



NATIONAL COMMISSION FOR WOMEN
sponsored



SEMINAR
held on 20/11/2024

**CONNECTING WITH WOMEN IN THE UNORGANISED SECTOR:
IDENTIFYING PROBLEMS, DIFFICULTIES & POTENTIAL SOLUTIONS**

SEMINAR REPORT

organised

by

Internal Quality Assurance Cell

Alipurduar Mahila Mahavidyalaya

Newtown, P.O. & District Alipurduar, Pin 736121, West Bengal



SEMINAR ON

*Women
in
Unorganised Sector*



*Connecting with women in the unorganised
sector: Identifying problems, difficulties and
potential solutions.*

Sponsored by

National Commission for Women

Organised by

Internal Quality Assurance Cell

Alipurduar Mahila Mahavidyalaya

Date: 20-11-2024

CONTACT US



+91 98302 69927



ammseminar@gmail.com



www.alipurduargirlscollege.org



**“She may be unorganised,
but her impact is undeniable.”**



Theme of the Seminar

The Unorganized Workers' Social Security Act, 2008 defines an unorganized worker as those living on daily wages, those running businesses without registration (such as Micro and Small enterprises), as well as those working in informal positions in formal businesses. While workers in the organized sector can be identified by their regular salary with precise terms and conditions of employment, distinct rights and obligations, and reasonably extensive social security coverage. On the other hand, the unorganized sector lacks the majority of social protections and does not have such distinct employer-employee ties.

These workers are migrant, casual, contractual, home-based labourers without a fixed employer who often have to engage in multiple jobs to make ends meet.

In addition to these issues, women workers in the informal sector face additional challenges. Apart from their work responsibilities, they also have to manage household chores and it becomes a difficult task balancing between the two. Moreover, gender based discrimination is also evident as they often have to depend on the male members of the family for taking financial and non-financial decisions.

Almost all (97%) women workers in India are employed in the unorganized sector, which employs 118 million women. Among these, 27 million female workers are in the non – agricultural informal economy alone. Women in rural areas have a greater work involvement percentage (27%) than women in urban areas (10%). The women who work in the unorganized sector are overworked, invisible, unappreciated, and receive no pay for their labour. Long work hours, pay discrimination between women and men, a lack of job stability, the absence of minimum wages, inadequate workplace amenities, mistreatment, intense physical labour, and sexual exploitation are some of the characteristics that define it.

Non-Exhaustive Sub-Themes

- Migrant labourers of North Bengal
- Women in Tourism Sector
- Women in Unorganised Sector: Issues & Challenges
- Women in Unorganised Sector: Representation in Literature
- Women in Unorganised Sector: Representation in Media
- Women in Agricultural sector

Abstracts preferably within 200 words should be mailed to ammseminar@gmail.com within 05-11-2024.

INTRODUCTION

The only female college in the Alipurduar district, Alipurduar Mahila Mahavidyalaya, has made a concerted effort to address socially significant concerns while simultaneously carrying out its principal function as an educational establishment. It is our belief as an educational institution that we should think beyond the books. We have held a significant number of seminars in keeping with that ethos in order to foster critical thinking and advance societal objectives. Our ongoing cooperation with NGOs has allowed us to benefit society as a whole.

We appreciate the support of the National Commission for Women in organizing this seminar, which includes unorganized women workers, a marginalized segment of society. Though they constitute a larger work force in quantity, yet they are deprived of good many facilities and benefits; enjoyed by their counterparts in the organised sector.

We intend to take this opportunity to begin a discussion in this regard. The intelligentsia, researchers, and the academic community all have a part to play in this. It is our shared responsibility to present a picture of possibilities for women engaged in the unorganised sector. It is our genuine hope that august assembly would tackle the problem from several angles and come up with some possible answers.

RATIONALE OF THE SEMINAR

Regular paid positions with clear terms and conditions of employment, unique rights and responsibilities, and a respectably high level of social security coverage are characteristics that distinguish workers in the organized sector. In contrast, the unorganized sector does not have such clear employer-employee links and does not have the bulk of social guarantees. Among the traits that characterize it include long work hours, gender-based pay discrimination, unstable employment, lack of minimum wages, poor working facilities, abuse, hard physical labor, and sexual exploitation. Homestays are a common way for households in this area of Alipurduar to make money. Women engaged in Homestays work all day long without receiving a set salary. In the family business, they see themselves as a helpful hand. The male family members control every aspect of the company, including the finances, which further demonstrates gender-based discrimination. Although homestays are organized, women's roles and involvement are quite similar to those of those employed in the unorganized sector. The goal of the seminar was to provide a forum for all parties involved to exchange best practices, experiences, and acknowledge the difficulties experienced by women in the unorganized sector.

OBJECTIVES

1. To understand and analyse multi-pronged strategies to address the issues of women working in unorganised sector which are varied in nature and require nuanced handling.
2. To evaluate the role and opinion of the NGOs in policy making for general well being of women engaged in unorganised sector.

CONTENTS

The issues deliberated upon during the seminar are listed below.

- i) Working condition of women engaged in the unorganised agricultural sector of West Bengal.
- ii) Factor analysis of women's participation in the unorganised sector.
- iii) Psychological journey of women engaged in unorganised sector.
- iv) Legal rights of women working in the unorganised sector.
- v) Legal status of domestic workers in India.
- vi) Representation of unorganised women workforce in media.
- vii) Socio – economic position of women engaged in Homestay Tourism.

INAUGURAL SESSION

The inaugural session commenced with the customary welcome speech, felicitation of dignitaries and lighting of the lamp. The former Vice Chancellor of Cooch Behar Panchanan Barma University delivered an introductory speech at the inaugural session, which was followed by the keynote address. The situation of women working in the unorganized sector was brought up by both presenters.

They rightly pointed out that women have a special place in every culture, but because of a number of social constraints and hurdles, they are still considered to be a disadvantaged class. Women are the least privileged and most exploited members of society, and they are more likely to be humiliated and taken advantage of. Women who labor in the unorganized sector face significant marginalization. Even though a sizable portion of the population works in Indian industry, life is extremely difficult for female employees.

The unorganized sector, sometimes referred to as the shadow economy or informal economy, is a sizable portion of the economy that consists of companies and employees that are not registered with the government and do not abide by its laws.

Workers in the unorganized sector are frequently not unionized, and enterprises are tiny and dispersed. Unorganized sector employees sometimes receive poor pay and no benefits like paid time off, pensions, or gratuities.

The unorganized sector was categorized in a broad way. The gender bias was highlighted by pointing out that women are primarily employed as home-based workers. Additionally, the psychological component was examined. To highlight the social structure and social standards, the thought patterns of women working in various fields were also referred to. The speakers in the inaugural session also pointed out the challenges faced by women working in the unorganised sector.

TECHNICAL SESSION – I

Invited Lectures

Invited Lecture 1

Title of the Deliberation: Factor Analysis of Women's Participation in Unorganised Sector in India: An Econometric Overview

Resource Person: Amlan Datta, Associate Professor, Department of Economics, Alipurduar University

Salient Contents:

Gender discrimination is apparent even in the demographic statistics of the country. While most major nations show a sex ratio that favours women, India's sex ratio still favours men. The Indian labour market is rife with gender discrimination (Singh). Among 131 countries, India ranks 11th from the bottom in terms of female labour force participation. According to the Global Gender Gap data covering 135 nations, women's economic involvement and opportunities in India are poorer than in 95 per cent of the other countries analyzed (GoI, 2013). Despite women making up one-third of India's labour force, they represent less than one-fifth of the workforce in the organized sector (Kurian, 2007). Female earners frequently face the dual burden of balancing their professional responsibilities with traditional expectations of homemaking. Many valuable social activities, such as childcare, are not recognized in national income calculations. Although "gender empowerment" has become a popular term, there have been few tangible advancements in this area.

India has one of the lowest rates of female labour force participation globally. According to the 2011 Census, the work participation rate (WPR) for women was 39.8 per cent, showing a slight increase from 39.1 per cent in 2001. While this WPR is low, there has been progress over the decades in increasing the rates for both men and women in India. In 1971, only 11.9 per cent of women and 52.5 per cent of men were involved in economic activities, but by 2011, those figures rose to approximately 25 per cent for women and 53 per cent for men. This indicates a significant rise in women's economic activity over the 40-year period, while the male participation rate has remained relatively stable. The average gender participation gap—the difference between male and female labour force participation—has been shrinking since 1971, yet it continues to be substantial. Various structural barriers contribute to this issue, including

a patriarchal social environment, legal frameworks that are not fully gender-neutral, and unequal access to education and vocational training. Furthermore, women's mobility outside the home may be restricted, and they may face discouragement from their husbands and in-laws.

The WPR is an important socio-economic indicator that reflects the proportion of the working population engaged in the labour force relative to the total population of the same age group. Analysis of this data provides valuable insights into the changing dynamics of gender participation in the workforce over the decades. The WPR is determined by evaluating the number of individuals engaged in a form of work, including both formal and informal sectors, against the larger population. This ratio is significant for understanding economic engagement levels and is pivotal in crafting policies aimed at labour and employment. In the case of this data, we observe how gender disparities in work participation have evolved over time in India.

A correlation matrix was utilized to explore the relationships between female workforce participation (WPR) and variables such as female literacy rate, per capita income, and sex ratio. The findings indicate a negative correlation between female literacy rate and female WPR. One possible explanation for this is that women who lack education often work out of necessity for survival. As educational attainment improves, women tend to remain in education, assuming viable opportunities exist in their surroundings.

The analysis further shows a negative relationship between per capita income and female WPR. Numerous studies indicate that women's participation in the labour market is frequently driven by economic necessity rather than personal choice. Women's involvement in the workforce may increase during times of financial hardship and decrease when household economic conditions improve.

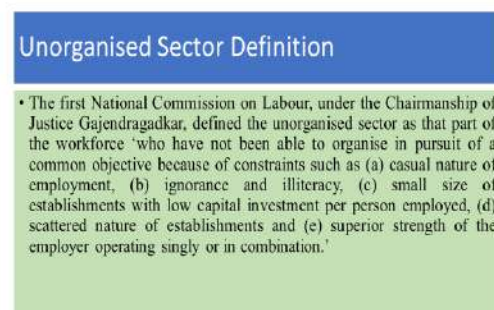
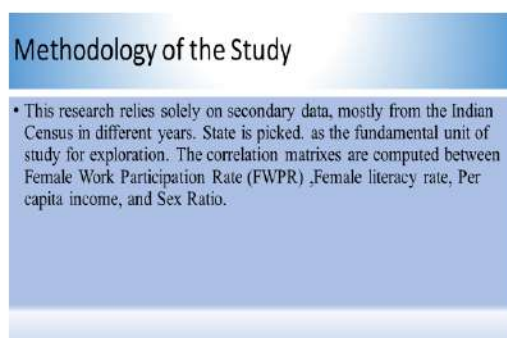
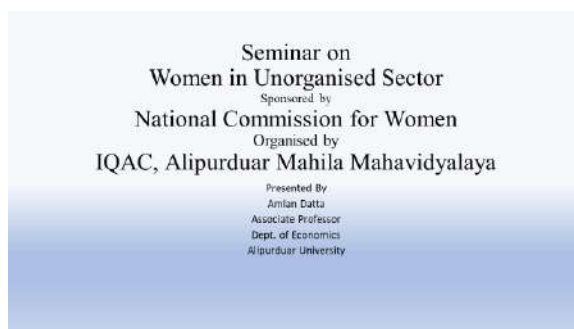
It is observed that education correlates positively and significantly with the likelihood of women being cultivators or engaged in other occupations, while it shows a negative correlation with employment as agricultural labourers. Specifically, a 1 per cent increase in the female literacy rate is associated with a 0.33 probability of women being cultivators and a .64 probability for other workers; conversely, it decreases the likelihood of women being agricultural labourers by the probability of 0.101. Additionally, per capita income has an impact on women's employment as well. It has a positive relationship with employment in other sectors but a negative relationship with roles as cultivators, agricultural labourers, and in the household industry. The findings indicate that rising per capita income enhances the

likelihood of women working in other capacities, while simultaneously diminishing the chances in all other mentioned areas. However, this effect is only statistically significant for household industry and other occupations. The impact of women's participation rate (WPR) on various employment types is examined, with specific attention given to female WPR as an independent variable. It is observed that as WPR increases, the likelihood of women working as cultivators rises, while the chances of employment in household industries and other occupations decline. This trend is statistically significant at the 1 per cent level for all the dependent variables.

Additionally, the sex ratio plays a crucial role in influencing women's employment. It shows a negative correlation with cultivators and a positive correlation with agricultural labourers. Specifically, a 1 per cent increase in the sex ratio is associated with an approximately 0.13 per cent increase in the probability of women being agricultural labourers, while it reduces the likelihood of them being cultivators by 0.17 per cent.

Method of Deliberation

The author presented his lecture through Powerpoint Presentation



participation and a narrowing gender gap, the figures remind us that there still remains much work to be done to achieve parity in workforce participation. Policymakers, educators, and society at large must continue striving toward creating an equitable labour market that values and nurtures the contributions of all workers, regardless of gender. The data till 2011 reveals trends which may have direct correlations to future policy developments. Increased investment in women's education, vocational training, and safety measures are all crucial steps in further improving the female WPR. Additionally, employment policies should also focus on addressing part-time and unorganised sector employment, wherein a significant number of women are engaged, ensuring fair wages and job security. Moreover, inclusive policies that incentivize female participation in traditionally male-dominated sectors could help balance gender roles and mitigate the gender gap further.



Invited Lecture 2

Title of the Deliberation: Unorganised Women Workforce in India: Understanding the Legal Rights and Challenges

Resource Person: Dr. Satarupa Ghosh, Assistant Professor, Department of Law, Cooch Behar Panchanan Barma University

Salient Contents:

Unorganized Sector

- The unorganized sector, also known as the informal economy or shadow economy, is a large sector of the economy that includes businesses and workers that are not registered with the government and do not follow its rules and regulations.
- Unorganized sector businesses are small and scattered, and workers are often not unionized. Workers in the unorganized sector are often paid low wages and do not receive benefits like paid holidays, pension, or gratuity.

Gender difference

Gender is now considered to be a category of discrimination. It has been observed that the process of development has failed to improve the social position of the underprivileged sections in general and of women particular. Greater participation in development is considered as an important factor in reversing the present trend which signifies in equal social, economic and political position of men and women. In the economic sphere it has been observed that most of the manual and non-technical work is done by women, while men operate new agricultural machines and control inputs as well as the produce. In the production process of economy the role of women is not properly recognized. Only child bearing and rearing and domestic activities have been considered by the society as non-productive, non-economic and feminine. The traditional socio-economic culture has legitimized the outlook by sustaining the gender relationship of dominance and subordination. Unorganized sector worker means any person who is engaged in one or more employments as per categories of the Census of India directly on his or her own account, or through any agency, such as contractor or employer.

Condition of Women in Unorganised Sector

The conditions of employment in the informal sector are such that the workers have no protection and they are exploited by their employers with no respite. In this context, the position of women becomes even more vulnerable and hence worrisome. In India, 94% of the total women workers are employed in the informal sector and only about 20% work in urban centers. Most of these women hail from the poor sections of society and are in desperate need of money. Also, these women are usually the sole breadwinners of their families. They also have to balance their household duties with work. They do not even have proper training.

Major categories in the Informal and Unorganised Sector

There are five major categories in the informal and unorganised sector where we can find women are employed –

- **Construction Labourers** – Such women are employed at the construction site to do manual unskilled labor where they are paid very less. In fact, the skilled work is given to their male counterparts, who also get higher pay for the same amount of work done.
- **Domestic Workers** – Women working as domestic workers are involved in household chores, which could be either part-time or full-time. Young girls are mostly involved in this type of work.
- **Garment Workers** – These women are employed with drapers, boutiques, and big stores, where they usually work under a male tailor (master). They are also involved with knitting woolen.
- **Vendor** – Women working as vendors are involved in selling a variety of commodities like broomsticks, baskets, utensils, fruits, vegetables, bangles, etc.
- **Sales Girls** – Women working as salesgirls can either go from door to door to sell products or sit at shops selling them. Examples are jewelry, cosmetics, and garments.

Reasons to take up jobs in the informal and unorganised sector

There are various reasons why women are more likely to take up jobs in the informal and unorganised sector:

- The main reason is that it is easy to enter this sector without any specific requirements or qualifications. No specialized skills or training is required. Thus, it appeals as an easy source of money.
- Mostly such jobs are not much far away from the places where they live and they can manage the work along with their household duties.

Problems of Women Workers

- The major problems for working wives arise out of the dual responsibilities of house work and the office work. Even though the employment of women is accepted, most of the in-laws and majority of husbands have not accepted the changing life pattern. Women by their position to play a dual set of roles- one as home makers, wives and mothers, and the other as employee.
- Working women despite their economic independence are not truly independent. Neither do they have any control over their own income nor are they allowed to take vital decisions of their life. There is not much of the difference seen in her treatment by the family and society.

- Low standard of health being constraints women workers complain of frequent headaches, back pain, circulation disorders, fatigue, and emotional and mental disorders. Poor nutritional status, anemia due to poverty and the cultural practices where women eat last and the increased workload due to domestic responsibilities, lead to fatigue among women.
- Lacking any skills and assets migrant workers often tend to end up as farm laborers in rural areas and construction workers or rickshaw-pullers or street vendors in urban areas. Migrant workers face adverse working conditions such as longer working hours, social isolation, lower wages and inadequate access to basic amenities. Many migrant domestic workers in cities live on pavements or in slums and serve others in houses.
- The decline in employment among the poorest could be due to various policy measures such as redistribution of land which reduces the need for hired labour; technological changes in agriculture including introduction of cash crops and mechanization and the declining number of non-farm activities in rural areas such as hand-based activities has further led them to the stage of unemployed.
- Despite existence of labour laws, the worker in this sector do not get social security and other benefits for various reasons and there is hardly any trade union or constitutional mechanism to fight for them.

The major problems faced by women in this sector are –

- **Discrimination in Wages** – Women often get lesser money than males for the same amount of work done. Often, the amount paid is way too less as compared to the amount of work done.
- **Poor Conditions of Work** – Informal workplaces do not care about the conditions in which the workers are working. They are often unhygienic with no separate washrooms for the special requirements of a woman. A clean working environment and clean drinking water are scarcely paid attention to. This often leads to women suffering from many diseases and their health continuously declines.
- **Unjust terms of Work** – Women working in the informal and unorganised sector do not have the benefits received by the ones working in the formal sectors. They are not given enough sick leaves, maternity benefits, and insurance. The working hours are usually very hectic which makes it difficult for them to balance their household duties along with the work.
- **Exploitation** – There are no safeguards for protecting a woman at an informal place of work. There are no separate committees or people designated to look into the complaints of harassment. They have to bear snide comments and discrimination with no respite. Cases of sexual harassment are very common in the informal sector. However, most of these cases go unnoticed as the women do not come forward in the fear of losing their jobs and further harassment from the employer.

- **No Security** – There is no job security in the informal sector. The workers are dismissed at the whims and fancies of their employers. The salary is often very less and fluctuates. There are no fixed working hours. Also, leaves are scarcely given.
- **Lack of Support** – Often the policies made for the betterment of people working in this sector are never properly implemented due to no concrete structure for regulation and no checks put in place. The informal workers many times do not have any kind of union or organizational support to put forward their grievances.
- **Lack of equal Opportunities of Employment and Wages:** The unorganized sector often lacks the protective mechanisms and labour regulations that are more prevalent in the organized sector. This leaves women workers vulnerable to exploitation and abuse related to work, with little recourse for seeking justice. Common issues include wage disparities, long working hours, ineffective policy implementation, and difficulty in securing work, making women labourers more susceptible to economic instability.
- **Absence of Maternity Benefits in the Unorganized Sector:** The absence of formalized contracts and employment benefits makes women labourers in the unorganized sector more prone to instability in working conditions. For instance, the absence of maternity benefits, such as paid leave, which are granted rights in the organized sector, poses a significant challenge for women balancing work and family responsibilities in the unorganized work environment.
- **Sexual Harassment in the unorganized Sector:** Societal biases and stigma exacerbate the challenges faced by women in the unorganized sector. The absence of formal regulations and protective mechanisms, coupled with limited knowledge and awareness, makes women vulnerable to sexual harassment in this sector. Addressing these challenges requires a multi-pronged approach. Governments must implement and enforce labor laws that protect the rights and well-being of women workers in the unorganized sector. This includes provisions for maternity benefits, equal pay for equal work, and measures to ensure safe working conditions, along with provisions to spread awareness about women's rights.

In total, the unorganized sector in developing nations, while instrumental in providing employment opportunities, presents a unique set of challenges for women workers. To harness the full potential of this sector and ensure gender equality, concerted efforts are needed to implement labor reforms, raise awareness, and empower women to thrive in the workforce. Only then can the unorganized sector truly become a source of economic empowerment for women in the ever-evolving landscape of developing nations.

Safeguarding Women workforce in unorganized sector

Legal provisions of Constitution of India

The word ‘socialist’ was added to the Indian Constitution by the 42nd Amendment Act in 1976. By ‘socialist’ we meant freedom from all forms of social, economic, and

political exploitation. In pursuance of this goal, our constitution contains several provisions in the form of fundamental rights and the Directive Principles of State Policy. Some of them are as follows:

- Article 14 – Right to equality
- Article 15 – Right against discrimination
- Article 21 – Right to life and liberty
- Article 19 – Freedom of movement, assembly, unions, and occupation
- Article 23 – Protection from forced labor
- Article 24 – Prohibition of Child Labor
- Article 41 – Right to work
- Article 39 – Adequate means of livelihood, fair distribution of material resources, adequate protection of workers
- Article 38, 39 – Equality of wages
- Article 43 – Decent standard of life
- Article 43A – Workers’ participation in management

Legislations and labour laws:

There are also several legislations and labour laws. However, not all apply equally to the informal and unorganised sector. The National Commission for Enterprises in the Unorganized Sector divided these legislations into the following three groups:

- Laws that apply to all the sections of Informal Labour – Equal Remuneration Act, 1976, and the Bonded Labor System (Abolition) Act, 1976.
- Laws that apply to some sections of Informal Labor – The Minimum Wages Act, 1948, Child Labor (Prohibition and Regulation) Act, 1986, Dangerous Machines (Regulation) Act, 1983, The Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993, Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, Motor Transport Workers Act, 1961, Sales Promotion Employees (Conditions of Service) Act, 1976, and the Trade Unions Act, 1926.
- Laws that can be extended to Informal Labor – The Beedi and Cigar Workers (Conditions of Employment) Act, 1966, Payment of Wages Act, 1936, The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, the Contract Labor (Regulation and Abolition) Act, 1970, The Maternity Benefit Act, 1961, Workmen’s Compensation Act, 1923, and the Weekly Holidays Act, 1942.

Programmes implemented for Unorganised Workers:

1. Domestic workers and social security Act, 2010: Women and child are more vulnerable exploitation so government has formulated this act for providing them better working conditions including registration.
2. According to a labour ministry official, through the registration and issuance of U-WIN cards, the government also intends to create a Central-level database of all unorganised sector workers in the country. The new cards will ensure that all unorganized workers get social security scheme benefits covered under the Unorganised Workers' Social Security Act, 2008.

Details Beneficiaries of Social Security Schemes Listed Under Schedule-I of the Unorganised Workers Social Security Act, 2008 are given below:

- Indira Gandhi National Old Age Pension Scheme (IGNOAPS)
- National Family Benefit Scheme
- Janani Suraksha Yojana
- Handloom Weavers' Comprehensive Welfare Scheme
- Handicraft Artisans' Comprehensive Welfare Scheme
- Pension to Master Craft Person

However, the labour laws remained toothless due to ‘abysmally poor implementation’. It must be noted that several reasons for this failure are the small number of personnel, neglecting the informal and unorganised sector, lack of infrastructure, and absence of representation of voices from the informal and unorganised sector.

In the context of social security, workers' rights, and the right to employment, women in India face numerous challenges in achieving stable incomes and equal worker rights. Despite legal provisions aimed at promoting gender equality, women continue to face discrimination and unequal treatment in the workplace.

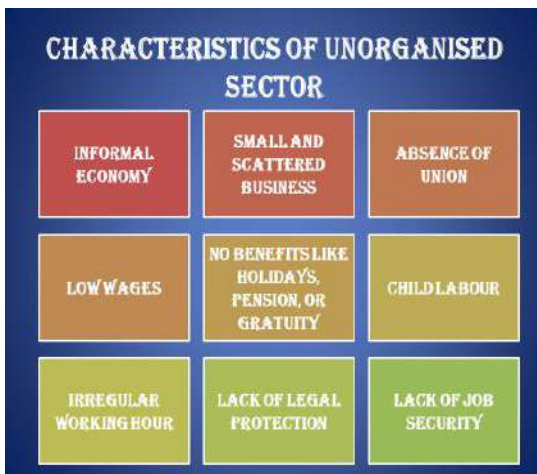
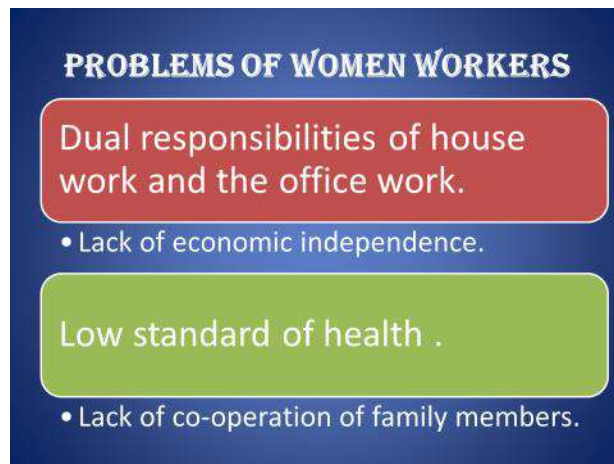
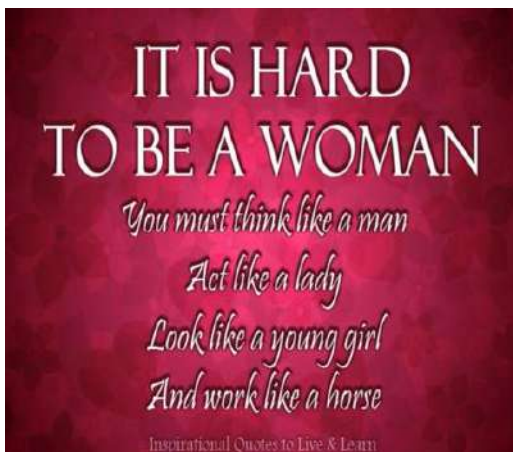
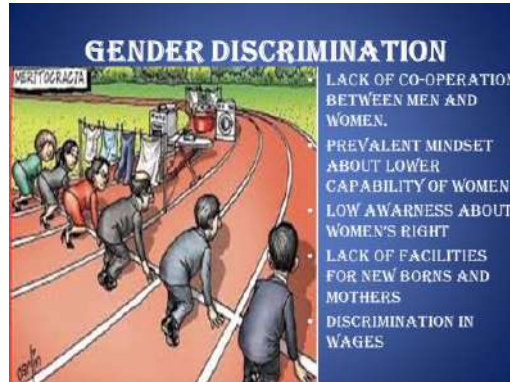
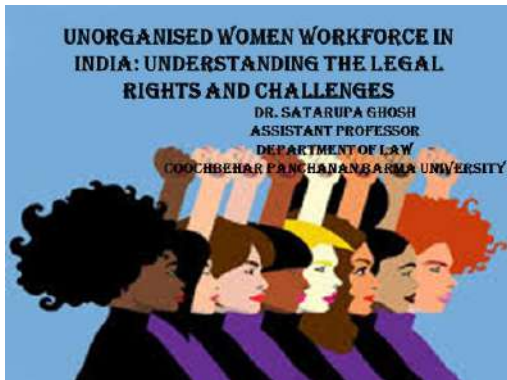
The Unorganized Sector Workers Act, 2008, as previously stated, defines unorganized sector workers and mandates the central government to formulate health and maternity benefit schemes. Yet, it still excludes many women working in the unorganized sector, such as agricultural labourers, seasonal workers, domestic helpers, and construction workers.

Moreover, despite the existence of labour laws such as the Equal Remuneration Act, 1976, which aims to ensure equal pay for equal work, women often face lower wages and limited job opportunities compared to men. This wage gap is rooted in gender

biases and stereotypes, leading to economic insecurity for women and hindering their ability to achieve stable incomes.

Method of Deliberation

The author presented her lecture through Powerpoint Presentation.



SIX MAJOR CATEGORIES IN THE INFORMAL OR UNORGANISED SECTOR



CONDITION OF WOMEN IN UNORGANISED SECTOR

94% OF THE TOTAL WOMEN WORKERS ARE EMPLOYED IN THE INFORMAL SECTOR

- EXPLOITED BY THEIR EMPLOYERS

DESPERATE NEED OF MONEY

- SOLE BREADWINNERS OF THEIR FAMILIES

NO PROTECTION.

- POOR SECTIONS OF SOCIETY

BALANCE THEIR HOUSEHOLD DUTIES WITH WORK.

- THEY DO NOT EVEN HAVE PROPER TRAINING

REASONS WOMEN TAKE UP JOBS IN THE INFORMAL AND UNORGANISED SECTOR

1. LACK OF EDUCATION

- WITHOUT ANY SPECIFIC REQUIREMENTS OR QUALIFICATIONS.
- NO SPECIALIZED SKILLS OR TRAINING IS REQUIRED. THUS, IT APPEALS AS AN EASY SOURCE OF MONEY.

2. DISTANCE

- MOSTLY SUCH JOBS ARE NOT MUCH FAR AWAY FROM THE PLACES WHERE THEY LIVE AND THEY CAN MANAGE THE WORK ALONG WITH THEIR HOUSEHOLD DUTIES.

SAFEGUARDING WOMEN

- ARTICLE 14 – RIGHT TO EQUALITY
- ARTICLE 15 – RIGHT AGAINST DISCRIMINATION
- ARTICLE 21 – RIGHT TO LIFE AND LIBERTY
- ARTICLE 19 – FREEDOM OF MOVEMENT, ASSEMBLY, UNIONS, AND OCCUPATION
- ARTICLE 23 – PROTECTION FROM FORCED LABOR
- ARTICLE 24 – PROHIBITION OF CHILD LABOR
- ARTICLE 41 – RIGHT TO WORK
- ARTICLE 39 – ADEQUATE MEANS OF LIVELIHOOD, FAIR DISTRIBUTION OF MATERIAL RESOURCES, ADEQUATE PROTECTION OF WORKERS
- ARTICLE 38, 39 – EQUALITY OF WAGES
- ARTICLE 43 – DECENT STANDARD OF LIFE
- ARTICLE 43A – WORKERS' PARTICIPATION IN MANAGEMENT

LEGAL FRAMEWORK

LAWS THAT APPLY TO SOME SECTIONS OF INFORMAL LABOUR

- THE MINIMUM WAGES ACT, 1948, CHILD LABOUR (PROHIBITION AND REGULATION) ACT, 1986
- DANGEROUS MACHINES (REGULATION) ACT, 1983
- THE EMPLOYMENT OF MANUAL SCAVENGERS AND CONSTRUCTION OF DRY LATRINES (PROHIBITION) ACT, 1993
- INTER-STATE MIGRANT WORKMEN (REGULATION OF EMPLOYMENT AND CONDITIONS OF SERVICE) ACT, 1979
- MOTOR TRANSPORT WORKERS ACT, 1961.
- SALES PROMOTION EMPLOYEES (CONDITIONS OF SERVICE) ACT, 1975
- THE TRADE UNIONS ACT, 1926.

LAWS THAT CAN BE EXTENDED TO INFORMAL LABOUR

- THE BEEDI AND CIGAR WORKERS (CONDITIONS OF EMPLOYMENT) ACT, 1966
- PAYMENT OF WAGES ACT, 1936
- THE BUILDING AND OTHER CONSTRUCTION WORKERS (REGULATION OF EMPLOYMENT AND CONDITIONS OF SERVICE) ACT, 1996
- THE CONTRACT LABOR (REGULATION AND ABOLITION) ACT, 1970, THE MATERNITY BENEFIT ACT, 1961
- WORKMEN'S COMPENSATION ACT, 1923, AND THE WEEKLY HOLIDAYS ACT, 1942.

LAWS THAT APPLY TO ALL THE SECTIONS OF INFORMAL LABOR

EQUAL REMUNERATION ACT, 1976
THE BONDED LABOR SYSTEM (ABOLITION) ACT, 1976

PROGRAMMES IMPLEMENTED FOR UNORGANISED WORKERS

DOMESTIC WORKERS AND SOCIAL SECURITY ACT, 2010

• WOMEN AND CHILD ARE MORE VULNERABLE EXPLOITATION SO GOVERNMENT HAS FORMULATED THIS ACT FOR PROVIDING THEM BETTER WORKING CONDITIONS INCLUDING REGISTRATION.

U-WIN CARDS

• GOVERNMENT INTENDS TO CREATE A CENTRAL-LEVEL DATABASE OF ALL UNORGANISED SECTOR WORKERS IN THE COUNTRY. THE NEW CARDS WILL ENSURE THAT ALL UNORGANIZED WORKERS GET SOCIAL SECURITY SCHEME BENEFITS COVERED UNDER THE UNORGANISED WORKERS SOCIAL SECURITY ACT, 2008.

SOCIAL SECURITY SCHEMES LISTED UNDER SCHEDULE-I OF THE UNORGANISED WORKERS SOCIAL SECURITY ACT, 2008

- INDIRA GANDHI NATIONAL OLD AGE PENSION SCHEME (IGNOAPS)
- NATIONAL FAMILY BENEFIT SCHEME
- JANANI SURAKSHA YOJANA
- HANDLOOM WEAVERS' COMPREHENSIVE WELFARE SCHEME
- HANDICRAFT ARTISANS' COMPREHENSIVE WELFARE SCHEME
- PENSION TO MASTER CRAFT PERSON

REASONS OF FAILURE

- However, the labour laws remained toothless due to 'abysmally poor implementation'. It must be noted that several reasons for this failure:
- small number of personnel,
- neglecting the informal and unorganised sector, lack of infrastructure, and
- absence of representation of voices from the informal and unorganised sector.

MAJOR PROBLEMS FACED BY WOMEN IN THIS SECTOR

1. **DISCRIMINATION IN WAGES** – Women often get lesser money than males for the same amount of work done. Often, the amount paid is way too less as compared to the amount of work done.
2. **POOR CONDITIONS OF WORK** – Informal workplaces do not care about the conditions in which the workers are working. They are often unhygienic with no separate washrooms for the special requirements of a woman. This often leads to women suffering from many diseases and their health continuously declines.

3. **UNJUST TERMS OF WORK** – Women working in the informal and unorganised sector do not have the benefits received by the ones working in the formal sectors. They are not given enough sick leaves, maternity benefits, and insurance. The working hours are usually very hectic which makes it difficult for them to balance their household duties along with the work.

4. **EXPLOITATION** – There are no safeguards for protecting a woman at an informal place of work. There are no separate committees or people designated to look into the complaints of harassment. They have to bear snide comments and discrimination with no respite. Cases of sexual harassment are very common in the informal sector. However, most of these cases go unnoticed as the women do not come forward in the fear of losing their jobs and further harassment from the employer.

5. **NO SECURITY** – There is no job security in the informal sector. The workers are dismissed at the whims and fancies of their employers. The salary is often very less and fluctuates. There are no fixed working hours. Also, leaves are scarcely given.

6. **LACK OF SUPPORT** – Often the policies made for the betterment of people working in this sector are never properly implemented due to no concrete structure for regulation and no checks put in place. The informal workers many times do not have any kind of union or organizational support to put forward their grievances.

7. **ABSENCE OF MATERNITY BENEFITS IN THE UNORGANIZED SECTOR:** The absence of formalized contracts and employment benefits makes women labourers in the unorganized sector more prone to instability in working conditions. For instance, the absence of maternity benefits, such as paid leave, which are granted rights in the organized sector, poses a significant challenge for women balancing work and family responsibilities in the unorganized work environment.

8. **SEXUAL HARASSMENT IN THE UNORGANIZED SECTOR:** Societal biases and stigma exacerbate the challenges faced by women in the unorganized sector. The absence of formal regulations and protective mechanisms, coupled with limited knowledge and awareness, makes women vulnerable to sexual harassment in this sector.

ADDRESSING ISSUES AND PROMOTE SOCIAL EQUITY FOR WOMEN IN THE UNORGANIZED SECTOR

- Addressing these challenges requires a multi-pronged approach. Governments must implement and enforce labor laws that protect the rights and well-being of women workers in the unorganized sector. This includes provisions for maternity benefits, equal pay for equal work, and measures to ensure safe working conditions, along with provisions to spread awareness about women's rights.

Discussions and Suggestions

Women in India face significant challenges in exercising their right to employment due to prevailing societal norms and cultural biases. The lack of access to education, skills training, and limited job opportunities further exacerbate their struggle for economic stability and financial independence. While programs like MGNREGA have played a crucial role in providing temporary employment and mitigating income inequalities, they are not comprehensive solutions to the broader issues faced by women in the labor force. The challenges extend beyond the duration of such programs and necessitate a more holistic approach to address the systemic barriers that persist. Additionally, MGNREGA offers 100

working days per household, an opportunity that is often exploited by male members, leaving less or no scope for female labourers to work upon.

Addressing these challenges necessitates a multifaceted approach that combines legal reforms, awareness campaigns, and empowerment initiatives. Here are some specific suggestions to address these issues and promote social equity for women in the unorganized sector:

- **Strengthen Legal Provisions:** There is a need to strengthen legal provisions that protect women's rights in the unorganized sector. This includes reviewing and amending existing laws to ensure they are more inclusive and effective in addressing the unique challenges faced by women.
- **Promote Awareness:** Comprehensive awareness campaigns should be launched to educate women in the unorganized sector about their legal rights, including equal pay, maternity benefits, and protection against sexual harassment. Accessible information should be provided through community-based programs and digital platforms.
- **Empowerment Initiatives:** Empowerment initiatives, including skills training and financial literacy programs, should be developed to enhance women's economic independence and decision-making abilities. These programs can help women access better employment opportunities and manage their finances effectively.
- **Strengthen Implementation:** Government agencies responsible for implementing labor laws and social security programs should ensure efficient and transparent processes. Timely disbursement of benefits and effective enforcement of laws can significantly improve the situation for women in the unorganized sector.
- **Legal Aid and Support:** Establishing legal aid clinics and support systems specifically tailored to the needs of women in the unorganized sector can help them seek redress for grievances, including cases of sexual harassment. These resources should be easily accessible and sensitive to the challenges faced by these women.
- **Change Social Norms:** Addressing the deeply ingrained societal norms and cultural biases perpetuating gender discrimination is essential. Community-based initiatives and advocacy campaigns can challenge stereotypes and promote a more inclusive and equitable society.

To address these multifaceted challenges, a comprehensive approach is imperative. This approach should encompass various stakeholders, including government agencies, employers, civil society organizations, and women. It requires collaborative efforts to introduce gender-sensitive policies, implement stronger legal protections, provide access to skill development and entrepreneurship opportunities, and foster a supportive work culture that embraces diversity and inclusivity.

By dismantling discriminatory norms, strengthening legal safeguards, promoting economic empowerment, and ensuring a safe and inclusive work environment, we can pave the way for a more equitable and just working environment for women in the unorganized sector. This comprehensive approach is essential to empower women, break the cycle of inequality, and harness the full potential of this critical workforce.

To address these challenges, it is crucial to raise awareness among women about their legal rights, strengthen legal provisions to protect women from discrimination and harassment at the workplace, and promote equal access to employment opportunities and social security benefits. Additionally, the effective implementation and enforcement of existing laws are vital to rectify the gender disparities and ensure a fair and inclusive working environment for women.



TECHNICAL SESSION – II

Panel Discussion & Interactive Session

Topic: Money and Might: The Psychological Journey of Women in the Informal Sector

Panelists:

Dr. Nasim Aktar, Assistant Professor, Presidency University

Dr. Riad Azam, Assistant Vice President, Research and Evaluation, MCRIL Limited

Dr. Satarupa Ghosh, Assistant Professor, Cooch Behar Panchanan Barma University

Amlan Datta, Associate Professor, Alipurduar University

Representatives from NGOs

Sukla Kar, Jabala Action Research Organisation

Doly Roy, Jabala Action Research Organisation

Prasenjit Ray, SWABDA

Dr. S. Karmakar, Family Planning Association of India

Subhash Chhetri, Family Planning Association of India

Salient Contents

- i) Economic Necessity for Migration
- ii) Psychological aspect of engagement in unorganised sector
- iii) Socio – economic position of women engaged in Homestay Tourism

Methods Used

Interaction

Discussion and Suggestion

The unorganized sector plays very important role in India's economy, but the issues and challenges faced by women workers cannot be overlooked. Women workers in the unorganized sector have double burden and responsibilities on their shoulders. They continuously work for long hours but most of the time remain unpaid. There are many reasons for miserable conditions of women working in the unorganized sector. Many schemes are launched by the Central and State Governments for providing benefits to women but they are not satisfactory for overcoming the problems of women working in the unorganized sector. Effective implementation of the schemes, legislations and laws for empowering the women workers is the need of the hour. It is also clear that self-awareness and proper education are the effective weapons which will bring revolutionary changes for women working in the unorganized sector.

Migrant laborers significantly impact both local and national economies through their work and remittances. Remittances provide financial support to families and stimulate local economies. Migrants also enhance urban areas with their cultural practices, traditions, and skills, contributing to a richly diverse social environment. They fill essential roles in various industries, particularly within low-wage sectors like construction, agriculture, and services that are essential for economic advancement.

Several laws aim to protect migrant workers, including the Minimum Wages Act, the Unorganized Workers' Social Security Act, and the Inter-State Migrant Workmen Act. However, the implementation and enforcement of these laws often fall short. Government initiatives seek to elevate the skills of migrant laborers, enhancing their employability and wages, with programs like the Skill India Mission focusing on vocational training. Some policies are designed to provide social security to migrant workers, but obtaining these benefits often faces bureaucratic hurdles.

There is a critical need to create a comprehensive social security system for domestic workers that can provide them with adequate protection against contingencies and improve their working and living conditions. In developing economies, financial constraints justifiably poses significant challenges in providing comprehensive social security coverage. This gap may be addressed by taking a shared-contribution approach for fulfilling certain benefits. The government should take initiatives to contour the peculiarity of domestic work and specificity of different categories of workers therein.





Major/Specific Recommendations

The participants in the seminar spoke at length about various measures that can be implemented to improve the living and working condition of women associated with the unorganized sector in North Bengal region. Their discussions centred on the need to forge multi-pronged strategies to address the issues which are varied in nature and require nuanced handling. Below are given the specific suggestions that emerged from the collective brainstorming session:

1. Provide loans at discounted rates using micro-finance companies/organizations. If need be, empanel these institutions after thorough back-ground checks to mitigate instances of malpractices and financial frauds on their part. The panel thus formed should be distributed from local BDO offices/Panchayat offices. This would help the largely illiterate women to save themselves from being exploited by local loan-sharks and other dubious institutional lenders.
2. Create a mechanism at Gram Panchayat level to register migratory labourers to ensure that trafficking of hapless women by unscrupulous entities can be checked. This would create a safer environment which can lead to more willing women to come forward and join the work-force.
3. Monthly awareness programmes to be held in village primary schools/ Anganwadis to inform about nutritional rights of women and lactating mothers. Existing programmes should be monitored strictly, to allow women to concentrate more on her work outside their homes.
4. Skill development centres should be opened by the government keeping in mind the local demand in the nearby industries/markets for the skills thus being learnt by women in these centres.
5. Strict implementation of labour laws should be ensured and govt. mandated/employed legal cells to assist aggrieved women employees within a stipulated time period. Appointment of a legal liaison officer at panchayat level who should be well versed in local language/dialect.
6. Approach local schools to hold monthly seminars/periodic classes for students and members from the local communities, to raise awareness about the various problems faced by women workers in the unorganized sector.
7. Create a portal for SHGs and local NGOs working in the region that could act as a bridge between them and markets/organizations where there is present a demand for goods and services provided by skilled women workers who are enrolled under the SHGs and NGOs.
8. Curated projects addressing local demands and consummate with local topography should be offered from the part of the government to local SHGs and NGOs. The Government can start something in the line of MSP to support products crafted by women.

9. Create village specific groups of experienced female workers to raise awareness about health and hygiene issues that women face frequently while working in hazardous industries in the locality.
10. Provide a dedicated space in the local panchayat offices/ BDO offices and primary schools for advertisements seeking women workers in verified and reputed organizations. These advertisements should be in local languages.
11. Provide cheap and safe transport facilities for women workers going to nearby towns and cities to work.
12. Build crèches to ensure that women could go out at specified hours knowing well that their children are taken care of in their absence.

Recommendations made for national level:

1. Strict implementation of existing labour laws in a time-bound manner.
2. Creation of special cells in the local police-stations to address abuses and exploitations faced by women while working as a part of the unorganized labour market.
3. Periodic revisions of the legal framework to include newer avenues of employment where women labour force are present.
4. Create a national portal where region wise employment avenues are mentioned in a easily accessible/comprehensible fashion.
5. Create a legal framework to ensure menstruation leave and maternity leave with full pay/negotiated pay for women working in the unorganized sectors.
6. Create dedicated neighbourhood classrooms with flexible teaching hours for women working in the unorganized sector.
7. Spread awareness about U-WIN cards through existing publicity avenues.
8. Increase the scope and ambit of NREGA to ensure increased participation of women and ensure loopholes are effectively plugged to guarantee timely disbursement of their wages in their accounts.

Recommendations made for State level and Local level:

1. Implementation of PMSYMY in a streamlined and time-bound manner.

2. Bring in laws to penalize non-performing political and permanent executives who are tasked with implementation of targeted scheme for the benefit of women in the unregulated sector.
3. Prioritizing women from the locality as workers in the local industries.
4. Implement a no-tolerance policy and penalize perpetrators of violence and fraud on women working in the unorganized sector. Create a single window mechanism to address their grievances in a time bound manner.
5. Hold special drives by law enforcing periodically in vulnerable localities to keep a tab on incidences of trafficking other malpractices that victimize women workers frequently.
6. Make industry specific guidelines to address issues faced by women from particular localities in particular industries.
7. Create mechanism to ensure clean drinking water and clean lavatories are available for women going out to work as part of the unregulated sector.
8. Provide nutritional food at cheap rate by building canteens in prominent places/areas viz. bus stands, railway stations/market places which would cater specifically to women and these canteens would also be run by women.
9. Hold periodic consultations with prominent civil-society members, NGOs, SHGs to monitor the programmes run by them and the government in that locality. These platforms can function as Tier-1 Grievance redressal cells.
10. The various departments of the local and state government should be brought under one umbrella for ensuring quick response in case a grievance needs addressing. Representatives from the branches of local banks, industries should be made part of this mechanism.
11. The government should work on a mission mode to alleviate specific and stated barriers faced by women in each locality/industry. Periodic assessments should be done to restrict any lackadaisical approach on the part of officials.

Feedback Analysis

The seminar offered a critical and multifaceted lens of the key issues confronting women in informal sector. The event covered various aspects, including migrant workers in North Bengal, women's contribution in household income, general challenges, and their portrayal in literature and media.

Discussions revealed the vulnerable circumstances of female migrant workers in North Bengal, noting their lack of social protection and job stability. While the tourism and tea industry

employ many women, concerns were raised about gender-based wage differences, job insecurity, and exploitation. The seminar also addressed the economic invisibility of women in the unorganized sector, highlighting their socio culture induced dual burden of professional and unpaid, and unrecognised domestic work.

The representation of women in informal employment in literature and media emerged as a significant topic. The participant scholars through their papers examined the media's influence on public perception and explored the critical area that in mainstream media the portrayal of women has been stereotyped and merely presented as voiceless victims capable of inciting sympathy only among the readers. This narrow and over simplified presentation ignores the complexities and resistance from the margins. Further it emphasised the need for more accurate, more sensitized depictions of these women's contributions and struggles to shape policy and public opinion.

The Seminar successfully identified gaps in policy and practice while proposing some substantial solutions. The seminar put forth several recommendations to support and protect workers in the unorganized sector, particularly women. It advocated for the provision of microfinance loans through verified institutions to prevent exploitation and the establishment of labour registration systems at the Gram Panchayat level to safeguard migrant workers. Regular awareness programs on nutrition and rights for women were also proposed. The seminar emphasized the importance of skill development centres tailored to local industry needs, rigorous enforcement of labour laws, and the availability of legal assistance through local liaison officers. To enhance economic opportunities, it suggested creating online platforms connecting Self-Help Groups (SHGs) and Non-Governmental Organizations (NGOs) with markets. The recommendations also included building crèches for working mothers and offering affordable transportation and verified job listings. The seminar highlighted the need for clean drinking water, sanitation facilities, and women-run nutritional canteens in public spaces. Lastly, it stressed the importance of conducting periodic community awareness programs to address the specific challenges faced by women in the unorganized sector.

The seminar reaffirmed the commitment to empowering women in the unorganized sector, particularly in North Bengal. It provided valuable insights to drive meaningful changes at both policy and grassroots levels, combining scholarly discourse with practical recommendations to address the challenges faced by women in informal employment.

The seminar provided a comprehensive examination of its central theme and various subthemes. These included an exploration of migrant workers in North Bengal, the role of women in tourism, challenges faced by women in informal employment, and their portrayal in literary works and media. Scholars presented thought-provoking research papers on these subjects, offering detailed examinations and practical suggestions for improvement. The discourse extended beyond these specific areas, encompassing related issues such as internal migration, religious or political induced forced migration, human trafficking, health and sanitation concerns, and the effects of socioeconomic policies on women in informal sectors. This approach ensured a comprehensive and wide-ranging discussion of the subject matter.

The seminar was a one day event with participation from representatives from NGOs, students and academicians. The entire programme was held in the seminar hall of the college which was well lit and well ventilated. There was enough seating space for all the participants with a separate dias for the Resource Persons. The dias was decorated with flowers. The sound system was specially taken care of with enough number of microphones. Projector was used for Power Point Presentations. Participants were provided with breakfast and lunch packets. There were two tea/coffee breaks.

The Kit Material included the schedule of the event, a clear bag, note pad, pen and a memento. Certificate was provided to all the participants at the end of the seminar.

Experience of the Convenor

It was a learning experience. Initially we had made arrangements for representatives from NCW, however they could not make it for the seminar. So, we had to deviate a bit from the original schedule. This was the first time that we had representatives from NGOs to share their views and experiences. Students were quite enthusiastic. The lectures by the Resource Persons were quite enlightening. Women's involvement in the unorganized sector is rather widespread, but people generally don't talk much about it. The seminar served as a forum for people to voice

their opinions, identify problems, and seek solutions. Being the convenor made me realize how unaware we are of our rights, as do the female employees.

TECHNICAL SESSION – III

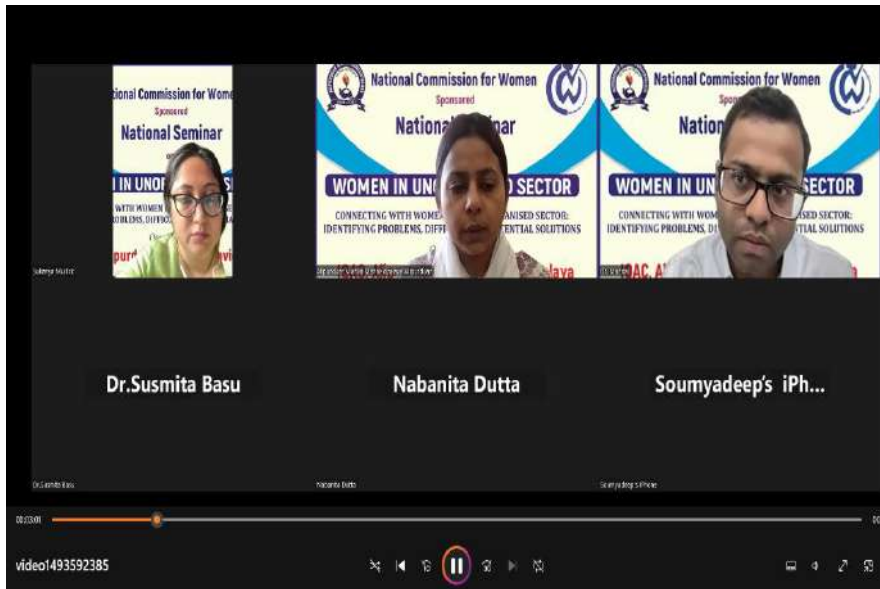
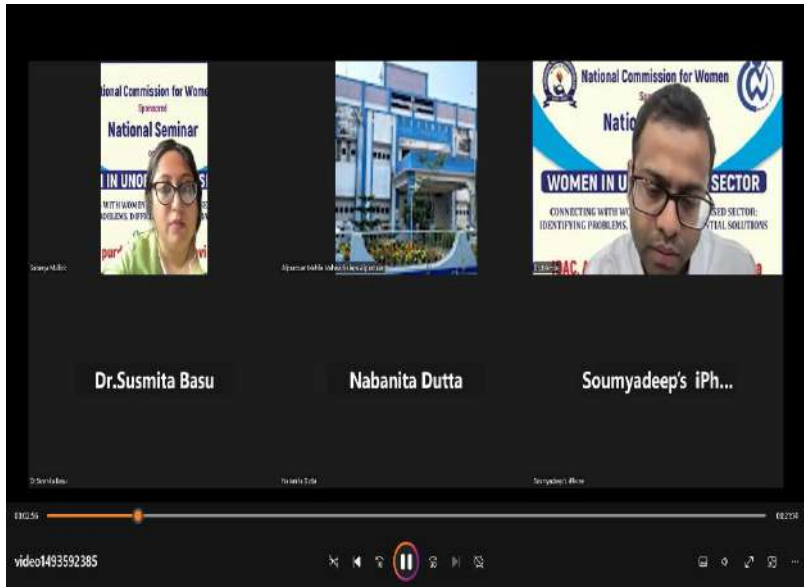
Paper Presentations (Blended Mode)

Chairperson: Dr. Mohosin Mandal, Department of English
Alipurduar Mahila Mahavidyalaya

Details of Presentations

1. Breaking Barriers: Challenges faced by Women in the Unorganized Sector
 - Dr. Sushmita Basu, Assistant Professor, Haldia Government College
2. Legal Status of Domestic Workers in India: Analysing Challenges and Opportunities from a Gender Perspective
 - Priyashikha Rai, Research Scholar, Cooch Behar Panchanan Barma University
3. Problems faced by the Women in Unorganised Sector: Issues and Challenges
 - Nabanita Dutta, Assistant Professor, Panskua Banamali College
4. Representation of Women in Media: Focus on the Unorganised Sector
 - Sukanya Mullick, Assistant Professor, Loreto College
5. A Study on the Challenges of the Internally Displaced Women: With Special Reference to Unorganized Sector
 - Soumyadeep Ghosh, Research Scholar, Cooch Behar Panchanan Barma University





Connecting with Women in Unorganised Sector: Identifying Problems, Difficulties and Potential Solution, 20/11/2024

List of Participants

Sl. No.	NAME	Designation	Address	PHONE NUMBER	EMAIL ID
1	Dr.Susmita Basu	Assistant Professor	Haldia Government College	8420189527	susmitabasu493@gmail.com
2	Mr. Sonam Sherpa	Assistant Professor	Maynaguri College	9733010181	sherpa_eco@yahoo.co.in
3	Madhusree Roy	Assistant Professor	Maynaguri College	6296115972	roymadhusreecob@gmail.com
4	Sukanya Mullick	Assistant Professor	Loreto College	9836850829	findsukanya@gmail.com
5	Tumpa Debnath	State Aided College Teacher	Alipurduar Mahila Mahavidyalaya	9749033007	tumpadeb86@gmail.com
6	Priyashikha Rai	Ph.D. Research Scholar	Department of Law, Cooch Behar Panchanan Barma University	9593600575	priyashikha05rai@gmail.com
7	Sribas Kundu	SACT	Alipurduar Mahila Mahavidyalaya	9641814017	Sribaskundu27908@gmail.com
8	Enasree Bhattacharya	State Aided College Teacher	Alipurduar Mahila Mahavidyalaya	9563116934	enasree2014@gmail.com
9	Ratul Nandi	Assistant Professor	Siliguri College	7001653913	ratul@siliguricollege.in
10	Jayeeta Roy	Assistant Professor	Alipurduar Mahila Mahavidyalaya	9476448223	jayeetaroy99@gmail.com
11	Swadhin Jha	Assistant Professor in History	Dewanhat Mahavidyalaya	9733134588	toswadhin@gmail.com
12	SUJAY DEBNATH	ASSISTANT PROFESSOR	ALIPURDUAR UNIVERSITY (ERSTWHILE ALIPURDUAR COLLEGE)	7407018861	raju.sujay@gmail.com
13	Ramen saha	Student	NSOU	7319145245	saharamen.hist@gmail.com
14	Surajit Barman	Scholar	CBPBU	6297296568	bsurajit275@gmail.com
15	Samiran Poddar	State Aided College Teacher	Alipurduar Mahila Mahavidyalaya	9641360505	samiranpoddar385@gmail.com
16	JOYDEEP SINGH	ASSOCIATE PROFESSOR	ALIPURDUAR MAHILA MAHAVIDYALAYA	9434491655	joydeeps447@gmail.com
17	Maninee Das	Student	University of Calcutta	7076303886	dasmaninee123@gmail.com
18	Minal Ali Mia	Assistant Professor	Alipurduar Mahila Mahavidyalaya	9563773712	minal87011@gmail.com
19	Dr. Ratna Paul	Assistant Professor	Birsa Munda College	9733309393	ratna.paul961@gmail.com
20	Sangita Sarkar	SACT	Alipurduar Mahila Mahavidyalaya	8617360396	sangitasarker1@gmail.com
21	Dr. Bijaya kumar Biswal	Assistant Professor, Department of	Lilabati Mahavidyalaya	9064245706	biswalbijayakumar007@gmail.com
22	Bitasta Goswami	Assistant Professor	Alipurduar Mahila Mahavidyalaya	9007279262	bitasta88@gmail.com
23	Kshiroda Roy	State Aided College Teacher - I	Lilabati Mahavidyalaya	8100612367	roykshiroda@gmail.com
24	ABHIJIT SARKAR	ASSISTANT PROFESSOR	Saheed kshudiram College	9635986881	abhijitsarkar.alipurduar@gmail.com
25	Nabanita Dutta	Assistant Professor	Panskura Banamali College (Autonomous)	9123088540	duttanabanita1@gmail.com
26	Dr. Dulon Sarkar	Assistant Professor	Saheed Kshudiram College, Kamakhyaguri	8972393212	dulonskr@gmail.com
27	Dr. Abhishek Das	Assitant Professor	Alipurduar Mahila Mahavidyalaya	8436228237	abhishek.das66@gmail.com
28	Soumyadeep Ghosh	Research Scholar	Cooch Behar Panchanan Barma University	8016692752	soumyadeapapd@gmail.com
29	Sonali Das	State Aided College Teacher	Alipurduar Mahila Mahavidyalaya	6297230366	sahasonalidas@gmail.com
30	Moumita Roy Karmakar	State Aided College Teacher	Alipurduar Mahila Mahavidyalaya	7908085602	moumitaroykarmakar1990@gmail.com
31	Priyanki Ghosh Dhar Chowdhury	State Aided College Teacher	Alipurduar Mahila Mahavidyalaya	6294516977	priyanki2017ghosh@gmail.com

32	Sukla Kar	NGO Representative	Jabala Action Research Organisation	6297192224	riktakar6297@gmail.com
33	Doly Roy	NGO Representative	Jabala Action Research Organisation	8170950187	dolyroy50@gmail.com
34	Prasenjit Roy	NGO Representative	SWABDA	9733273154	prasenjit.cute@gmail.com
35	Dr. S. Karmakar	NGO Representative	Family Planning Association of India	9339430669	souvikkarmakar20@gmail.com
36	Subhash Chhetri	NGO Representative	Family Planning Association of India	9733452835	subhashchhetri01@gmail.com
37	Anupriya Das	Student	Alipurduar Mahila Mahavidyalaya	6295365322	anupriyadas000@gmail.com
38	Sudipta Debnath	Student	Alipurduar Mahila Mahavidyalaya	7431841238	sudiptadebnath7431@gmail.com
39	Priyanka Dutta	Student	Alipurduar Mahila Mahavidyalaya	6295651190	pductaapd67@gmail.com
40	Sarita Lama	Student	Alipurduar Mahila Mahavidyalaya	7908602500	saritalama585@gmail.com
41	Neha Mahato	Student	Alipurduar Mahila Mahavidyalaya	8392075796	mahatoneha320@gmail.com
42	Supriya Roy	Student	Alipurduar Mahila Mahavidyalaya	7501744799	roysupriya35117@gmail.com
43	Sanjana Lama	Student	Alipurduar Mahila Mahavidyalaya	7407817725	sanjana@gmai.com
44	Sushmita Sharma	Student	Alipurduar Mahila Mahavidyalaya	9883080801	susmita@gmail.com
45	Tulashi Debnath	Student	Alipurduar Mahila Mahavidyalaya	8389943223	tulashidebnath2006@gmail.com
46	Arpita Roy	Student	Alipurduar Mahila Mahavidyalaya	8509941908	royarpitaroy2006@gmail.com
47	Renisha Roy	Student	Alipurduar Mahila Mahavidyalaya	7602407325	
48	sayani Bakshi	Student	Alipurduar Mahila Mahavidyalaya	7478271408	
49	Aisha Ekka	Student	Alipurduar Mahila Mahavidyalaya	8159031482	
50	Radhika Lohar	Student	Alipurduar Mahila Mahavidyalaya	9732612033	loharmanoj87219@gmail.com
51	Bharati Barman	Student	Alipurduar Mahila Mahavidyalaya	939881359	-----
52	Nilima Lakra	Student	Alipurduar Mahila Mahavidyalaya	9339625855	-----
53	Punam Hajary	Student	Alipurduar Mahila Mahavidyalaya	7384813378	punamhajary@gmail.com
54	Purnima Hajary	Student	Alipurduar Mahila Mahavidyalaya	7364063441	purnimahajary@gmail.com
55	Puja Roy	Student	Alipurduar Mahila Mahavidyalaya	8637565684	----
56	Sriti Basumata	Student	Alipurduar Mahila Mahavidyalaya	8927561402	sritibasumata15@gmail.com
57	Aritri Lauha	Student	Alipurduar Mahila Mahavidyalaya	9641186554	aritrilahaq@gmail.com
58	Rijoyana Baraik	Student	Alipurduar Mahila Mahavidyalaya	7427952869	rijoyanab@gmail.com
59	Esika Kharia	Student	Alipurduar Mahila Mahavidyalaya	9432239314	-----
60	Nikita Barman	Student	Alipurduar Mahila Mahavidyalaya	7076597679	barmann.n512@gmail.com
61	Riya Parvin	Student	Alipurduar Mahila Mahavidyalaya	6295165037	-----
62	Priyanka Parvin	Student	Alipurduar Mahila Mahavidyalaya	9564425802	priyankaparvin.28@gmail.com
63	Anania kujur	Student	Alipurduar Mahila Mahavidyalaya	8967311804	ananiakujur432@gmail.com
64	Taneya Sarkar	Student	Alipurduar Mahila Mahavidyalaya	7001078258	ts380659@gmail.com
65	Swarmi Saha	Student	Alipurduar Mahila Mahavidyalaya	9679185353	-----
66	Rinku Bhuiya	Student	Alipurduar Mahila Mahavidyalaya	6296852177	rinkubhuiya34@gmail.com
67	Mehak Sarkar	Student	Alipurduar Mahila Mahavidyalaya	8016628728	sarkarmehak651@gmail.com
68	Khushi Das	Student	Alipurduar Mahila Mahavidyalaya	8016460908	daskhushi044@gmail.com
69	Ambika Sharma	Student	Alipurduar Mahila Mahavidyalaya	7319090897	sharmaabbika39080@gmail.com
70	Laboni Sarkar	Student	Alipurduar Mahila Mahavidyalaya	6295213638	sarkaresha986@gmail.com
71	Jaba Das	Student	Alipurduar Mahila Mahavidyalaya	7719262806	jaba8036@gmail.com
72	Sanskrita Sarkar	Student	Alipurduar Mahila Mahavidyalaya	7001448118	sanskritasarkar4@gmail.com
73	Nikita Das	Student	Alipurduar Mahila Mahavidyalaya	7031851333	nd6918540@gmail.com
74	Ankita Ghosh	Student	Alipurduar Mahila Mahavidyalaya	7679783051	ankitaghosh959380@gmail.com

75	Ankita Sarkar	Student	Alipurduar Mahila Mahavidyalaya	8345982522	waytogouri@gmail.com
76	Moumita Barman	Student	Alipurduar Mahila Mahavidyalaya	8927720862	
77	Riya Ghosh	Student	Alipurduar Mahila Mahavidyalaya	8343860574	
78	Pallabi Roy	Student	Alipurduar Mahila Mahavidyalaya	6294164425	
79	Anisha Kerketta	Student	Alipurduar Mahila Mahavidyalaya	7866878550	anishakerketta@gmail.com
80	Piyali Paul	Student	Alipurduar Mahila Mahavidyalaya	8670869459	piyalipaul@gmail.com
81	Pinki Acharjee	Student	Alipurduar Mahila Mahavidyalaya	9883158144	pinkiacharjee@gmail.com
82	Puja Bhagat	Student	Alipurduar Mahila Mahavidyalaya	838085086	pujabhagat327@gmail.com
83	Shilpa Brajabasi	Student	Alipurduar Mahila Mahavidyalaya	8597332436	satyabanr103@gmail.com
84	Peu Paul	Student	Alipurduar Mahila Mahavidyalaya	8402964657	peupaul078@gmail.com
85	Nayna Khatun	Student	Alipurduar Mahila Mahavidyalaya	8389866110	khatunsona232@gmail.com
86	Riya Das	Student	Alipurduar Mahila Mahavidyalaya	8501129459	
87	Susmita Biswas	Student	Alipurduar Mahila Mahavidyalaya	7477321445	mousumibiswas4689@gmail.com
88	sandhya Oraon	Student	Alipurduar Mahila Mahavidyalaya	7365902609	sandhyaoraon883@gmail.com
89	Krittika Kar	Student	Alipurduar Mahila Mahavidyalaya	8653126758	
90	Deblina Biswasharma	Student	Alipurduar Mahila Mahavidyalaya	9832683134	
91	Prochita Sutradhar	Student	Alipurduar Mahila Mahavidyalaya	6297988276	
92	Madhumita Roy	Student	Alipurduar Mahila Mahavidyalaya	7501715223	madhumitaroy2376@gmail.com
93	Labani Roy	Student	Alipurduar Mahila Mahavidyalaya	8250148380	labanir817@gmail.com
94	Keya Roy	Student	Alipurduar Mahila Mahavidyalaya	9382377543	kalyanroy761@gmail.com
95	Rakhi Barman	Student	Alipurduar Mahila Mahavidyalaya	8967934782	barmanpartha218@gmail.com
96	Priya Das	Student	Alipurduar Mahila Mahavidyalaya	8101240565	priyadas51548@gmail.com
97	Sayantika Roy	Student	Alipurduar Mahila Mahavidyalaya	7063844351	ruby.sayantika@gmail.com
98	Susmita Barman	Student	Alipurduar Mahila Mahavidyalaya	8918730796	mirabarman@gmail.com
99	Bhubaneswari barman	Student	Alipurduar Mahila Mahavidyalaya	9749243230	
100	Samadrita Biswas	Student	Alipurduar Mahila Mahavidyalaya	9083693310	somadritabiswas78@gmail.com
101	Santona Das	Student	Alipurduar Mahila Mahavidyalaya	8016056294	santanadas0601@gmail.com
102	Debjani Dhar	Student	Alipurduar Mahila Mahavidyalaya	9091161469	debjanidhar04@gmail.com
103	Arpita Roy	Student	Alipurduar Mahila Mahavidyalaya	9933190712	royarpita3727@gmail.com
104	Diya Roy	Student	Alipurduar Mahila Mahavidyalaya	7699889276	royd8240@gmail.com
105	Jinia Roy	Student	Alipurduar Mahila Mahavidyalaya	8653433844	royjinia123@gmail.com
106	Nikita Mijar	Student	Alipurduar Mahila Mahavidyalaya	8167710188	nikitamijar728@gmail.com
107	Jyoti roy	Student	Alipurduar Mahila Mahavidyalaya	9547420705	jyotiroy6607@gmail.com
108	Nandita Roy	Student	Alipurduar Mahila Mahavidyalaya	8388071809	roy068800@gmail.com
109	Guria Mahato	Student	Alipurduar Mahila Mahavidyalaya	9883793806	guriamahato973@gmail.com
110	Bhumika Roy	Student	Alipurduar Mahila Mahavidyalaya	7074036490	123bhumikaroy@gmail.com
111	Amit Chakraborty	MSWStudent	Netaji Subhas Open University	9832568254	
112	Ankita Karjee	MSWStudent	Netaji Subhas Open University	8918493602	
113	Antara Das	MSWStudent	Netaji Subhas Open University	6290704656	
114	Sagata Laxmi Goswami	MSWStudent	Netaji Subhas Open University	8617827484	
115	Sukdev Ray	MSWStudent	Netaji Subhas Open University	7602793403	
116	Sayan Rajak	MSWStudent	Netaji Subhas Open University	7063733462	
117	Prosun Biswasharma	MSWStudent	Netaji Subhas Open University	8101011026	

118	Munmun Hansda	MSWStudent	Netaji Subhas Open University	8167580881	
119	Jyoti Mukherjee	MSWStudent	Netaji Subhas Open University	7063520164	
120	Biki Proadhan	MSWStudent	Netaji Subhas Open University	9832496476	
121	Parameswar Roy	MSWStudent	Netaji Subhas Open University	9749110376	
122	Sayantan Raha	MSWStudent	Netaji Subhas Open University	9832515568	
123	Pooja Saha	MSWStudent	Netaji Subhas Open University	7679287826	
124	Sumanta Chandra	MSWStudent	Netaji Subhas Open University	9064124597	
125	Sarbani Dev	MSWStudent	Netaji Subhas Open University	7477344192	
126	Hillol Dasgupta	MSWStudent	Netaji Subhas Open University	9474425401	
127	Priya Sharma	MSWStudent	Netaji Subhas Open University	7478885586	
128	Koyel Modak	MSWStudent	Netaji Subhas Open University	8670706285	
129	Hazrat Ali	MSWStudent	Netaji Subhas Open University	8768812062	
130	Amit Biswas	MSWStudent	Netaji Subhas Open University	7001202497	
131	Tapasi Singha	MSWStudent	Netaji Subhas Open University	7384345829	
132	Rosna Khatun	MSWStudent	Netaji Subhas Open University	7029650319	
133	Santana Pal	MSWStudent	Netaji Subhas Open University	9679960766	
134	Rupali Johar Nandi	MSWStudent	Netaji Subhas Open University	8779694160	
135	Ranjita Roy Karmakar	MSWStudent	Netaji Subhas Open University	9832507228	
136	Susmita Dey Roy	MSWStudent	Netaji Subhas Open University	8116547908	
137	Swagata Banik	MSWStudent	Netaji Subhas Open University	9883506703	
138	Ratna Das	MSWStudent	Netaji Subhas Open University	7479332932	
139	Pintu Saha	MSWStudent	Netaji Subhas Open University	9091803365	
140	Mousumi Sarkar Dutta	MSWStudent	Netaji Subhas Open University	7001922805	
141	Mamata Tamang	MSWStudent	Netaji Subhas Open University	8388974113	
142	Gokul Roy	MSWStudent	Netaji Subhas Open University	9641402710	gokul.kmg@gmail.com
143	Akash Kumar Ghosh	MSWStudent	Netaji Subhas Open University	7478886634	akash4455g@gmail.com
144	Kabita Sarkar	MSWStudent	Netaji Subhas Open University	9064171817	rakeshrkr580@gmail.com
145	Susmita Das	MSWStudent	Netaji Subhas Open University	8509499149	duttaabir2@gmail.com
146	Swarupa Debnath	MSWStudent	Netaji Subhas Open University	9749523842	litandebnath1977@gmail.com
147	Sanjib Dey Sarkar	MSWStudent	Netaji Subhas Open University	7029657189	sanjibdeysarkarkmg@gmail.com
148	Rina Das	MSWStudent	Netaji Subhas Open University	9749661604	dasa308@gmail.com
149	Narugopal Barman	MSWStudent	Netaji Subhas Open University	9832529257	ngopalbarma@gmail.com
150	Samiran Roy	MSWStudent	Netaji Subhas Open University	8343052193	samiranhrc@gmail.com
151	Nandita Debnath	MSWStudent	Netaji Subhas Open University	7044056144	nanditaniladri1993@gmail.com
152	Ananda Chandra Das	MSWStudent	Netaji Subhas Open University	7679048601	goutamchdas07@gmail.com
153	Susmita Sarkar	MSWStudent	Netaji Subhas Open University	8637865154	mitusarkar206@gmail.com
154	Sayan Das	MSWStudent	Netaji Subhas Open University	9800732676	sayan.kal2@gmail.com
155	Tapash Oraon	MSWStudent	Netaji Subhas Open University	9002578746	oraontapash@gmail.com
156	Amrita Barman	MSWStudent	Netaji Subhas Open University	9002014049	amritabarman1@gmail.com
157	Ranjan Debnath	MSWStudent	Netaji Subhas Open University	9093934110	ranjan.debnath1988@gmail.com



National Commission for Women
Sponsored
National Seminar
on



Women in Unorganised Sector
20/11/2024

**Connecting with Women in the Unorganised Sector:
Identifying Problems, Difficulties and Potential Solutions**

Schedule of Event (Revised)

9:30 AM – 10:15 AM	Registration of Participants
10:15 AM – 10:30 AM	Tea/Coffee
10:30 AM – 12:30 PM	Inaugural Session
	a) Felicitations of Guests
	b) Lighting of Lamp
	c) Welcome Speech
	d) Inaugural Speech by Dr. Debkumar Mukherjee, Former Vice Chancellor, Cooch Behar Panchanan Barma University
	e) Key Note Speech by Dr. Nasim Aktar Assistant Professor, Department of Geography, Presidency University
12:30 PM – 12:45 PM	Tea/Coffee Break

12:45 PM – 2:15 PM

Technical Session I

a) Invited Lecture by Dr. Satarupa Ghosh

Assistant Professor, Department of Law, Cooch Behar Panchanan Barma University

Title of the Deliberation: Unorganised Women Workforce in India: Understanding the Legal Rights and Challenges

b) Invited Lecture by Amlan Datta

Associate Professor, Department of Economics, Alipurduar University

Title of the Deliberation: Factor Analysis of Women's Participation in Unorganised Sector in India: An Econometric Overview

2:15 PM – 3:00 PM

Lunch Break

3:00 PM – 4:30 PM

Technical Session II – Parallel

Panel Discussion, Interactive Session & Finalization of Recommendation

Topic: Money and Might: The Psychological Journey of Women in the Informal Sector

Panelists:

Amlan Datta, Dr. Satarupa Ghosh, Dr. Riad Azam, Dr. Nasim Aktar

3:00 PM – 4:30 PM

Technical Session III – Parallel

Paper Presentations (Blended Mode);

Chair Person: Dr. Mohosin Mandal

Department of English, Alipurduar Mahila Mahavidyalaya

4:30 PM – 5 PM

Valedictory Session and Certificate Distribution



