions of the proletariat class and to tie themselves together in a common bond of international cooperation.

Through the ratification of ILO Conventions, Recommendations, and other International Standards, the member countries of the ILO commit to the cause of social justice by defining international standards for themselves. In order for conventions to accomplish their stated goals, they must be officially adopted and widely implemented. 2 About half of the people in India are female, which means that the country has a large pool of prospective workers. In many ways, any social, economic, or industrial system that overlooks the potential, abilities, and specific aptitudes of this half will fail. Human resources or human potential will be squandered if it is found guilty of significant under-utilization. It will be found guilty of establishing circumstances that

perpetuate exploitation and inequality by denying equal opportunity. It was found by the Second National Commission on Labour (2002) that women's labour is severely undervalued. Disparities in income, resources, infrastructure, and, most importantly,

Workloads are all symptoms of this under appreciation in the workforce. The National Sample Survey Organization (NSSO) and the Census of India are the two primary data sources for women's employment in India. Participation in any economically productive activity may be either physical or mental, according to the 2001 Indian Census. Workers, marginal workers, and networkers were all lumped together in the 2011 Census of India. The phrase "primary worker" refers to anybody who worked for more than six months in the year before to the survey. Those who have worked fewer than six months of the year in question have been referred to as marginal workers. Non-workers are defined as those who did not work at all in the preceding year. 3 As part of the National Sample Survey Organization (NSSO), the organisation has a more expansive definition of labour. 4It includes any acts that are done for money, profit, or for the benefit of one's family. For the agricultural sector, both market and non-market activities are included in the definition of work; for the non-agricultural sector, only market activities are included.

3. WOMEN ENTREPRENEURS

"Women perform 66 percent of the world's work, produce 50 percent of the food, but earn 10 percent of the income and own 1 percent of the property"

Nearly half of the world's population is female. However, they are underrepresented in well-paying jobs. According to the Hindu texts, a woman is praised and preached about in the name of the goddess. Women in traditional civilizations are still bound to the four walls of their homes, their children, their domestic concerns, and their family's traditions.. Few people are given the chance to leave the confines of their homes and work in the real world. India has been a male-dominated society for millennia, but things are changing. Women in India have been offended by the fact that women have been obeying men's dictates for hundreds of years. They are now fully aware of their responsibilities and rights, and as more women become aware of these issues, they will soon be treated equally to males in society.

In each and every field, they are walking alongside males at the same speed. It is becoming more common for women to start their own businesses in order to fulfil their need for self-expression and to demonstrate their ability. In the future, it will be common to see more women entering previously

male-dominated fields as a result of women's education. It's no longer uncommon for women nowadays to build their own business empires and rule the world as they see fit. Increasing awareness of the importance of women's roles and economic position has led to a shift in women's entrepreneurial potential. Women are more likely than males to succeed in business because they possess a unique combination of business expertise, knowledge, and flexibility. They have achieved success in all areas of their lives and have moved up the professional ladder from the kitchen.

4. REASONS FOR STARTING BUSINESS BY WOMEN

Distressing life events like divorce, pregnancy discrimination or the "glass ceiling" in the workplace, the health of a family member or the loss of a job often spur women to start their own businesses. A new generation of female entrepreneurs is forming today, as more women choose to leave the corporate world and pursue their own dreams. They are thriving as designers, interior decorators, exporters, publishers, garment manufacturers, and are constantly looking for new ways to participate in the economy. Female entrepreneurship is driven by the following factors:

1. **Need of Money:** It is a desire and a need to produce revenue in families with little or no income.
2. **To Become Independent:** Working women don't want to be reliant on their spouses or other male family members for their extravagance or other wants and needs.
3. **To Build Self Image:** Others want to develop their own image and don't like being referred to by their mother's name.
4. **Demographics:** As a result of divorce and family upheaval, women are forced to work outside of the house to support themselves.
5. **Technology:** Because of advancements in technology, mothers are now able to work efficiently from home while still being present in their children's lives. Twenty-seven percent of women with home-based companies have children under the age of 18, 25 percent have children between the ages of 6 and 18, and 30 percent have children under the age of 6 in total. More women than males establish a company to augment their income and handle family obligations (56 percent vs. 48 percent). It's not a trend; women-owned enterprises are here to stay. They are essential to the well-being of our economy. They're easy to start, don't need a lot of capital, and allow women to better balance their work and family life.

For women, there are many tools available to assist them get started with their own businesses, which may be cultivated throughout the country and even the globe.

5. SOCIO ECONOMIC, SELF CONFIDENCE AND PROBLEMS FACED BY WORKING WOMEN

Since time immemorial, women have been held in high respect as the foundation of a country and the architects of its future. It is a proven truth that the family, community, and nation all benefit when women's empowerment occurs. They are the driving force behind progress. The days of Indian women being restricted to the four walls of their houses with their great power and potential are long gone. They are now the most significant factor in economic growth.. Additionally, they contribute to the improvement of a family's standard of living. In order for today's women to provide for their families, they need to tap into their own potential and skills. In order to improve their abilities, they can go through training programmes. In India, women no longer have to wait to find work outside the house. They will be able to create their own business and make money.

In the world of business, women have played a very small role. When it comes to societal preconceptions and discrimination, women have been particularly hard hit. Because of this, many people have the perception of women as being weak, passive, and completely reliant on others. Their self-confidence, innovation, and risk-taking abilities are not affected by hardship. The majority of women in many developing countries, such as India, focus on marriage as their only source of income. Teaching, nursing and medical are among the occupations that women have limited themselves to. There are very few women working in the fields of manufacturing, engineering, and commerce. However, things have altered in recent years. In the modern world, women's entrepreneurship has become a crucial part of economic growth because of a variety of factors, including education, women's empowerment, and more. With the help of family and government, the future of women's entrepreneurship is bright despite the many obstacles that stand in the way.

It was the major goal of this research to examine the barriers and motivating variables that stifle women's entrepreneurial endeavours in general. However, there are additional goals that might be articulated as follows: The term "women entrepreneur" refers to a woman or a group of women who start, organise, and operate a commercial company. The Indian government defines a women entrepreneur as "an company owned and managed by a woman with a minimum financial stake of 51 percent of the capital and providing at least 51 percent of the employment

created in the firm to women". Women entrepreneurs are those women who come up with the concept for a commercial venture, start it, arrange and integrate the elements of production, operate the firm, take risks, and handle the economic uncertainty that comes with operating a business.

6. WORKING CONDITIONS OF WOMEN WORKERS

The position of women in a country may tell you a much about its overall health and well-being, as our first Prime Minister Shri Jawaharlal Nehru famously observed. Consequently, we may claim that a country's progress and progress of its women can be measured. Women make up about half of the world's human resource, and as a result, they have a significant impact on economic development. Famous agricultural scientist Swaminathan once said, "Some historians think that women were the first to domesticate crop plants and therefore establish the art and science of agriculture. During the time when men were searching for food, women began harvesting seeds from the local flora and nurturing those that were of interest from a dietary standpoint. Both developing and less developed nations depend heavily on agriculture for their food supply. The role of labour in agricultural output cannot be overstated. Agriculture, as recorded in the annals of human history, marked the commencement of permanent human settlement. Nomadic people began to settle down and the roles of family and women became more prominent.

They began to reside near rivers for the purpose of producing food. Since the introduction of agriculture had a significant impact on the role and status of women worldwide, we may conclude that it had a significant impact on this. Traditionally, women have been seen as cultural victims in our male-dominated culture, where males hold the majority of the authority. Men take pride in their dominance, whereas women must deal with the consequences of such dominance. A more prosperous and growing nation would have been possible if women had been given the same access to opportunities as men.

Women have always been relegated to the position of housewife due to conventional ideas regarding men and women. The traditional job of housewife is no longer the exclusive responsibility of Indian rural women, as it is in many other nations. Male and female agricultural labourers have made a significant contribution to the well-being of cultures and countries across the globe, in terms of the advancement of social and economic well-being as well as cultural and spiritual advancement. An essential sphere of production and major field of fiscal action are established via human labour in agriculture. In order for civilization to function, it relies on agriculture to provide it with the food it needs to survive. All around the globe, women play a

significant role in agriculture and rural economies, and this has a wide range of effects depending on the country or location. Women have a critical role in agriculture and rural economy in every growing country. Women's role in agriculture is difficult to quantify, both in terms of its type and its scale. In-depth research into many sources hasn't identified any such shift till recently.

Table 1: India's population and work participation rate

Total population of India	1210.85 million
Rural population	833.7 million
Urban population	377.1 million
Total work participation rate	39.8%
Female work participation rate	25.51%
Rural female work participation rate	30%
Urban female work participation rate	15.4%
% of female main workers to total workers	59.6%
% of female marginal workers to total workers	40.4%

As both farmers and agricultural labourers, women make up a large percentage of the workforce in the agricultural sector of the country. The agricultural sector employs 65 percent of women, whereas the rest of the economy employs just 35 percent of women. As a result, society, government, and other institutions cannot disregard the contributions made by women in India's agricultural industry.

Table 2: Sex-wise distribution of workers in India

Male/ Female/ Total	Total workers	percentage to total workers			
		Cultivators	Agricultural labourers	Household industry	Other workers
Male	331865930	24.92	24.93	2.95	47.20
Female	149877381	24.01	41.1	5.71	29.18
Total	481743311	24.64	29.96	3.81	41.60

Data clearly shows that more women work as agricultural labourers than men, while other sectors of the economy have male dominance. The reason behind this gap is that females are having less mobility compared to males because of social and family constraints.

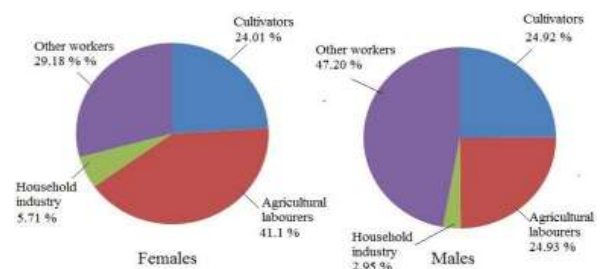


FIGURE 1: Sex-wise distribution of workers in India.

Women in rural areas of many developing nations, such as India, are the most productive members of the workforce. Agribusiness employs about half of all economically engaged women in India. In the recent several decades, an increasing number of rural males have begun to migrate to metropolitan regions in quest of better economic opportunities. As a result of the exodus of males from rural to urban regions, practically all rural women in India are now called "farmers" in some sense since they either work as agricultural labourers or as unpaid farm workers. The time and effort put in by women in farming much outweighs that of males. In different regions and cultures, the degree to which women participate in and contribute to a variety of agricultural tasks varies. The agricultural industry is dominated by males, yet women make up a large part of it, despite the fact that they are seen as invisible and their contributions are undervalued. A wide range of tasks are performed by rural women both on and off the farm. It's common for women to take part in a wide range of agricultural tasks such as ploughing and sowing as well as weeding and applying manure as well as harvesting, winnowing, and threshing. In addition to these tasks, they also take care of their animals, engage in horticultural pursuits, and so on. As a result, female employees have to deal with both "unpaid" and "paid" employment at the same time. A significant portion of women's waking hours are taken up by mundane, low-paying responsibilities around the home. Because there is no obvious line between productive and unproductive labour for women, their working hours are longer than men's. They have to do both agricultural labour and housework. Despite putting in longer hours on farms than their male counterparts, women still face bias. There are a number of laws and government initiatives in place in India to support women's health and financial security. Cultural and historic biases against women are not addressed by these initiatives, which results in bad working conditions for women. Due to the fact that most agricultural extension services are only available to males, women are unable to keep up with technical advancements in the area. While a World Bank research found that knowledge is passed down via males in families, the male-dominated Indian system ignores women in agriculture, leading to the assumption that passing on new technical information to women farmers would be pointless and wasteful. In addition to a lack of education and training opportunities due to women's immobility, sexist attitudes and a lack of literacy are also factors contributing to the gender wage gap. In the last several decades, the number of female farmers has decreased, while the number of female farm workers has increased.

6.1 Socio Economic Conditions and Job Satisfaction of Women Workers

For the first time, women were no longer restricted to the house and the kitchen. In their own unique ways, they are making a huge impact on today's corporate

and commercial landscape. Opportunities for education at all levels (basic, secondary, higher, and vocational) as well as the expanding rate of urbanisation have all contributed to the opening up of new employment options for brilliant and active women. A woman's role in society has traditionally been relegated to caring for her children, running the home, and doing domestic duties. For millennia, women in India were subservient to males and oppressed in the social hierarchy. It wasn't until the United States gained its freedom that women had a significant life of their own. She was only here to serve men, and as such, she was always second fiddle. In every stage of a woman's life, she must stay under the tutelage of her parents, her husband, and her children. There can be no independence for a woman at any point in her life. When it came to money and social status, women relied heavily on males. Most Indian women were denied the opportunity to get an education, and as a result, they were taught to accept and even celebrate their oppression as a badge of honour. Because of their gender roles, women were conditioned to give up their aspirations and aspirations for the sake of the greater good. They were conditioned at an early age to accept, accept, accommodate, and rely on males for their own well-being. In the absence of a supportive environment, these traits were not likely to be fostered. As a result of the disparities inherent in our conventional social system, women have a poor standing in many areas.

Working women can be classified into different categories,

- A.** For the first time, women were no longer restricted to the house and the kitchen. In their own unique ways, they are making a huge impact on today's corporate and commercial landscape. Opportunities for education at all levels (basic, secondary, higher, and vocational) as well as the expanding rate of urbanisation have all contributed to the opening up of new employment options for brilliant and active women. A woman's role in society has traditionally been relegated to caring for her children, running the home, and doing domestic duties. For millennia, women in India were subservient to males and oppressed in the social hierarchy. It wasn't until the United States gained its freedom that women had a significant life of their own. She was only here to serve men, and as such, she was always second fiddle. In every stage of a woman's life, she must stay under the tutelage of her parents, her husband, and her children. There can be no independence for a woman at any point in her life. When it came to money and social status, women relied heavily on males. Most Indian women were denied the opportunity to get an education, and as a result, they were taught to accept and

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- B. Doctors, engineers, attorneys, tax advisors, and architects are just a few of the highly trained professionals on our team.
- C. Organized private and public sector workers are among the most secure in the economy. They needn't worry about the future after they've been picked and hired.
- D. A group of women who labour in unorganised sectors without any financial or economic protection. There is no other way for them to make a living except to put in the hours.

7. CONCLUSION

Women's employment is seen as a critical first step in improving their economic well-being. As a result, a number of young women are pursuing careers in the domains of public service, industry, and business. The importance of women's involvement in India's workforce and economy has been shown beyond a reasonable question. Women's social and economic liberation can only be achieved with the help of the legal system. When it comes down to it, women workers need to be fully aware of their own issues and bold enough to advocate for what they deserve in order to attain the legislatively mandated outcomes. To transform the image of women, it is necessary to instil confidence in them. As a result, the employer's perspective has to be changed so that they pay particular attention to the demands of female workers and create a gender-friendly workplace.

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