



THE STUDY ON WOMEN EMPLOYEES PREFERENCE TOWARDS IN UNORGANIZED SECTOR

Mr. P. Sasikumar¹, S. Vijay², T. Tamilarasan²

¹Assistant Professor, Department of Commerce, Rathinam college of arts and science, Coimbatore, Tamil Nādu, India

²Student, Department of Commerce, Rathinam college of arts and science, Coimbatore, Tamil Nādu, India

ABSTRACT

Woman is an element of supply of profits in modern society. The civilized pattern of lifestyles system wishes the support of possible economic resources and that may be brought by more than one income in each family. In this element unorganized sectors provide economic support to women in terms of everyday employment, but on the identical time the process security and working environment in unorganized sectors do not facilitate the right process pleasure the various personnel and especially women personnel who undergo for work pressure, negative work support, loss of profitable wages, inconvenience and so on. Due to the motive the process satisfaction amongst women employees turned to be inconsistent. In order to understand the issues of women employees in unorganized sector, the process satisfaction amongst them, the motive for process satisfaction and dissatisfaction, the present examine modified into designed and carried out.

Keywords: *Unorganized sector, Women, Laborer's, Employment, Skill, Problem, Participation.*

1. INTRODUCTION

In India round thirty corer's humans are running within side the unorganized area and the quantity is at the rise. The unorganized area, popularly called unprotected area, may be defined as one without everyday earnings via running for the duration of the year. The employees of this area represent the fringes of society who do now no longer get a danger to be part of the mainstream financial system. Indian financial system is, to a superb extent, characterized through huge quantity of humans running in unorganized sectors as unorganized employees; transitional nature of the Indian financial system, disparity in education, talent and education are a number of the fundamental elements abetting this type of huge attention of employees in a place maximum susceptible to exogenous financial vicissitudes. Unorganized or informal region constitutes a pivotal part of the Indian financial system. More than 90% of body of employees and about 50% of the countrywide product are accounted for via the informal financial system.

OBJECTIVES OF THE STUDY:

- To examine the theoretical back ground of unorganized region.
- To look at the socio financial back ground, the character of labor and working condition of women workers in unorganized region.
- To hint the simple issues faced by women workers in unorganized region.

2. REVIEW OF LITERATURE

- Shashlik Ibrahim's (2006), examine on "Gender Bias and Problems of Women Construction Workers in Madurai City" speaks of diverse varieties of differentiation determined in each society and civilization the leader of that is gender-based differentiation.
- Abdul Mazeeth (2006), conducted a study on "Problems Faced by Women Workers in the Unorganized Sector in India" in which he states that the majority of feminine population is poor especially in rural areas.

3. METHODOLOGY

SAMPLING DESIGN:

- Sampling design way measuring a small a part of something after which creating a widespread announcement approximately in complete thing. It is a technique of choice some of devices for examine in one of these manners that the gadgets constitute the massive institution from which they're selected. In India, 93% of the human beings are running in unorganized region. According to Census of India 2011, there are 1,050,721 people in Coimbatore district out of whom 524,558 are woman people, of this female people 0.1% is taken for this study, amounting to 120 respondents who of them they amongst production people, home people and inn people. From every elegance one hundred respondents are taken. The study is limited to women's people in unorganized sector in Coimbatore city only. In Coimbatore city the employee belongs to numerous classes of exertions pressure beneath Neath unorganized region. In this examine the researcher has used comfort sampling method. First data were collected from 120 construction workers from 15 construction companies, 120 domestic workers from 15 flats and 150 hotel workers from 15 hotels in Coimbatore city.

DATA PROCESSING:

- The collection of information was processed thorough out tabulation, charts and graphs. The collected data had been organized in a concise and logical order. The charts and graphs are utilized in diagrammatical instance which describes the informal through the tabulation.

PERIOD OF THE STUDY:

- The study has been performed from December 2021 to march 2022. The primary data end up collected all through January 2022 to February 2022.

STATISTICAL TOOLS:

- Statistical Tools the researcher has used the statistical tools mainly Percentage evaluation, weighted common method and Factor evaluation for reading the statistics procured from the respondents from exclusive areas selected for the study.

LIMITATION OF STUDY:

- The study is confined to Coimbatore city only.
- The findings and suggestions are based on the perception of the respondents and hence cannot be generalized.

4. THE MAJOR CHARACTERISTICS OF THE UNORGANIZED WORKERS

- The workplace is scattered and fragmented.
- There isn't any formal employer – employee relationship.
- In rural regions, the unorganized exertions pressure is tremendously stratified on caste and community issues.
- In city regions whilst such issues are tons less, it cannot be stated that it is altogether absent because the variety of the unorganized employees in city regions are essentially migrant employees from rural regions.
- Workers within side the unorganized zone is usually scenario to debt and bondage as they may be now no longer able to make all ends meet.

5. WOMEN WORKERS IN UNORGANIZED SECTOR

In India, as in lots of countries, the activity of production is measured through an indirect approach. The own circle of relative's region production factor called the unorganized region is derived as a residual this is from the general rate of advent by netting for the additives of public region and enterprise region. It may be very tough to get dependable facts at the improvement activity through pattern surveys as production takes region at numerous sites and its miles very tough to have a frame of web sites to facilitate a pattern. Also, there are distinct conceptual problems, for example, when government or a company spends cash on the construction activity, construction work is finished by a contractor who both makes sub- contracts or employs informal labour.

Need to Work

- Women work especially for financial independence, for financial necessity, as some girls are licensed sufficient to paintings, for a experience of fulfilment and to provide provider to the society.
- Most Indian ladies through and huge undertake "efficient work" best below economic compulsion.
- This is the cause for excessive female participation charges in economically beneath privileged communities.

6. ANALYSIS AND INTERPRETATION

Table 1.1 Family size of the respondents

S. No.	Family size	No. of respondents	Percentage
1.	2	35	22.2
2.	3	74	42.7
3.	4	28	21.1
4.	More than 4	13	14.0
	Total	150	100

famous that out of 150 respondents, 74 (42.7%) have three Members, own circle of relatives, 35 (22.2%) have 2 individuals and 28 (21.1%) have 4 individuals of their own circle of relatives and 13 (14%) have extra than 4 members. It is known that a majority of 74 (42.7%) have three individuals of their own circle of relatives.

Table1.2 Wages received by the respondents

S. No.	Particulars	Number of respondents							
		Construction		Domestic work		Hotel		Total	
		N	%	N	%	N	%	N	%
1.	Daily	13	26.0	13	26.0	16	32.0	43	28.0
2.	Weekly	25	50.7	18	36.0	28	56.0	71	47.6
3.	Monthly	12	23.3	19	38.0	6	12	36	24.4
	Total	50	100	50	100	50	100	150	100

Table 1.2 suggests that out of 150 respondents, 71(47.6%) acquire their wages each week, 43(28%) acquire each day and 36(24.4%) acquire each month. It is concluded that, almost half of the respondents (47.6%) are receiving wages on weekly basis.

Table1.3 Option to work over time by the respondents

S. No.	Option to work over time	Number of respondents							
		Construction		Domesticwork		Hotell		Total	
		N	%	N	%	N	%	N	%

1.	Yes	29	58.7	29	61.3	32	64	91	61.3
2.	No	21	41.3	21	38.7	18	36	59	38.7
	Total	50	100	50	100	50	100	150	100

Table 1.3 indicates that out of 150 respondents, 91 (61.3%) do over the years work and 59 (38.7%) do now no longer do so. It is concluded that, extra the half of the respondents (61.3%) are done over the years work.

FINDINGS:

- 36.7 per cent entered of their work on the age of 20 to 30.
- 30.4 per cent opine that poverty is the primary purpose for being engaged in the work.
- 58.7 per cent are doing their work temporary.

SUGGESTIONS:

- If the Government may also take steps to restore minimum wages for diverse occupations to remove disparity in wages.
- Almost all of the construction employees are working on every day wages.
- Hence the employee association can adjust the allotment of labor in order that there may be guarantee of minimal range of days of labor for all in a year.

7. CONCLUSION

The female labor pressure constitutes one third of rural workers in India, women workers face severe troubles and constraints related to work including loss of continuity, insecurity, salary discrimination, dangerous task relationship, absence of medical and coincidence care. The exploitation of female laborers in rural areas occurs each horizontally and vertically. It was time to address the problems and discuss the form of policy reforms and institutional adjustments required for the emancipation and empowerment of rural woman labor pressure. Empowerment need to goal at converting the character and course of the energy systems which marginalize the women laborers.

BIBLIOGRAPHY

BOOKS

- [1] Dr.C.B.Gupta, Human Resource Management, Sultam chand and Sons Limited, New Delhi, 2000.
- [2] Gupta. S.P, Statistical Methods, Sultan Chand and Sons Limited, New Delhi, 1993.
- [3] K.Ashwatapa, Organizational Behavior, Sultan Chand and Sons Limited, New Delhi, 2005.
- [4] Kothari C.R.Research Methodology, Second Edition, New Age International (P) Limited publishers, New Delhi, Bangalore, Chennai, Cochin, 1985.
- [5] LM.Prasad, Organizational Behavior Sultan Chand and Sons Limited, New Delhi, 1993.

WEBSITE:

- [1] [En.wikipedia.org/wiki/Gender-discrimination-in-India](http://en.wikipedia.org/wiki/Gender-discrimination-in-India)
- [2] Fedina.org/777/2011/10-unorganised-sector-In-INDIA-Doc.
- [3] <http://en.wikipedia.org/wiki/morale>

- [4] <http://www.clvin.edu/accademic/cas/gpa/goeb 3.8.html>.
- [5] <http://www.ehow.com/facts-5474415-importance morale>.

REPORTS:

- [1] Government of India: Report of the status of Women in India: Towards Equality, 1975, p.356.
- [2] Report of the Commission on Unorganized Sector Studies, February 2012.
- [3] National Commission for Enterprises in Unorganized Sector (2007), "Report on conditions of work and promotion of level books in the unorganized Sector".
- [4] Ministry of Labour, Report of the National Commission on Labour (2002), Vol-1 and Vol-2.
- [5] Report of the National Commission on Labour,(2002), 101.1, Part- 1, p.723.