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## RESEARCH ARTICLE

### CRISIS AND EMERGING CHANGES OF 'WORKING CLASS WOMEN': AN INDIAN PERCEPTION

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#### ABSTRACT

Working class in India was a enormous area of discussion in lightning of the crisis on social respect. Working class Women in India provide a vigor important subject for debate and properly influence in colonial India. They had always been labeled and definitied but increasingly the colonial literature presented Indian women's worker as vulnerable class. They were divided in to two categories that were mentioned as organized or formal labour and another was Unorganized sector. In the category of Unorganized labor a portion of them are treated 'Unorganized Womens worker' who were tragically exploited throughout the year, in their working place as well as in our society. Unorganized women workers had been giving equal labour in working with a male fellow but they were deprived for earning the same wage. Most of cases they wear given extra labour without normal working hours. The exploration of working class women in respect of 'sexual harassment in workplace' is a one of the major problem in India. Quite a lot of report of the Government has pointed out the problem but truly proper improvement has not followed.

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#### INTRODUCTION

Analysis of labour relations on the eve of political economy of changing context of late colonial India was a benchmarked discussion on working class history. Question on changing pattern of labouring class arises in the book 'Labour State and Society in Rural India: A Class-Relational Approach' in relationships to a largely segmented workings class people. To search a class relation approach it was supposedly noticed that classes were understood on the social relationships rather than structural identification. Understanding a working class - dominated and exploited relational analysis, it was come to the various way of discussion. Working class was dominated and exploited to stand in front of changing patterns of social structures in India in colonial legacy. In the recent past the trend illustrate that cities have become the centers to recruit underprivileged women as 'domestic workers'. The non-availability of job in rural or tribal areas facilitates continuous supply of women workers to cities. In some cases, the middle class employed women have shifted their household workload to the poor working women as their "maids". It is also seen that the middle and upper classes in order to keep their upward mobility and status symbol have withdrawn themselves from household duties. The increasing demand of domestic workers has played a major role in migration of women from far-flung non-urban areas.

Most of the women who migrate to cities are from poor families. They are also illiterate. Their illiteracy make their choice very limited and when they come to big cities they have to face various problems. Due to lack of their inexperience and skill they become easy victims of exploitation.

**Working class women issues:** In deep route analyze on working women in late colonial era it has come as new approach. Samita sen in her book "women and labour in late colonial India -the bengal jute industry" pointed out issues on notions of gender construction. The book was about many dilemmas of women who worked with male colleagues in the jute mills of Bengal. The focus has centralized on social construction of gender constituted Bengal's working classes. Women workers in rural and urban areas are an increasing number in many folds. They are engaged agriculture and allied sector. Unorganized women labour has been involving as small and marginal farmers, domestic labour, land less agricultural labour, beedi rolling and packing, building and construction workers, workers in brick kiln labour, stone quarries workers etc.

The worker of those fields had been bearing a continuous pain on the question of stability and job security. There are no stability in gain. In this context it is clearly come to focus that insufficient labour law for the Women's workers is one of the causes of these type problems. Women workers are not being enjoyed Guaranteed minimum wage, facility for prevention from vulnerable diseases and procreation on issue of

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harassment at work place. They work in very poor working environment. In some cases they act as bonded labour, due to low income and permanent indebtedness. Women labour of Unorganized sector is mostly unskilled so there don't have fixed job. As well as, issues of the Unorganized women working class is a countrywide phenomenon.

**Womens right violation in the context of Unorganised sector worker unsafe work space:** Violence against Unorganized women worker at work place happens every day in every corner in India and it has taken shape in many ways. Often women workers in Unorganized sector were afraid to speak out against abuses they face out of fear of losing job, being stigmatized or being socially ostracized both at work and at home. Most of the cases when they tried to speak out they are ignored or blamed. Women's right violation in the light of human right is most burning issues in our society. Women Unorganized labour face a lot of sexual harassment in the course of job. As well as increasing trend of Unorganised working class women, the rate of sexual harassment has been increasing proportionally. In this connection it is notable that female Workers has increased more than male workers in Unorganised sector in India.

But the women labour participation rate in India is one of the lowest in the list in the world. Female labour mobility was restricted for fear of sexual harassment and oppressive social norms. It was a popular asking in the society that how Working class women were subjected to violence. women labour is effected by several factors. Dominant gender norms was reinforce the unequal relationships between men and women

**Changing dynamic of exploitation of Unorganised labour and Legal framework:** Maithreyi Krishnaraj and Arun kanchi written book of "women farmers of India" mentioned the point of Gender inequality, Gender wise policy and board trends in women's empowerment in agriculture field. Gender relationships are one of the most important part on the relationships between men and women. Working class women

do not enjoy an equal position with men working class. Sexual harassment obviously violates the fundamental rights of a women to Equality, her right to life, and her right to practice any profession and carry on any occupation, trade or business, which includes a Right to safe environment free from sexual harassment. Considerable changes were made in the way sexual harassment was viewed within the criminal justice system in India. Before the Vishaka guidelines came into picture, the women had to take matter of Sexual Harassment at Workplace through lodging a complaint.

### Conclusion

Despite recent increased attention to Unorganized women labour aggression and violence in the workplace, analysis of the researcher shows that employee are nearly as likely to be assaulted by a partner. The abuse of women working class that victims face at home does not happen in a vacuum and therefore the effects certainly follow victims in to the workplace. Absenteeism was not difficult to quantify and it was a clear indicator of how violence reduces work place productions. Tardiness, job loss, and cost of organization had taken inductor mark in working class women history. Domestic violence of Unorganized working class are becoming a crisis in our country as well as working class women sexual harassment in workplace State government and Central government had tried to control the incidents but in true sense it has very little effect.

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