

## **Participation of Women in the Unorganized Sector; Causes and Their Contribution to Household Income for their Children Education: A Case of Women Servants in Aligarh**

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**Abstract:** The unorganized sector becomes the central part of the Indian economy, where household-based manufacturing and non-manufacturing activities are being done. National Sample Survey Organization (NSSO) in 2009-10 shows that the total employment in India was 46.5 crore, which consisted of 2.8 crores in the organized/formal sector while the remaining 43.7 crores in the unorganized sector. The unorganized sector employment sequences have comprised of agriculture 24.6 crores, construction 4.4 crore, manufacturing, and service sectors. Many studies indicated that women workers in unorganized are busy with rag works, pickers, domestic services, coolies, vendors, beauticians, construction working and garment works. Almost all studies and research have been agreed that women workers in unorganized sectors face with almost same challenges and problems due to lack of education and skills, but it should be mentioned that even unfair working condition, low wages, discrimination, hard work and unlighted life, their earned income contribute to total household income.

This study tries to explore the causes of participation of women in the unorganized sector, especially in domestic servants, and its effects on household income and their children's education, which makes the challenge to contemporary India. So, this study based on a survey approach to gathering information through a structured questionnaire directly from the households, servants, who already involved in the field-work in New Sir Syed Nagar, Aligarh. The result of the survey will be analyzed using descriptive statistical tools.

**Keywords:** Women Workers, Unorganized Sector, Domestic workers, Income Contribution, Children Education

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### **1. Introduction:**

The term “unorganized sector” is initiatively used by Hart in 1971 and describe unorganized sector as; a sector where the labor force falls outside the organized labor market. Nowadays, The term “unorganized/informal” is mainly observes in Indian economy which refer to a working sector where huge numbers of male and female workforce engaged in different form of employment like home-based work, self-employment, employment in household enterprises, small unite, agriculture workers, construction site labors, domestic workers/servants and any others form of works which have not been recorded in formal sector[1]. According to National Sample Survey Organization (NSSO), 2009-10, the total employment of the country was 46.5 crore with 2.8 crore in formal sector and rest of them 43.7 crore in unorganized sector. In unorganized sector, 24.6 crore and about 4.4 core workers employed in agriculture and construction sectors, respectively. Since remaining workers employed in manufacturing and services sites.

Several study shows that women working condition in unorganized sector is full of discrimination and unfair. For example, Rajanna (2015) has recommended certain policies for Socio-economic betterment of the women workers in construction site after she conducted a study in Chikmagalur district of Karnataka on the Socio-economic condition of women [2]. The worse statues of women workers not only in working site but within family is because of their economic dependency upon men, there for men push them to the ground for working and resulted into their secondary status both within and outside the family [3]. However, women have proven their contribution and mettle in both sides, at home and working place, but their contribution credits not go to as they deserve. In India, women proportion of total population is almost half and play a vital role in economy, in rural and urban, but their economic status is low as it appears in census data, especially those women workers who are engaged in unorganized sector of urban economy [4]

According to the standard theory of labor, labor is a positive function of real wages,  $LS = F(\text{wage})$ , but this norm does not applicable in the case of labor supply in the unorganized sector in urban area and in rural economies because women's participation in the labor market not only depends on the wage rates but others societal and institutional factors convince them to enter the labor market. These facilitating conditions could be number of factors like type of family, numbers of alive children, family size, health condition of family members, and nature of job and skill of workers, etc. when these factors are influenced then the level of wage rate is almost not consider for the decision to participate in labor market[5].

### **1.1. Statement of the Problem:**

It have been found that among all categories of labors in unorganized sector, domestic servants' income is the lowest and full of problem [6]. These women workers should present themselves in bosom of their lords and they should engaged in multitasks as a servant for a household like floor cleaning, washing of cloths, cleaning of kitchens, cooking as well as some outdoor tasks such as purchase of vegetables/carrying and tranquilize kids etc. these workers are mostly live in slums, struggle every day for their survival with long hours working, insecurity of job and with low status at home and outside [7].

In many case, the women workers face difficulties due to their workplace in people's private homes, outside the arena of labor inspectors and they experience double burden as greater demand for their skills as care-givers and service workers outside home but they also work inside home doing the same work which is unpaid. Nevertheless, above points can be stated as problems so we intended to find the reasons of the problem through this study. At first, cause of female workers who participate in unorganized sector could not just because of one factors but several societal and institutional factors could also compel women to enter the market. Second, how much these female workers, especially domestic servant, contribute their household's income. And finally, how much their income contribution help household's children to join school as a contemporary India issue in the term of education provision.

### **1.2. Objectives of the Study:**

- To identify factors which compel female workers to join unorganized sector as servant/domestic workers,
- To find out, how much their income contribute to the their household income,
- And, how much this income contribute to their children education.

## **2. Review of Literatures:**

The proportion of women workers in unorganized sector have been found higher than men workers because of in formalization of female's work [8]. The participation of women workers in unorganized sector have been studying under the conceptual framework rather than original theory of labor market. Because in standard theory of labor supply is a positive function of real wage,  $L = f(\text{real wage})$ . So, the standard labor supply theory does not work in unorganized sector because the real wage limitation function. Participation of women workers are influencing by specific social and institutional factors. These factors could be number of alive children, type of family, their age, size of the family health of family members, nature and type of job, etc. If these factor are favorable then the level of wage then salary and wage do not probably to affect the decision to enter the market [9]. However, Census of 1991 shows that number of female workers in India is 91 million out total workforce of about 315 million which mostly engaged in unorganized sector [10].

The servant women workers, domestic services, in 1999-2000 was 3.2 % of the workforce and that were almost 39, 25, 000 workers. Some theories like human capital theory suggests that women workers with having low level of education and technology are found in unorganized sector. Institutional theory expresses that women as the minority among the workers and there for they found in unorganized sector [11].

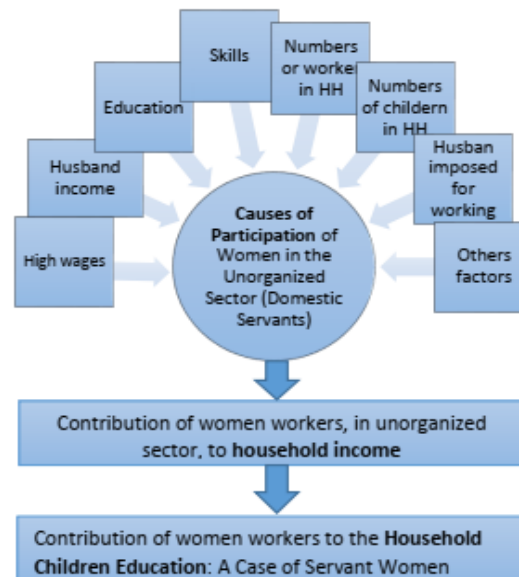
Boserup(1970) and Bhasin(2003), Feminist theorists, have found that patriarchal norms and gender stereotyping as the fundamental reasons of discrimination against women in the labor market. Moreover, patriarchal behavior avoid women workers to work outside in market even when the wage rate high. The basics and common education achievement for women is justified because of their future domestic bearer as becoming mother and marry, in the result these women face a kind of discrimination in work market and finally turn to the unorganized sector to find out their appropriate jobs [12]. Not only uneducated women but high educated women also suffer and affected by such patriarchal belief and thus lack of socially desirable work for women restricted mobility and high status work for educated women but poor women who are not in this position have to count from other prospective [13]. So we could say that instead of labor supply market theory, the segmented labor market theory is applicable for women and they just focused in the low paying unorganized sector. Labor in unorganized sector are categorized from different prospective in several studies. The Ministry of Labor, Government of India, has classified the unorganized labor force in the term of occupation, nature of employment, distressed group, and service categories [14].

Dr. B. R. Ambedkar clustered unorganized sector into three sub-section; Irregular sector, small scale economic activities, and contract based work. There is no any unique study to identify that how much women and men are working in a specific category as unorganized sector. For sentence, there are very low accurate statistics available on the number of women labor in home based production because to the lack of recognition of home base producers as workers in most national data gathering system [15]. According to the 2001 census of India, the women workers in unorganized sector is about 96% which categorized namely; rag pickers, domestic workers, coolies, vendors, beauticians, construction laborers, garment workers. It should to be mentioned that huge number of women from rural areas migrate to cities and work in inhuman work condition [16].

Women Domestic workers/servants, as the main investigation part of this study, were three time high in the term of number compare to men domestic worker/servant in unorganized sector. For example, in 1977-78, the number of women servants were 1.68 million, while the number of male servants was just 0.62 million. A study on servant women in Delhi by Neetha, 2004, shows that even then women servants have more contribute to the term of income to their family but they still far from decent work, they bear long working hours with low wage and social insecurity, thus domestic workers are more vulnerable that other kinds of worker because they are not officially classified workers at all and are therefore not covered by laws that apply to workers [17].

### 3. Conceptual framework

The conceptual framework for the study plotted in the following diagram. Based on this framework, at first, we examine the casual factors of female servants/domestic workers, as starting point, we identify that which factor is more influencing to push women to unorganized sectors as servants. As illustrates in diagram, several factors can be identified as pushing factors but in it could be different from society to society, there for we need to draw the most impacted factors for the targeted place. Secondly, we are going to find their contribution to the household in the term of income and then find out that how much this income contribute to a household children education.



### 4. Research Methodology

To identify factors affecting the impel of female workers to unorganized sector, servants, this study is design as survey approach to gather information by a structured questionnaire on guidance and inspiration in the several studies for women workers in unorganized sector. According to Isaac and Michael 1990, survey studies are descriptive studies which could be used for systematic description of facts and characteristics of a target and interest area. As a nature of survey study, survey studies take the characteristics that are original and inherent in the descriptive researches. The result of the survey will be analyzed by using of the Statistical Package for the Social Science (SPSS). Descriptive statistics would be used as frequency counts, cross tabulation, percentages and so on.

### 5. Resource of the data:

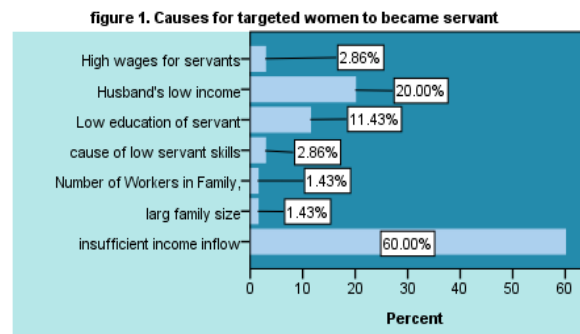
In this study, the primary and secondary data are used. Primary data is directly collected from target group, those women who work in unorganized sector especially, female servants. Due to limited financial and time sources, we could not conduct a wide survey to differentiate unorganized sector's female workers from organized. Thus, by a structured questionnaire data is collected directly from the female servants, who involved in the field-work. Since the study concentrated on all servant/domestic workers, but the limited budget and time we just focus on New Sir Syed Nagar, Aligarh, India.

### Research Findings:

We examine the casual factors of female servants/domestic workers. First, we identify that which factor is more influencing to push women to unorganized sectors, servants. Secondly, we are going to find their contribution to the household in the term of income and find out that, how much the contributed income help to household's children to join school as a contemporary India issue in the term of education provision.

**A. Causes to become servants/domestic workers:**

The first question that we have put forwarded to find out the answer based on our data which have been collected from 70 families in the area was that which cause is most dominant that female push to become a servant, a part of unorganized sector. The first question we have asked that what are the main cause of woman to become on servant? To find out the main reasons, respondents have asked 7 reasons as shows in figure 1. The selected group responds shows that 60 percent have insufficient income inflow cause for targeted women to become servant, unorganized sector. The second large cause for targeted women is their husband’s low income with 20 percent responds which is the same meaning in the term of income inflow to households. If we deeply consider the causes variables listed as; causes high wages for servant 2.86 percent, cause of husband’s income with 20 percent, cause of servants’ education with 11.43 percent, cause of low servants’ skills with 2.86 percent, numbers of worker in servants’ house with 1.43 percent, large family size with 1.43 percent and others, can be categorized into two factors as; external factors and internal factor for a servant woman. For example, low level of education and low level of skill are make a servant’s quality for job market and can be considered the main causes of a servant to become a part of unorganized sector while remain listed factors, as external factors, which are more dominants here in the term of percentage, 85.72 percent (2.86, 20, 1.43, 1.43, and 60) would not effects, much, while the servants have high level of education and skills.



To identify the education level of targeted group we asked them about their education level as master, bachelor, collage, secondary school, primary school and illiterate we found that 97.14 percent are illiterate and 2.86 percent have primary education. This standard, as we hinted in literature review Piore and Doeringer 1971, more impacted pushing cause of female to unorganized sector. And working in unorganized sector, as servant, put its impact on social and living standard as following.

**B. Living Standards of Servants:**

To assess the living standard of servants, they have asked to express their living situation, income and expenditure status by questioning; dwelling related indicators, their working environment, migrated reason from home place, type of house that they are living, type of electricity that they use, source of drinking water, type of toilet facility that is available, daily wage, and expenditures. As shows in table 1 living indicators of target group, we found that the food expenditure, average INR 8135.71 per month, is the large part of their total expenditures for 5.24 person average HOH. In average each member of household spend INR 1552.6 per month which is INR 51.75 per day for food expenditure. As the idea behind this exercise is to find out whether the per capita spend on food INR 51.75, allocated income, is appropriate for the calories which every HOH member has to have for

**Table 1.** Living indicators of target group

Expenditure	Mini	Max.	Mean	Std. Dev.
Food Expenditure	5000	12000	8135.71	2003.478
Health Expenditure	0	1000	301	263.61
Clothing and Footwear	200	200	200	0
Tobacco and Masala	0	600	262.14	167.556
Member of HOH	2	9	5.24	1.388
Total Average Expenditure			8904.09	

24 hours, so it is found out that INR 51.75 is above the current poverty line as

reported by “Down To Earth” online newspaper as “An expert committee set up by Ministry of Labor and Employment (MoLE) has recommended a national minimum wage of Rs 375, up from Rs 176 (as of June 1, 2017) . . .” and the same online site reported as “An expert committee set up by Ministry of Labor and Employment (MoLE) has recommended a national minimum wage of Rs 375, up from Rs 176 (as of June 1, 2017). . .” [18]. Having less health expenditure can be interpreted that the target group household are very healthy or pay a fixed price of health insurance but in reality, based on field data, there are two interpretations; a. these people do not care their health unless they get a serious disease, b. these households use public hospital for basic treatments.

**C. Contribution of Women Servants' income to HH Income**

To assess the contribution of female servant's income to the total HOH's income, the collected data of income composition of servants' family and total income. The idea behind this process to determine the contribution on servant's income to the household income as total, as the any income inflow has positive relationship with total income of household, so we could use the simple regression model, SRM [19], to assess the contribution of female servant's income to the total HOH's income as following:

$$Y = \beta_0 + \beta_1 X + u$$

Y, denote total income to a household,  $\beta_0$ , indicate intercept and  $\beta_1$ , is coefficient for any income source to a household, here is servant's income and  $u$  is the error. As it simply seen that servant's income with the HOH total income has positive relationship. Before to interpret the regression model result, the descriptive statistics for 70 observations show that the total average income for a household/per month is INR14028.57 and the average income of a servant per month is INR3225.71 with INR3690.848 and INR1706.228 standard deviation, respectively.

As shown in table 2 that the constant for the income model is INR10335.961 with 810.962 standard error which indicate that only a servant income is not enough for a house expenditure, average INR8904.09, and the servant's income has positive relationship with 1.145 coefficients with INR3225.71 average income per month. As the coefficient means that for every one unit of predicted variable increased the outcome variable would increase by 1.145 so we could say that female servant, as unorganized sector worker, doesn't has a significant effected outcome in the term of income due to suffer in working condition but it doesn't means that the servant's income doesn't contribute to household total income, this contribution is looking from the positive correlation, R 0.529, between total household income and servant monthly income as R Square: 0.280 we could say that the contribution of two variables, total income and servant's income, 28 percent (see table 3; model summary). Evaluation the correlation between two sides of the model is correlated due to 1.932 Durbin-Watson statistics and in general the model is statistically significant at  $p < 0.0005$ . Based on the model information we could say that servant's income has 28 percent effect, contribution, to total income.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.529 <sup>b</sup>	0.280	0.269	3154.621

a. Dependent Variable: Total HOH Income per Month  
 b. Predictors: (Constant), Average Servant Income Monthly

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B	
		B	Std. Error	Beta			Lower Bound	Upper Bound
<b>1</b>	(Constant)	10335.961	810.962		12.745	.000	8717.711	11954.211
	Average income of servant/Monthly	1.145	.223	.529	5.143	.000	.701	1.589

a. Dependent Variable: Total HOH Income per Month

The household income consist from the daily wages usually from unorganized sector such as Riksha taxi, daily wages works, selling vegetable in streets, collecting trash and rubbish from homes from which they collect less amount of money and these people faced problems such as less amount of income, sex discrimination, humiliation and others vulnerability but usually such kinds of situations have been ignored, or sometimes interviewers have not trends to express the work environment situation. Even with lots of difficulties the female servant still try to do their best to support their children.

**D. Contribution of Servant's income to their Children's Education**

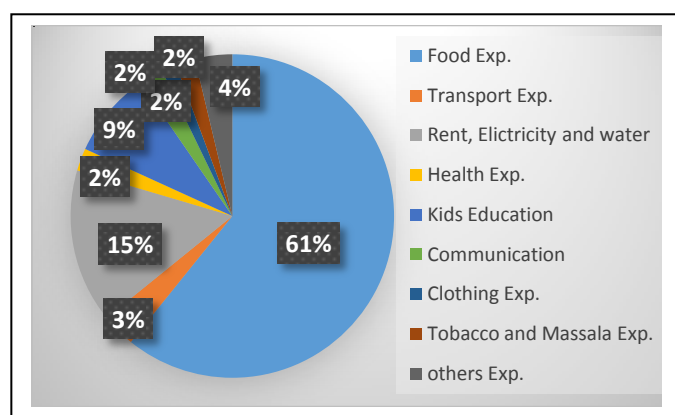
Providing the school cost is very crucial for those people who have INR14028.57 average income per month with INR3690.848 standard deviation for almost 6 HOH members at average INR77.9365 per capita/daily,

	Freque.	Percent	Valid Percent	Cumulative Percent
Yes	46	65.7	65.7	65.7
Valid No	24	34.3	34.3	100.0
Total	70	100.0	100.0	

Before to evaluate the contribution of servants' income to their children education, this is important to know about the parent's current tendency to their children schooling. As seems from the Table 3 that 34 percent children, 24 households out from 70, don't attend schools. when their parents were asked about their children education the same percent, 34, parents answered that "they do not able to cover their children education expenditure", here, a point should be noted that the educational institute,

schools, and government policy toward children education help poor households to attend the schools. For example, in this research most children goes to public schools or semi-government school where monthly fees and others costs are very low compare to private schools.

As shown in figure 2, households allocate 9 per cent, INR1150, of their expenditure to their children education which is less than a servant monthly income, INR3225.71, so it implies that servants' income easily cover their children education. As answers the core questions of this research, First part of this question answered in Research Finding, section A., and the second part of the question has answered the in section D., and found that women servant could easily support their children education. **Figure 2:** The components of total expenditures



### Conclusion:

This is widely known from literature reviews that the female servants of unorganized sector are in vulnerable situation because they do not receive the rights and privileges which provided in organized sector. However, females impel to work as servants due to insufficient food and poor living standard, see section B; Living Standards of Servants, but one main causing factor that female push this working environment is the low education quality, more than 96 percent are illiterate base on this study, but their contribution as income resource is statistically significant for total household income, Unstandardized Coefficients 1.145, and could easily support their education expenditure.

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