

**A COMPARATIVE STUDY OF WOMEN IN
ORGANISED AND UN-ORGANISED SECTORS
IN IMPHAL DISTRICT, MANIPUR**

By

LAISHRAM IPITON CHANU

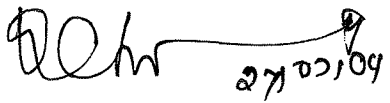
**A DISSERTATION SUBMITTED TO THE AVINASHILINGAM INSTITUTE FOR
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**IN PARTIAL FULFILMENT OF THE REQUIREMENTS FOR THE AWARD OF
THE DEGREE OF
MASTER OF PHILOSOPHY IN HOME SCIENCE EXTENSION**

JULY - 2004

CERTIFICATE

This is to certify that the dissertation entitled "**A Comparative Study of Women in Organised and Un-organised Sectors in Imphal District, Manipur**" submitted to Avinashilingam Institute for Home Science and Higher Education for Women (Deemed University), Coimbatore for the award of the degree of **MASTER OF PHILOSOPHY IN HOME SCIENCE EXTENSION EDUCATION** is the record of original research work done by **LAISHRAM IPITON CHANU** during the period of her study in the Faculty of Home Science, Avinashilingam Institute for Home Science and Higher Education for Women (Deemed University), Coimbatore under my supervision and guidance and thesis had not formed the basis for the award of any Degree/Diploma/Associateship/Fellowship or other similar title to any candidate of any University.

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DECLARATION

I hereby declare that the dissertation entitled "**A Comparative Study of Women in Organised and Un-organised Sectors in Imphal District, Manipur**" submitted to Avinashilingam Institute for Home Science and Higher Education for Women (Deemed University), Coimbatore, is the result of investigation carried out by me in the Faculty of Home Science, **DEPARTMENT OF HOME SCIENCE EXTENSION EDUCATION**, Avinashilingam Institute for Home Science and Higher Education for Women (Deemed University), Coimbatore, and has not formed the basis of the award of any Degree/Diploma/Associateship/Fellowship or other similar title to any candidate of any University.

Lalishram Pitom Chanu.

Signature of the candidate

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INTRODUCTION

INTRODUCTION

“Gods Dwell where Women are Adored”

- *Manu*

Status and role of women in India or Hindu Society has changed from time to time. But since time immemorial, women have remained cloistered and confined within the four walled of home and regarded as “Second class Sex” and “Second class Citizen”. With Indian Independence, our Constitution guaranteed equality to the gender and come out of the “Lakshman Rekha” and take up dual role giving rise to the concept of “Working Women” (Joshi, 2001).

Women, who constitute half of the population and one-third of official labour force and perform nearly two-third of the hour’s work received only one-tenth of the world income and possess less than one hundred of the world property according to United Nations (U.N.) and International Labour Organisation (I.L.O.) statistics. In India itself women constitute half the population but out of 397 million total work force (Encyclopedia Britannica, India 2002, Mathur, 2003) women constitute only 90 million work force which include both the wage and salary earners and also non-account workers and employees who are mostly unpaid family workers or helpers (Pandey, Devi, Nair and Siddagangamma, 2000). They are playing dual role and taking risk of dual role conflict both in home and work place (Mangaiyakarasi, 2003). Yet their role and contribution continue to remain invisible (Padmavathi, 2001).

No, country had developed without women’s liberation (Gupta, 2000). Women have played a vital role in building and developing a

community a nation (Saxena, 2001). In any economy, women play a prominent role at various level (Raju, 2004). In the context of development of Manipur also women tend to preclude the full, effective and indispensable participation and contribution. When one simply see the scenario of Imphal city it can easily witness the women market called **"EMA KEITHEL"** which is considered to be the biggest women market in South East Asia where women are engaged in different economic activities not only support their family but also fully bear the burden of running a family in case where their counter parts have expired and have no means of livelihood for bringing up children. Above this Manipur, being a north eastern, hilly and economically back ward state it does not have any big industrial unit which are organised other than the public sectors and other State and Central Government Departments. Only 80,000 are employed in the organised sectors with half in the public sectors which indicates that most of the employed population are in the poorly paid informal sectors (Suresh, 2002).

At present out of the total women workers in the country, over 80 percent are employed in agriculture and the rest in non-agricultural jobs including the expanding occupation of education. Still women are on the continued employment of semi-skilled and unskilled sectors of the economy (Kartar, 1987). But women's employment is currently high on political and social agenda.

Still women are placed in the disadvantaged position. She stands at the cross road though she has proved her worthy in society, at times she is still humiliated both at the home and work place (Seema, 1992, Gupta, 2000 and Singh, 2003). Above this the changing economic, social situations and armed

conflicts of Manipur have an enormous effect and impact on the structure and functions with concomitant changes on the role and status of women in the society (Suresh, 2002). So, this inspired the investigator to take up a research to have a deep insight on women workforce in Manipur both in the Organised and Un-organised sectors.

The study will throw light on areas like - decision of taking up job, dual roles conflict, work pattern and condition, implication of dual roles on economic and social status, problems faced by women workers and their awareness and rate of access to different initiatives, policies and programmes of Government and Non-Government for their improvement. Moreover it will highlight the living conditions or quality of living of the target group.

DEFINITION ON CONCEPTS

ORGANISED SECTORS -

According to the Central Statistical Organisation, the Organised Sectors comprise units registered under the Factory Act of 1948 and cover all those using power yet employing 10 or more workers. In addition, it is governed by legislation (Karlekar, 1987, Joshi 1999).

UNORGANISED SECTORS -

The Unorganised Sectors includes agriculture, cottage and tiny industry, the service sectors of domestic work, un registered factories etc. These sectors are not found to implement laws and legislation (Centre for Women's Studies, A.D.U.C., 2002).

OBJECTIVES OF THE STUDY

In the light of the above aspects the present study on "A Comparative study of Women in Organised and Un-organised Sectors in Imphal District, Manipur" has set the following objectives. To

1. understand the changing role, status and trend of women in home and work place, work pattern and work participation and work force in the selected areas,
2. understand the extent of awareness and access to the different initiatives, policies and programmes of Government and Non-Government for their improvement,
3. have a comparative analysis of the wages, support structure and problems of the selected organised and unorganised women group .
4. and offer workable modalities of interventions in changing the problem areas.

*REVIEW OF
LITERATURE*

II REVIEW OF LITERATURE

The review of relevant literature of the present study on "A Comparative study of Women in Organised and Un-organised Sectors in Imphal District, Manipur" is presented under the following main headings:

A. Women in Work

- 1. Female Labour Force in India - An Overview**
- 2. Women in Organised Sectors**
- 3. Women in UnOrganised Sectors**
- 4. Theories and Factors Responsible for Wage Differentials**
- 5. Common Problems of Working Women**

B. Ambiance for Development of Women Workers

- 1. Indian Constitution and Women Workers**
- 2. ILO and Women Workers**
- 3. Women Development Programmes and Policies - Government and Non-Government**

C. Research Dimension

A. Women in Work

Our constitution guaranteed equal right to work for both men and women and that the health and strength of workers, men and women,

and tender citizens are not forced by economic necessity to strain. But the situation is quite different. Any understanding of the process of production would remain incomplete if the role of women in shaping them is not analysed (Sethi, 1991 and Rajkumar, 2000).

Women constitute a major workforce in India. But their work is usually invisible because it is mostly located, in the domestic sphere, unorganised and as a rule, household (the simplest economic unit) tasks defy quantification and monetary valuation (Sethi, 1997, Mehta, 1999, Sharma, 2002).

Women placed in the labour market, away from an exclusively domestic role, have been more firmly established over recent years. Even in the face of several odds women now possess more political legal rights, have broadened vision due to their access to professional education (Gang, 2004). But more and better social services are needed to bolster new attitudes towards the employment of working women or mothers. In a response to the question, "Does a woman ever retire from service?" the women subject clearly stated that a woman never retires; people expect her to continue working in a number of economic activities in different forms (ILO, 1988, Jir, 1982).

In a sense, the women labour is engaged in a number of economic activities, the sector wise participation of women labour is shown with the help of a Figure I (Krishnaraj, 1992).

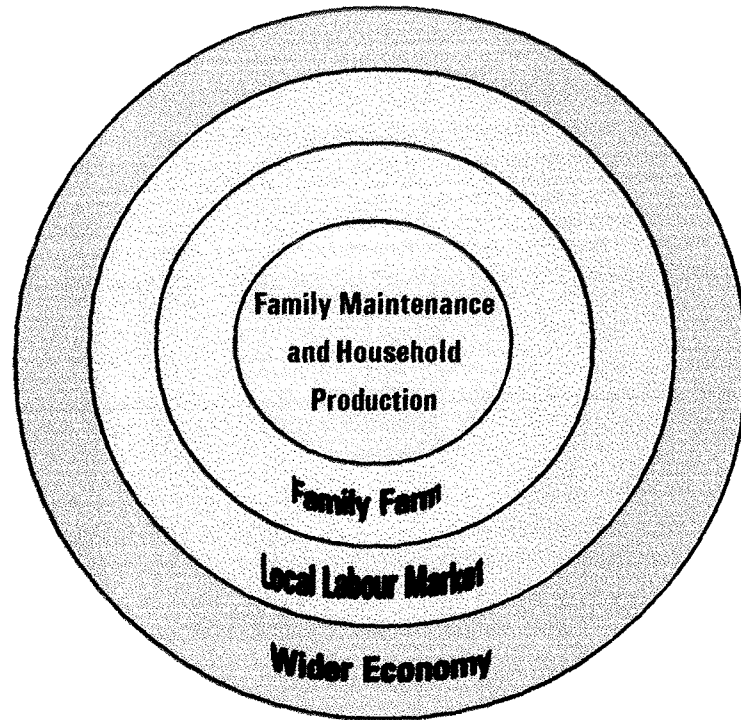


Figure I: Sector Wise Market of Female Labour

In an attempt by ILO Labour Force (ILOLF) to define labour engaged in different activities and services defined different definition of Labour Force as shown in the Figure II.

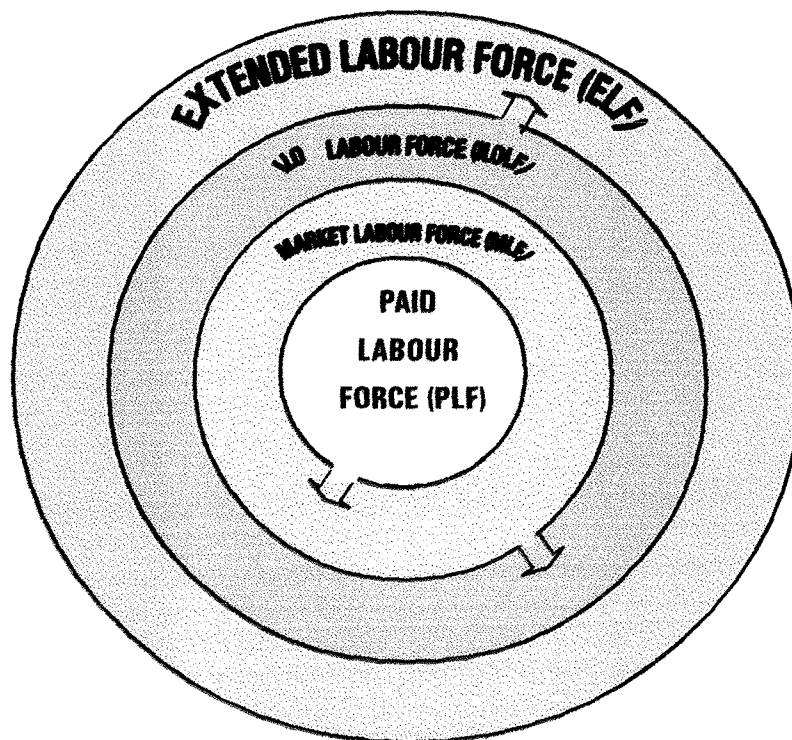


Figure II: Different Definition of Labour Force According to ILO

1. Female Labour Force in India - An Overview

India is one of the few countries of the world with an excess of males in its population as well as in work participation rate. An improvement of the working conditions and wages and salaries of women workers is a high priority concern.

There are three main sources of data on the subject of participation of Indian women in economic activities. They are:

- a. The Decennial Censuses,
- b. Successive rounds of the National Sample Survey (NSS) beginning with April - September 1952, and
- c. Small-scale socio-economic surveys that portray the situation prevailing in specific local areas.

These data sources suggest overwhelming concentration of women within the agricultural sectors alone which also points to the fact that a very large proportion of the women workers belong to the category of unskilled workers who offer themselves for wage employment in low paying occupations (Sikri, 1999).

According to Census data, the work participation rate of female steadily rose from 14.22 in 1971 to 22.27 per cent in 1991. But scholars who have analysed the problem argue quite convincingly that there has been a decline in participation rate of women and that such decline was more specific to non-agricultural sectors of the economy. The declining trend in economically active woman is characterised by its changing composition. A comparison of data of three censuses 1961, 1981 and 1991 brings out the following points:

- a. increasing dependence of women for employment on agriculture,
- b. decline in women cultivators and increase in women workers as agricultural labourers,
- c. decline in the proportion of women workers in manufacturing sectors (Mahapatra, 2002, Deshmukh, 2003).

India have three main economic development units. They are:

The primary sectors, included cultivation, agricultural labour, mining, quarrying, livestock, forestry, hunting, plantation, orchard and allied activities. This sectors comes under unorganised sectors, the secondary sectors, household industry, non-household industry, manufacturing and construction and the tertiary sectors consists of trade, commerce, transport, storage communication and other services. The secondary and tertiary sectors come under organised sectors (Ibohal, 1995).

The main features of Work Force in India reflect the underdeveloped nature of the economy. They are as follows:

Firstly - the low participation rate, the main reasons are the low participation rate among females, less availability of work. Secondly - lower ratio of females in the work force, broadly less than half of the male participation. Thirdly - higher work participation rates in the rural areas compared to that in the urban areas. Fourthly - work participation picture among states is increasing in the developed states mostly female work force.

2. Women in Organised Sectors

Organised sectors includes all public sectors establishment and non-agricultural private sectors establishment employing 10 or more persons.

It is governed by various laws and regulations and detailed information regarding workers is collected regularly by the Ministry of Labour.

a. Characteristic of Organised sectors

The organised sectors is characterised by modern relation of production and is governed by or regulated by protective laws for the security and working conditions of labour as well as labour organisations engaged in collective bargaining (Arya, 2000). The share of public sectors employment is provided by State Governments, Local Bodies and Public under takings. Their position in the Central Governments is not very satisfactory.

b. Positions of Women in Organised Sectors

Women form only four percent of the total employment in organised sectors, whereas men organised sectors employment contribute 20 percent of the total employment. In 1971 the women's work participation in organised sectors was 11 percent. After twenty years in 1991 it has increased only upto 14.1 percent. The position of women in organised sectors can be traced out by having a glance of women in industries, services and professions.

i. Women in Industry:

The total employment in factories has been decreasing steadily except in tea plantation since 1964, due to attributes like - adverse effects of protective labour laws for women, the policy of equalizing wages and structural changes in the economy leading to modernization and rationalization of production methods. Many study also initiated concentration of women at the lower level of the production process in mostly unskilled and semi-skilled work and tail-end-job.

ii) Women in Services and Professions:

In the public sectors, the number of women employees in the categories of professional, technical and related worker including teachers, has been continuously rising since 1960 (50% in 1991). The number of women administrative, executive and managerial workers increased except in 1968. In the category of clerical and related workers, the number of women has gone up in the same proportion to total women workers. In transport, storage and communications it remained constant. Again in services and sports and recreation even though their number increased, majority of women were working as maids, cooks, house-keeper, cleaners and sweepers and the number of women unskilled office workers has also declined (Rajkumar, 2001, Murthy, 2002).

In the private sectors, the categories where both the number and proportion of women workers has shown a steady increases are : Clerical and related workers, services, sports and recreation workers and primary and middle school teachers (1.24% in 1991). But there was a general slump in the employment of women in all categories in 1963 and was more marked among administrative, creative and managerial related workers. Above this, except in some of the new industries, in the management cadre, the traditional industries have not yet accepted women (Rajkumar, 2001).

It is difficult to have a correct satisfied profile of women in service and professions, but a review of the available data does indicate recharge in the occupational pattern and two trends are clearly visible:

- The concentration of women in the professions of teaching and medicine and

- The recognition of certain low prestige jobs in the clerical service particularly suited to women.

In the Central Services which give equal opportunity to women candidates to compete, there is a steady increase. In the IAS, IPS, IFS examinations, the ratio of women to men, recommended for appointment, has improved. But in the other services, viz., the Indian Economic Service, Statistical Service and Engineering Service, their proportion remains very low.

iii) Problems of Women Workers in Organised Sectors:

Woman is the mother of the race and liaison between generations. Women have now taken up professional roles in order to create a meaning for themselves or out of economic necessity.

The problems and difficulties of working women in organised sectors are multidimensional and may be broadly classified into three types a) Environmental, b) Social and c) Psychological. The main problems are

- Working women, specially a married one, has a dual responsibility of looking after her home, husband and children on one side and her job on the other, this cause a lot of strain for her.
- She must also be sincere towards all the responsibilities.
- The efficiency of a working woman is always suspected. The co-workers in the office can't mentally accept the superiority of a woman. Her subordinate males don't like her authority over them.
- Sexually exploited and taken advantage of by their male bosses by placing the promotion or increment before them.

- Often assigned comparatively more work to do. This results in overloading and they feel exhausted.
- Often regarded as “temporary worker” and are not taken seriously by their employees.

3) Women in Unorganised Sectors

The unorganised sectors is the sectors which is not governed or does not implement any laws and legislation relating to work (Sanmugasundaram, 2003).

The unorganised sectors is also called informal sectors, traditional and unregulated sectors. Sometimes the unorganised sectors is divided into institutional organised sectors and non-institutional organised sectors. The Institutional organised sectors includes agriculture, agriculture based industries, construction work, small industrial unit, like domestic matches making, tailoring, garment units, food processing units and other registered units. These units are supposed to implement measures like minimum wage and regulation on working hours. The non institutional organised sectors comprises workers doing casual work like the domestic work, sweeper, scavenger, vendors and hawkers and those who are self-employed (Mahapatra, 2002).

a. Characteristics of Unorganised Sectors

Many organisations, institutions and authors had given different characteristics of unorganised sectors. Important among them are:

- i. The National Commission on Labour narrated the following as the characteristics of unorganised sectors:

- small size of establishment with low investment per employed person
- casual nature of employment
- ignorance and illiteracy
- scattered nature of establishment
- superior strength of employees operating singly and in combination.

ii. The International Labour Organisation - United Nations Development Programme (ILO-UNDP) mission to Kenya (1972) mentioned the following characteristics of the informal sectors.

- ease of entry of new enterprise
- family ownership
- small size of operation
- unregulated and competitive market
- labour intensive technology
- informally acquired skills of workers through the job training
- no state support and
- deplorable working conditions and low wages

According to Bhai (2004) unorganised sectors is characterised by lack of labour, low coverages, seasonal and temporary forms of employment, high labour mobility, discretionary wages, dispersed nature of operation, casualization of labour, lack of organisational support, low bargaining power, etc., all of which make it vulnerable to socio-economic hardship.

In brief, the unorganised sectors gives to women only insecure and unprotected employment with long hours of work and little reward (Yadav, and Gurjar, 1997).

b. Position of Women in Unorganised Sectors

Unorganised Sectors employs a large segment of the female workforce in India. It covers marginal workers as well as workers living on the borderline of starvation and survival. 94 per cent of women are engaged in this sectors, 81.4 in agriculture and rest in other occupations, mostly unskilled and ill-paid jobs (Yadav, 1997, Prasad and Srinivas, 2003). But there has been a sharp decline of female population reporting as cultivators and a rise in the category of female agricultural labourers. The nature of work done by rural women as agricultural labourers and a comparison with men is shown in the Figure III and IV respectively (Das, 2003).

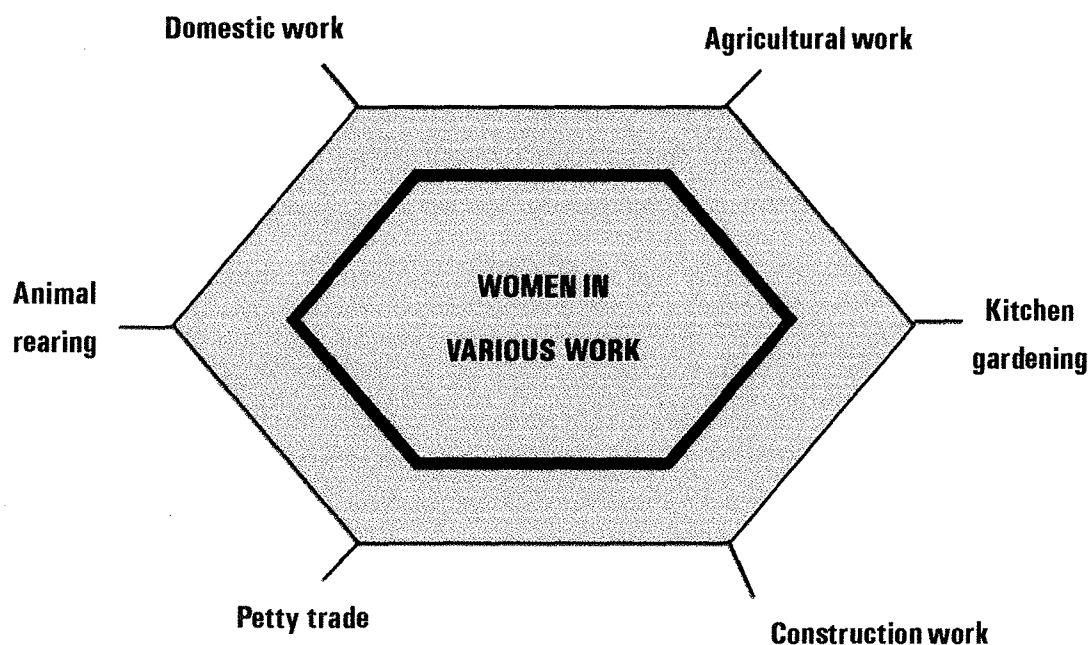
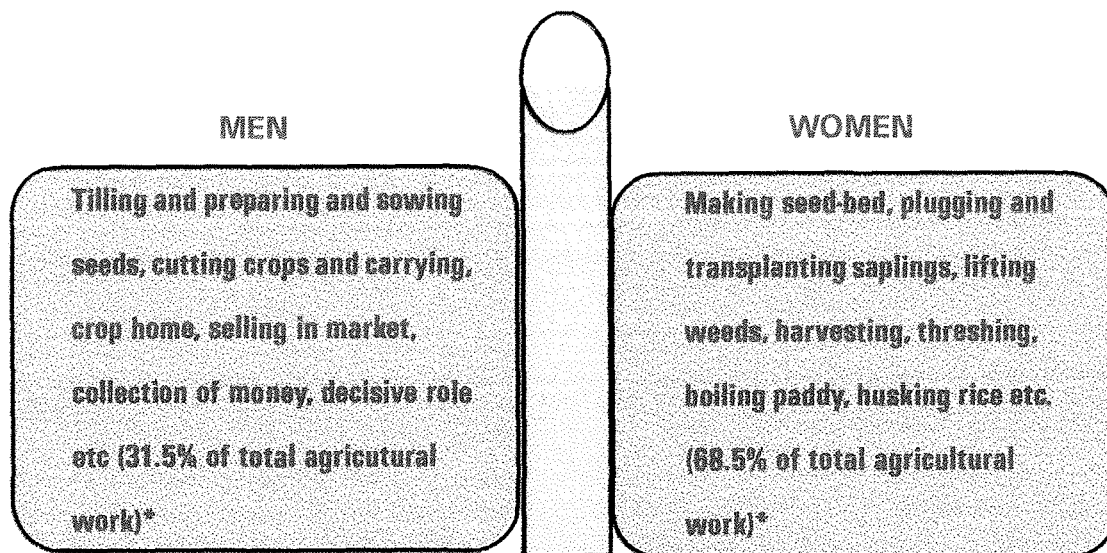


Figure III: Nature of Workdone by Rural Women or Agricultural Labourers



* Source: N.S.S.O, 1993-94

Figure IV: Comparison of agricultural labour of men and women

In the absence of employment opportunities in livestock related activities women fall back on the farm sectors for employment except in Gujarat. There has been a decline in the proportion of women employed in manufacturing sectors and an increase in the service, trade and construction sectors which is characterised by exploitative work condition, low wages, unhealthy work environment. But there has been an increase of casual employment both in the rural and urban areas and a significant change is taking place in the services sectors where women are entering slowly, the another face of women's entrepreneurship (Singh, 1994, Choudhury, 2003).

c. Problems of Women Workers in Unorganised Sectors

Most of female workers are either illiterate or having lower education. Therefore they have to work in low paid and low-skilled jobs. The major problems of women in unorganised sectors are:

- i. Unequal wage, ii. No job security, iii. No specified stipulated working hours and work even in late nights without any protection in the most insecure

conditions, iv. sexual exploitation in work spots, v. lack of basic facilities like first aid, medical facilities, separate toilet facility and vi. no service regulation.

d. Reasons for Concentration of Women in Unorganised Sectors

It is very true, that a large segment, proportion of women labour forms the unorganised sectors. Out of 22.3% total work force of women in 1991 census only 4.21% were in the organised sectors and remaining 95.79% were in the unorganised sectors which does not require any educational and technical skills and considered traditionally fit for women (Sundaram, 2003). They had confined in these sectors because of the following reasons:

a. low educational level or lack of formal education, b. lack of technical skills and knowledge, c. lack of training (job oriented), d. vocational education e. choice of women workers, f. cultural pattern, g. family ties and h. lack of punctuality because of reproductive role of women (Meaty and Gaur, 2002).

4. Theories and Factors Responsible for Wage Differentials

Hein have produced 3 theories as the basic causes of wage difference. The neo classical new home economics explains it in terms of factors like family responsibilities, physical strength, education, training, hours of work, absenteeism turnover and low human capital investment. Women are generally characterised by these features along with frequent withdrawal from work resulting in less experience.

Second, labour market segmentation, theory explains that primary jobs with higher earnings need stability and are awarded to men. Women being casual workers are relegated to the back ground with low paying jobs.

Third, the gender (feminist) theory accuses women's inferior social position and home responsibility as the basic cause for this wage difference.

The factors responsible for earnings, differences between male and female workers are: a. Human Capital Theory of Wage Differentials, b. Male-Female Productivity Differentials, c. Wage Differentials and the Control over resource, d. Occupational Differentials Account for Wage Differences and e. Demand and Supply Factors Fundamental to Wage Differences.

5. Common Problems of Working Women

No wonder women face multifarious problems - personal, emotional or psycho-physical ones both at home as well as at the work place. The important common problems of working women both in organised and unorganised sectors are: a. general problems - undervalued or invisible of their contribution, b. underutilized, c. plurality of roles, d. gender expectation - to be physically weak, docile inferior and submissive, e. discrimination of women in - recruitment, promotion, career advancement, selection for vocational training and in decision making, of inequality of payment ,g. sexual harassment at work, h. debarring social security benefits, i. problems of accommodation, transport and creche facilities, j. lack of economic independence and k. health problem - eyestrain, headache and pains in back, neck and shoulders, bronchial discomfort, exposure to toxic chemicals (Sikri, 1999, Meaty and Gaur, 2002 and Devi and Anand, 2003).

B. Ambiance for Development of Women Workers

Women are no victims of change any longer, they are change agents themselves. Society had better woken up and realised this. Every woman is a working woman but those who choose to work additionally outside the home require some facilities in order to smoothen their living conditions (Ghosh, 2003 and Devi, 2003).

1. Indian Constitution and Women Workers

Realising the importance and problem of working women our government has made attempts to protect their interest and establish their rights (Diwan and Diwan, 1995).

The Indian Constitution contains a number of fundamental rights which enable its men and women to get equal rights, privileges and treatment in the field of economic activity.

a. Rights to equality: Article 44 of Indian constitution says that all citizens are equal in the eyes of law of the country. The law should protect everyone. Government jobs are open to all.

b. Right to freedom: Article 19 proclaim that every citizen has the right to practice any profession or to carry on any occupation or business.

c. Prohibition of discrimination on the ground of sex etc: Article 15 (1) says that the state shall not discriminate any citizen on grounds only of religion, race, caste, sex, place of birth or any of them. Article 15 (2) empowers the state have special provision of women and children. Article 15(3) says that "Nothing in their article shall prevent the state from making any special provision of women and children".

d. Equality of opportunity in matter of public employment: 16(1) says that "There shall be equality of opportunity for all citizens in matters relating to employment or appointment of any office under the state". Article 16(2) states that "No citizen shall, on grounds only of religion, race, caste, sex, place of birth residence, or any of them be ineligible for or discriminate against in respect of any employment or office under the state."

e. Right against exploitation: Under this right no citizen can be forced to work without payment. The Directive Principles of State Policy in its article - 39 states that "The state shall in particular, direct its policy towards securing.

- the citizens, men and women equally have the right to adequate means of livelihood.
- that there is equal pay for equal work for both men and women
- that the health and strength of workers, men and women and the tender age of children are not abused
- that citizens are not forced by economic necessity to enter professions unsuited to their age and strength

Article - 42 further directs the state to make provision securing just and human condition of work and provide maternity relief (Balasubramaniam, 1998 and Bhandare, 2001, Deshmukh, 2003).

f. Again there are certain rights given to women workers at work place: They are

- i. The Payment of Wage Act - 1936
- ii. The Employees State Insurance Act, 1948
- iii. The Minimum Wage Act - 1948
- iv. The Plantation Labour Act - 1951
- v. The Maternity Benefit Act - 1961

- vi. The Payment of Bonus Act - 1965
- vii. The Contract Labour (Regulation and Abolition) Act - 1970
- viii. The Equal Remuneration Act - 1976
- ix. The Employment and Condition of Service Act - 1979 and
- x. The Factories (Amendment) Act, 1986 (National Perspective Plan for Women 1988-2000 A.D.)

2. ILO and Women Workers

Problems concerning women workers have occupied the attention of International Labour Organisation (ILO) since 1919, and has laid down 22 conventions relating to women. There are 2 major types - a. Protective and b. Promotional. These provide special protection to women at their work places and guarantee equality of opportunity and treatment in access to employment, career advancement, training, remuneration, budgets, welfare amenities, social security measure and in organisational decision making.

But the first step was to admit that women have a right to work. For this reason, the Discrimination (Employment and Occupation) Convention, 1958 was adopted by the ILO. Regarding re-entry into employment after child - birth, the Employment Policy Convention, 1964, and the ILO Employment Policy Recommendation, 1969, advocated that women be a part of the integrated labour force and equal footing with men. In 1951 a convention concerning equal remuneration for men and women workers was adopted by I.L.O and rectified by India. Thus, in the changing world, ILO is helping women to meet their double or multiple role (Kausik and Sharma, 1998).

3. Women Development Programmes and Policies of Government and Non-Government

Programmes and policies of women's welfare and development can be divided into three:

- a. Programmes under Statutory Obligations
- b. Programmes for Development and
- c. Programmes for Special Group (Arya, 2000).

Some of the important policies and programmes for women are

- i. The National Health Policy (1983)
- ii. The National Policy on Education (1986)
- iii. The National Population Policy (1993)
- iv. The National Nutrition Policy (1993)
- v. The Forward Looking Strategies
- vi. National Perspective Plan for Women (NPP) 1988
- vii. SHRAM SHAKTI [The Report of the National Commission for Self Employed Women and Womens in the Informal Sectors (1988)]
- viii. National Plan of Action for the Girl Child (1991-2000)
- ix. Reservation for Women in Grass - Root Level Democratic Institutions (1993)
- x. Poverty Eradication Programmes
- xi. Mahila Samridhhi Yojana (1993)
- xii. National Credit Fund for Women (1993)
- xiii. Support to Training and Employment Programmes (1987)
- xiv. Socio-Economic Programmes (SEP)
- xv. Condensed Courses of Education and Vocational Training for Adult Women (CCE and VT)
- xvi. Gender Sensitisation and Awareness Generation
- xvii. Support Services
- xviii. Legal Literacy Manuals (LLMS)
- xix. National Resource Centre for Women
- xx. Voluntary Efforts (Arya, 2000)

Many state governments have also launched social security scheme for workers in the informal sectors but the funds are far from adequate. According to the Economic Intelligence Service, out of the aggregate expenditure of Rs. 4,01,395 crore of all the state governments put together in 2001-2002, only Rs. 5,885 crore or 1.466 per cent was allocated for security scheme (Chakravarty, 2004).

C. Research Dimension

The female Work Participation Rate (WPR) is always lower than male work participation rate and mainly engaged in agriculture enterprise except in the states of North Eastern Regions (Gupta, 2002).

Female labours are discriminated and subjected to exploitation but more manifested in rural areas (Gupta, 2000, Prasad, 1998). The stagnant reserve is the casuality, irregularity and low level of skill and technological knowledge (Baud, 1992). So, even in trade union where they are already under represent, is replaced by men (Shukla, 1989, Singh, 1992).

A study by Bharat Singh and Preeti Nauriyal (2000) on "Papad Making - Home - Based work with good Returns, with a sample of 100 women workers of Bikaner city, highlights that they have average net income of Rs. 62,080/- during month in the year 1999-2000. The women worker earned an income upto Rs. 18,000 per annum and supplemented their income and gave social benefit.

Krishnamurthy (1993) had undertaken a study on "Role of women in Sericulture, Prospective and Problems", with an objective to study income and employment problems with a sample of 65 silk labours and 25 silk entrepreneurs. The study revealed that women are facing problems due to lack of training, at the same time have skin problems as well as domestic problems and earning only Rs. 25/- to Rs. 30/- per day.

A study of "Status and Problems of Women Labourers in the unorganised salt industry at Chidambaranar District, Tamil Nadu" by Philomine (1994) to study the socio-economic status, problem at home and work place with a sample of 315 married women labourers revealed that the workers were members of middle class society, poor and illiterate. Despite the hard, strenuous, exhausting work extracting from the poor labourers, fair wages and benefits were not granted to them. And they were also having adverse effect on their health and on their new-born infant. Chest pain was mainly reported by the women labours. Above these they did not have maternity and medical leaves.

Umarani (1996) study on "Technology needs of women in Agriculture and Allied Activities in Andhra Pradesh" to study their participation, awareness of technologies, support available with a sample of 120 farm women. The study revealed that majority (68.3 per cent) were illiterate and belonged to middle age (40-60 years). Seventy five were married and have possessed both irrigated and unirrigated (rain fed lands) and have experience ranging from 11 to 14 years and participate at a level of 63 to 75 per cent in all activities of agriculture. Still they have financial problem and problem in controlling pest.

A study on "Status of Female Labours in Salt Industry, Tuticorin, Tamil Nadu" was conducted by Latha (1996) with a sample of 100 women labourers to understand socio-economic background, nature of work perform and various problems faced. The study revealed that 67 per cent were unmarried (15-25 years of age) and were working to save money for their marriage. Sixty five per cent were educated and 35 were illiterate. They were extracting salt with strenuous and hard work. There were no

discrimination between male and female in their families thinking that with the increase number of labour in family their income will increase and was also increasing. Out of the five salt industry selected for the study, Vepalodai was providing the female labour special provident funds, maternity and medical leaves, travelling allowance and medical checkup and also things like glass, foot wear and drinking water. NGOs were also conducting vocational training for them to make them accessible to different simple technologies.

In a study conducted by Supriya (2000) on "The Employment Status of Home Science Graduates in Manipur State", in Imphal District with a sample of 100 Home Science graduates found out that most of them were from high income group and they were doing job as teacher at College, Higher Secondary and Schools. But Home Science has opened avenues for self-employment/entrepreneurship. The coarse offered by Home Science were very much relevant to Indian culture and tradition also. This help them in the adjusting their married life and dual roles. Among them 55 per cent were very must satisfied with their job, 24 per cent fully satisfied, 16 per cent partially satisfied, 15 per cent dissatisfied, 6 per cent very much dissatisfied. As far as the study was convened only 42 were partially satisfied.

Dwarah and Leelavathy (2004) study on the Status of Women Tea-plantation Workers in North Lakimpur District In Assam to analyse the socio-economic profile, factors influencing status of women workers, problems, prospects and constraints of women workers with a sample of 50 worker of 18-35 years of age and another 50 of above 35 years of age. The study revealed that women workers were having big size family. More than half (53 per cent) were having semi-pucca house with tin roof. Majority (59 per cent) earn Rs. 2000/- to Rs. 3000/- per month. They were traditional

and cultural bound family members and literate only upto 10 standards. Their health were becoming worse due to hard work and rarely concerned doctors. Majority were taken up job to meet family expenditure. They were also lacking facilities and support meant for them.

Adhikaram and Vasantha (2004) study on "Women Labourers in Selected Plantation of Kerala", in the areas of Idukki and Kannur District of Kerala state with an objective to know their problems and compare the differences of their problems with women workers in private and government plantations. The sample comprised of 150 women labours, 80 from private and 70 from government. The study conclude that women were paid very low wages and amenities and schemes were not given properly besides this they have to face dual roles problems. And 70 per cent of them in private and 60 per cent in government did not have the freedom of even to use their salary. They have to faced many common health problem also.

Das and Pardhan (2004) study on Fisher Women of Chandrabhagas (a district of puri) with an objective to study their income generation, expenditure, debts, exploitation, standard of life, education and use of technology with a sample of 150 fisher women. The study highlight that women of fishing community were suffering from social, economic and psychological exploitation. They have low literacy rate and their manfolk were unnecessarily spending their money on items like liquor and other bhang. As they were migrated people they have less economic activity to generate income other than fishing and related activities and rarely using modern technology.

METHODOLOGY

III METHODOLOGY

The methodology adopted for the present study on "A Comparative study of Women in Organised and Un-organised Sectors in Imphal District, Manipur" is highlighted under the following heads:

- A. Selection of Area and Sample
- B. Selection of Methods and Tools of Data Collection.
- C. Collection of Data
- D. Analysis and Interpretation of Data.

A. Selection of Area and Sample

Manipur is a state where women used to take important and vital role in every sphere of life ranging from day-to-day living upto saving the integrity of the state. They were taking an important and indispensable role in economic development of the state engaging themselves in different economic activities both in the Organised and Unorganised sectors. It instigated the investigator to select Imphal District as area and women in organised and un-organised sectors as sample for the present study.

Manipur is located at the North Eastern part of India, having 22,327 Sq.km. of international boundary (Figure V, VI and VII). The state is divided into two broad region viz., the hill and valley comprising of five districts in hills namely Senapati, Tamenglong, Ukhrul, Chandel and Churachandpur in habited by scheduled tribes and valley of the three district namely Imphal, Thoubal and Bishnupur inhabited by Meiteis and Scheduled Castes (Bharat, 1994, Biren, 1998 and Thampi, 2002, Saikia, 2003).

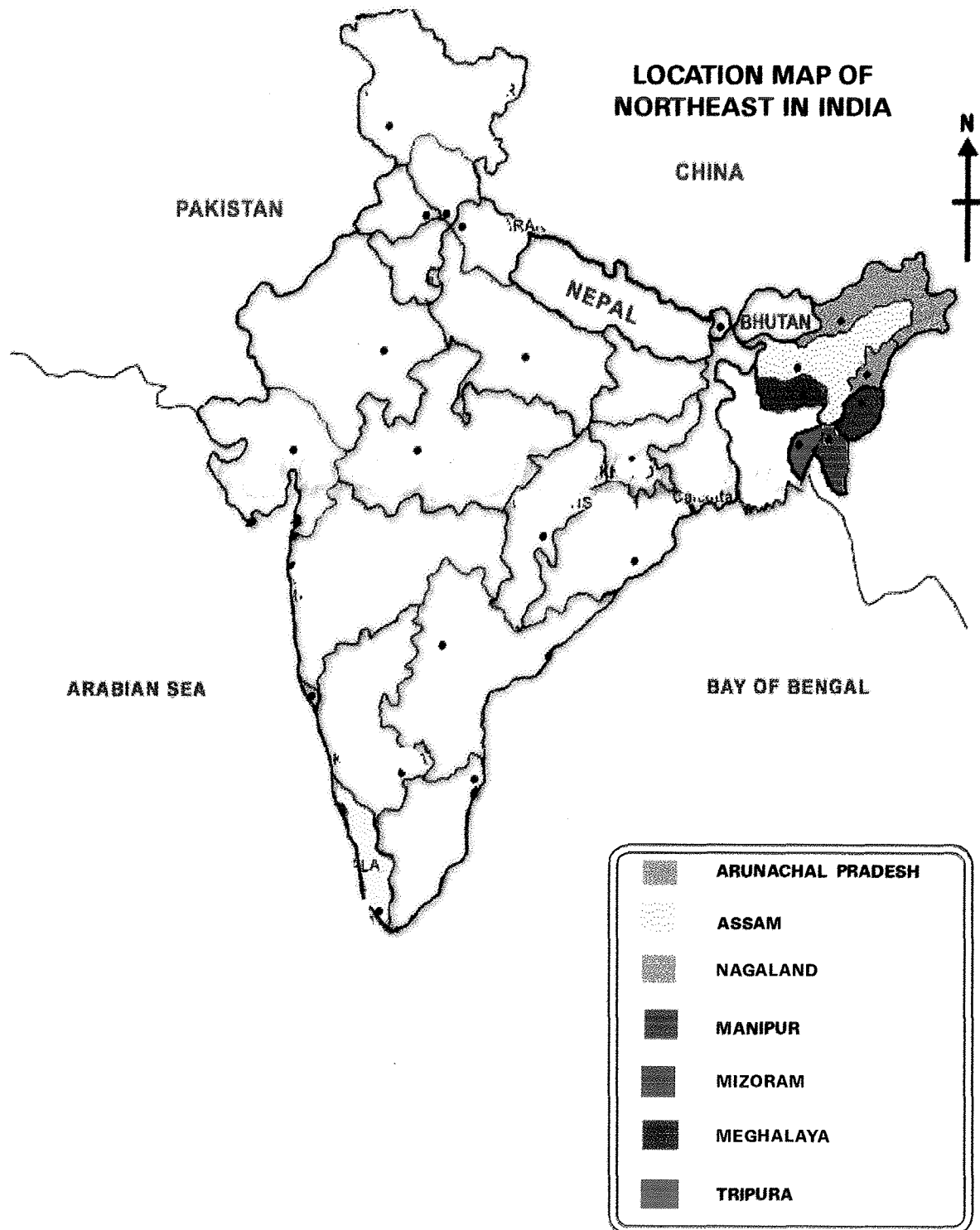


FIGURE V

MAP OF MANIPUR



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FIGURE VI

IMPHAL CITY MAP

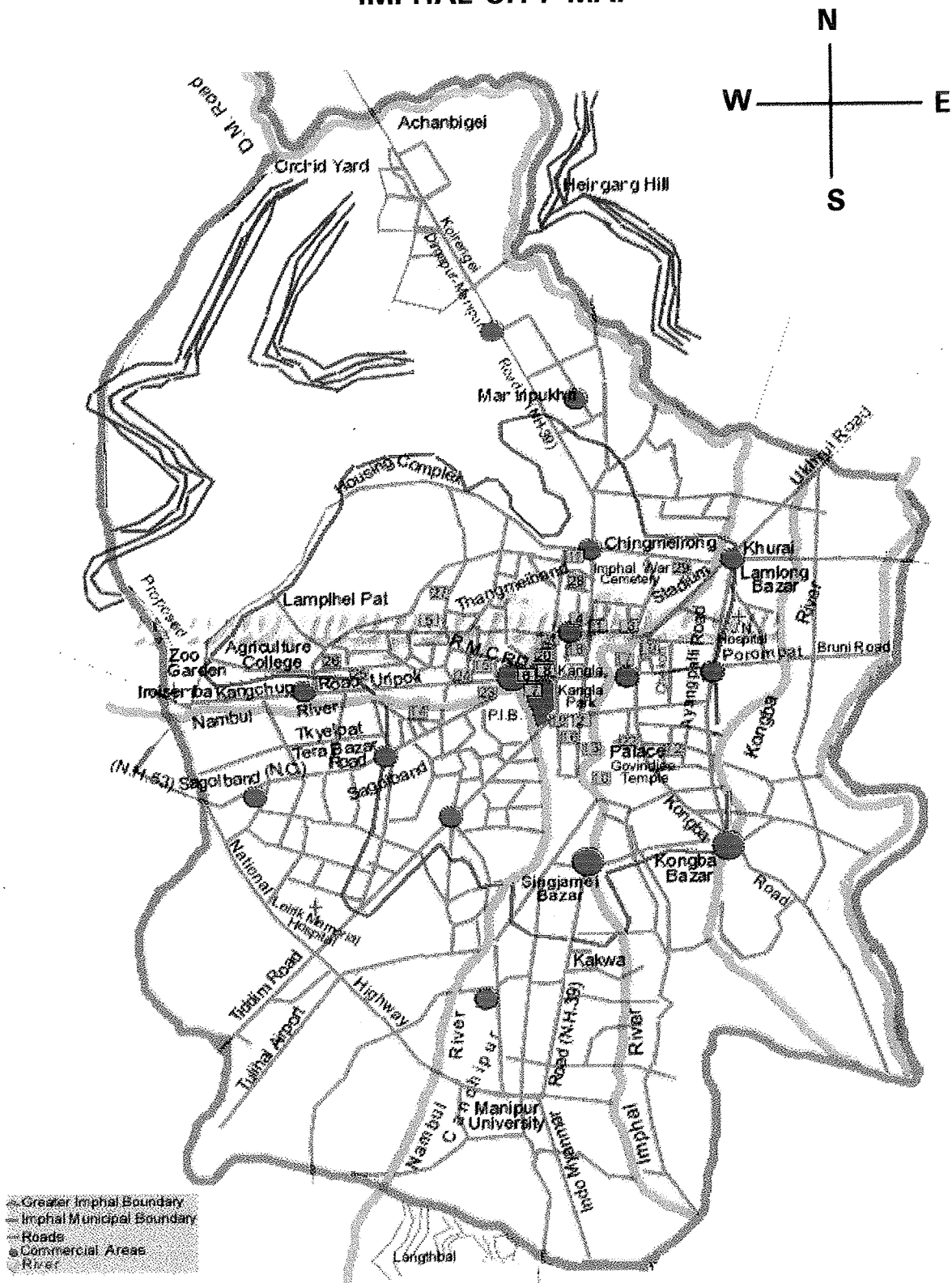


FIGURE VII

Manipur is a flower on the lofty height which has been remarked as "Jewel of India" by the late Prime Minister (P.M) of India Jawaharlal Nehru and "A Pretty place more beautiful than many places of the world" by St. Clair Grimword. It is a state of rich art and culture and famous for its flora and fauna and its handicrafts and embroidery products (Bharat, 1994).

A sample as the name imply is a small representation of a large whole. A sample is composed of some fraction as a part of the total number of elements or units in a defined population (Saravanel, 1999, Kothari, 2000, Sancheti and Kapoor, 2002).

The details of the sample selected are given in Table I.

TABLE I
SAMPLE SELECTED

| Sl.No. | Type of the Sample | Number |
|--------|----------------------------------|-----------|
| | ORGANISED WOMEN WORKERS | |
| 1. | Advocate | 3 |
| 2. | Clerk | 15 |
| 3. | Medical | |
| | a. Doctor | 7 |
| | b. Nurse | 5 |
| 4. | Police | 10 |
| 5. | Teacher | |
| | a. Lower primary | 3 |
| | b. High school | 5 |
| | c. Higher secondary | 5 |
| | d. College | 7 |
| | TOTAL | 60 |
| | UNORGANISED WOMEN WORKERS | |
| 1. | Grocery shop | 9 |
| 2. | Household Economic Unit | |
| | a. Tailoring | 4 |
| | b. Weaving | 4 |
| 3. | Labour | |
| | a. Agricultural labour | 5 |
| | b. Brick labour | 4 |
| | c. Loading labour | 3 |
| | d. Stone labour | 3 |
| 4. | Open vendor | |
| | a. Iron goods vendor | 10 |
| | b. Vegetable vendor | 5 |
| 5. | Wage Worker | |
| | a. Bank Receptionist | 3 |
| | b. Computer Labarotary Assistant | 2 |
| | c. Tailoring and Embroidery | 6 |
| | d. Weaving | 2 |
| | TOTAL | 60 |

An in-depth survey of the women in organised and unorganised sectors of the selected professions and jobs was attempted and 10 percent of the women workers above 20 years of age from each professions and jobs in Imphal District, Manipur was selected as samples for the study, thus making a total of 120 samples.

These occupations were chosen because of high concentration of women workers employed in these occupational groups. The Secretariat of Manipur, the District Industrial Centre (DIC) and Banks i.e. financing institutions also served as sources of information for the samples. Imphal Municipality Record Book was resorted too for choosing the samples of unorganised.

B. Selection of Methods and Tools of Data Collection

The data was collected through a survey. Since the present study aimed for deep insight, and also included women in un-organised sectors who are mostly un-educated and unskilled workers, interview schedule was used as tools for data collection for both organised and unorganised sectors (Appendix I).

It sought the following information.

1. Profile of workers.
2. Status, role and changing trend of women in home and work place and dual role conflict.
3. Pattern and condition of working.

4. Awareness and accessibility to various initiatives, policies and programmes of Government and Non-Government.
5. The problem faced and remedial efforts for future.

The tool was pretested in Coimbatore, Tamil Nadu and finalised.

C. Collection of Data

First hand and primary data was collected by personally introducing interview schedule to women workers and secondary data available with Secretariat of Manipur, D.I.C., Co-operative Registrar Office and Financing Institutions were resorted for the validity of information.

D. Analysis and Interpretation of Data

The data collected was analysed by using appropriate and suitable statistical method and interpreted with diagrams and figures.

*RESULTS AND
DISCUSSION*

IV RESULTS AND DISCUSSION

The results of the study on "A Comparative Study of Women in Organised and Unorganised Sectors in Imphal District, Manipur" is presented under the following headings:

- A. Profile of Women Workers in Organised and Unorganised Sectors
- B. Factors Associated with the Employment Status
- C. Efficacy of Support Structure

A. Profile of Women Workers in Organised and Unorganised Sectors

1. Social Status

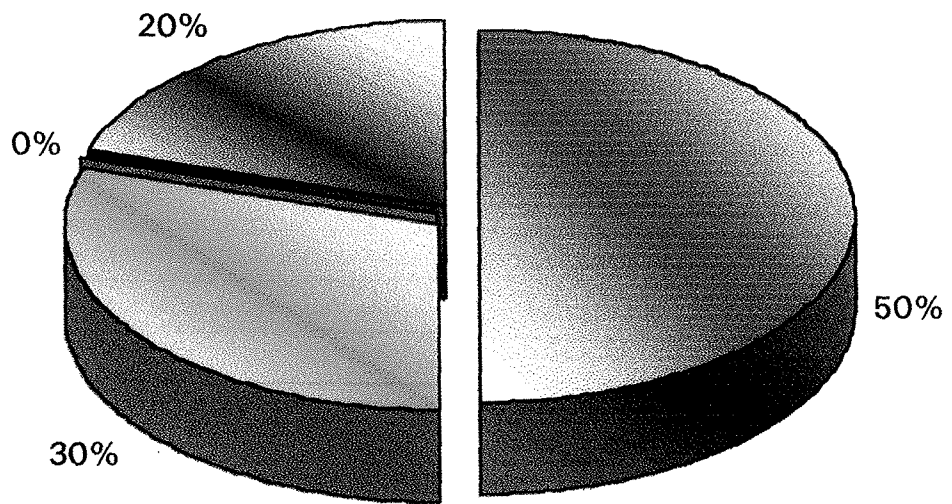
Majority of the women workers both in organised and unorganised, 75 percent and 50 percent respectively, were of general class and there were no scheduled tribes in unorganised sectors. (Figure VIII).

2. Marital Status

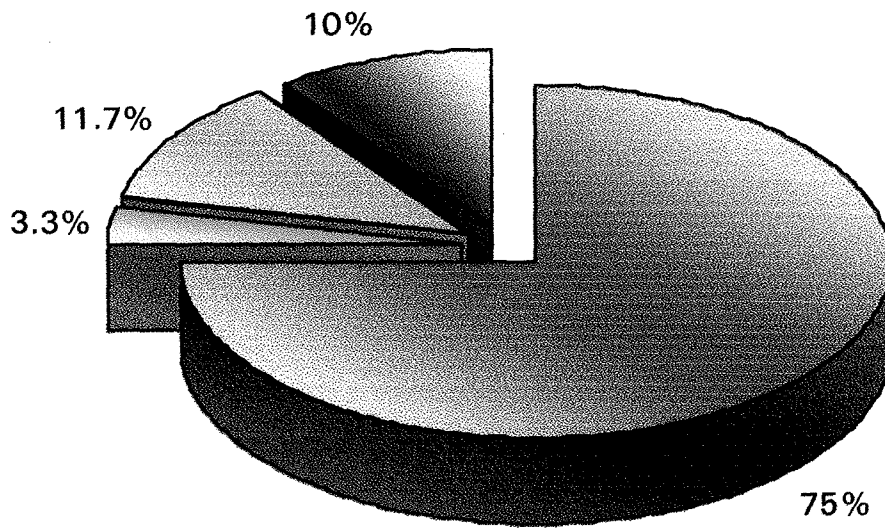
Among the selected organised women workers 54 were married, three were widows, two got separated and one was unmarried. On the other hand majority (56.6 percent) of the unorganised women workers were married. An interesting thing to be noted is that the unmarried (25 percent) were engaged as wage workers, either as self employees and helpers in households units or resorted to computer laboratories as assistant, receptionist, weaving, tailoring and embroidery works to support their parents financially and also to maintain the family.

3. Literacy Level

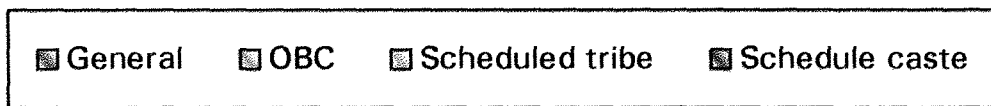
It was heartening to note that not only the organised women workers, the unorganised women workers were also literate, eight



ORGANISED



UNORGANISED



**CASTE COMPOSITION OF ORGANISED AND UNORGANISED
WOMEN WORKERS**

FIGURE VIII

SAMPLES SELECTED - ORGANISED SECTOR



ADVOCATE



TEACHER



CLERK



POLICE



DOCTOR

SAMPLES SELECTED - UNORGANISED SECTOR



WEAVING



TAILORING



IRONGOODS VENDOR



VEGETABLE VENDOR



GROCERY SHOPS



WAGE WORKERS



LABOURS

(13.3 percent) had studied upto 10 standard, 22 (36.7 percent) upto 12 standard and 30 (50 percent) with Bachelor of Arts or Bachelor of Science and above.

4. Type of Family

As the area of study selected was Imphal District, Capital of Manipur, all the families were from urban areas and proper city. The study also reflects the modern trend of type of family i.e 90 percent of the women workers from both organised and unorganised had settled in nuclear families.

5. Age

The study revealed that 55 of the organised women workers were between 30-50 years of age. Among the unorganised women workers majority (40 percent) belonged to 40 to 50 years of age and 23 percent between 20 to 30 years of age. It reflects that majority of the women workers had taken up job after marriage to help and maintain their families and also shows that many educated working women had taken up job in unorganised sectors, as self employed or wage worker because of the lack of employment opportunity in organised sectors. A ban of creation of new post was observed in every other government department except under the Ministry of Home Affairs. Even that Ministry was appointing teachers only on part time basis.

6. Income Level

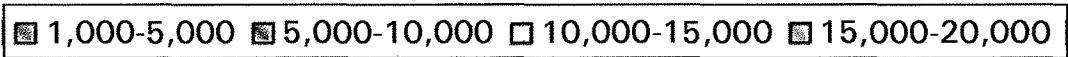
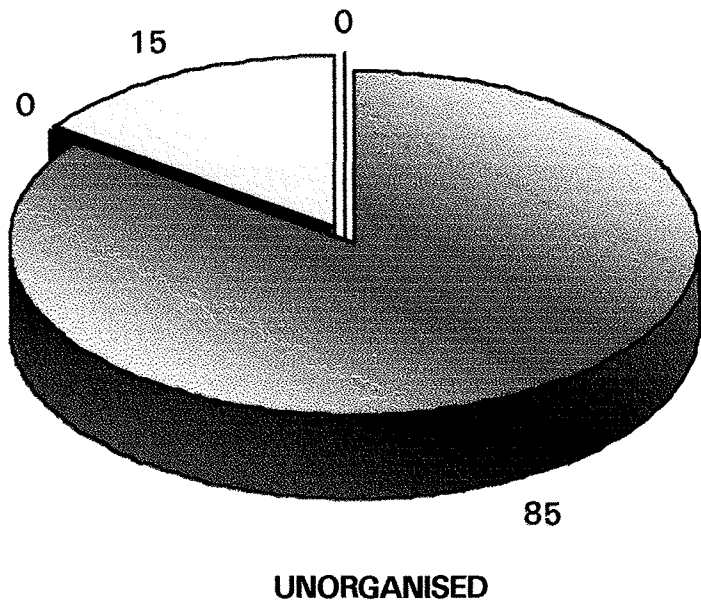
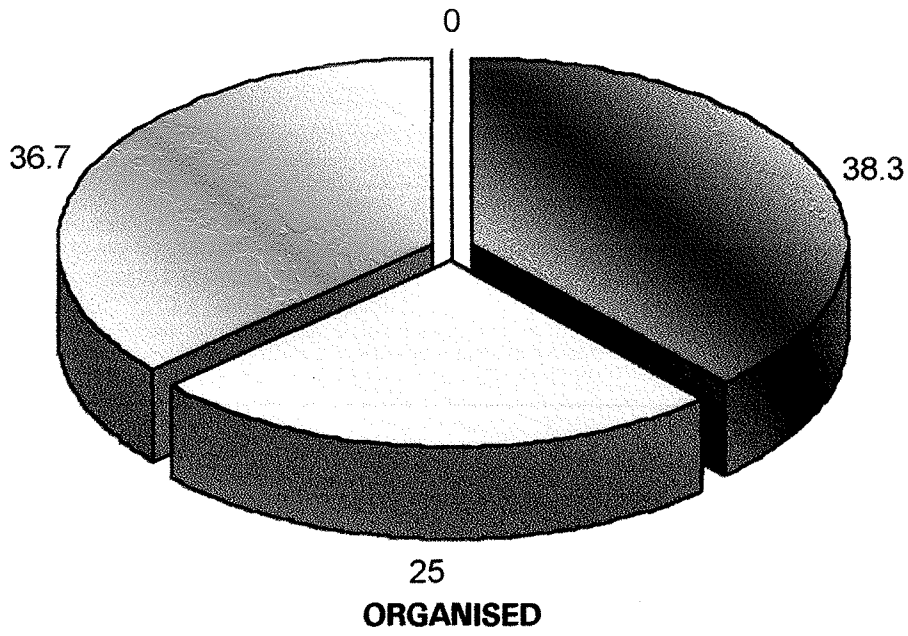
The study indicates that the monthly income of the organised women workers was much higher than the unorganised women workers, which is very natural. Table II shows the details of monthly income of women workers.

TABLE II
INCOME PER MONTH

| Sl.No. | Income in Rs. Per Month | Organised | | Unorganised | |
|--------|-------------------------|-----------|------------|-------------|------------|
| | | Number | Percentage | Number | Percentage |
| 1. | 1,000 - 5,000 | - | - | 51 | 85 |
| 2. | 5,000 - 10,000 | 23 | 38.3 | - | - |
| 3. | 10,000 - 15,000 | 15 | 25 | 9 | 15 |
| 4. | 15,000 - 20,000 | 22 | 36.7 | - | - |

It indicates that the organised women workers (36.7 percent) were having individual income of appreciable level (Rs.20,000/-per month) whereas only 15 percent of the unorganised women workers were getting upto the level of Rs.15,000/- per month as the maximum level of individual income particularly those who were engaged in the work of grocery shops. On an average the organised workers earned Rs. 12,417/-per month as individual income and the unorganised workers could earn only Rs. 3,167/- per month as individual income as shown in Figure IX.

Among the self employed women workers, iron goods vendors expressed that, approximately they used to earn Rs.50/- to Rs.100/- per day as profit. During the peak seasons of sale they would gain more by selling sickle with the onset of harvesting with a gain of Rs. 200/- to Rs. 500/- per day. The women engaged in tailoring had fluctuating income depending on the seasons and orders of the wholesale customers.



INCOME PER MONTH
FIGURE IX

TABLE III
FAMILY INCOME

| Sl.No. | Organised | | | Unorganised | | |
|--------|-----------------|-----|------------|-----------------|-----|------------|
| | Particulars | No. | Percentage | Particulars | No. | Percentage |
| 1. | 1,000 - 5,000 | - | - | 1,000 - 5,000 | 4 | 6.7 |
| 2. | 5,000 - 10,000 | 7 | 11.7 | 5,000 - 10,000 | 32 | 53.3 |
| 3. | 10,000 - 15,000 | 9 | 15 | 10,000 - 15,000 | 18 | 30 |
| 4. | 15,000 - 20,000 | 15 | 25 | 15,000 - 20,000 | 4 | 6.7 |
| 5. | 20,000 - 25,000 | 17 | 28.3 | 20,000 - 25,000 | 2 | 3.3 |
| 6. | 25,000 - 30,000 | 5 | 8.3 | 25,000 - 30,000 | - | - |
| 7. | 30,000 - 35,000 | 7 | 11.7 | 30,000 - 35,000 | - | - |

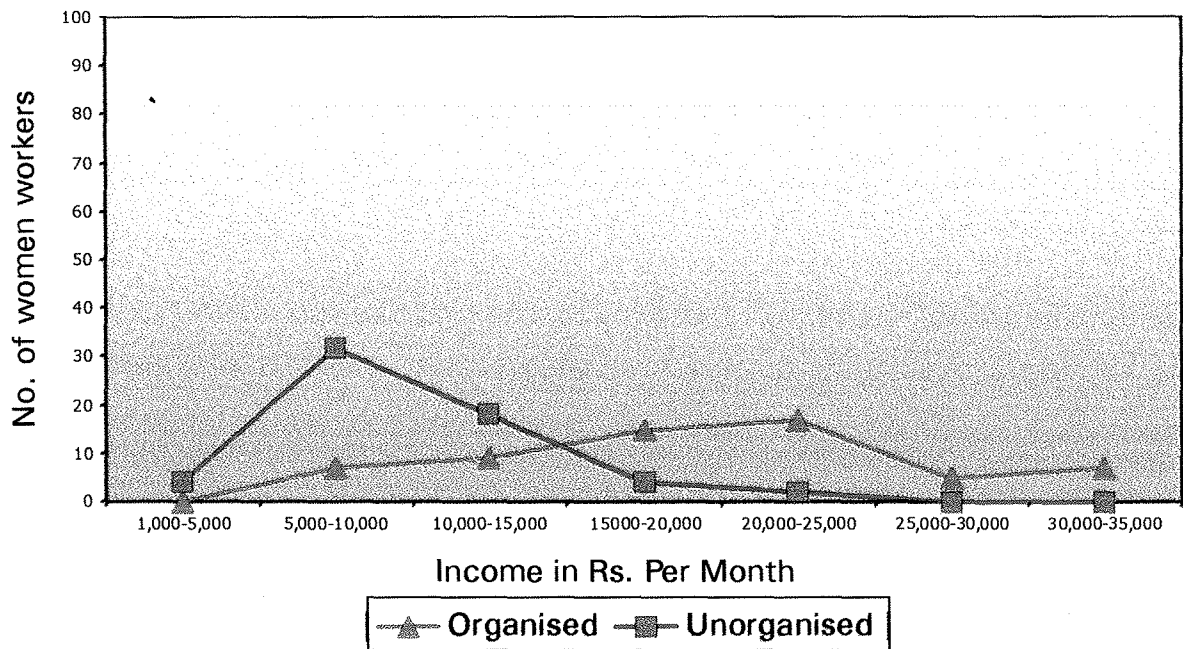
It could be inferred that as that of individual income, monthly income of the unorganised women workers was also much lower than the organised women workers as shown in Figure X.

It is noteworthy that, majority (93.3 percent) of the unorganised women workers were above the poverty line (i.e., Rs. 24,000/- annual income) and only 6.7 percent were below the poverty line (BPL) and for the whole State also it is only 28.54 percent according to 2001 census.

7. Savings

TABLE IV
MONTHLY SAVINGS

| Sl.No. | Saving in Rs. Per Month | Organised | | Unorganised | |
|--------|-------------------------|-----------|------------|-------------|------------|
| | | Number | Percentage | Number | Percentage |
| 1. | 1,000 - 5,000 | 14 | 23.4 | 41 | 82 |
| 2. | 5,000 - 10,000 | 20 | 33.3 | 9 | 18 |
| 3. | 10,000 - 15,000 | 26 | 43.3 | - | - |



FAMILY INCOME

FIGURE X

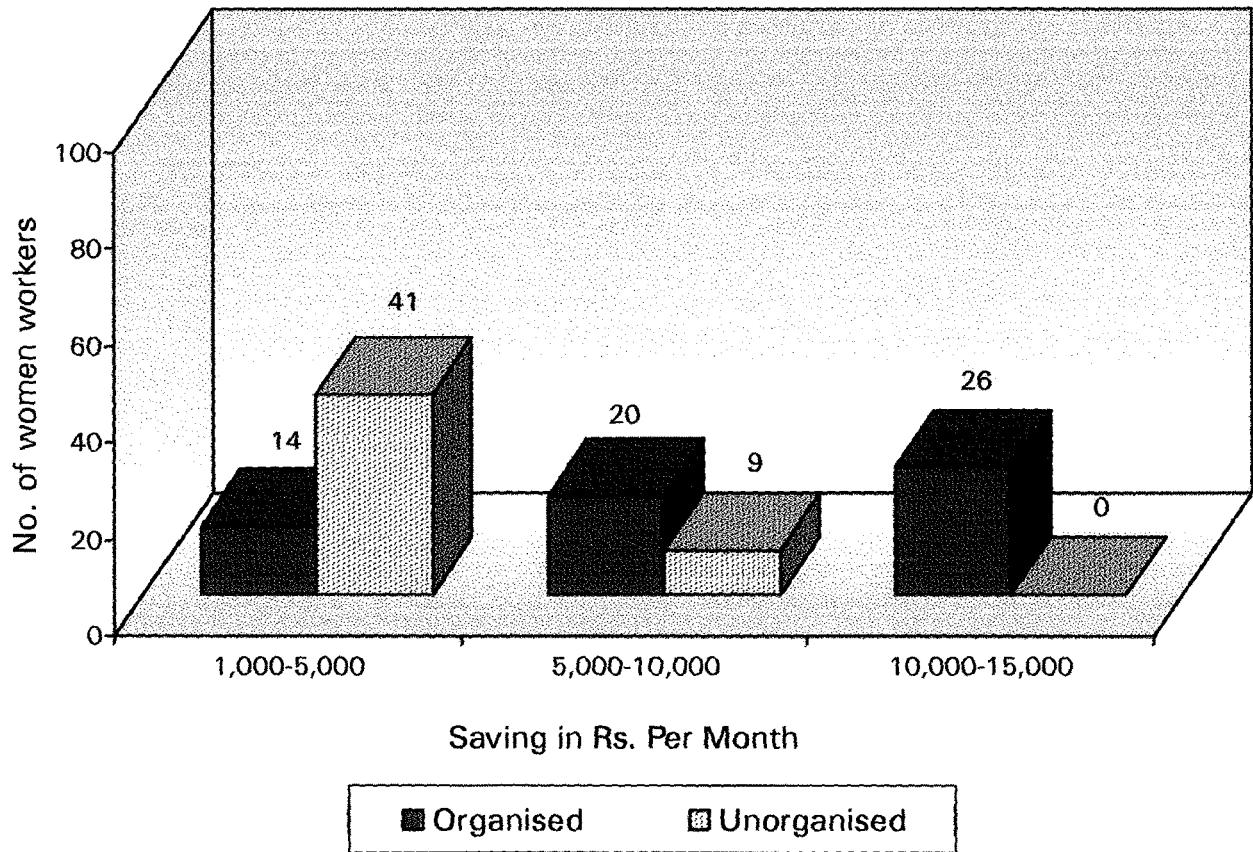
The study explored and found that all women workers chosen from the organised sectors had the capacity to save while 10 of the unorganised women workers had due amount of Rs.900/- per month on an average. This reflects the economic sustainability and initiatives of organised women workers.

In addition the organised women workers were having appreciable level of saving up to the range of Rs.10,000/- to Rs.15,000/- per month due to regular and permanent work state whereas only nine of the unorganised women workers were saving at the range of Rs.5,000/- to Rs.10,000/- per month (Figure XI).

8. Mode of Saving

Current Saving Account in the banks or in the form of schemes of Life Insurance Corporation (LIC) were the regular modes of saving of the organised women workers. Further more 50 percent of them were also saving money in the Chit funds in their own localities, indicates the peculiar nature of Manipuri Women's habitual practice which had transcended from their forefathers period (by grouping together women of the colonies or localities sometimes friends and relatives). It was surprising to see even educated and employed in high status were also forming themselves in groups, collecting money, bidding and distributing following the footsteps of their ancestors. It was interesting to observe that the form of saving was some what like the saving of the Self Help Groups (SHG) of present days.

Majority (90 percent) of the unorganised women workers were also saving money regularly, even though it is in small amount. The details of mode of saving of unorganised women workers is shown in Table V.



MONTHLY SAVINGS

FIGURE XI

TABLE V
MODE OF SAVING

| S.No. | Workers | Mode of saving | Number | Amount in Rs. Per Month |
|--------------|----------------------------------|-----------------------|---------------|--------------------------------|
| 1. | Vegetable and Iron goods vendors | Chit Funds | 15 | 600 |
| 2. | Wage Workers | -do- | 13 | 100 - 200 |
| 3. | Labours | -do- | 15 | 100 - 200 |
| 4. | Household Economic Unit | -do- | 8 | 300 - 500 |
| 5. | Grocery Shops | Savings Bank Account | 9 | 1000 - 2000 |

The prevalence of habit of saving among the unorganised women worker is appreciative though the amount is low. But they must be enlightened on the proper modes of savings instead of chitfunds which is very tricky and unbelievable.

9. Debt

The study revealed that only two of the women workers in organised sectors had obtained loans for an amount of Rs. 1,00,000/- with an interest of eight percent per month from bank for miscellaneous purpose. On the other hand there were 10 women workers in unorganised sectors who had borrowed money from the money lenders at the high rate of interest.

It necessitates the need for forming them into the popular concept of SHG formation availing assistance from NABARD, SGSY and SC/ST schemes encouraged by State and Central Governments.

10. Housing

It was comforting to note that women workers both in organised and unorganised sectors have their own house. Majority (55 percent) of the

organised women workers were having pucca, 43.3 percent semi-pucca and 1.7 percent Kutcha houses with the facility of tap or pipeline water. On the other side only 6.7 percent of the unorganised women workers were having pucca houses, 50 percent semi-pucca and 43.3 percent kutcha. And only 76.7 percent were using tap water and the remaining resorted to pond water.

11. Assets

The investigator had an interesting observation with regard to land and farm. All the women workers of both organised and unorganised had their own land and house as assets. Except five percent of the unorganised women workers, others in both the working groups had their own rice farm or paddy field. All the organised workers were equipped with television, refrigerator, washing machine and (50 percent) computers and they were also possessing two wheelers (bike) and cars as comfortable modes of transport. The unorganised workers on the other hand, 95 percent of them were with television and 30 of them possessed two wheelers which had become essential components of living.

12. Rest

Both the type of workers had almost same and adequate rest periods i.e., evening or night (5.30 pm to 7.30 pm). Some workers according to their shift of duty used to rest during afternoon also. Their modes of resting included chatting, watching cinema / television, family gathering and visiting relatives and friends during holidays.

13. Role Performance

The study gives insight that majority of the women workers of both the sectors (at a range of 81 to 98 percent of organised and at a range

of 68-75 percent of unorganised) were participating in activities in the family in areas like decisions making, budgeting, childrens education and marriage and only 13 to 18 percent of organised and 20 to 26 percent of unorganised women workers stated that male members dominated the scene and performed different roles in the family (Figure XII).

14. Co-operation

Table VI shows the details of co-operation received by women workers from their in-laws.

TABLE VI
CO-OPERATION

| Sl.No. | Positions | Organised | | Unorganised | |
|--------|----------------|-----------|-------------|-------------|-------------|
| | | Number | Percentage* | Number | Percentage* |
| 1. | Mother in law | 28 | 46.7 | 29 | 48.4 |
| 2. | Father in law | 22 | 36.7 | 12 | 20.0 |
| 3. | Brother in law | 15 | 25.0 | 12 | 20.0 |
| 4. | Sister in law | 14 | 23.3 | 11 | 18.3 |
| 5. | No in law | 29 | 48.3 | 31 | 51.7 |

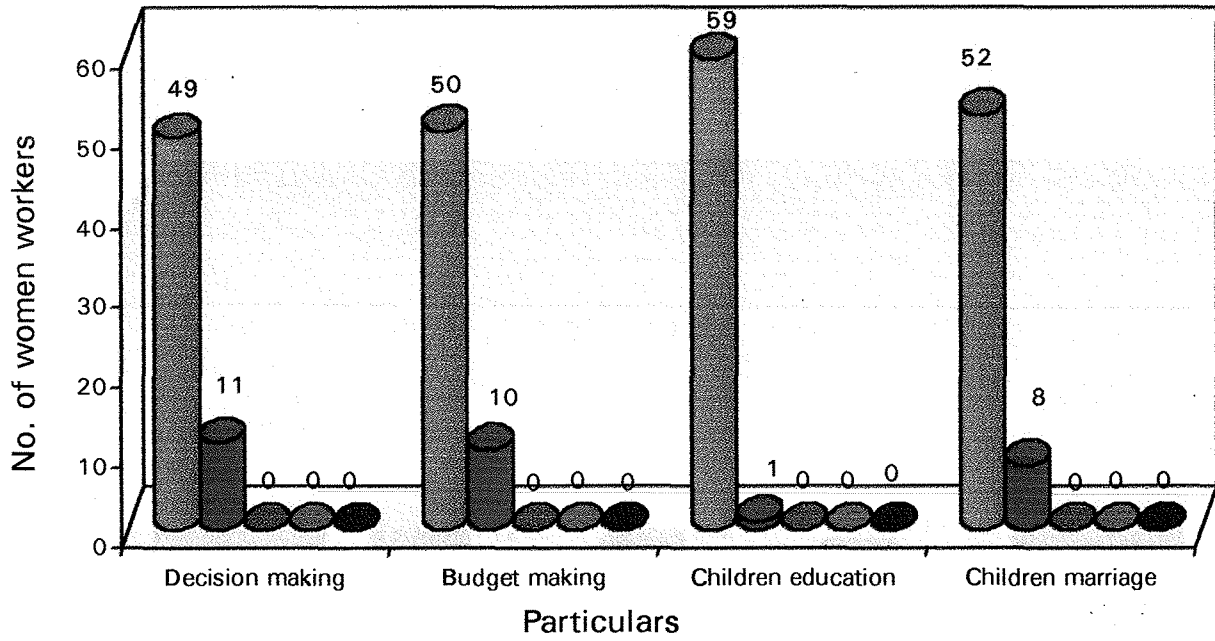
* Multiple Response

The study forecasts that both the groups in organised and unorganised sectors were getting co-operation from their in-laws (who are having their in-laws) mainly from the mother-in-laws. The in-laws were supporting and co-operating them by helping in the household chores, looking after their children and giving moral support (Figure XIII).

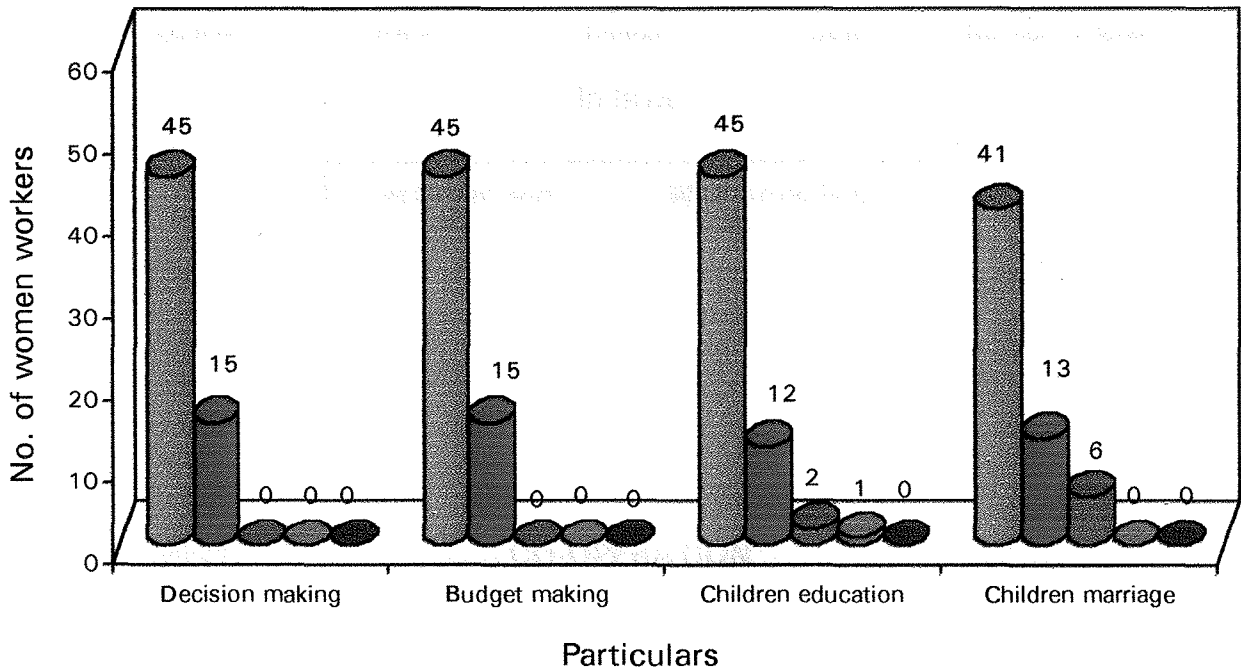
B. Factors Associated with the Employment Status

1. Types of Employment

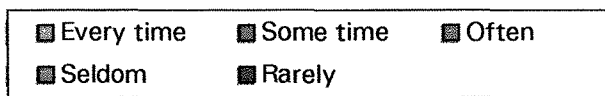
The women workers in organised sectors were mostly in the traditional job, considered feminine, as teachers, clerks etc.



ORGANISED



UNORGANISED



ROLE PERFORMANCE

FIGURE XII

NEWS ON ORGANISED AND UN-ORGANISED SECTORS.

মেগা মণিপুর ফুলগী যাত্রা হনুখে

পৌত্রফর্ম নিউজ সার্ভিস



ওজাশিবু কবিমুখদে হায়বানি
ইফ্ফাল, মে ১৫ঃ গভৰ্ণৰ ইন-কন্ট্রল এপ্ৰেণ্ড এদহোক টিচৰ এসোসিয়েসন, (সিক্ৰিটে/মনিপুৰনা তাল্লিবা দাবীলিং মনিপুৰ সরকারনা ছৌখিবা চহীগী মে ১৫ ফুলগী মনুখা খবক ওইনা পাণ্ডখোল্লনি ফুলগী পীথগা ওসি ফুলগী খবক ওইনা এসোসিয়েসন কল্ডদোরক্কি

পাৰ্ট টাইম লেকচররশিংদি হনুবা

লামায় ১ কলাম ও গী মখা

ওনবরিয়ম অদুদি গাদনা লাকপান। অদুব পাৰ্ট টাইম লেকচররশিংনা তাল্লিবা ডিমাওদি থা তরুকি সার্ভিস এন্ডটেণ্ড তোবা অসি নত্তে। তাল্লিবা ডিমাওশিং অদুদি মখা অদুব পাৰ্ট টাইম লেকচররশিংনা এন্ডটেণ্ড তোবা, গুল্লর লেকচরর লবকি বেসিক পে মেন্টনা শেমদুনা বা পাৰ্ট টাইম সি খবক ওইনা।



নীংশিং খৌরম পাওখোক্কদৌরি

পৌত্রফর্ম নিউজ সার্ভিস
ইফ্ফাল, এপ্রিল ১৯ঃ ৫৯শুবা মীতে মরুপ মপোক নীংশিং খৌরম থা অসিগী ২২ গী নুংখিল পুং ১ দা মীতে শঙলেন রাংথে থম্বালখোংদা পাও-খোক্কগনি হায়না চীং

মাৰ্চ অমসুং এপ্রিল থাগী তলব হয়েংদগী কায়বা হায়গনি

লৌমীশিংদা চাখোক লৈবা ফৌগী ফৌদি মখল ফংহল্লি
এখোয়গী ষ্টাফ রিপোর্টর

মমাঙগী শেনবা চহিদা শঙ্কোম টন লীশিং ৭৩
এখোয়গী ষ্টাফ রিপোর্টর
ইফ্ফাল, মে ১৫ঃ ছৌখিবা মা

কায়খোকপা যাবগী পার্মিন্স পাখিবা খোক্কহৌদবশিংদি নৌনা পার্মিন্স হুইলুদি বেঙ্গেল তৌরে হায়না লৌগনি। মাজ দিপাৰ্টমেন্টকী যু ও নব্বর ফংদ্রিবা

থা অনীগী তলব, পেন্সন পীরগনি

এখোয়গী ষ্টাফ রিপোর্টর
ইফ্ফাল, মে ১৫ঃ দিল্লিদা কংগ্রেসনা গবৰ্ণমেন্ট অমা মণিপুরদা লৈরিবা মোএ মণিপুর গবৰ্ণ-য়োনেপ্তে হায়গনি। হন্দক চহিগী থোম-রোয় অসি ওসিদগী চহি অইন মেন্ট অসিগী সাইন্টিফিকনা যাম্মা পুখোকপা এচরাইভিগী কৌ মখল অসি অকরুবা ডিপাৰ্টমেন্টনা মশক হন্দক চহিগী থোম-রোয় অসি ওসিদগী চহি অইন

লৌমীশিংদা ফার্ম মেছিনরিশিং য়েছোকখে

পৌত্রফর্ম নিউজ সার্ভিস
ইফ্ফাল, মে ২৪ঃ মণিপুর সরকারগী পোংলম কয়া য়েছোকপগী খবক অসি সরকার অসিনা তেদনা পাণ্ডখোল্লনা লাক্কি।

প, নীংজয়ে চীঙা মখোয় লী-লুপ খুরাইনা পাৰ্ট টাই খারুবা মরী লেনবা অখৌরিত্তি ব সেরিকলচর ডিপাৰ্টমেন্ট মাত্তা মাত্তা তোঙান-তোঙানবা দাবীলিং পাণ্ডজং চঙশীল্লকপা ওসিগা থা মবগী খোঙজং অসি মেব্বর ১২ নী চঙশীল্লকখিবনি। অদুব মেইং লৈবুনা মরম ওইদুনা মরম মব ৪ অমসুং নুপী মেব্বর ৫ না চ

খাৰুবা মরী লেনবা অখৌরিত্তি ব সেরিকলচর ডিপাৰ্টমেন্ট মাত্তা মাত্তা তোঙান-তোঙানবা দাবীলিং পাণ্ডজং চঙশীল্লকপা ওসিগা থা মবগী খোঙজং অসি মেব্বর ১২ নী চঙশীল্লকখিবনি। অদুব মেইং লৈবুনা মরম ওইদুনা মরম মব ৪ অমসুং নুপী মেব্বর ৫ না চ

NEWS ON ORGANISED AND UN-ORGANISED SECTORS.

THE ECONOMIC TIMES CHENNAI/KOCHI
WEDNESDAY 15 OCTOBER 2003

ILO highlights women beedi workers' woes

By Our Staff Reporter

THANJAVUR, NOV. 20. Samba cultivation has picked up in Thanjavur and Tiruvarur districts thanks to the recent rains. Transplantation is going on in many places with the help of canal water.

By Our Staff Reporter
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POLLACHI, AUG. 29. Only partnerships between the private and public sectors could make the country a developed country, the Governor P. N. Venkataswamy said here today. Declaring this as the theme of the day, he said that the Government should encourage such partnerships.

Ramadoss wants quota for OBCs in private sector

Our Legal Correspondent

AUG. 13. The founder of the Pattali Makkal Katchi, Ramadoss, has called for implementation of a quota for OBCs in the private sector.

Encouraged by the rainfall, the farmers have gone for the medium-term varieties of IR20, avoiding the risk of a crop failure.

Global unemployment on the rise

By Atul Kohli
NEW DELHI, JUNE 19. Rising unemployment may have been done in the Vajpayee Government.

POLLACHI, AUG. 29. Only partnerships between the private and public sectors could make the country a developed country, the Governor P. N. Venkataswamy said here today. Declaring this as the theme of the day, he said that the Government should encourage such partnerships.

New law on contract labour in A.P.

THE HINDU, FRI, AUG. 29, 2003, P. 6

By Our Special Correspondent

HYDERABAD, AUG. 28. A new law liberalising the employment of contract labour in the services sector without compromising their welfare came into force in Andhra Pradesh last week. It is primarily aimed at giving a boost to employment generation in the services sector like house-keeping, catering and security, the laws governing which are not too specific.

The Contract Labour (Regulation and Abolition) Amendment Act is effective from August 22 as the President has given his assent to the legislation after its adoption by the Assembly earlier this

New welfare measures for beedi workers

THE HINDU
SAT OCT 11
2003 P. 6

By Our Special Correspondent

HYDERABAD, OCT. 10. The Union Labour Minister, Saheb Singh Verma, today announced a slew of measures for beedi workers, including uniform wages, raising the subsidy amount on housing, handing over dispen-

the fund, to the Employees State Insurance (ESI) for better management. With this, the beedi workers possessing identity cards would have access to all the ESI dispensaries and hospitals outside their areas. Facilities in all these were being improved and 16 hospitals were being upgraded at a cost



THE HINDU
MAY 19, 2004, P. 15
BY Y MAHESWARA REDDY

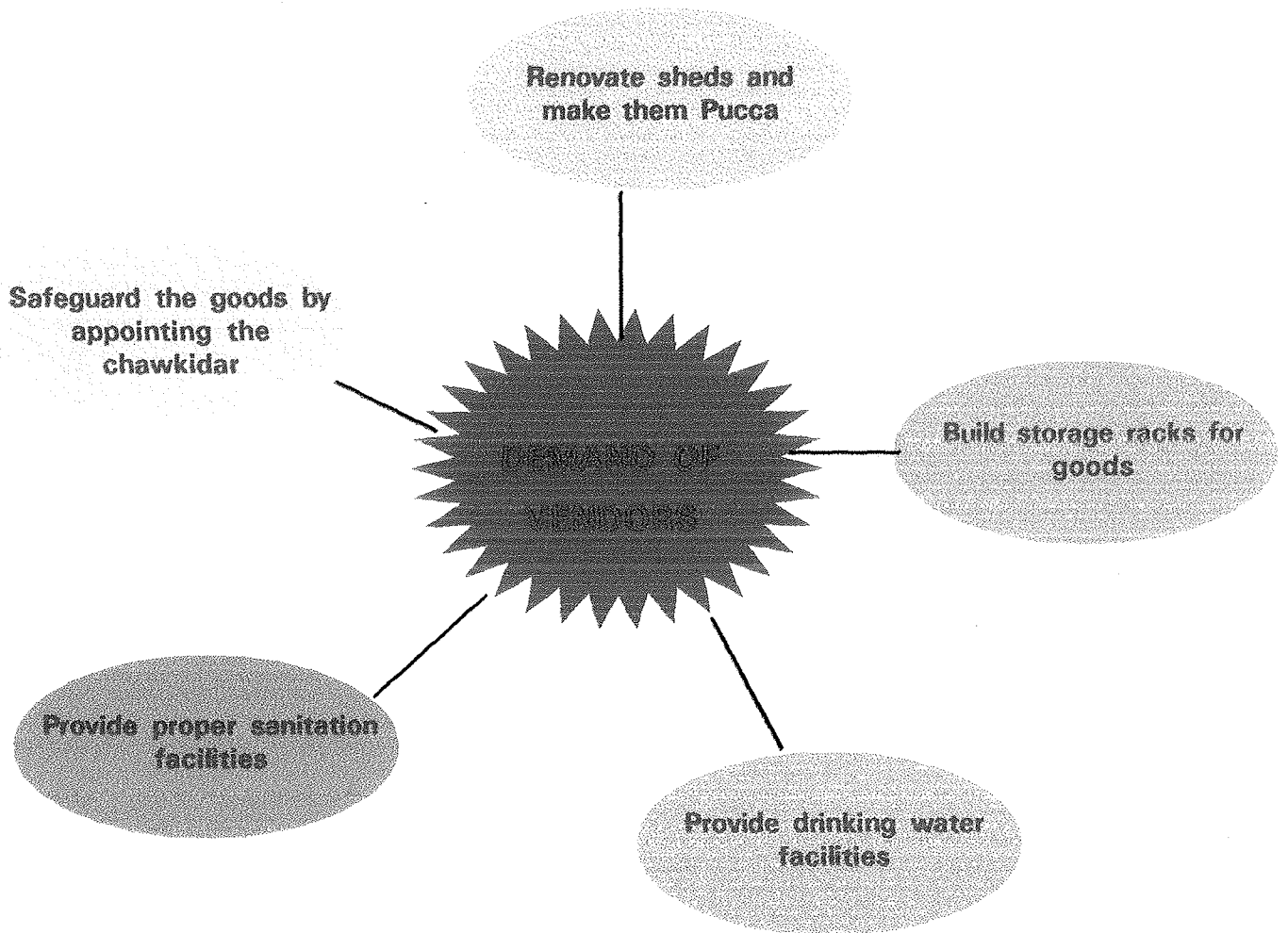
Why agarbathi industry gets incensed

Even then, there is a welcoming and changing trend too in which we could observe women in professions as advocates, doctors and police personnel, which were the domain of men. Majority of the women (95 percent) in organised sectors were either permanent / regular employees and the rest (5 percent) on part time work. On the other hand, in unorganised sectors 53 percent were self employed and 25 percent were on permanent basis. The remaining were in seasonal, contract, casual and hired nature works. The study highlights that 30 percent of the unorganised women workers were not secure in their job, particularly the vendors. They expressed and reported that their work place is at risk of being converted into plots by Government of Manipur i.e., Imphal Municipality. So, they were protesting against the decision of government by

- a) guarding the places even during night on turns by dividing themselves into groups and
- b) protesting through slogan and posters and organising meetings, rallies and mass squatting

The demands placed are shown in the Figure XVI.

They also expressed that during the periods of Sri Rajiv Gandhi as Prime Minister of India, the problem was already expressed. At that time 10 illiterate old women vendors went along with an educated youth by taking permission and appraised the situation with the Minister in Parliament. Then the Minister personally appointed two of the women as President and Vice-President of the EMA KEITHEL APUNPA SHAKTAM KANBA LUP to look after the affairs. He assured of preserving the place giving respect to women. This incident stands testimony to the vendors, unity and amity though they were illiterate.



DEMAND OF VENDORS

FIGURE XVI

2. Terms and Condition of Wage

TABLE VII
CONDITIONS GOVERNING WAGES – UNORGANISED SECTORS

| Sl.No. | Conditions | Percentage * |
|--------|-------------------------|--------------|
| 1. | Self Employment | 53.3 |
| 2. | Workload | 5 |
| 3. | Amount of work (volume) | 15 |
| 4. | Trips | 5 |
| 5. | Level of efficiency | 15 |
| 6. | Involvement experience | 25 |
| 7. | Responsibility | 5 |
| 8. | Skill | 20 |
| 9. | Designation | 11.7 |

* Multiple response

It was revealed that based on certain norms and standards the salary of the organised sectors was fixed. The women workers in organised sectors were enjoying the benefits like Basic Pay Allowance (P.A), Daily Allowance (D.A), Transport Allowance (T.A) House Rent Allowance (H.R.A), Special Compulsory Allowance (S.C.A), and also having Saving (compulsory according to the pay scale), Group Insurance Scheme (G.I.S) and Group Provident Fund (G.P.F). In addition the Police were getting 13 months Pay and Rasan Money of Rs.500/- per month because of their 24 hours of service. But different conditions had governed the pay of women workers in unorganised sectors without any allowances and it varied with the various types of works and interest of the employees.

3. Time and Mode of Wage Payment

The study endorses that all the organised women workers like other States of India, were getting their pay regularly per month, whereas

the unorganised women workers other than the 32 (53 percent) self employed and 10 permanent employed (16.7 percent) were getting their pay either on the day of the work or after completion of the work. It is interesting and heart warming to note that the wage rate was same for both men and women for the same type of work.

4. Problems Faced

Working women's problems can be of different types like general problems, physical, mental, moral and psychologicals. The study also traced these problems as given in table below.

TABLE VIII
PROBLEMS FACED

| SI.No. | Particulars | Organised | | Unorganised | |
|--------|-------------------------|-----------|-------------|-------------|-------------|
| | | Number | Percentage* | Number | Percentage* |
| 1. | Physical tiredness | 53 | 88.3 | 60 | 100 |
| 2. | Mental tiredness | 36 | 60 | 60 | 100 |
| 3. | Heavy work load | 14 | 23.3 | 60 | 100 |
| 4. | Health hazards | 11 | 18.3 | 60 | 100 |
| 5. | Time management problem | 55 | 91.7 | 60 | 100 |
| 6. | Tension of work burden | 24 | 40 | 60 | 100 |
| 7. | Other family problems | 32 | 53.4 | 60 | 100 |

* Multiple response

The problems expressed are a) plurality of roles, b) gender expectation - to be physically weak, c) debarring social security benefits, d) problem of accommodation, transport and creche facilities and e) health problem - headache, pains in back, neck and shoulders, exposing to heat, cold and rain and sometimes injury in the views of authors Devi and Anand (2003).

It is pains giving to see that women from both the sectors faced different types of problems. The severity is with the unorganised women workers as 100 percent of them faced all the problems listed in Table VIII. But women in organised sectors have (88.3 percent) physical tiredness and (91.7 percent) time management problem (Figure XVII).

The women in unorganised sectors faced intensified problems than the other groups. According to the nature of the job they had physical and mental strain. Those who were involved machineries had an additional pressure of getting injured too. But in general all women workers were having problems of being exposed to heat, cold and rain, the nature's demands.

5. Working Conditions

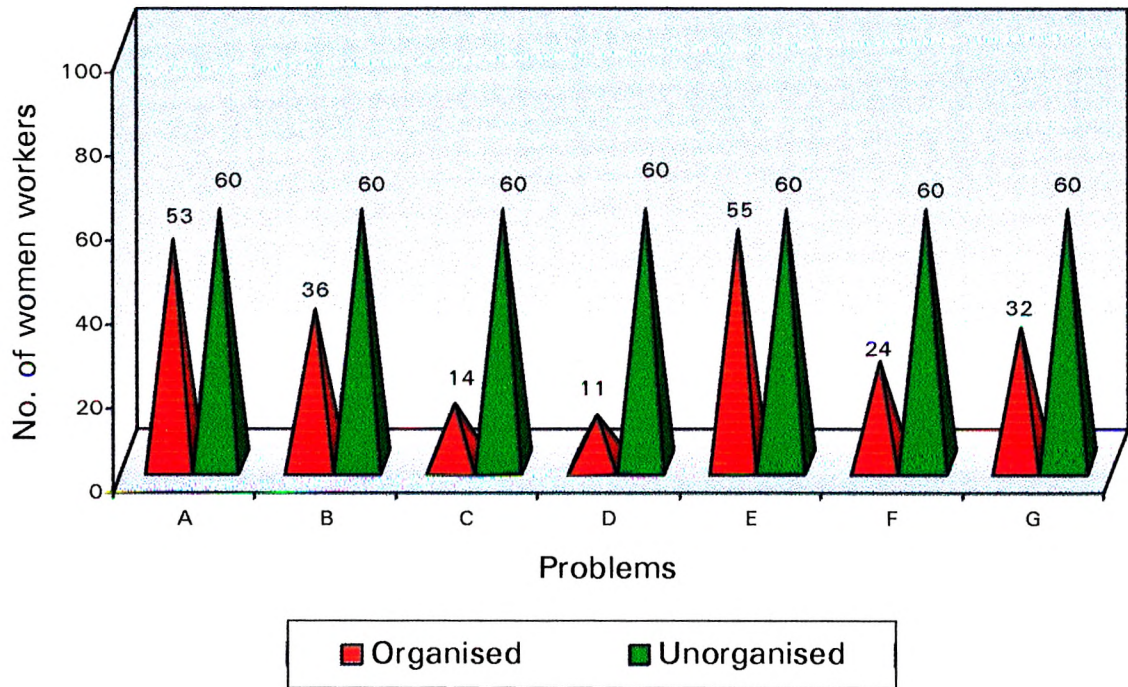
The status of work place is indicated in Table IX.

TABLE IX
WORKING CONDITIONS

| Sl.No. | Amenities | Organised | | Unorganised | |
|--------|-----------------|-----------|-------------|-------------|-------------|
| | | Number | Percentage* | Number | Percentage* |
| 1. | Sanitation | 60 | 100 | 20 | 33.3 |
| 2. | Rest hour | 45 | 75 | 24 | 40 |
| 3. | Drinking water | 60 | 100 | 30 | 50 |
| 4. | Maternity leave | 60 | 100 | NR | NR |
| 5. | Other leave | 60 | 100 | NR | NR |
| 6. | Holidays | 60 | 100 | 25 | 41.7 |
| 7. | Canteen | 57 | 95 | 10 | 16.7 |
| 8. | Bonus | – | – | 10 | 16.7 |

* Multiple Response

* NR - No Response



- A Physical tiredness
- B Mental tiredness
- C Heavy workload
- D Health hazards
- E Time management problem
- F Tension of work burden
- G Other family problems

PROBLEMS FACED

FIGURE XVII

The study confirms that except bonus, women workers in organised sectors were enjoying all the facilities including leave and working in a comfortable atmosphere. On the other hand the unorganised women workers were lacking many of these facilities which were duly required (shown in Figure XVIII). Even sanitation (33.3 percent) and health care (10 percent) which were essential were missing. But an encouraging feature is that 16.7 percent of the women workers in unorganised sector were getting a bonus of Rs.150/₹Rs.200/-, during festivals which the organised women workers were not getting.

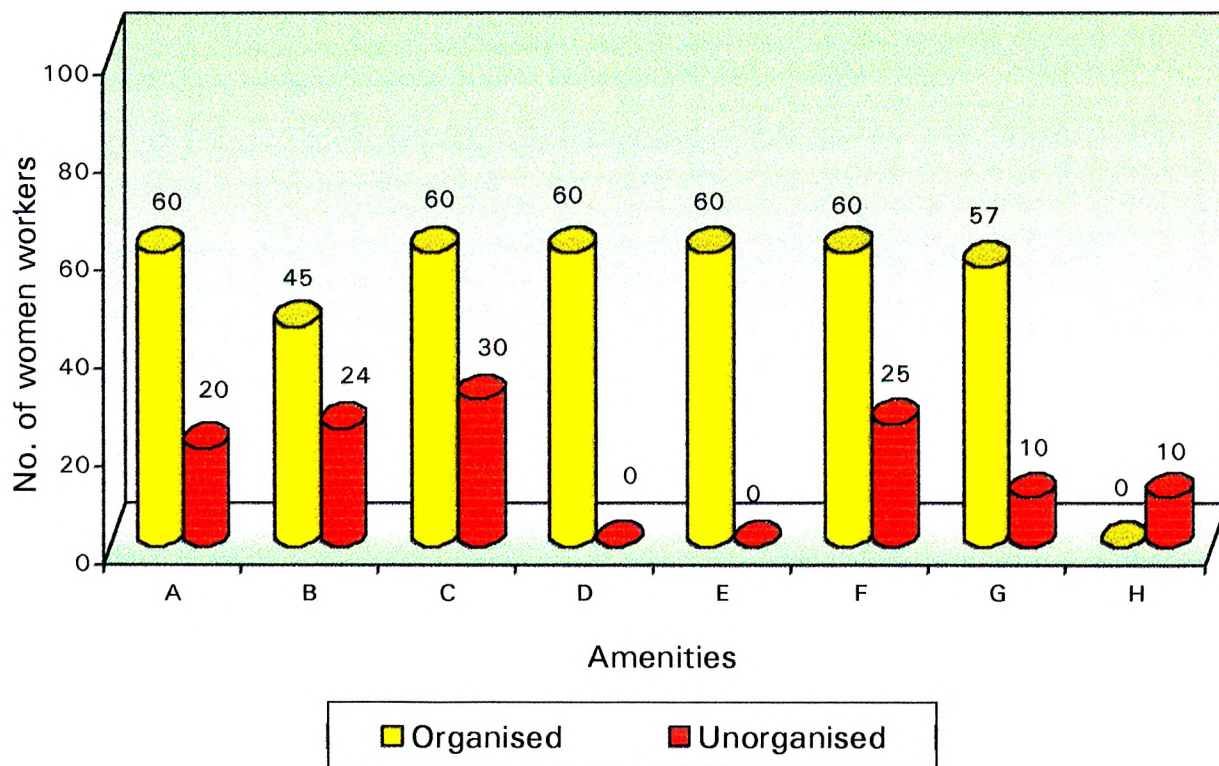
6. Legal Provisions

All the organised women workers were getting almost all the legal safeguards except bonus meant for them such as

- a. The Payment of Wage Act - 1936
- b. The Employees State Insurance Act - 1948
- c. The Minimum Wage Act - 1948
- d. The Plantation Labour Act - 1951
- e. The Maternity Benefit Act - 1961
- f. The Equal Remuneration Act - 1976
- g. The Employment and Condition of Service Act - 1979

The Unorganised workers, except, self employed and permanent employees as wage workers were not having any legal provisions such as

- a. The Minimum Wage Act - 1948
- b. The Plantation Labour Act - 1951
- c. The Maternity Benefit Act - 1961



- A Sanitation
- B Rest hour
- C Drinking water
- D Maternity leave
- E Other leave
- F Holidays
- G Canteen
- H Bonus

WORKING CONDITIONS

FIGURE XVIII

- d. The Payment of Bonus Act - 1965
- e. The Contract Labour (Regulation and Abolition) Act - 1970
- f. The Equal Remuneration Act - 1976
- g. The Employment and Condition of Service Act - 1979

except the same wage rate.

7. Work Experience

The study explains that the women workers in organised sectors started working between the age of 25 to 35 but among the unorganised women workers majority (40 percent) of them started working at an early age of 20 to 25. To our surprise and sadness it was seen that eight percent started working as early as 10 to 15 years of age which is legally offensive (Child labourers). Table X shows the details of number of years engaged in work.

TABLE X
WORK EXPERIENCE

| SI.No. | Particulars | Organised | | Unorganised | |
|--------|-------------|-----------|------------|-------------|------------|
| | | Number | Percentage | Number | Percentage |
| 1. | 5 - 10 | 4 | 6.7 | 20 | 33.3 |
| 2. | 10 - 15 | 9 | 15 | 13 | 21.7 |
| 3. | 15 - 20 | 21 | 35 | 9 | 15 |
| 4. | 20 - 25 | 23 | 38.3 | 8 | 13.4 |
| 5. | 25 - 30 | 3 | 5 | 3 | 5 |
| 6. | 30 - 35 | – | – | 5 | 8.3 |
| 7. | 35 - 40 | – | – | 2 | 3.3 |

The above table revealed that the unorganised workers were having ample work experience particularly those as iron goods and vegetable vendors (15 to 30 years) and workers of household economic units (30 to 40 years). The grocery shop and wage workers were having 5 to 10 years of

experience and labourers 15 to 20 years. The organised women workers mainly clerks and teachers of high schools and colleges were having maximum experience of 20 to 30 years, advocate and police personnel 15 to 20 years, lower primary teachers and doctors, for 10 to 15 years and nurses and part time lecturers for 5 to 10 years. But none of the workers of both the groups had changed their job.

8. Association

The women workers in organised sectors had a formal set up sponsored by their institutions/departments and were members of the associations such as

- 1) All Manipur College Teachers Association (AMCTA)
- 2) All Manipur Part Time Lectures Association (AMPTLA)
- 3) Excise Employee Association (EEA)
- 4) Revenue Employee Association (REA)
- 5) All Government Employee Association named as Joint Action Committee (J.A.C),

But the unorganised workers except the PURANA-NUPI BAZAR APUNBA SHAKTAM KANBA LUP / EMA KEITHEL APUNBA SHAKTAM KANBA LUP (1000 above), others did not have any association or union to redress their problems or to initiate newer dimensions of action.

9. Distance

The study explored that majority (85 percent) of the organised women workers were travelling a distance of four to five kms. to go to their work place. On the other hand the unorganised workers mostly (90 percent)

were working within the radius of 2 to 3 km. But organised women workers were travelling by two wheelers or by cars whereas the unorganised women workers were going by walk (10 percent) or by means of public transport system (90 percent) like jeep, bus, auto and at times they resorted to travel by truck in which they were loading goods and machinery.

10. Duration of Work

It was interesting to observe that majority (75 percent) of the women workers in organised sectors started working after marriage (at an age of 25 to 30 only) and majority 90 percent of the unorganised women workers also had started working only after marriage. This reflected that they had taken up jobs to help or maintain their family.

11. Job Satisfaction

Table XI shows the details of job satisfaction.

TABLE XI
JOB SATISFACTION

| Sl.No. | Particulars | Extent of Satisfaction | | | | | |
|--------|----------------------|------------------------|------|-----------|------|------------|------|
| | | Fully | | Partially | | Not at all | |
| | | O. | U.O. | O. | U.O. | O. | U.O. |
| 1 | Income / Pay | 44 | 9 | 10 | 23 | 6 | 28 |
| 2 | Working conditions | 57 | - | - | 32 | 3 | 28 |
| 3 | Nature of employment | 55 | 25 | - | - | 5 | 35 |

O - Organised U.O. - Unorganised

The study throws light that majority of the organised women workers were satisfied with their job but a majority (58.3 percent) of the unorganised women workers were not satisfied with their job.

12. Status and Role in Administration

The study revealed that among the organised sectors teachers/lecturers of college and U.D.C.s (Upper Division Clerks) had discharged effective role in their respective institutions attained admirable status. But other than the self employed in unorganised sectors none had respectable status and role and hence no chance to climb up the hierarchy/mobility of their work status.

We had applied PODSCORB (Planning, Organising, Directing, Staffing, Co-ordinating, Reporting, Budgeting) as the milestones to measure the extent of role and status of women workers.

P - Planning

Among the organised women workers teachers and clerks selected expressed that they used to take active role in planning of academic activity and in taking up development activities and unorganised women workers who were self employ in the form of open vendor and grocery shops were planning all their activities on their own.

O - Organising

Only the high school teachers and college lecturers were playing the organising role in their institutions, among the organised women workers

and workers in household economic units, open vendor and shop owners were also organising themselves about their activities and responsibilities with regard to inputs, goods and sales.

D - Directing

Except the doctors and police personnel all the other categories in organised sectors and women in households and business were directing their ventures independently.

S - Staffing

Staffing patterns was not in the control of both the groups.

CO - Co-ordinating

Everyone in their jobs whether organised or unorganised were co-ordinating their activities in their own way for the successful implementation of their assigned responsibilities.

R - Reporting

Among the organised women workers teachers and clerks were having an indispensable role in reporting. Monitoring and evaluation was an indispensable job in the teaching profession. The clerks had to report about expenditure and activities that had been conducted in their departments. But for unorganised women workers only wage workers used to report about their orders and sales to the owners.

B - Budgeting

Among the organised women workers only clerk used to take active role in budgeting by drafting their expenditure but all the self employed had to do budgeting to make their business profitable.

13. Improvement in the Social Status of Women Workers

The study found out that almost all the women workers from both the sectors had an improved and equal social status with their male folk. They had their active role in social ceremony, religious functions and community improvement programmes. As they were earning members in their families they had a voice in every decision. The unmarried workers even though they were not having a settled married life, their decisions were heard. In Manipur there is not much discrimination between girls and boys so, women too had an equal footing, role and voice in every sphere of life.

Thus, we could observe that almost all the empowerment traits such as confidence, leadership quality, self esteem, decision making, active role, economic independence, responsibility and social identity had been observed among the women workers if they are gainfully employed.

C. Efficacy of Support Structure

1. Facilities

The details of facilities available to the women workers are shown in Table XI.

TABLE XII
FACILITIES AVAILABLE AND SATISFACTION

| Sl.No. | Facilities | Aware | | Not Aware | | Satisfaction | | | | | |
|--------|-------------------------------|-------|------|-----------|------|--------------|------|-----------|------|------------|------|
| | | | | | | Fully | | Partially | | Not at all | |
| | | O. | U.O. | O. | U.O. | O. | U.O. | O. | U.O. | O. | U.O. |
| 1. | Credit/Financial Institutions | 60 | 45 | - | 15 | 40 | 20 | 20 | 15 | - | 10 |
| 2. | Medical Rebursement | 60 | 40 | - | 20 | 60 | - | - | - | - | 40 |
| 3. | Maternity Leave | 60 | 35 | - | 25 | 60 | 10 | - | - | - | 25 |
| 4. | Working Women Hostel | 30 | 10 | 30 | 50 | - | - | - | - | 30 | 10 |
| 5. | Creche Services/Centres | 50 | 15 | 10 | 45 | - | - | 10 | - | 40 | 15 |

O. - Organised U.O. - Unorganised

The facilities made available to the organised sectors were being utilised to the maximum possible ways whereas the unorganised women workers were not aware of them and hence the utilisation was also not appreciable. Since the facilities as working women hostel and creche services /centres had been of recently additions they are not utilised to the fuller extend possible. Efforts must be geared to sensitise them to seek the usage of the facilities.

2. Schemes

The details of the extent of awareness is shown in Table XIII.

TABLE XIII
EXTENT OF AWARENESS

| Sl. No. | Schemes | Aware | | Not Aware | | Satisfaction | | | | | | X ² Value | d.f. | Significant |
|---------|------------|-------|------|-----------|------|--------------|------|-----------|------|------------|------|----------------------|------|-------------|
| | | | | | | Fully | | Partially | | Not at all | | | | |
| | | O. | U.O. | O. | U.O. | O. | U.O. | O. | U.O. | O. | U.O. | | | |
| 1. | IRDP | 50 | 42 | 10 | 18 | - | - | 3 | 20 | 47 | 22 | 21.09 | 1 | 1% |
| 2. | DWCRA | 60 | 21 | - | 39 | - | - | 6 | 17 | 54 | 4 | 38.52 | 1 | 1% |
| 3. | TRYSEM | 60 | 25 | - | 35 | 15 | 10 | 10 | 15 | 35 | 0 | 27.20 | 2 | 1% |
| 4. | RMK | 60 | 13 | - | 47 | - | 8 | 10 | 5 | 50 | 0 | 50.23 | 2 | 1% |
| 5. | IAY | 60 | 60 | - | - | 20 | 15 | 5 | 10 | 35 | 35 | 2.38 | 2 | N.S. |
| 6. | JRY | 28 | 12 | 32 | 48 | - | 10 | 15 | 2 | 13 | 0 | 31.60 | 2 | 1% |
| 7. | CCE and VT | 60 | 35 | - | 25 | 10 | 20 | 10 | 15 | 40 | 0 | 40.56 | 2 | 1% |
| 8. | LLMS | 60 | 60 | - | - | 20 | 40 | 30 | 10 | 10 | 10 | 16.67 | 2 | 1% |
| 9. | SGSY | 40 | 30 | 20 | 30 | - | - | 3 | 8 | 37 | 22 | 4.57 | 1 | 5% |
| 10. | SSS | 10 | - | 50 | 60 | - | - | - | - | 10 | 60 | - | - | - |

X² Value - Chi square value

d.f. - Degree of Freedom

N.S. - Not Significant

1% - Significant at 1% level

5% - Significant at 5% level

O. - Organised U.O. - Un Organised

A number of schemes had been rendered by Government and Non Government Organisations. But the awareness and their extent of utilisation were not upto the maximum level of satisfaction for both the groups. Even then, the unorganised women workers were getting the maximum (100 percent) utilisation of L.L.Ms.

The study found out that most of the extent of satisfaction of different schemes between the organised and norganised were significant except, IAY. IRDP, DWCRA, TRYSEM, RMK, JRY, CCE and VT and LLMs (at one percent) and SGSY (at five percent) were having significant satisfaction level between the organised and unorganised sectors.

INTERVIEWING SAMPLES - ORGANISED SECTOR

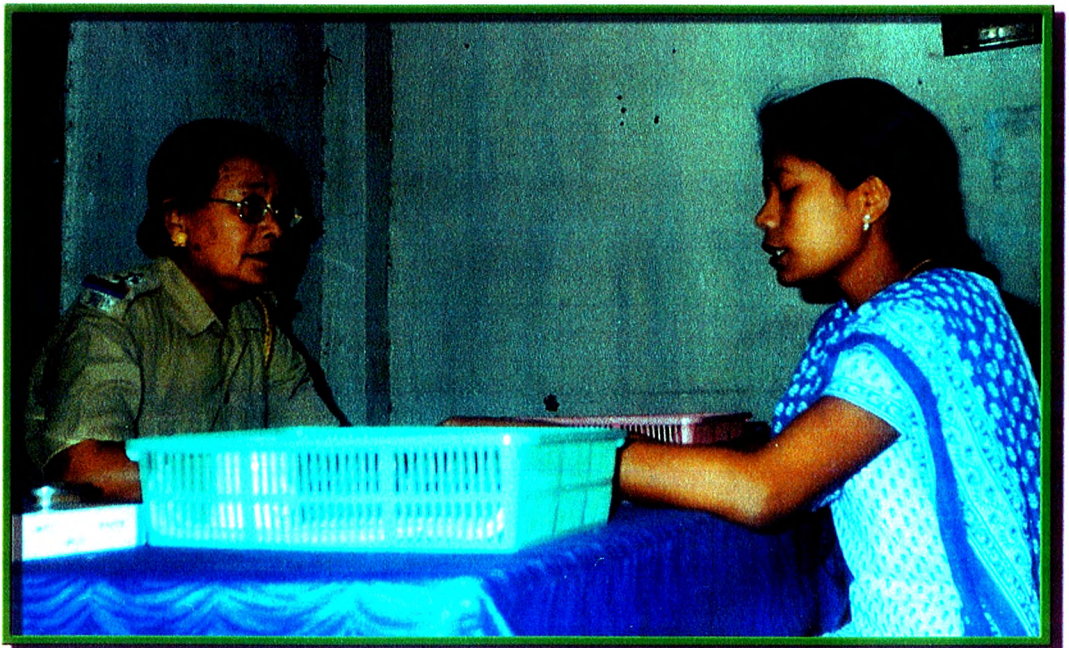


Plate - III

INTERVIEWING SAMPLES - UNORGANISED SECTOR



Plate - IV

*SUMMARY AND
CONCLUSION*

V SUMMARY AND CONCLUSION

The research on "A Comparative study of Women in Organised and Un-organised Sectors in Imphal District, Manipur", was conducted with 120 women workers, 60 each from organised and unorganised sectors. Care was taken to select 10 percent of the women workers above 20 years of age from each professions and jobs in Imphal District, Manipur such as advocates, clerks, medicals, police personnels and teachers from organised sectors and grocery shop owners, household economic units, labourers, or open vendors and wage workers from unorganised sectors.

The summary of the findings is presented below:

- A. Profile of Women Workers in Organised and Unorganised Sectors
- B. Factors Associated with the Employment Status
- C. Efficacy of Support Structure

A. Profile of Women Workers in Organised and Unorganised Sectors

1. Majority of the women workers both in organised and unorganised, 75 per cent and 50 per cent respectively were of general class.
2. An encouraging and interesting thing to be noted in that the 15 unmarried (25 per cent) unorganised women workers were engaged as wage workers to support their parents in the maintenance of family.
3. It was heartening to note that all the women workers of both the categories were also literate and 30 (50 per cent) of the unorganised women workers had studied upto bachelor degrees.
4. The study explored that 55 of the organised workers were between 30 to 50 years and 40 per cent of the unorganised women workers belonged

to 40 to 50 years of age. It reflects that majority of them had taken up job only after marriage to help and maintain their families.

5. The organised women workers (36.7 per cent) were having individual income at appreciable level (Rs. 20,000/- per month) whereas only 15 per cent unorganised women workers were getting upto the level of Rs. 15,000/- per month as the maximum of individual income (particularly grocery shop owners).
6. During the peak seasons of sale the iron goods vendors would earn by selling sickle with the onset of harvesting with a gain of Rs. 200/- to Rs. 500/- per day.
7. It is noteworthy that, majority (93.3 per cent) of the unorganised women workers were above the poverty line. Ten of the unorganised women workers had always were in deficit of Rs.900/- per month on an average which they had to get from outsiders / merchants.
8. The organised women workers were having an appreciable level of savings (Rs. 10,000/- to Rs. 15,000/- per month) whereas only nine of the (15per cent) unorganised women workers were saving only in the range of Rs. 5,000/- to Rs. 10,000 per month. The organised workers were having regular modes of saving - Current Saving Account in the banks, LIC and majority (90 per cent) of the unorganised workers were also saving money regularly, mainly in the form of chit funds. The women workers from both the sectors were saving money in chit funds which indicates the peculiar nature of Manipuri Women's habitual practice transcended from their forefathers similar to the saving of the self help groups of present days.

9. Only two of the women workers in organised sector had obtained loans for an amount of Rs. 1,00,000/- from bank for miscellaneous purpose and 10 women workers in unorganised sector had borrowed money from money lenders at high rate of interest.
10. It was comforting to note that women workers, both in organised and unorganised sectors, had their own house and land as assets. And the organised women workers were also possessing two wheelers (bike) and cars as comfortable modes of transport, 50 per cent even possessed computers.
11. Majority (55 per cent) of the organised women workers were having pucca house; only 6.7 per cent of the unorganised women workers were having pucca houses.
12. The women workers from both the sectors had almost same and adequate rest periods (5.30 p.m. to 7.30 p.m.) and visit relatives and friends during holidays.
13. Majority of the women workers of both the sectors (at a range of 81 to 98 per cent) of organised and (at a range of 68 to 75 per cent) of unorganised were participating activities in the family in areas, decision making, budgeting, children's education and marriage and only 13 to 18 per cent of organised and 20 to 26 per cent of unorganised women workers stated that male members dominated the scene and performed different roles in the family.
14. The in-laws were helping and co-operating the women workers from both the sectors by helping in household chores, looking after their children and giving moral support.

B. Factors Associated with the Employment Status

1. Even though most of the workers were in traditional jobs, considered feminine, a changing trend is observed in their professions as advocates, doctors and police personnel and only 25 per cent of the unorganised women workers were permanently employed and majority (53 per cent) were self employed.
2. The study highlights that 30 per cent of the unorganised women workers were not secure in their job, particularly the vendors. They reported that their work place is at risk of being converted into plots by Government of Manipur, i.e., Imphal Municipality. They were protesting against the decision of government by guarding the places even during night on turn by dividing themselves, into groups, protesting through slogan, and posters and organising meetings and rallies and mass squatting. They also expressed that during the period of Sri Rajiv Gandhi, the then Prime Minister of India, the problem was already expressed.
3. The organised women workers were enjoying the benefits entitled for them, Police personnel were getting 13 months pay and rasan money of Rs. 500/- per month because of their 24 hours of service. But different conditions had governed the pay of the unorganised sectors without any allowances.
4. The organised workers were getting their pay regularly per month whereas the unorganised, were getting pay either on the day of the work or after completion of the work.

5. It is interesting and heart warming that the wage rate was same for both men and women for the same type of work.
6. It is pains giving to see the women from both the sectors faced different types of problems like physical and mental tiredness, work load, health hazard, time management problem, tension and other dual role problems. The severity is with the unorganised sectors. Those who were involved in machineries had an additional pressure of getting injured too.
7. Except bonus, organised workers were enjoying all the facilities but the unorganised workers were lacking even the essential amenities. But an encouraging feature is that 16.7 per cent of the women workers in unorganised were getting a bonus of Rs. 150/- to Rs. 200/- per annum.
8. All the organised women workers were getting almost all the legal safe guards whereas except the same wage rate the unorganised workers were not getting any legal safe guards. To our surprise and sadness it was seen that eight per cent started working as early as 10 to 15 years of age which is legally offensive (child labour).
9. The study revealed that the unorganised women workers had ample work experience (15 to 30 years) and the organised women workers were having maximum experience of 20 to 30 years. But none of the workers of both the groups had changed their job.
10. The women workers in organised sectors were members of formal association sponsored by their institutions and department such as AMCTA, AMPTLA, EEA, REA and JAC. But the unorganised women workers did not have any association or union to redress their problems and initiate newer dimensions of action for their development.

11. The organised women workers were travelling a distance of four to five kilometers to go to their work place by means of cars or two wheelers and the unorganised workers mostly (90 per cent) were working within the radius of 2 to 3 km and travel by public transport system (90 per cent) and at times by truck in which they were loading goods and machinery.
12. Majority of the workers (90 per cent) from both the sectors started working only after marriage. This reflected that they had taken up jobs to help or maintain their family.
13. Majority of the organised women workers were satisfied with their jobs in terms of pay, working conditions and nature of employment but only 47 to 58 per cent of unorganised women workers had contentment with their job.
14. The study found out that teachers and U.D.C.s had major role in PODSCORs of their institutions among the organised women workers whereas only the self employed women workers in unorganised sector had role and status in their work and work place and also no chance to climb up the hierarchy.
15. All the women workers from both the sectors had an equal footing, role and voice in every sphere of life. And thus the empowerment traits such as confidence, leadership quality, self esteem, decision making, active role, economically independent, responsibility and social identify among the women of both the sectors would be observed.

C. Efficacy of Support Structure

1. The organised women workers had more awareness and satisfactions of the support services other than the working women hostel and creche centres. On the other hand except credit facility (15 per cent) the unorganised women workers were lacking all the facilities such as medical reimbursement, maternity leave, working women hostel and creche services.
2. The awareness and extent of utilisation of the services was not up to the maximum level of satisfaction for both the groups.

Recommendations

1. The popular and nationwide SHG concept must be introduced and popularised among the unorganised women workers and sustainable development be ensured.
2. Though the amount is low, the prevalence of saving habits among the unorganised women workers is encouraging. But they must be enlightened on the proper modes of saving instead of chit funds which is detrimental to progress.
3. The infrastructural facilities like working women hostel, creche centre etc. sponsored by Government or NGOs rather than private agencies must be made available to the working women.
4. The unorganised women workers must be enlightened on the health schemes like Bharatiya Mahila Swasthya Bhima Yojana to ensure safe delivery and motherhood. Samaj Suruksha Yojana which is meant for unorganised women workers must be utilised to give assurance of their life. The women workers in unorganised sectors must initiate an

assurance scheme like the G.P.F. of organised sectors to make their life assured to safe guard sickness and problems in old age.

5. The organisations employing the unorganised women workers must be advised by the legal authorities to offer facilities and amenities.
6. Women workers must be enlightened on the labour laws and legal provisions by the NGOs and employers.
7. The women workers in unorganised sectors must also form union or association to redress their problems which will give organisational power and decorum.

The investigator had developed a “Model on Towards Better Living of the Unorganised Women Workers” as presented on Figure XIX.

TOWARDS BETTER LIVING

Unorganised Women Workers

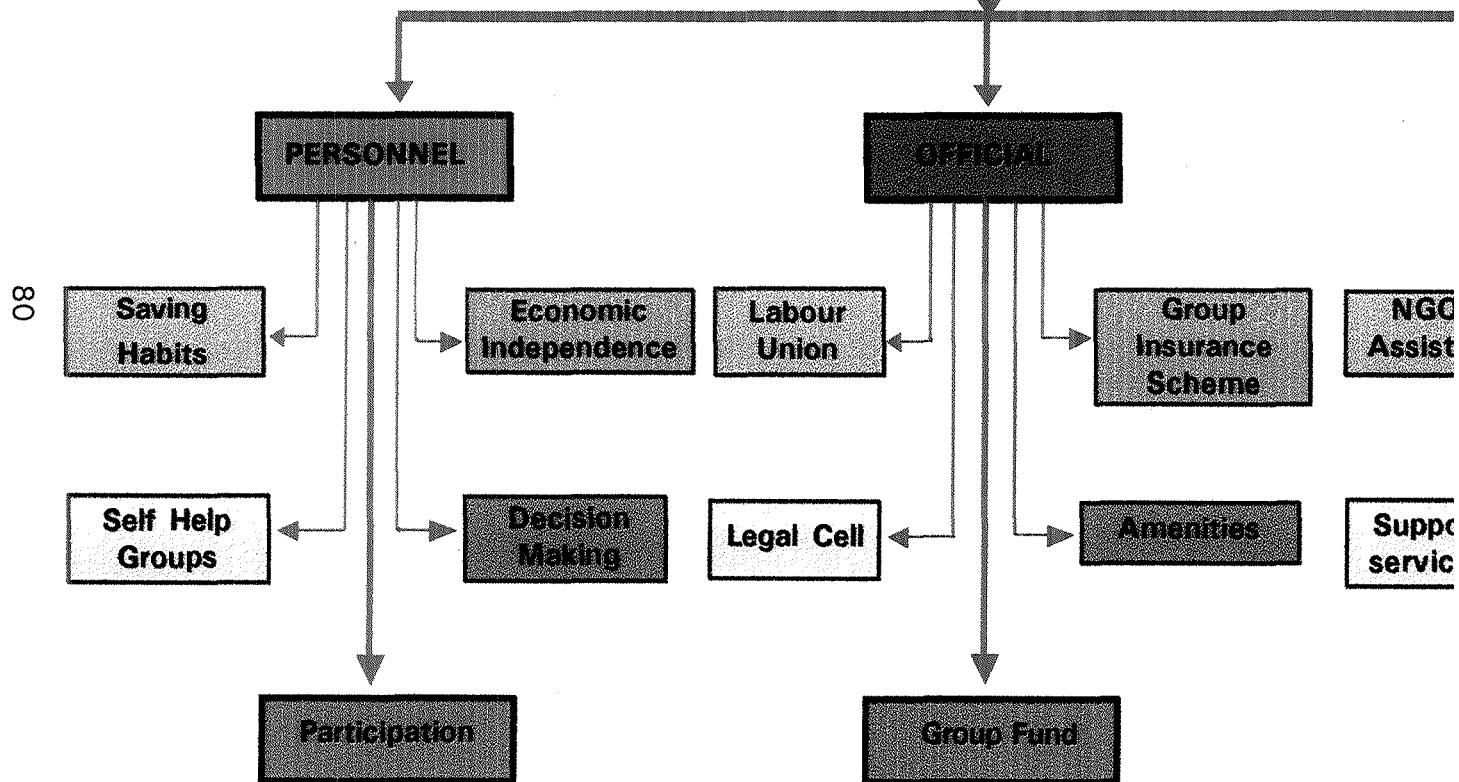


FIGURE XIX

Conclusion

The 21st century has facilitated splendid opportunities for the women workers. Gender Studies and Women and Development Programmes are stepping stones for Women Empowerment. But, women have to enhance their capacities, improve their health status and change their mind set to enjoy the services floated by Governmental and Non-Governmental Organisations.

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APPENDICES

APPENDIX I

**AVINASHILINGAM INSTITUTE FOR HOME SCIENCE AND HIGHER
EDUCATION FOR WOMEN DEEMED UNIVERSITY,
COIMBATORE - 641 043.**

An interview schedule to elicit information on "A Comparative study of Women in Organised and Un-organised Sectors in Imphal District, Manipur".

Dated.....

Name of the Respondent -

I. GENERAL BACKGROUND

1. Name :

2. Age :

3. Religion :

4. Caste:

a) SC b) ST c) OBC d) General

5. Marital status

a) Married b) Unmarried c) Widow

d) Divorced e) Separated

6. Type of the family

a) Nuclear b) Joint c) Extended

7. Place of Residence

a) Urban b) Rural

c) City d) Urban slum

8. Family Background

| Sl.No. | Name | Relation to the respondent | Age | Male/ Female | Educational status | Occupation | Income/ Month in Rs. |
|--------|------|----------------------------|-----|-----------------|-----------------------|------------|----------------------------|
| | | | | | | | |

II. EMPLOYMENT

Questions number 1,5,6,8,9 and 10 of part II are different for Organised and Un-organised sectors. These questions are given in boxes for the un-organised sector.

1. Type of employment

- a) Regular / Permanent b) Temporary c) Part time
d) Contract c) Self employed d) Casual

1. Type of employment

- a) Seasonal b) Contract c) Self-employed
d) Permanent e) Casual f) Hired

2. Occupational status or designation (with present grade)

3. Nature of the job or action to be perform.

4. Office hour or working hour -

5. Conditions governing payment or pay scale.

- a) Hours g) Mental ground
b) Level of efficiency h) Risk
c) Involvement experience i) Skill
d) Emotional strain j) Grade and Seniority
e) Physical fatigue k) Designation
f) Responsibility l) Educational qualification

5. Conditions governing wage rate or payment.

- a) Work load h) Responsibility
b) Amount of work i) Physical fatigue
c) Hour j) Mental ground
d) Trips k) Skill
e) Level of efficiency l) Gender
f) Involvement experience m) Season
g) Emotional status n) Designation

6. a) Mode of payment
 b) Any other allowances and facilities additional to pay.

| | | | | | | |
|---|------------------------|------------------------|----------------------|---------------|---------------------------------|--|
| 6. a) Time of wage payment | | | | | | |
| <table> <tr> <td>i) Before work</td> <td>ii) On the day of work</td> </tr> <tr> <td>iii) After some days</td> <td>iv) Uncertain</td> </tr> <tr> <td colspan="2">v) After completion of the work</td> </tr> </table> | i) Before work | ii) On the day of work | iii) After some days | iv) Uncertain | v) After completion of the work | |
| i) Before work | ii) On the day of work | | | | | |
| iii) After some days | iv) Uncertain | | | | | |
| v) After completion of the work | | | | | | |
| b) Any other allowances and facilities additional to pay - | | | | | | |
| c) Are the wages same for man and women? Yes / No | | | | | | |
| If No, | | | | | | |
| How much - | | | | | | |
| Reason - | | | | | | |

7. Problem faced

- | | |
|----------------------------|-----------------------------|
| a) Physical tiredness | f) Tension of work burden |
| b) Mental tiredness | g) Harassment at work place |
| c) Over work load | h) Family |
| e) Health hazard | i) Others |
| d) Time management problem | |

8. Uncertainty and risk or accident cross over in work and work place.

| | | | | |
|---|------------------------------|-------------------|--------------------------|------------------------------|
| 8. Uncertainty and risk or accident cross over in work and work place. | | | | |
| a) Long hour of bending leading to | | | | |
| <table> <tr> <td>i) Backbone problem</td> <td>ii) Joint problem</td> </tr> <tr> <td>iii) Muscles pain</td> <td>iv) Other diseases / problem</td> </tr> </table> | i) Backbone problem | ii) Joint problem | iii) Muscles pain | iv) Other diseases / problem |
| i) Backbone problem | ii) Joint problem | | | |
| iii) Muscles pain | iv) Other diseases / problem | | | |
| b) Exposing to | | | | |
| <table> <tr> <td>i) Heat</td> <td>ii) Cool</td> <td>iii) Rain</td> </tr> </table> | i) Heat | ii) Cool | iii) Rain | |
| i) Heat | ii) Cool | iii) Rain | | |
| c) Insect bites | | | | |
| d) Injury from tools or accidents | | | | |
| e) Sexual harassment | | | | |
| f) Health hazard from | | | | |
| <table> <tr> <td>i) Chemicals</td> <td>ii) Raw materials</td> </tr> <tr> <td>iii) Processing products</td> <td></td> </tr> </table> | i) Chemicals | ii) Raw materials | iii) Processing products | |
| i) Chemicals | ii) Raw materials | | | |
| iii) Processing products | | | | |

9. Working conditions or facilities at working place.

- | | |
|---------------------------------|--------------------|
| a) Sanitation | g) Maternity leave |
| b) Rest hour and place | h) Other leaves |
| c) Drinking water | i) Holidays |
| d) Child care / Creche facility | j) Bonus |
| e) Health care | k) Others |
| f) Canteen | |

9. Working conditions or facilities at working place

- | | |
|-------------------------------|---------------------|
| a) Long hour | f) Maternity leave |
| b) Sanitation | g) Holidays |
| c) Time for rest | h) Bonus |
| d) Drinking water | i) Health care |
| e) Child care / creche centre | j) Other facilities |

10. a) Members of any Association. Yes / No.

If yes,

- | | |
|----------------------------------|---|
| i) Name of the association | - |
| ii) Strength of the association | - |
| iii) Features of the association | - |

10. a) Have unity/union among female workers. Yes / No

If Yes,

- | | |
|----------------------------|---|
| i) Name | - |
| ii) Strength of the member | - |
| iii) Features of the union | - |

11. Did you work prior to marriage ? (For who are married)

Yes / No

12. Age at which first started working -

13. Is this the only job you have joined ? Yes / No

If No,

- i) What was the previous one ? (For these who changed job i), ii) and iii).
- ii) Specify whether salary in more or less at present.
- iii) Reasons for changing the job
 - Moved to organised
 - Travelling problem
 - Dismissed from work
 - Any other specify
 - Long distance
 - Shift in residence
 - Insecurity in work place

14. How many years have you been engaging in work?

15. Means of going to work place?

16. Time and distance of work place.

III. FAMILY AND LIVING CONDITIONS

1. Major heads of family expenditure

| Sl.No. | Heads | Amount in Rs. Per month |
|--------|---|----------------------------|
| a) | Food | |
| b) | Clothing | |
| c) | Transport | |
| d) | Education of children | |
| e) | Cooking fuel | |
| f) | Debt repayment | |
| g) | Family obligation like contribution to | |
| | i) Marriage | |
| | ii) Birth | |
| | iii) Death | |
| | iv) Other rituals | |
| h) | Investment in | |
| | i) Land | |
| | ii) Gold | |
| i) | Recreation | |
| j) | Miscellaneous | |

2. Nature of possessing the house
 - a) Owned
 - b) Rented
3. Type of house
 - a) Kutcha
 - b) Semi Pucca
 - c) Pucca
4. Source of water
 - a) Well (Public/Private)
 - b) River
 - c) Pond
 - d) Tap / Pipe water
 - e) Hand pump
5. Availability of sanitation. Yes / No
6. Prefer / Importance to
 - a) Male child
 - b) Female child
 - c) Both
7. Prefer
 - a) More children
 - b) Family planning
8. Rest
 - a) Time of rest
 - b) Way of resting
 - i) Chat with friends
 - ii) Knitting
 - iii) Cinema / T.V.
 - iv) Temple
 - v) Any other
9. Co-operation from in-laws
 - a) Mother
 - b) Father
 - c) Brother
 - d) Sister
10. Attitude from in-laws (towards employment).
 - a) Good
 - b) Bad
 - c) Liberal
 - d) No response
11. Are you satisfied with your job. Yes / No
12. Who helps you with your household work?
 - a) Children
 - b) Mother-in-law
 - c) Husband
 - d) Other relatives
13. What is your future ambition about your children ?

14. Different roles in the family

| Sl.No. | Role | Degree of Concern | | | | |
|--------|--------------------|-------------------|----------|-------|--------|--------|
| | | Everytime | Sometime | Often | Rarely | Seldom |
| a) | Decision making | | | | | |
| b) | Budget making | | | | | |
| c) | Children Education | | | | | |
| d) | Children marriage | | | | | |

IV DEBTORS

1. Have you borrowed money from others ? Yes / No

If yes,

- a) Amount
- b) Rate of interest
- c) Source of debt
 - i) Merchants
 - ii) Banks
 - iii) Relatives
 - iv) Friends
 - v) Others
- d) Reasons for debt
 - i) Social or family ceremony
 - ii) Religious ceremony
 - iii) Subsistence
 - iv) Higher education for children
 - v) Marriage of children
 - vi) Other miscellaneous

V. AWARENESS AND ACCESSIBILITY (Tick the Points)

1. Status and role in official administrative decision making


i)  Aware Not Aware

ii)  Fully Satisfied Partially Satisfied Not at all

2. Facilities

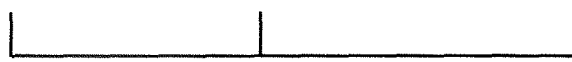
a) Credit / Financial Institutions

i)  Aware Not Aware

ii)  Fully Satisfied Partially Satisfied Not at all


b) Medical Rebursement

i)  Aware Not Aware

ii)  Fully Satisfied Partially Satisfied Not at all

c) Maternity leaves

i)  Aware Not Aware

ii)  Fully Satisfied Partially Satisfied Not at all

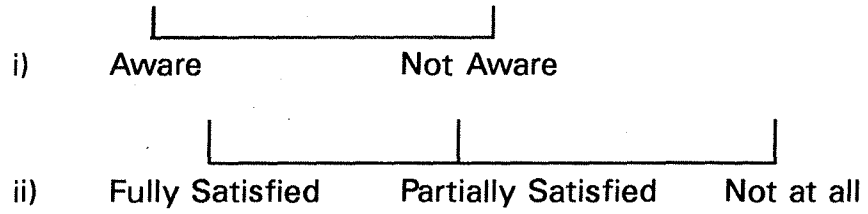
d) Government and Non-Government Programmes for women upliftment

i)  Aware Not Aware

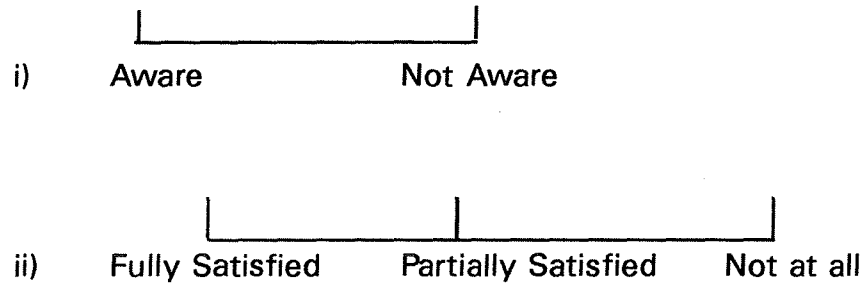
ii)  Fully Satisfied Partially Satisfied Not at all

e) Support services

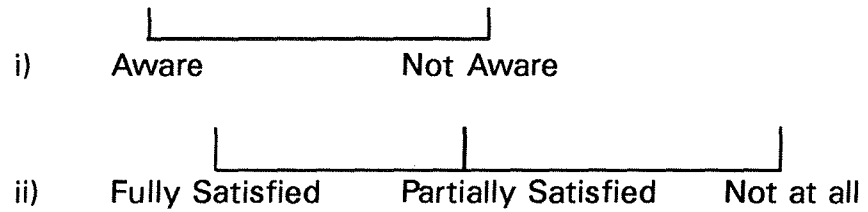
> Working Women Hostel



> Creche services / Centres



f) Legal safe guards



APPENDIX II

Schemes Rendered by Government and Non-Government Organisations for Upliftment of Women

1. IRDP - Integrated Rural Development Programme
2. DWCRA - Development of Women and Children in Rural Areas
3. TRYSEM - Training of Rural Youth for Self Employment
4. RMK - Rashtriya Mahila Kosh
5. IAY - Indira Awaas Yojana
6. JRY - Jawahar Rozgar Yojana
7. CCE and VT - Condensed Courses of Education and Vocational Training
8. LLMs - Legal Literacy Manuals
9. SGSY - Swarnajayanti Gram Swarozgan Yojana
10. SSS - Social Security Schemes