

Stereotyping & Glass-Ceiling with Women Empowerment: Case of Unorganized Employee in Bhubaneswar & Adjacent Rural Areas

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Abstract: Unorganized sector contains more about to 40% of the women workers which are not treated at par with men worker in wages, facilities and promotional opportunities. Here the study was conducted by taking 50 men and 50 women daily workers in unorganized field to find out the factors affecting their wages, training & competency development, willingness of male workers towards women's training & women worker's own interest to be trained with having the findings that unskilled Women are interested enough to be skilled and efficient in their work field but are failing due to the presence of stereotyping with glass ceiling in the society.

Keywords: Stereotyping, Glass ceiling, Un-organized sector, Attitude, Discrimination in wage system

I. Introduction

Unorganized workers constitute a vulnerable segment in India is typically characterized by lack of labor law coverage, higher labor mobility, lack of organizational support, low bargaining power with its total 46 core workers among which 14 cores are women. Strategy for economic growth of the country with the welfare of unorganized workers creates various schemes is proving ineffective in unorganized sector in general and women in particular due to the presence of stereotyping and glass ceiling in the society. Stereotyping is a cause for the people in a workplace to be treated as an individual or groups in a certain way based on preconceived notions about that person or group. Diversity factors, including ethnicity, race, culture, religion, gender and age contribute to the propensity of stereotyping in one organization and engross Glass –ceiling, is the intangible barrier within a hierarchy that restrains the potentiality of women or minorities from obtaining the designation and position at their workplace with the practice of gender discrimination, working conditions, social security, health and safety of the workers especially of the women in the unorganized sector. Promotion of a non-discriminatory workplace with openness and acceptance of individual differences helps in preventing common negative effects.

II. Literature review

Various empirical studies have shown that the women workers with their wages and hierarchical position are discriminated in the unorganized sector. Oskamp Stuar, (2000)¹ stated that occupation stereotyping is a “perceived correlation between gender and occupation that is measured by the magnitude of the perceived difference between the male and female. Srinivasa, (2000)² studied collection about the different issues in women workers in unorganized sector in general and particularly in rural area with the primary data collection and interpretation. Vincent Crgamagrity, (2002)³ had the research and the findings that the main factors which have contributed for disparities include: structural barriers, unequal socio-economic opportunities, and inadequate access to mentors and support networks. Sinh, (2002)⁴ had collected the primary data of the unorganized workers and their salary structure of unorganized workers have the findings of low wages for the unorganized workers.

Nadal, (2006)⁵ held the study on construction workers in Harayana with the research findings of migration & socio –economic problems and tough life of women unorganized worker in construction industry. Jyoti Bharat, (2008)⁶ studied on unorganized women workers and has the findings of role of social movement in organizing the unorganized sector worker with the obstacles faced by the union. Here the study has its end result with the description of troubles and tribulations of men unorganized workers in general and women in particular.

Sodadas ku. Vijya, (2011)⁷ conducted the survey on the working conditions of stone quarry worker and with the findings of lack of legislation for better standard living & working conditions. The study examined the hiring practices, compensation, the role of government, and trade unionism in this sector. The findings reveal that there was no clear employment relationship with either employer or contractor and the workers always remain uncovered by any labor legislation which regulates the terms and conditions of employment or social security.

Das Kabita, Das B.K,(2012)⁸ had the study on social security in informal sector has the findings of lack of social security with cost on society in terms of jobs , income and healthcare .The aim of this paper was to know the degree of social security of the working women in the informal sector in odisha . Geetha K.T, (2010)⁹ studied on migrant worker and their working conditions in informal sector to understand the socio economic status of the urban India. Dave Vandana, (2012)¹⁰ conducted a study on worker in unorganized sector with findings of disparity of wages. Number of issues those has its pioneer role for ineffective women worker and women discrimination is continuing for number of years which paves the way for the authors to do the work in this field.

Objectives of the Study

- To describe the stereotyping for women
- To determine the factors influencing the women empowerment.
- To find out the glass ceiling activity by the men counters parts towards women empowerment.

III. Methodology of the Study

Sample: A sample of 50 unorganized men and 50 unorganized women workers were interviewed using interview schedules. They were selected from Bhubaneswar & adjacent rural areas where they are recruited for work, workplaces and wage disbursement centers.

Measures: The main data collection instrument used was interview schedule. The content validity of the questionnaire was tested by experts. The primary data was collected using interview schedule from the respondents, majority of the workers do not know how to read and write, two schedules are prepared, one for men and another for women workers. Interview questions are asked in the local language, that is odiya and the responses were noted in the schedule.

Study Area: Bhubaneswar is the state capital of Odisha and the surrounding village area is the area for study & data collection.

Procedure: The data were collected and then analyzed by the statistical method.

Analysis and Interpretation

Table – 1: Independent samples t- test for (gender and wages, family income, experience, days of work and education)

Independent samples	t-test	Significance (2 tailed)
Your wages	33.457	0.000
Family income	11.231	0.000
Education	11.158	0.000
Experience	2.528	0.000
Days of work	3.547	0.000

Source: Own Compilation

T -Test for Independent variable: Table -1 reveals that there is a significant difference between the men and women unorganized workers with respect to daily wages, family income, education, experience and days of work. Gender has the greatest influence on the wages of the workers. Women are paid less than men workers for the same category of work; therefore, there is discrimination in payment of wages.

Table – 2: Regression – Significance – Wages of men and woman in unorganized sector

Constant	Un standardized coefficients	Std. Error	Standardized coefficients
	B	S.E	β
Gender	1.539	.323	.728
Area	7.452	.215	.120
Contract type	1.244	.210	.048
Community	.498	6.214	.074
Only earning	.794	.222	.056
Experiences	.576	.217	.181

Source: Own Compilation

Wages of unorganized workers

Regression was administered for wages (Table -2) with the findings that more than 60% of respondents of their variance in ages (men and women in unorganized workers) have been significant explained by the independent variables like experience, contract type, area, and gender community and only earning. Estimation equation for wages of construction workers wages of (regression) with area = .120 only earning = .056 contract type = .048, experience = .181, community = .074, Gender= .728. In this table -2, reveals the highest positive number in beta is .728 for gender which is significant at .000. Gender has the greatest influence

on wages. Men receive more wages than the women in unorganized sector. There is a marked discrimination in wages of women. The community (.074) is significant at 0.000 level shows this community has a positive influence. It shows from the table that only earning member get higher wages than those who are not, the beta is .181 for experience which is significant at .000 level states that as experience increased the wages also increase.

Table -3: Regressions – beta – significance – wages of women unorganized workers

Constant	Un-standardized coefficients	B	Standardized coefficients
Area	1.205	.474	.302
Only earning	.891	.137	.134
Family income	.404	.148	.240
Literacy	.338	.067	.067
Experience	.195	.134	.087

Source: Own Compilation

Wages of women unorganized workers: In table -3 the highest positive number is beta for area= .302 for area which is significant at .000 levels. This has a positive influence on women in urban area and show that the women construction workers in urban areas are paid more than in the rural areas. The family income .240 is significant at .000 levels and the only earning member .135 is significant at .000 levels. Those who are only earning member get higher wages than those who are not. These variables have a positive influence. Literacy and experience have no significance for wages of women unorganized workers. Thus, for women the ages are not dependent on education / experience. Men are paid differently for different job titles; women have only one job title – unskilled worker.

Table – 4: Binary logistic regression- dependent variable – women construction workers

Variable	B	SE	Significance
Area of work - Rural	-0.937	0.447	0.036
Urban	-0.453	0.417	0.000
Contract type - Daily basis	-1.452	0.686	0.015
Projects	-1.423	0.579	0.034
Residence - Rural	-0.734	0.629	0.014
Semi urban	1.710	0.455	0.000
Urban	0.306	1.211	0.243
Community - Backward class	0.951	0.395	0.000
General	1.048	0.408	0.800
Only earning - No	2.710	0.569	0.016
Yes	0.756	0.192	0.010
Member remains - the same Contractor	.339	0.132	0.000
Change Often	-6.540	1.085	0.000
Union member -No	-	-	-
Yes	.337	.124	0.010
Income /wage	-6.405	1.485	0.000

Source: Own Compilation

Type of women worker’s training:

When the factors affecting skilled work tried by women workers are determined by using binary logistic regression, it is found that there is a relationship between the independent variables – wage, area, contrast type, residence, community, only earning member, family income, type of contractor and union membership and the dependent variable.

From the above table it is known that urban area has its scope for the female members rather than rural areas for the skill development. contract type is also a barrier for the women empowerment, i.e. daily basis women have no scope for their skill development rather the project workers when the women are the only earner, they want to be skilled one, and develop themselves to be an efficient one where as incase of double earning family members are creating barriers to stop the development of women workers. If these women belong to any union under the male person, then there is scope for self development. The stereotype that is women are inefficient also creates barriers for the wage and salary increment and blocks the road for women employers’ motivation to be an efficient worker.

Table -5: Binary logistic Regression dependant variable–aspiration of women workers to be trained

Variable	Un-standardized coefficients(B)	Significance
Age		
19-20	-1.524	0.000
26-30	-2.385	0.000
36-40	-2.230	0.000
Only earning member		
No	-	-
Yes	0.803	.000
Institution		
Same	-	-
Changing	0.837	.000
Literate	0.494	0.000
Contract type		
Daily basis	-	-
Project work	0.770	0.000

Source: Own Compilation

Aspiration of women workers to be skilled

From the table -5 exhibited that there is a significant relationship between willingness of women to be trained and the socio demographic factors like contract type, age, residence, community only earning member , contractor and literacy . From the statistical analysis it reveals that women working on projects are more willing to make trained to those getting daily wages, Increment of age reduces the aspiration of the women to be a skilled one. Literacy has its direct impact upon the women empowerment, Literate women wants to be a skilled rather than unskilled workers, doing in a particular institute always wants to remain in a particular job where as changing from organization to organization leads to motivation among women to be skilled and efficient in one working field.

Men coworkers and family member’s attitude to train women workers

It is found that area of work, contract type, wife working, entry why, job title and union awareness have a significant relationship with willingness of women counterpart to train women workers, the reference variables are rural for area of work, daily basis for contract type ,working in construction for wife working, no other employment for entry .

Table – 6 (Binary Logistic regression: women worker’s wants to be empowered).

Variable	B	SE	Significance
Area of work -			
Rural	-	-	-
Urban	0.872	0.269	0.001
Contract type -			
Daily basis	.782	-0.291	0.000
Projects	-2.171	0.574	0.482
Wife’s work(Working in unorganized sector)			
Working in other jobs	0.404	0.412	0.010
Net working	1.062	0.427	0.122
Unmarried	0.660	-0.512	0.000
Entry why -			
No other employment	.234	0.367	0.005
Father in construction	-1.427	1.535	0.004
Forced by poverty	-1.067	1.213	0.4537
Family members	1.192	1.243	.423
Union awareness -			
No	-	-	-
yes	0.831	0.311	0.007
Constant	1.026	0.490	0.036

Source: Own Compilation

Women worker’s wants to be empowered: Table - 6 reveals that men workers in urban areas are more willing to train the women counterpart whereas the unmarried men has the want for working wives with more willingness to train the women to be a skilful one. Men those are working on daily basis wants to make their female counterparts to be efficient rather than the project workers. Urban area people are more willing to accept the women as trained and efficient worker than the rural areas. Increment of age increases the willingness to accept and employ women as skilled one.

IV. Suggestions

Gender has the greatest influence on the wages in unorganized sector. Men workers are involved in different works where as women are involved with the works, like as daily worker. From the study it is clear that there is discrimination and lack of promotion among the women workers. The attitude of men and women show the positive sign of change. however there is no move to implement the existing laws on equal remuneration for the same job or to make new ones covering the unorganized sector where equal remuneration is to be given to women employed in the higher positions .Government has the legislation off equal remuneration for equal work which has to be implemented and government should take some measures by which fundamental right of the citizen(right of equality) can be justified and implemented .legislation is giving importance on women empowerment by giving reservation power, but it may be enhanced through the workplace incentives and training through the help of government sponsorship with the growth of potentiality, efficiency and economic development of the country .

V. Conclusion

Demand on skilled workers in the current scenario has the opportunity for the skill development of the women, though they are the invariable part of the society with the implementation of actions for the reduction of gender discrimination and achievement of real women empowerment with the effective utilization of women's potentiality& efficiency of women's with the leading to the fulfillment of the dream, that is poverty eradication with socio – economic development as the reality.

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