



Challenges Faced by Women Workers in the Unorganised Sector: Insights from Karimnagar District

Ms. B. Vasavi

Research Scholar, Satavahana University

Introduction

An enormous number of people who work without formal contracts or job security are employed by the unorganised sector, which is an essential part of the economy. Women employees encounter particular difficulties in this field that are frequently overlooked and unresolved. With an emphasis on their experiences and the socioeconomic factors that influence their day-to-day lives, this article explores the particular concerns and difficulties faced by women employed in the unorganised sector in Karimnagar District. In the unorganised sector, women are often employed in labour-intensive, low-paying positions with little to no social protection. They frequently hold jobs like industrial workers, street vendors, domestic helpers, and agricultural labourers, where they are subjected to difficult working conditions, long hours, and few legal protections. These women are frequently marginalized and subjected to systemic discrimination in the job and in society at large, despite the fact that they make substantial contributions to the economy and their households.

The widespread prejudice that women experience in the unorganised sector has been brought to light by earlier investigations. For example, according to a study done in Tamil Nadu's Dindigul District, women make up a sizable share of the workforce in the unorganised sector, but their pay and job quality are worse than those of men. These women frequently hold low-wage, unskilled employment for which they are not eligible for social security or legal protection. According to a different study, women working in the unorganised sector experience discrimination in terms of pay, job security, service conditions, and access to essential services like healthcare. They are susceptible to abuse and exploitation because they do not have official employment contracts. These women confront systemic discrimination and are frequently marginalized despite their vital contributions to the economy. These studies highlight the pressing need for support networks and legislative changes to eliminate disparities and enhance working conditions for women in the unorganised sector.

These women are at risk of exploitation and abuse due to the absence of official employment contracts, and they have few options for legal protection or justice. For doing the same task, they are frequently paid less than their male counterparts, and female employment is usually unstable with no assurances of benefits or job security. Their overall strain is increased by the fact that many of these women are the main providers for their families, juggling their demanding careers with domestic duties. The purpose of this essay is to highlight the various difficulties that women employees in Karimnagar District's unorganised industry confront.

Literature Review

Sonkhogin Haokip and S. Gandhimathi (2017), "Discrimination against Women Labourers in the Unorganised Sector: A Study in Dindigul District of Tamil Nadu," published in the *Journal of Management & Public Policy*. According to the survey, women make up a sizable portion of the workforce in the unorganised sector, but their pay and quality of work are lower than those of men. They experience prejudice in terms of pay, job stability, service conditions, and access to necessities.

Dr. R D Dubey (2014), "Rights of Women Workers in Unorganised Sector: Legal Issues and Challenges," published in the *International Journal of Creative Research Thoughts (IJCRT)*. The study highlighted the various legal issues and challenges faced by women in the unorganised sector, highlighting the need for stronger legal securities and implementation to ensure their claims and welfare.

Dr. Shakila Hegde (2023), "Human Rights And Women In Unorganized Sector An Indian Perspective," published in the *International Journal of Creative Research Thoughts (IJCRT)*. The study concluded that women in the unorganised sector face multiple human rights violations, including low wages, lack of job security, and sexual harassment. It called for improving decision-making roles for women from bases levels to improve their conditions.

Anonymous 2014, "Status of Women Labourers in Unorganised Sectors and Their Problems," published in the *International Journal of Creative Research Thoughts (IJCRT)*. The study found that women in the unorganised sector face several problems, including discrimination in wages, job security, and access to basic facilities. It suggested the need for policy interventions and support systems to focus these issues.

Statement of the Problems

Women working in the unorganised sector, which makes up a sizable section of the Karimnagar District workforce, confront several difficulties and are frequently subjected to prejudice and exploitation. These women face challenges like low pay, unstable employment, unfavorable working conditions, and restricted access to social security and legal safeguards, despite the vital contributions they make to their families and the economy. Socioeconomic factors exacerbate gender-based inequities, making women more susceptible to marginalization and abuse. This study intends to explore and draw attention to the particular challenges that women in Karimnagar District's unorganised sector face, offering insights into the structural problems that sustain their disadvantage and highlighting the necessity of focused policy interventions and support systems to enhance their working conditions.

Research Methodology

Question		Frequencies	Percentage
Age	15 yrs. to 25 yrs.	16	14.5%
	26 yrs. to 25 yrs.	18	16.4%
	26 yrs. to 45 yrs.	44	40.0%
	45 yrs. and above	32	29.1%
	Total	110	100.0%
Education Level	Illiterate	60	54.5%
	Secondary (6th to 10th)	20	18.2%
	Intermediate	26	23.6%
	Diploma Course	4	3.6%
	Total	110	100.0%
Religion	Hindu	59	53.6%
	Christian	2	1.8%
	Muslim	49	44.5%
	Total	110	100.0%
Caste	OC	3	2.7%
	BC	54	49.1%
	SC	46	41.8%
	ST	7	6.4%
	Total	110	100.0%
Occupation	Agriculture labour	25	22.7%
	Daily wage labour (cleaning, weight lifting, digging, helpers, etc.)	28	25.5%
	Domestic Worker (Household chores, etc.)	32	29.1%
	Skilled labour (Electrician, Tailoring, Mestry, Carpenter, etc.)	2	1.8%
	Unskilled Labour (Sales person, clerks, workers at hotels, etc.)	4	3.6%
	Street vendors	15	13.6%

	Others (Specify)	4	3.6%
	Total	110	100.0%
Marital Status	Single	12	10.9%
	Married	79	71.8%
	Divorced	5	4.5%
	Widowed	14	12.7%
	Total	110	100.0%

A socioeconomic and demographic profile of 110 people working in the unorganised economy is provided by the data. With 40% of the population in 26 – 45 years of age range, it is the most significant. 54.5% of people are illiterate, which is a very low level of education. The respondents' religious affiliations are as follows: 53.6% are Hindu, 44.5% are Muslim, and 1.8% are Christian. According to the caste breakdown, 41.8% of people are from the Scheduled Caste (SC) category, while 49.1% are from the BC (Backward Class) category. At 29.1%, domestic work is the most common occupation among the respondents. Daily wage labour comes in second at 25.5%, and agricultural labour comes in third at 22.7%. The majority of people in the sample—71.8%—are married, whereas 10.9% are unmarried, 12.7% are widowed, and 4.5% are divorced. The main demographic traits and employment trends of the unorganised sector are highlighted in this summary, with notable examples including high rates of illiteracy, the prevalence of domestic labour, and the preponderance of married people.

Socio Economic Conditions

Questions		Frequencies	Percentage
Daily Income	Below 500/-	93	84.6
	Rs.1,000 to 1,500/-	16	14.5%
	Above 1,500/-	1	0.0%
	Total	110	100.0%
Monthly Income	Below 10,000/-	102	92.7%
	Rs.10,001 to 15,000/-	6	5.5%
	Rs.15,001 to Rs.20,000/-	2	1.8%
	Total	110	100.0%
Do you get Every Day work			
	Yes	31	28.2%
	No	79	71.8%
	Total	110	100.0%
Do you have any debts currently	Yes	107	97.3%
	No	3	2.7%
	Total	110	100.0%
If yes, How Much?	Below Rs.10,000/-	0	0.0%
	Rs.10001 to 25,000/-	0	0.0%
	Rs.25,001 to Rs.50,000	64	58.2%
	Rs. 50,001 to Rs.1 lakh	34	30.9%
	Above 1 lakh	12	10.9%
	Total	110	100.0%
	Yes	7	6.4%

Do you get sufficient salary /wage on time	No	103	93.6%
	Total	110	100.0%
Do you have a bank account	Yes	105	95.5%
	No	5	4.5%
	Total	110	100.0%

The information sheds light on the financial and work circumstances of 110 people working in the unorganised economy. 85% of those surveyed earn less than ₹500 a day. The low income levels that are common within this group are further highlighted by the fact that 92.7% of people make less than ₹10,000 per month. A noteworthy 71.8% of respondents do not receive daily work, showing employment insecurity, while only 28.2% of respondents are able to secure work every day. With 97.3% of respondents are having debts, debt is a serious problem. Of those with debt, 30.9% owe between ₹50,001 and ₹1 lakh, while 58.2% owe between ₹25,001 and ₹50,000 are 58.2%. A startling 93.6% of respondents said they do not receive enough money on time, which makes their financial difficulties worse. Positively, 95.5% of the population has a bank account, suggesting that they are somewhat financially included. This synopsis emphasizes the serious financial challenges and unstable employment that people in the unorganised sector confront, highlighting the necessity of focused initiatives to improve their financial circumstances.

Challenges faced by Women in Unorganised

Questions		Frequencies	Percentage
Healthy balance between work and personal life	Strongly Disagree	26	23.6%
	Disagree	76	69.1%
	Neutral	3	2.7%
	Agree	5	4.5%
I have enough time for self care	Strongly Disagree	51	46.4%
	Neutral	47	42.7%
	Agree	4	3.6%
	Strongly Agree	8	7.3%
I feel secure in my current job/ previous job	Strongly Disagree	20	18.2%
	Disagree	70	63.6%
	Neutral	9	8.2%
	Agree	10	9.1%
	Strongly Agree	1	0.9%
	Total	110	100.0%
I worry about losing my job all the time (-ve)	Strongly Disagree	91	82.7%
	Disagree	12	10.9%
	Neutral	4	3.6%
	Strongly Agree	3	2.7%
I feel undervalued in terms of pay (-ve)	Strongly Disagree	90	81.8%
	Disagree	12	10.9%
	Neutral	3	2.7%
	Agree	2	1.8%
	Strongly Agree	3	2.7%
	Strongly Agree	96	87.3%

Financial worries impact my overall health (-ve)	Agree	8	7.3%
	Strongly Disagree	6	5.5%
Job dissatisfaction affects my psychological wellbeing			
	Disagree	3	2.7%
	Neutral	3	2.7%
	Agree	18	16.4%
	Strongly Agree	86	78.2%
	Total	110	100.0%
Overall I believe my workplace prioritizes employee security and safety			
	Disagree	110	100.0%
There is health insurance (ESI) for the employees by employer in my work place			
	Disagree	110	100.0%
There is PF facility at work place			
	Disagree	110	100.0%

The information shows that people have serious problems with their job security and work-life balance. 46.4% of respondents strongly disagree that they have enough time for self-care, and a significant 69.1% disagree that they maintain a healthy balance between work and home life. With 63.6% of respondents disagreeing that they feel secure in their present or former work, job security is a serious problem. High levels of job insecurity are indicated by the overwhelming 82.7% who strongly disagree with the assertion that they always worry about losing their job. Furthermore, 81.8% believe their compensation is inadequate. For 87.3% of the respondents, financial concerns have a major influence on their general health. Regarding job dissatisfaction, 78.2% strongly agree that it has an impact on psychological well-being. Importantly, every respondent (100%) denies that their employer prioritizes worker safety and security, does not offer a PF facility, and does not offer health insurance (ESI). The widespread difficulties and discontent that workers encounter with regard to work-life balance, job security, financial stability, and workplace benefits are highlighted in this synopsis.

Conclusions

This study explores the difficulties experienced by female employees in Karimnagar District's unorganised industry. According to the demographic profile, the majority are middle-aged, a sizable percentage are illiterate, and they work in low-paid occupations such as domestic work, daily wage labour, and agricultural labour. The majority of responders are married, underscoring the conflicting demands of job and family obligations. These women face financial difficulties due to their low daily and monthly wages, and nearly all of the respondents have debt, which makes their financial instability much worse. Because they rarely receive their wages on time and many do not secure daily employment, their job is unstable. Their financial status is nevertheless unstable even though they have bank accounts.

The majority of women perceive a lack of balance and insufficient time for self-care, indicating a significant imbalance in work-life balance. Many people feel insecure in their existing employment, which makes job security a major concern. Their psychological well-being is frequently impacted by job unhappiness, and financial concerns have a significant negative influence on their general health. Furthermore, their employers do not place a high priority on worker safety, security, or basic perks like provident funds and health insurance. To sum up, the results show how urgently targeted interventions are needed to enhance the financial security, working conditions, and general well-being of women in the unorganised sector. In order to empower these women and promote a more just society, these problems must be resolved.

Bibliography

- Sonkhogin Haokip and S. Gandhimathi (2017), "Discrimination against Women Labourers in the Unorganised Sector: A Study in Dindigul District of Tamil Nadu," published in the Journal of Management & Public Policy.
- Dr. R D Dubey (2014), "Rights of Women Workers in Unorganised Sector: Legal Issues and Challenges," published in the International Journal of Creative Research Thoughts (IJCRT).
- Dr. Shakila Hegde (2023), "Human Rights And Women In Unorganized Sector An Indian Perspective," published in the International Journal of Creative Research Thoughts (IJCRT).

Anonymous (2014), "Status of Women Labourers in Unorganised Sectors and Their Problems," published in the International Journal of Creative Research Thoughts (IJCRT).

Jayasree, S. (1994), "Women in the Unorganised Sector," published as a Ph.D. thesis at the University of Kerala.

Kumar, S. (2020), "A Study on Socio-Economic and Working Conditions of Women Workers in Unorganised Sector with Special Reference to Tirunelveli District," published as a Ph.D. thesis at Manonmaniam Sundaranar University.

Giri, Viswajit (2008), "Women in the Unorganised Sector: Case Studies in Cuttack and Bhubaneswar," published as an M.Phil. dissertation at Jawaharlal Nehru University.

Kumar, S. (2020), "A Study on Socio-Economic and Working Conditions of Women Workers in Unorganised Sector with Special Reference to Tirunelveli District," Ph.D. thesis, Manonmaniam Sundaranar University.

Giri, Viswajit (2008), "Women in the Unorganised Sector: Case Studies in Cuttack and Bhubaneswar," M.Phil. dissertation, Jawaharlal Nehru University.