



## IMPACT OF WORKING CONDITIONS ON WOMEN WORKERS IN UNORGANISED SECTOR

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### Abstract

The business environment is much dynamic and stake holder interest has been the need of the day. The phenomenon of business environment which is influenced by internal and external factors has to keep on track with the market changes to sustain for long run. As the unorganized sector suffers from cycles of excessive seasonality of employment, majority of the unorganized workers does not have stable durable avenues of employment. Even those who appear to be visibly employed are not gainfully and substantially employed, indicating the existence of disguised unemployment. Keeping in view the present study focused on identifying the impact of working conditions women workers in unorganised sector. The research carried out using pre tested structured questionnaire using Likert 5 point rating, where the opinions are drawn from 650 respondents of the select cotton ginning, tobacco and mirchi grading units in Guntur & Prakasam Districts. The data was analysed with help of SPSS, findings were found and suggestion are made.

**Key Words:** *Unorganised Workers, Working Conditions, Women Workers, Disguised ,Unemployment.*

### Introduction

Since 1950s and 1960s empirical investigation widely observed a dichotomy in the urban economies as well – where besides the organized sector, there exists an unorganized, unprotected, and traditional sector. However, there has been an upsurge of debate, discussion, dialogue and controversy around the concept of unorganized sector since 1970s particularly in the context of developing countries which have experienced a pattern of urbanisation characterised by engagement of large part of labour force in the low productivity and low-income activities outside the organized sector. In the Indian context, at the same time, the enterprise concept (i.e. to define the unorganized sector) and the employment concept (i.e. to define unorganized employment) lack in conceptual clarity and uniformity across the sub-sectors of the economy. Nevertheless, for the conceptual clarification the term ‘Unorganized Sector’ is used interchangeably with ‘Informal Sector’ and as such they are consistent with the theories given by the eminent scholars at different time periods.

### Characteristic of Informal or Unorganized Sector

1. Low productivity compared to formal sector.
2. Lower wages to workers.
3. Poor working conditions.
4. Excessive seasonality of employment.
5. Absence of social security measures.
6. Negation of social standard.
7. Poor human capital base (in terms of education, skill and training) as well as lower mobilization status of the work force.
8. Any effective legal action against it is seen as a step of impairing.

### Nature of Informal or Unorganized Sector

1. The unorganized labour is overwhelming in terms of its number range and therefore they are omnipresent throughout India.
2. As the unorganized sector suffers from cycles of excessive seasonality of employment, majority of the unorganized workers does not have stable durable avenues of employment. Even those who appear to be visibly employed are not gainfully and substantially employed, indicating the existence of disguised unemployment.
3. The workplace is scattered and fragmented.
4. There is no formal employer – employee relationship
5. In rural areas, the unorganized labour force is highly stratified on caste and community considerations. In urban areas while such considerations are much less, it cannot be said that it is altogether absent as the bulk of the unorganized workers in urban areas are basically migrant workers from rural areas.
6. Workers in the unorganized sector are usually subject to indebtedness and bondage as their meager income cannot meet with their livelihood needs.

7. The unorganized workers are subject to exploitation significantly by the rest of the society. They receive poor working conditions especially wages much below that in the formal sector, even for closely comparable jobs, i.e., where labour productivity is no different. The work status is of inferior quality of work and inferior terms of employment, both remuneration and employment.
8. Primitive production technologies and feudal production relations are rampant in the unorganized sector, and they do not permit or encourage the workmen to imbibe and assimilate higher technologies and better production relations. Large scale ignorance and illiteracy and limited exposure to the outside world are also responsible for such poor absorption.
9. The unorganized workers do not receive sufficient attention from the trade unions.
10. Inadequate and ineffective labour laws and standards relating to the unorganized sector.

### Review Literature

**Shinie Poulouse (2017)** article entitled “Socio-Economic Conditions of the Domestic Workers” published in Global Journal for Research Analysis said that domestic workers are forced to work long hours for mere wages. There is no job security for them. At times of crisis like physical illness, the domestic workers struggle a lot to meet their basic requirements. Therefore, the government has to design appropriate policies and programmes to protect their job, to ensure fair wages and extend credit facilities suitable for them. Domestic workers are not aware of their legal rights. So, legal awareness programmes must be implemented to create their rights.

**Pankaja T.C (2017).** Article entitled “Constitutional Protection Pertaining to Social Security for Women with Special Reference to the Unorganized Sector Workers” published in PARIPEX - Indian Journal of Research said that Social security constitutes an important element in guaranteeing social and economic needs to individuals. T h o u g h social security for women are ensured in the light of these constitutional provisions, it is noticed that several forms of gender-based discriminations still exist. The full potential of women remains underutilized. The implementation of these laudable constitutional postulates has not been satisfactory.

**Senthil Arasi. D et. al (2016).** Article entitled “Prevalence of Health Problems among Domestic Workers in Southern India” published in Global Journal for Research Analysis measured the health burden of domestic workers and shows a very high burden of chronic health condition due to their occupation. The health problems of domestic workers are related directly to the nature of work, low wages, lack of benefits, such as paid leave, sickness leave and maternity benefits leading to continuation of being in the lowest economic strata, and result in inadequate nutrition, inappropriate time of food intake and over burden of workload and ultimately leading on to ill health.

### Objectives of the Study

1. To examine the role of women workers in unorganised sector.
2. To examine the impact of working conditions on women workers on select outcomes in select unorganised sector organisations in Guntur and Prakasham Districts.
3. To put forth certain suggestions and conclusions based on the findings that have been arrived.

### Research Methodology

To fulfill the aforesaid objectives the data are collected from two sources i.e., primary and secondary sources. The secondary data are collected from various journals, periodicals, magazines, books and unpublished documents. The primary data are collected directly from the sample respondents with pre - designed questionnaire.

### Research Approach

A quantitative approach is followed in this exploratory study. The primary data are collected by using the questionnaire. The questionnaire consists of 07 questions. Results are presented by means of descriptive group statistics.

### Research Method

The sample respondents selected for this study consist of unorganized women workers working in Cotton ginning, Tobacco and Mirchi grading units in Guntur and Prakasham Districts. of A.P. 690 workers were selected for this study on the simple random sampling technique and emphasis being given, so that as many organisations contribution can be acquired. The participants were solicited to complete the working conditions survey questionnaire. Out of the total respondents 650 completed the schedule sheets and returned it back.

## Data Analysis and Results

**Table-1: Correlation Matrix<sup>a</sup> Relating to Impact of Women workers Working Conditions in Unorganised sector Organisations on select Outcomes**

	1	2	3	4	5	6	7
<b>Correlation</b>							
Happiness Index	1.000	.496	.791	.375	.393	.766	.207
Productivity	.496	1.000	.766	.663	.556	.359	.612
Work Life Balance	.791	.766	1.000	.623	.584	.716	.437
Quality of Work Life	.375	.663	.623	1.000	.786	.500	.706
Organisational Culture	.393	.556	.584	.786	1.000	.504	.550
Employee engagement & Attrition	.766	.359	.716	.500	.504	1.000	.371
Industrial Harmony	.207	.612	.437	.706	.550	.371	1.000
<b>Sig. (1-tailed)</b>							
Happiness Index		.000	.000	.000	.000	.000	.000
Productivity	.000		.000	.000	.000	.000	.000
Work Life Balance	.000	.000		.000	.000	.000	.000
Quality of Work Life	.000	.000	.000		.000	.000	.000
Organisational Culture	.000	.000	.000	.000		.000	.000
Employee engagement & Attrition	.000	.000	.000	.000	.000		.000
Industrial Harmony	.000	.000	.000	.000	.000	.000	
a. Determinant = .003							

(Source: Primary Data/ Structured Questionnaire)

**Table-1** shows the Correlation Matrix<sup>a</sup> relating to Women workers Working Conditions in Unorganised sector Organisations on select Outcomes. The top half of this table contains Pearson correlation coefficient between all pairs of questions, whereas the bottom half contains the one-tailed significance of these coefficients. The researcher first scanned the significant values and looked for the variables for which the values are greater than 0.05. Then scanned the correlation coefficients themselves and looked for the values greater than 0.9. If anyone is found more than 0.9 then there is a problem of singularity in the data and thus those questions have to be removed. But here all correlation values are below 0.9 only, so there is significant correlation between each and every pair. There is a significant correlation between the questions, because all the values are below 0.05. The determinant of the matrix must be greater than 0.00001. Here it shows the determinant value is 0.03. So multi-co linearity (according to changes in one dimension other dimensions are also changing i.e., eligible for comparisons) is not a problem for this data. To sum up, all the questions correlate fairly well and none of the correlation coefficients are particularly large therefore no need to eliminate any question at this stage. After declaring these aspects, the researcher made KMO and Bartlett's test.

### KMO (Kaiser-Meyer-Olkin) and Bartlett's test

The KMO statistic varies between 0 and 1. A value of 0 indicates that the sum of partial correlations is longer than the relative sum of correlations, indicating diffusion in the pattern of correlations (if so the factor analysis is likely to be inappropriate). A value close to 1 indicates that patterns of correlations are relatively compact, so the factor analysis should yield distinct and reliable factors. Following **Table – 2** shows the results of the KMO and Bartlett's test.

**Table – 2: KMO And Bartlett's Test Relating To Impact of Women Workers Working Conditions In Unorganised Sector Organisations on Select Outcomes**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.764
Bartlett's Test of Sphericity	Approx. Chi-Square	3767.098
	df	21
	Sig.	.000

(Source: Primary Data/ Structured Questionnaire)

The above **Table - 2** reveals that KMO value i.e., .764 is neither nearer to 0 nor close to 1. So the range is found to be good. Bartlett's measure tests the null hypothesis that the original correlation matrix is an identity matrix. For factor analysis, there is a need of some relationships among variables and if the R-matrix is an identity matrix then all correlation coefficients would be zero. Therefore, this test should be significant (i.e., have a significant values less than 0.05). A significant chi-square test tells that the R-matrix is not an identity matrix. For this data, Bartlett's test is highly significant ( $p < 0.001$ ), therefore the factor analysis is appropriate.

**Table – 3: Anti-Image Correlation Matrix Relating To Impact of Women Workers Working Conditions In Unorganised Sector Organisations On Select Outcomes**

	1	2	3	4	5	6	7
Happiness Index	<b>.785<sup>a</sup></b>	-.150	-.370	.140	.033	-.513	.223
Productivity	-.150	<b>.692<sup>a</sup></b>	-.638	-.144	-.015	.536	-.438
Work Life Balance	-.370	-.638	<b>.777<sup>a</sup></b>	-.110	-.060	-.392	.219
Quality of Work Life	.140	-.144	-.110	<b>.821<sup>a</sup></b>	-.561	-.113	-.362
Organisational Culture	.033	-.015	-.060	-.561	<b>.857<sup>a</sup></b>	-.105	.027
Employee engagement & Attrition	-.513	.536	-.392	-.113	-.105	<b>.691<sup>a</sup></b>	-.331
Industrial Harmony	.223	-.438	.219	-.362	.027	-.331	<b>.745<sup>a</sup></b>

a. Measures of Sampling Adequacy(MSA)  
(Source: Primary Data/ Structured Questionnaire)

**Table – 3** shows KMO, Barlett's test of sphericity and anti-image correlation matrix. As Kaiser (1974) recommends a bare minimum of .5 and that values between .5 and .7 are mediocre, values between .7 and .8 are good, values between .8 and .9 are great, and values above .9 are superb (Hutcheson and Sufroniu, 1999). The KMO values for individual variables are produced on the diagonal of the anti-image correlation matrix. After scanning it is found that for all variables the values are above 0.5. Thus, all the variables can be considered for further analysis. The off diagonal elements represent the partial correlations between variables. Therefore, off diagonal values been examined to ensure they are smaller than diagonal values and found off diagonal values are smaller than diagonal values.

### Communalities

Initial communalities are estimates of the variance in each variable accounted for, by all components or factors. Extraction communalities are estimates of the variance in each variable accounted for the factors (or components) in the factor solution. Following **Table -4** gives the details of communalities of Women workers Working Conditions in Unorganised sector Organisations on select Outcomes.

**Table-4: Communalities – Impact Of Women Workers Working Conditions In Unorganised Sector Organisations On Select Outcomes**

	Initial	Extraction
Happiness Index	1.000	.914
Productivity	1.000	.691
Work Life Balance	1.000	.879
Quality of Work Life	1.000	.853
Organisational Culture	1.000	.701
Employee engagement & Attrition	1.000	.783
Industrial Harmony	1.000	.764

Extraction Method: Principal Component Analysis.  
(Source: Primary Data/ Structured Questionnaire)

The above **Table-4** shows the communalities of extraction. Principal component analysis works on the initial assumption that all variances are common; therefore in the initial the communalities all are 1. The communalities in the column labeled extraction reflect the common variance in the data structure. For, Happiness Index 91.4 per cent of variance recorded is common or shared variance. Another way to look at these communalities is in terms of the proportion of variance explained by the underlying factors.

To know about the exact level of variance among variables is initially assumed as all communalities are '1'. Then found the differentiated values for each variable. Productivity has 69.1 per cent, Work Life Balance has 87.9 per cent, Quality of Work Life has 85.3 per cent, Organisational Culture has 70.1 per cent, Employee engagement & Attrition has 78.3 per cent, and Industrial Harmony has 76.4 per cent. These variables indicate the variance in structure. It is shown in detail in the following **Table-5**.

**Table-5: Total Variance Explained- Impact of Women Workers Working Conditions In Unorganised Sector Organisations On Select Outcomes**

Total Variance Explained									
Component	Initial Eigen values			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	4.387	62.670	62.670	4.387	62.670	62.670	2.970	42.432	42.432
2	1.198	17.108	79.779	1.198	17.108	79.779	2.614	37.346	79.779
3	.580	8.285	88.064						
4	.426	6.083	94.147						
5	.177	2.528	96.675						
6	.144	2.063	98.738						
7	.088	1.262	100.000						
Extraction Method: Principal Component Analysis.									

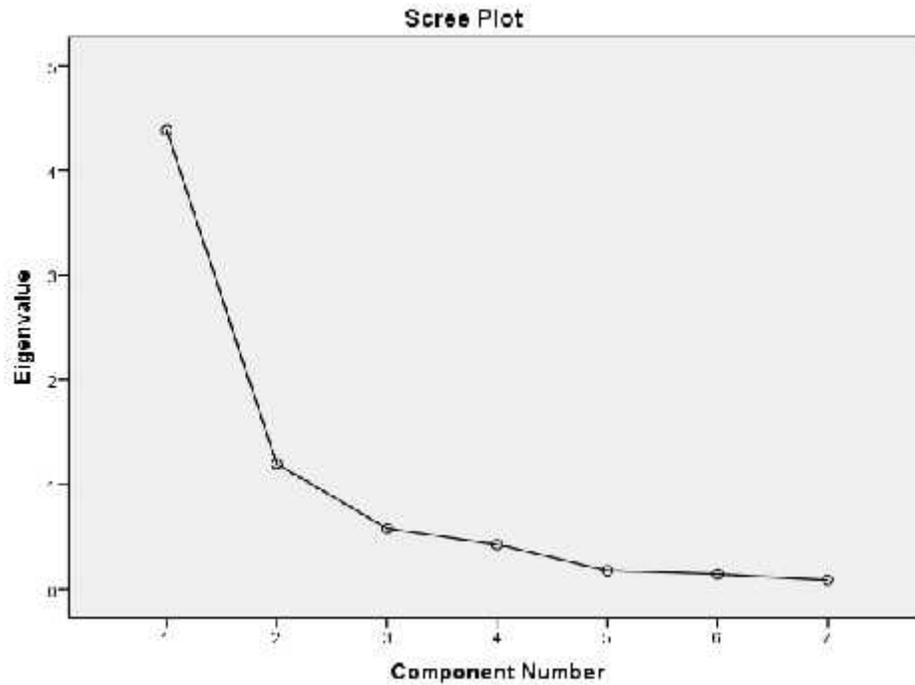
(Source: Primary Data/ Structured Questionnaire)

The above **Table-5** reveals that Eigen values associated with each factor represent the variance explained by that particular linear component. It also displays the Eigen values in terms of the percentage of variance explain. So factor 1 explains 62.670, and factor 2 explains 17.108 per cent of total variance; it should be clear that these two factors explains relatively large amount of variance of 79.779.

It should be clear that the first three factors explain relatively large amount of variance whereas subsequent factors explain only small amounts of variance. There are two factors among all with Eigen value greater than 1. The Eigen values associated with these factors are again displayed and the percentages of variance explained in the columns are labeled extraction sums of squared loadings.

From the above **Table-5** it is identified that only first two factors in Women workers Working Conditions in Unorganised sector Organisations on select Outcomes are highly changeable aspect in the organization and the remaining were of not that much. Because it only exceeds Eigen value more than 1. Below **Scree plot graph-1** shows variant levels of Women workers Working Conditions in Unorganised sector Organisations on select Outcomes.

**Graph-1: Variance Levels of Women workers Working Conditions in Unorganised sector Organisations on select Outcomes**



The **scree plot -1** graphs the Eigen value against the factor number. These values are in the first column of the **Table -5**. From the second factor the line is almost flat, this resemble that each successive factor is accounting for smaller and smaller amount of the total variance. Following **Table -76** brings the details of pattern matrix of Women workers Working Conditions in Unorganised sector Organisations on select Outcomes.

**Table-6: Rotated Component Matrix<sup>a</sup> - Impact of Working Conditions on Women Workers in Unorganised Sector Organisations on select Outcomes**

	Component	
	1	2
Quality of Work Life	.879	
Industrial Harmony	.872	
Organisational Culture	.769	
Productivity	.728	
Happiness Index		.947
Employee engagement & Attrition		.845
Work Life Balance		.804
Extraction Method: Principal Component Analysis. Rotation Method: Varimax with Kaiser Normalization.		
a. Rotation converged in 3 iterations.		

(Source: Primary Data/ Structured Questionnaire)

**Table-6** shows the pattern matrix. On the basis of Oblimin with Kaiser Normalization, three factors emerged. These two factors are constituted of all those variables that have factor loadings greater than or at least equal to 0.5. Thus, the first factor consists four dimensions like Quality of Work Life, Industrial Harmony, Organisational Culture, Productivity these four dimensions are combined together to get one factor and it is conceptualized as “Factor 1”. Further for second component

there are three dimensions Happiness Index, Employee engagement & Attrition, Work Life Balance dimensions combined together to get one factor extracted and it is conceptualized as “Factor 2”.

**Table-7: Component Transformation Matrix – Impact of Women Workers Working Conditions in Unorganised Sector Organisations on Select Outcomes**

Component Transformation Matrix		
Component	1	2
1	.746	.666
2	.666	-.746
Extraction Method: Principal Component Analysis. Rotation Method: Varimax with Kaiser Normalization.		

(Source: Primary Data/ Structured Questionnaire)

The final part of the factor analysis output is a correlation matrix between the factors. This matrix contains the correlation coefficients between the factors. From **Table-7** it is understood that all these factors are interrelated with each other to some degree. The fact that these correlations exist tells that the constructs measured can be interrelated. If the constructs are independent then the component correlation matrix should have been identity matrix. Therefore, from this final matrix it appears that the independence of the factors cannot be assumed.

### Findings

1. Out of 9 select outcomes 7 found to be significant.
2. Happiness Index found to be highly significant.
3. Quality of Work Life and Industrial Harmony found to be moderately significant.
4. Productivity found to be less significant with women working conditions.

### Suggestions

1. As per workers perception Happiness Index is highly sensitive with working condition. Therefore, organisation has to keep Happiness Index in mind while undertaking changes in working conditions.
2. Working conditions also has impact on Quality of Work Life, particularly on women workers. Most of the women workers are uneducated thus frequent changes in production process and working conditions will create confusion in their mind and finally impact on product quality. Therefore, organisation has to evaluate strengths and weaknesses of workers while undertaking changes in working conditions.

### Conclusion

The unorganized women workers development should be viewed as an issue in social development to be seen as an essential component in every dimension of development. In order to get empowerment the government and the social workers may contribute significant role in making women workers capable, self reliant and well organized. It is worthwhile to create the awakening among unorganized women so that they can come up by taking care themselves. There is urgent need to give top priority to the issues and problems of the workers of unorganized sector.

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