

Women Workers in Informal Sector in India

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ABSTRACT

The informal economy is not necessarily predominantly female but it is also true that women are much more likely than men to be informally employed. The bulk of employment in non-agriculture in developing countries in Asia is informal and relatively a larger share of total employment in agriculture and agricultural employment is highly informalised. The labour market, in India, basically spread across the agriculture sector in rural areas and formal (organized) and informal (unorganised) sector in urban areas. More workers in India are employed in the informal sector out of the two formal or organized and Informal or un-organised sector. The rate of work participation of women in the total work force is much lesser as compared to the rate of male work participation. They represent only 31 per cent of the total workforce and 32 per cent of the informal workforce but of the female workforce, 96 per cent are informally employed. At the regional level, informalisation as well as casualisation of women workers has increased in urban areas at a greater pace while in rural areas. More gender differentials exist among the informal sector workers. While analyzing the regional differences, gender gap is higher in the urban areas as compared to the rural areas however, the average wage rate or salary earning of female workers in the informal sector is found to be comparatively higher in urban areas than that in rural areas. So, lesser is f/m wage ratio, more is the discrimination regarding the wages paid to the workers and vice-versa. In this Paper, an attempt has been made to analyse the status and trends of women employment, gender and wage differentials and social security benefits provided to women workers in the informal sector from the period of 1999-2000 to 2011.

Keywords

In-formal sector, In-formal workers, Formal sector, Formal workers, Gender gap, wage differentials, social security benefits.

1. INTRODUCTION

Across the world, India is the second most populous while one of the fastest developing country. But the ratio of poverty, unemployment and informalisation among the people is quite higher in spite of growing GDP. So, providing the decent employment is the only way to get rid of most of the economic problems in the economy. The labour market, in India, basically spread across the agriculture sector in rural areas and formal (organized) and informal (unorganised) sector in urban areas. More workers in India are employed in the informal sector out of the two formal or organized and Informal or un-organised sector. Organised sector in India is that sector where the entities are registered as well as pay tax (income tax, sales tax) or are licensed. All self-employed, unlicensed or unregistered economic activities such as traders, handicrafts, farmers and owner manned general stores etc. refers to unorganized sector or own account enterprises. As formal sector in the economy and other government related activities continue to fail to absorb all the additions to the labour force, so, only informal sector has been regarded and treated as part of the solution to the current economic problems. More over unorganized sector in India has about 94 percent of workers in it which in turn creates 57 percent of India's national domestic product which is less per workers than the organized sector. Thus, Informal sector is such a vast and employment providing sector which absorbs a great proportion of population who wants to get work easily and they get it even with lower educational status, skills and talent.

The rate of participation of women as compared to men in the total work force is also much lesser the reason being they hold a secondary social position as compared to men. Women represent only 31 per cent of the total workforce and 32 per cent of the informal workforce but of the female workforce, 96 per cent are informally employed (Chen and Doane, 2008).

An attempt in this paper has been made to analyse the status and trends of women employment in the informal sector from the period of 1999-2000 to 2011-12.

The main objectives of the study are:

- To observe the trends of employment in informal and formal sector;
- To analyse the work status of women in the informal sector.
- To identify the gender gap in employment, wages and social security among informal sector workers
- Rural-Urban differentials in work status of women in informal sector are also studied.

The analysis is based on the secondary data. The various reports of National Sample Survey Organisation, International Labour Organisation, research papers etc. are used for this purpose.

2. SECTOR-WISE DISTRIBUTION OF EMPLOYMENT IN INDIA

The informal sector in India consists of two major categories: the first category consists of small, non-capital intensive enterprises run by independent, self-employed workers, (sometimes employing a few hired workers or

drawing on family support) characterised generally by low profitability and a low level of social protection. The second category consists of wage workers who work as agricultural and plantation labourers, mine/ brick kiln workers, construction workers, micro-production-related workers, domestic workers, repair/ workshop-related workers, petty service providers, vendors and home-based workers.

The sector-wise distribution of employment in in-formal and formal workers in un-organised and organized sector in India from 1999-2000 to 2011-12 is shown in Table 1. The proportion of total workers in formal/organized sector employment is not only less but remains stagnant in the range of less than 14 percent during 1999-00 and 2004-05 however it increased to 17 per cent in 2011-12. This increase in organized sector employment is informal in nature where a continuous increase in the rate of in-formal employment from 38 percent in 1999-00 to 48 per cent in 2004-05 and even to level of about 55 per cent in 2011-12 is found. On the other side, the employment in informal/un-organised sector has shown an irregular trend. The proportion of workers in this sector is more than six times than that in formal sector which has increased from 81.8 percent to 86 percent but slipped down to 82 percent in 1999-00 to 2004-05 to 2011-12 respectively.

Table1. Sector-wise Distribution of workers in India (Million)

Period	Informal workers			Formal workers			Total Workers		
	99/00	04/05	11/12	99/00	04/05	11/12	99/00	04/05	11/12
Informal Sector	341.28 (99.6)	396.66 (99.7)	390.92 (99.6)	1.36 (0.40)	1.35 (0.3)	1.39 (0.4)	342.64 (81.82)	398.0 (86.5)	392.31 (82.7)
Formal Sector	20.46 (37.8)	29.54 (48)	44.74 (54.6)	33.67 (62.20)	32.06 (52)	37.18 (45.4)	54.12 (13.64)	61.61 (13.4)	81.92 (17.3)
Total	361.74 (91.17)	426.20 (92.7)	435.66 (91.9)	35.02 (8.83)	33.4 (7.3)	38.56 (8.1)	396.76 (100)	459.61 (100)	474.23 (100)

Source: Informal Sector and Informal Workers in India (Naik A, 2009); “An Analysis of the Informal Labour Market in India (Srija & Shrinivas, 2014)

Note: Figures in brackets indicate percentage.

Thus, it is appeared from the table that a large number of workers are working in informal sector as compared to the formal sector. But the proportion has been declining in the recent years in un-organised sector. This is due to the increase in the literacy rate and improvement in the sex ratio in the recent years. On the other hand, the share of in-formal workers in the formal or organized sector has been rising continuously. The sector of work is formal but their

job is informal in nature. They cannot enjoy any social security, job security and other benefits which the regular wage employees get. This indicates that casualisation or the amount of contractual labour increases in the formal sector which is a matter of great concern for policy makers.

In the rural areas, most of the workers work as cultivators or as agricultural labourers. They take up a wide variety of

activities like sowing of seeds, transplanting, and weeding, harvesting, preparation of compost and manure pits, application of manure, storage of seeds and food grains. The informal economy is not necessarily predominantly female but women are much more likely than men to be informally employed. The bulk of employment in non-agriculture is informal and relatively a large share of total employment is in agriculture and agricultural employment is highly informalised, the share of informal employment in total employment would be higher still. In India, 92 per cent of workers were informal as compared to 84 per cent in total non-agriculture (NCEUS 2009). So, women also spend 8-9 hours on the farm during the peak agricultural season (Sundaram.1996:1).

They do not have a choice to work, or not to work, due to dire need of income. The limited opportunities available to

them are mostly low paid, low-status jobs in the informal sector (Gupta et.al) even then they have to work to survive due to the poverty. In India, 92 per cent of workers were informal as compared to 84 per cent in total non-agriculture (NCEUS 2009). In the industry sector, more of rural females were engaged in manufacture of tobacco products and textiles. On the other side, urban females are mainly engaged in manufacture of food products and beverages, wearing apparel, hotels and restaurants, tobacco products, textiles, activities of households as employers of domestic personnel. There was significant involvement of urban males and females in human health activities sector as informally employed, while in the activity involving working as domestic servants was predominately occupied by urban females.

Table2: Female workers in the informal sector (P & P) in AGEGC and non-agriculture sectors for different statuses in employment (per thousand)

	Rural		Urban		Rural	Urban
	2004/05	2011/12	2004/05	2011/12	Change (2004/05-11/12)	
Own-account workers (11)	969	982	961	984	13	23
Employers (12)	975	999	985	1000	24	15
Helpers (21)	974	980	973	993	6	20
All Self Employed(11-21)	972	981	966	988	9	22
Regular/Salaried(31)	263	281	278	298	18	20
Casual workers(51)	760	759	693	703	-1	10
All(11-51)	864	727	654	636	-137	-18

Source: NSS Report No. 557: Informal Sector and Conditions of Employment in India.

AGEGC- Agriculture Sector Excluding Growing Of Crops.

The area-wise distribution and the changing trend among the female informal sector workers shows that majority of female workers are informally employed in the rural areas as well as in urban areas in all statuses except in regular/salaried status. It has also been observed that the number is more in rural areas as compared to urban areas in most of the statuses during both the periods, 2004/05-2011/12 as given in Table2 and Chart 1. Among the different statuses of work, workers are highly engaged as employers in self employment followed by own account workers however there is a small segment of female workers involved in regular work.

For the rural areas, the proportion of female informal workers has declined from 86.4 to 72.7 percent. However, it is found that the share of female workers has increased

from 97.2 to 98.1 percent in self employment, from 26.3 to 28.1 percent in regular work but slightly declined in casual work from 76 to 75.9 percent from the period 2004/05 to 2011/12 respectively. Among the self employed workers, more female workers are employed as employers (97.5) followed by helpers (97.4) and own-account workers (96.9) during 2004/05. But, in 2011/12, the proportion of employers (99.9) is followed by own-account workers (98.2) and helpers (98) as shown in Table 1. So, informalisation in almost all the categories of work has been increasing in rural areas.

So far as the urban areas is concerned, the proportion of total female informal workers in all the categories of work in the in-formal sector is comparatively less and declined also from 65.4 to 63.6 percent from the period of 2004/05-

11/12. It is observed that more females are involved in the self employment and their proportion has increased slightly from 96.6 to 98.8 percent, for regular work, from 27.8 to 29.8 percent and 69.3 to 70.3 percent in casual work. For the sub-titled categories of self-employed workers, more female workers were working as employers

followed by helpers and own-account workers and the proportion has also increased for the employers, helpers and own-account workers also from 98.5 to 100 percent, 97.3 to 99.3 and 96.1 to 98.4 from 2004/05 to 2011/12 respectively, but like rural areas, in urban areas too informalisation in all the categories of work has increased.

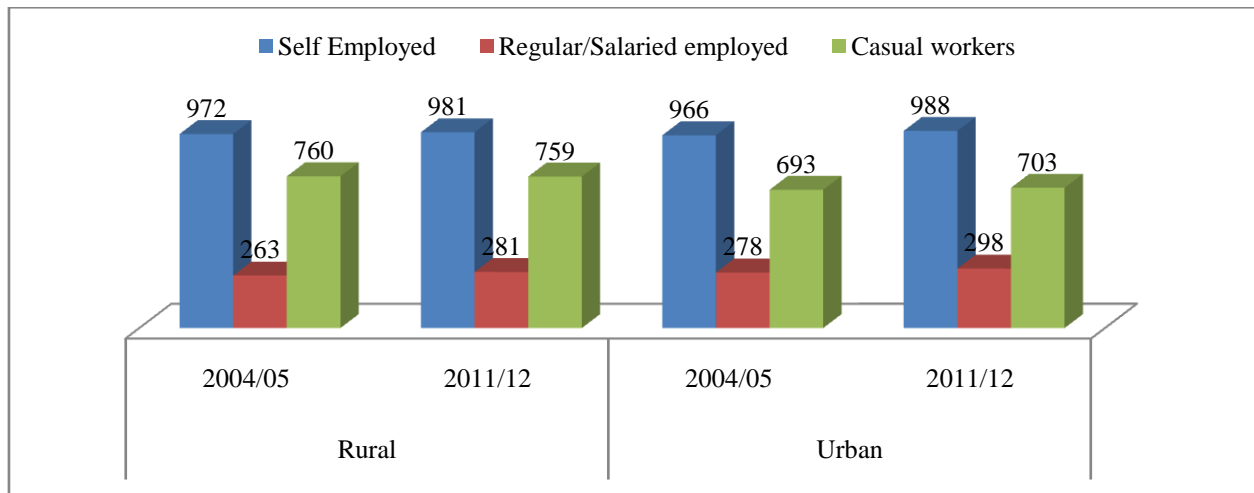


Chart 1: Female workers in different statuses of work: 2004/05-2011/12

Source: Designed from the data given in Table2.

Hence, it is found that more female workers are working in the informal sector in the rural areas as compared to the urban areas. While comparing the different statuses of work, large proportion of female workers is noticed in the self-employed and casual work while those working as regular or salaried workers more than one-fourth of them are working as informal workers. The involvement of females in the informal sector work has declined in both the areas but among the different statuses, it has increased from 2004/05-2011/12. It is found that, more females work in the household enterprises and casual labour work as the low skill levels, which in turn keeps them outside the purview of the labour legislations. Moreover, in the rural areas, the spread of agro-industry and rural industrialization has increased the possibilities for women to access cash income through self-employment or the setting up of rural enterprises. Wage employment also allows them to get out of the relative isolation of the home or their small rural communities and gain self-esteem and confidence. In the regular work, contract or in-formal women workers left the job may be due to women find it difficult to enter the structured system of organized sector. Sometimes, they have to leave their job due to the lack of maternity leave, child-care leave or household responsibilities. They left the job due to the under and

over-exploitation and un-suitable environment on the work place, lack of social security and other benefits. It is also found, that there is no economic reason for paying lower wages or giving only a particular type of work to women workers. On the other side, in the pace of urbanization, people shift from rural to urban areas to look for work. However, only a small part of the labour that reaches the urban areas manages to penetrate the 'secure' zones of regular, more skilled, and hence better-paid work. However, the majority of the migrants work as seasonal unskilled casual labour, with no fixed working hours and income. The incidence of migration and socio-economic backgrounds of these workers pushed them in the informalised world of work.

Chart2 further makes the picture clear as it shows change in participation of female workers in informal sector in different statuses of work from the period 2004/05-2011/12. It depicts that more female workers entered in the self employment and regular/salaried work as compared to casual work in both the areas. Correspondingly, in rural areas, more females enter in the regular work and work as contract workers without any social security and benefits. The proportion of self employed workers has increased by 9 percent in rural

while 22 percent in urban areas. In the regular work, the share of women workers has increased by 20 percent in urban while 18 percent in rural areas. However, their participation in casual work has also increased by 10

percent in urban while declined marginally by 1 percent in rural areas respectively. This identifies that informalisation as well as casualisation of women workers has increased in urban areas at a greater pace.

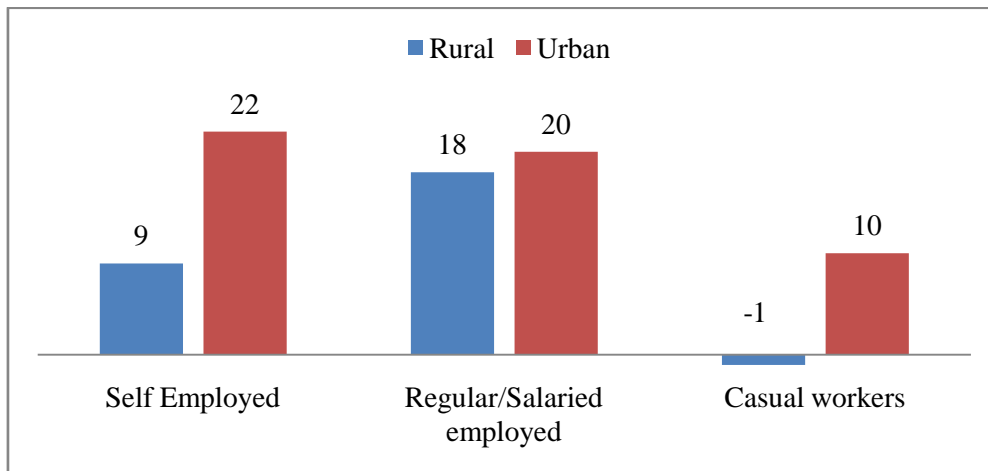


Chart 2. Change in participation of female workers in informal sector in different statuses of work: 2004/05-2011/12

Source: Designed from the data given in Table2.

3. GENDER GAP AMONG WORKERS IN THE INFORMAL SECTOR

Table 3 describes the gender wise differentials among the workers in the informal sector in both rural as well as urban areas during the period 2004/05-2011/12. It is revealed that in the informal sector more gender gap is found among the workers. While analyzing the regional differences in gender gap, it is found to be more in the urban areas as compared to the rural areas however, it has declined in both the areas from 2004/05-2011/12. Among

all the informal sector workers, higher gap was found in the rural areas (-72) than that in urban areas (85) shows that more female workers in rural areas were working in informal sector as compared to male workers in 2004/05 however, the proportion of females has declined but of males has increased in 2011/12 in rural areas, hence the gender gap has declined (35). On the other side, in urban areas, gap among the informal workers was higher in 2004/05 and has declined in 2011/12 from 85 to 68 as the involvement of female workers in informal sector has increased than that of increase in the male workers.

Table3. Area-wise Gender Gap (Male-Female) among workers in the informal sector for different statuses of employment

Informal sector workers	Rural		Urban	
	2004/05	2011/12	2004/05	2011/12
Own-account workers (11)	-24	-17	9	-10
Employers (12)	11	-3	-1	-11
Helpers (21)	-14	-12	4	-16
All Self Employed(11-21)	-24	-15	6	-12
Regular/Salaried(31)	182	168	188	132
Casual workers(51)	48	24	160	125
All(11-51)	-72	35	85	68

Source: NSS Report No. 557: Informal Sector and Conditions of Employment in India.

In the rural areas, gender gap among the different categories of work, was found to be higher in self employment work (-24) which shows that more females work as self employees as compared to males in 2004/05. In the period 2011/12, the gap has declined to (-15) because the participation of male workers in self employment has increased than that of increase in the participation of female workers. For the urban areas, the gap has increased from 6 to -12 means more females adopted the self employment as compared to male workers as their career. This indicates that more female workers enter in the self-employment in urban areas as compared to rural areas. This indicates that though the participation of female workers in the informal sector is higher in the rural areas but it has declined. While in urban areas, comparatively lesser female workers contribute in the informal sector but their involvement is going to be higher than that of male workers from 2004/05 to 2011/12.

The gender gap among regular/salaried workers in informal sector has declined in both the rural as well as urban areas. It is found to be slightly higher in urban areas (188) than that in rural areas (182) during 2004/05. However in the period 2011/12, more gender gap is noticed in rural areas (168) as compared to urban areas (132). It shows that in rural areas, share of both the sexes has increased but the participation of female workers is much higher in regular/salaried work. On the other hand, in urban areas, the involvement of female workers has increased with a greater extent of while of male workers has declined. Thus, it is pretty clear that share of female workers in regular/salaried work in informal sector at both rural as well as urban level has increased.

Among the casual workers, comparatively higher gender gap is noticed in urban areas than that of rural areas nonetheless it has declined at both the levels. In the rural areas, it has declined to 24 from 48 while in urban areas; it

has declined to 125 from 160 in the period 20011/12 from 2004/05. This signifies that in rural areas, proportion of female as well as male workers in casual work has declined but it is in favour of male workers. For urban areas, the proportion of female workers in casual work has increased while of male workers has declined from the period of 2004/05 to 2011/12.

Area-wise Earnings and Gender Wage Differentials in informal sector

Among the female workers engaged in enterprise type proprietary and partnership (P&P), employer's households and all enterprises in AGE GC and non-agriculture sectors, the daily wage rate received by them is demonstrated in Table4. The data given in table reveals that wage rate or salary earning of female workers in the informal sector is found to be comparatively higher in urban areas than that in rural areas. For the rural areas, the average wage rate in all AGE GC and non-agriculture enterprises (Rs.171.4) is quite higher as compared to that in proprietary and partnership (Rs.117.5) and Employee householders ((Rs.62.8). The similar pattern is noticed in urban areas where the daily wage rate remains higher in AGE GC and non-agriculture enterprises (338.1) while lower (Rs. 176.2 and Rs.102.6). Gender disparity in wages exists in all the categories. Women earn less than men in P&P workers and Employee householders respectively in 2011/12. More is female-male wage ratio in urban area is less in urban areas as compared to rural areas. In the rural areas, it is 0.68 in P&P, 0.44 in employers' households and 0.71 in AGE GC and non-agriculture enterprises. However, in urban areas, the corresponding figures are 0.78, 0.77 and 0.84 for P&P, employers' households and AGE GC and non-agriculture enterprises.

Table 4: Area-wise Earnings and Gender Wage Differentials in informal sector

	Average wage and salary earnings (Rs.) per day						Female-Male wage ratio					
	Rural			Urban			Rural			Urban		
	P&P	Emp. hhs	All	P&P	Emp.h hs	All	P&P	Emp.h hs	All	P&P	Emp. hhs	All
RE	120	60.3	210.4	194.2	102.8	369.01	0.63	0.41	0.64	0.83	0.50	0.88
CW	115.5	69.6	110.6	112.9	100.9	108.2	0.71	0.50	0.70	0.64	0.98	0.32
All	117.5	62.8	171.4	176.2	102.6	338.1	0.68	0.44	0.71	0.78	0.77	0.84

Source: NSS Report No. 557: Informal Sector and Conditions of Employment in India.

RE-Regular employed; CW- Casual workers.

For the regular/salaried work, per day average salary of female workers in informal sector at the rural level is higher in all enterprises (Rs.210.4) followed by P&P (Rs.120) and employers households (Rs.60.3). However, the respective figures are Rs.369.01, Rs.194.2 and Rs.102.8 at the urban level. Thus, with respect to female-male (f/m) wage ratio, huge difference is found in P&P and all enterprises in rural as well as in the urban areas having the values 0.63 and 0.64 at the rural level whereas 0.83 and 0.88 at urban level respectively. Nonetheless, for employers' households, it is higher in urban areas (0.50) as compared to rural areas (0.41). It signifies that lesser is f/m wage ratio, more is the discrimination regarding the wages paid to the workers and vice-versa. So, where lesser wage discrimination is faced by the workers in informal sector at urban level, it is only the regular/salaried work.

For the female casual workers in the rural areas, daily wages are slightly higher in P&P (115.5) than in all enterprises (110.6) while for employers' households, lesser wages are provided to them and the amount is Rs. 69.6 per day. Conversely, in the urban areas, there is such a wide difference is not found among the different informal sectors. Female workers get Rs.112.9, Rs.108.2 and Rs.100.9 as their average daily wages in P&P, all enterprises and employers households respectively. So far as the f/m ratio is concerned, it almost remains the same for P&P (0.71) and all enterprises (0.70) in rural areas while in urban areas, it is found to be quite higher (0.64 and 0.32). For employers' households, it is quite higher (0.98) in urban areas as comparative to rural areas (0.50). This indicates that for the casual workers, the wage discrimination among the female and male workers is massively higher in urban areas as compared to rural areas for those who are employed in P&P and all enterprises while for employers households, substantially higher wage discrimination is found in rural areas than that in urban areas.

4. SOCIAL SECURITY BENEFITS

The social security benefits are regarded as the protection or security by the management or employers to its employees or workers or by the government to the society. The benefits like maternity leave, child-care leave, health insurance, provident fund, pension etc. are basically found in organised sector and enjoyed by regular workers.

However, this facility is not provided to the informal workers. So, the proportions of informal sector women workers who are not covered under the social security benefit are demonstrated in Table 5. It is depicted that more female workers in rural areas as compared to urban areas were not getting any social security during both the periods. At the rural level, an over-whelming majority in the AGE GC, 91 percent of female workers in 2004/05 were deprived of any type of job security however in 2011/12, the proportion has declined to 86.9 percent. Similarly, in urban areas, the proportion has declined negligibly from 95.5 percent to 95.4 percent during this period. It means more females in urban areas are underprivileged in AGE GC. For non-agriculture and all enterprises, comparatively lesser proportion is neglected but while comparing regional differences, more female workers are deprived of at rural level with regard to their job security. At rural level, the percentage of unsecured female workers in non-agriculture and all enterprises has increased from 78.9 and 79.8 percent in 2004/05 to 82.1 and 82.5 percent in 2011/12 respectively while at urban level, the proportion of disadvantaged female workers has declined from 68.0 percent to 64 percent for both the informal sectors.

Among the regular female workers, a higher proportion is found in rural areas but the percentage has increased in both the areas. At the rural level, the ratio has increased to 81 percent in 2011/12 from 65.3 percent in 2004/05 while it has increased to 71 percent from 41.7 percent at urban level. This indicates that more females entered in AGE GC as salaried workers or contractual workers without enjoying any job security in India. For non-agriculture sector, again more females work without any facility in rural areas which has increased from 60.8 to 63.4 percent while in urban areas, comparatively less females are disadvantaged with respect to job security and the share has reduced 59.6 to 56.2 percent during this period. For all agriculture and non-agriculture enterprises, majority of the female workers work without any security in rural areas and the proportion has increased from 60.9 to 63.4 percent and in urban areas, lesser ratio is of such insecure workers and a reduction is noticed from 59.5 to 56.3 percent from 2004/05 to 2011/12 respectively. Thus, it is clear that more rural female workers disadvantaged in AGE GC however; among the salaried workers, more than 60 percent of proportion has increased in both the areas.

Table 5: Female workers in informal sector who are not eligible for any social security benefit for different statuses in employment in India

2004-05						
	RURAL			URBAN		
	AGEGC	Non-Ag	All	AGEGC	Non-Ag	All
Regular employed	653	608	609	417	596	595
Casual Workers	928	963	959	1000	966	967
All	910	789	798	955	680	681
2011-12						
	RURAL			URBAN		
	AGEGC	Non-Ag	All	AGEGC	Non-Ag	All
Regular employed	811	634	634	711	562	563
Casual Workers	870	932	925	980	971	971
All	869	821	825	954	641	642

Source: NSS Report No. 557: Informal Sector and Conditions of Employment in India.

Note: The social security benefits considered: PF/ pension, gratuity, health care and maternity benefit.

AGEGC: 014, 016, 017, 02, 03; non-agriculture:05-99.

So far as, the job security of casual female workers is concerned, it is found that large chunk of female workers work without any job security. At rural level, the share of disadvantaged women workers during 2004/05 in AGE GC, non-agriculture and all enterprises was 92.8, 96.3 and 95.9 percent respectively. However at urban level, the corresponding figures were 100, 96.6 and 96.7 percent in AGE GC, non-agriculture and all agriculture and non-agriculture enterprises respectively. It has been observed that in 2011/12, the proportion of disadvantaged casual women workers has declined at rural level to 87, 93.2 and 92.5 percent respectively while at urban level; the share of such women workers has slightly increased to 97 percent in non-agriculture and all enterprises while it has declined to 98 percent in AGE GC.

Thus, it is clear that in informal sector, the proportion of disadvantaged female workers in regular/salaried work has increased in all sectors in both the areas except in urban non-agriculture and all enterprises. On the other side, in casual work, the share of such deprived female workers has declined in both the areas except in urban non-agriculture and all enterprises. It means though, the proportion of underprivileged female casual workers is high but it has been declining. It signifies that more females have entered in the job market who are not covered under social security benefits and job security.

CONCLUSION

It is, thus, concluded that a large number of workers are working in informal sector as compared to the formal sector. But the proportion has been declining in the recent

years in un-organised sector though lesser proportion of workers are involved in the organized sector, but it is a good sign that an increasing trend however very slow has been observed.

The area-wise distribution and the changing trend among the female informal sector workers show that majority of female workers are informally employed in the rural areas than that in urban areas. Among the different statuses of work, majority of the workers are engaged in self employment followed by casual work and there is a small segment of female workers who are involved in regular work. The changing trend shows that informalisation as well as casualisation of women workers has increased in urban areas at a greater pace while in rural areas.

More gender differentials exist among the informal sector workers. While analyzing the regional differences, gender gap is higher in the urban areas as compared to the rural areas however, the average wage rate or salary earning of female workers in the informal sector is found to be comparatively higher in urban areas than that in rural areas. So, lesser is f/m wage ratio, more is the discrimination regarding the wages paid to the workers and vice-versa. Thus, lesser wage discrimination is faced by the workers in informal sector at urban level as compared to rural level for regular/salaried work. For the casual workers, the wage disparity among the female and male workers is massively higher in urban areas as compared to rural areas for those who are employed in P&P and all enterprises while for employers households, substantially higher wage disparity is found in rural areas than that in urban areas.

Thus, in general, informal sector as against of formal sector provides a great opportunity to the women to come forward in the economic world. But it exploits a lot in many ways by providing lesser wages, more working hours and work burden in this competitive era. The facilities like social security, medical facilities, increments, maternity or child care leave, other benefits as the regular employees enjoy are not provided to the informal workers in both informal as well as formal sectors but even then it provides a lap, mainly to women out of the hardness of life and poverty. No doubt, those who are illiterate or less educated, un-skilled or semi-skilled feel happy to enter this sector to come. But the states should find out ways to provide them decent and non-discriminated earnings. So, there is an ample need of some evaluation of the informal sector. Labour laws should be pro-women and strengthened.

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