

STATUS OF WOMEN CONTRACT WORKER

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ABSTRACT

This research examined the pattern and determinants of status of women contract worker. The classification and historical needfulness explains how the requirement of women on contract base came into existence .

Keywords: Women Contract labour ,Contractor, Industry (Soya Oil, Textile, Diamond Cutting,), Unorganized sector, Establishment, Employer, Exploitations.

INTRODUCTION

The contract labour system is a very old system. The contract labour system was started in the latter half of the nineteenth century when there was the problem of recruitment of workers. The employers were unable to solve the problem. So, to solve this problem they took the help of contractors who supplied labour to the Industries and at other places of employment. This was the historical reason for the start of the contract labour system.

In India contract workers work in various fields and sectors like agriculture sector, construction sector, and manufacturing and also in unorganized sector. 93% of total labour employment i.e 36.9 crore labours are engaged in unorganized sector.

Although contract labour act, 1970 and acts like Equal remuneration act, 1976, Minimum wages act, 1948, Interstate migration act, 1979 are applicable to contract labour but because of several reasons they are unable to get benefit of these legal provisions.

Employment status of women labourer

Women constitute about 50% of total population means 54.60 crore. Out of it 25% are belong to labour category. Their number is 13.72 crore. Among total women labourers 90% are working in unorganised sector. Women workers work in primary sector, secondary sector and tertiary sector. In primary and secondary sector they are working as unskilled workers. Very few workers work in tertiary sector.

Theory

Researcher has taken reference of two theories in the study

- The bargaining theory of wages
- Theory of structural change and narrowing gender gap in wages

Classification of workers in contract labour system

- Home based workers: Workers in this category carryout their activities caring their traditional skill and labour. Majority of home based workers work in the privacy of their homes and are invisible. This category of workers engages in earthen pot making, Beedi making, Garment stitching etc.
- Piece Wage workers: There has been a tremendous growth of private informal manufacturing such as Garment making, knitting etc. These categories of workers are employed on a piece rate basis. This type of workers carryout their work independently but employers

- exercise control over them by supplying raw material and sometimes advancing minimum cash. This kind of labour is often found in Beedi making, Carpet and Mat weaving etc.
- Time Wage Workers: This type of workers sells their labour power in exchange of a low paid time rate of wage. Most of the workers in this category are quasi permanent. These workers are placed in a most disadvantageous position. Their category included gardeners, cleaners, sweepers, construction labours, brick workers, agriculture labours, domestic servants etc.

OBJECTIVES OF THE STUDY

- To study the socio-economic background of the women contract labour.
- To know the type of work, working conditions and welfare facilities provided to women contract labour.
- To analyse the awareness of women contract labour regarding Contract Labour Act, 1970 and other related acts in their working life.
- To assess the extent and nature of exploitation against women contract labour.
- To compare employment status of women contract labour in different sectors of employment.
- To know the opinion of contractors and other officials towards contract labour system and reasons for appointing women contract labour.

HYPOTHESIS OF THE STUDY

Hypothesis designed in the study are as follows

- There may be an association between financial exploitation and level of education.
- The women contract workers get employment less than male contract workers due to this their bargain power is less.
- The income and welfare facilities may be varies and associated with different sectors of employment of women contract labour.
- There may be an association between type of awareness regarding various legislations and level of facilities provided at work place.

Key terms used in the study

- Women Contract labour
- Contractor
- Industry (Soya Oil, Textile, Diamond Cutting,)
- Unorganized sector
- Establishment
- Employer
- Exploitations
- Working Condition
- Welfare Facilities

RESEARCH METHODOLOGY

It is a very important chapter of the study. By this chapter researcher describes the method adopted in the study. Researcher for study of this topic used descriptive research design which was followed by property disposition method

Indore division has been taken as universe of the study and out of it four districts were chosen and four sectors viz. Construction, Beedi making Industry and Dal mill were selected for sampling area and at last hundred women contract workers from each sector has been selected and 400 women contract workers were the total number of respondent. Here the unit of the study is woman contract labour

Multistage sample method

Research has been completed in different stages .In different stages fish bowl, disproportionate stratified methods are used. Fish-Bowl technique is the technique of simple random method by which researcher selected four districts through chit method. In the next stage from four districts chosen four sides of contract labour system by simple random method and then 100 women contract labour selected from each district, by disproportionate stratified random method.

Methods and tools of data collection

Researcher used primary and secondary methods of data collection for collecting information from the respondents of the study. Under primary method; Interview, Observation, and Case study are used. The tools have been used for these are Interview Schedule, Observation Schedule and Interview guide. In secondary sources researcher has used different kinds of documents collected from magazines, books, journals, government records, and internet sites.

Data Processing & Analysis

SPSS for analysis of data with application of quantitative research techniques like mean, standard deviation, chi-square, coefficient of contingency, correlation, t test, and trivariate analysis by partial association method have been used to analyze the data. The hypothesis testing has done in data processing and analysis Conceptual frame work including definition of key variables and related terms are explained in this chapter. In setting of the study researcher introduced all the four districts with geographical and locale of the study.

Table1: Association betweenTypes of problems in the family & Cases of migration

Types of Problem in the family					
Cases of Migration	Financial problem	Conflict in the family	Health Problem	No problem	Total
Migrants	100	10	28	10	148
	67.57%	6.76%	18.92%	6.75%	100%
Non Migrants	168	10	24	50	252
	66.67%	3.97%	9.52%	19.84%	100%
Total	268	20	52	60	400
	67%	5%	13%	15%	100%

$\chi^2 = 9.23$, $df=3$, Significant at .01 level of significance Co-efficient of contingency (c) =0.20

The problem of women contract workers vary with their migration character.it is more in case of migrated women.They were suffering from various health problems and also more problems in their family.

Table2: Association between sectors of Employment and Income Of Women Contract Labour

Income	Sectors of Employment				Total
	Industry	Construction	Beedi making	Dal mill	
1-500	0	2	40	0	42
	0%	2%	40%	0%	10.50%
500-1000	4	8	18	2	32
	4%	8%	18%	2%	8%
1000-1500	4	84	42	24	154
	4%	84%	42%	24%	38.50%
1500-2000	92	6	0	74	172
	92%	6%	0%	74%	43%
Total	100	100	100	100	400
	100%	100%	100%	100%	100%

$\chi^2 = 121.83$, $df = 9$ Significant at .04 level of Significance. Coefficient of contingency (c) = 0.48

The income of women workers vary with sectors employment. It is much better in industry and dalmill sector. While in construction and bidi making they are not getting even the minimum wages.

Table3: Association between Sectors of Employment and Types of Welfare Facility

Types Of welfare facility	Sectors of Employment				Total
	Industry	Construction	Bee di making	Dal Mill	%
No facilities	8	64	94	56	222
	8%	64%	94%	56%	55.50%
Minimum basic facility	12	36	6	40	94
	12%	36%	6%	40%	23.50%
Good facility	80	0	0	4	84
	80%	0%	0%	4%	21%
Total	100	100	100	100	400
	100%	100%	100%	100%	100%

$\chi^2 = 327.16$, $df = 6$, Significant at .01 level of significance
Coefficient of contingency (c) = 0.53

Being a worker these women should get statutory and voluntary welfare facility. However most of them were having no facility or only minimum facility. They were not availing facilities for which they deserve.

FINDINGS

Findings are the summative evaluation of the study. Through findings the researcher has tried to show the out come of study

Socio economic condition

In economic status income is the important variable to measure relationships, 38.5 percent of total respondent belong to the wage ranges between Rs. 1000 – 1500 per month means they received wages less than the minimum wages fixed by government as per the Minimum Wages Act, 1948. There was existence of moderate correlation between length of service and their wages (value of $r = 0.62$) which implies that as contract women workers become senior they have more chances to get more wages.

It was shown in the study that income of women contract workers will affect the health status of women contract workers. If they earn more they could pay more attention towards their health.

Working conditions, type of work and welfare facilities provided to women contract labour

The employment status of women contract labour was not good. Most of the women were getting employment less than fifteen days in a month. Very few of them got employment everyday. 65% of them were doing unskilled type of job means the type of job in which not much skills and training was required and it included loading, unloading, cleaning, and sorting job. In the working conditions it was seen that their working hours in a day was not fixed

Awareness of the women contract labour towards Contract Labour Act and other related Acts and nature of exploitation against women contract labour

Being women these workers should get benefit of the Maternity Benefit Act, but 85.5 percent said they didn't get maternity benefit from any source.

Discrimination with women workers on the basis of gender for that 33 percent said it happened at the time of providing job.

For exploitation against women contract labour 38 percent said that contractors were responsible for exploitation on them while 34.5 percent said all the stake holders' government, contractors, and employers were responsible for exploitation on them.

Mode of payment of wages is different at different places. In Beedi making women workers were getting payment on piece rate basis while in all the three remaining sectors they were getting payment on time rate basis.

Thus in this way it can be said that income, welfare facilities, and employment status of all the four sectors were different and it varies from one sector to another sector. It was the hypothesis framed by researcher and the hypothesis is found true in the study.

SUGGESTIONS AND SOCIAL WORK INTERVENTION

There were many weaknesses observed in women contract labour as :-

- Lack of education
- Lack of awareness
- Lack of association
- Lack of discipline
- Lack of attentiveness

Social work intervention

Following task and role can be performed by social workers in development of women contract labour :-

- Counseling services
- Research and training
- Advocacy and Social Action
- Role of NGOs
- Industry social work
- Need for Development of strong strategy

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