



NATIONAL SEMINAR

ON

Working Women in Unorganized Sector in India: Issues & Challenges

14th December 2024



Sponsored by

National Commission For Women (NCW), New Delhi

Organized by

Bharatiya Institute of Research & Development (BIRD), New Delhi

About the National Seminar

As per the data for Periodic Labour Force Survey1 (PLFS) for the year 2021-22, Women account for 32% of the workforce in the informal economy, including agriculture and 20% of the non-agricultural workforce. 118 million women workers are engaged in the unorganized sector in India, constituting 97% of the total women workers in India. The informal sector in the non-agriculture segment alone engaged 27 million women workers in India. Work participation rate is found to be higher among rural women (27%) than the urban women (10%). The women in unorganized sector are overworked, their work is Invisible, Unrecognized and Unremunerated. It is characterized by the presence of factors viz. long hours of work, wage discrimination of men and women, lack of job security, no minimum wages, lack of minimum facilities at work place, ill-treatment, heavy physical work and sexual exploitation etc. Under this backdrop and under its mandate, National Commission For Women (NCW) has entrusted the Bharatiya Institute of Research and Development (BIRD), New Delhi to Organize a National Level Seminar/Conference at Ghaziabad on "Working Women in Unorganized Sector in India: Issues & Challenges in order to identify the Problems, issues, and challenges associated with women working in informal economy in India.

Objectives of Seminar

- To evaluate the existing policy and legislative frameworks which regulate the unorganised sector and analyse their impacts on female workers;
- To ascertain the situation of women employed in unorganised sectors in India and the societal prejudices and stigmatisation they encounter;
- To analyse the specific challenges, obstacles, susceptibilities, and problems encountered by women working in India's diverse informal economy;
- To examine the health issues encountered by women in the informal sector, including difficulties in accessing healthcare services, occupational risks, reproductive health concerns, and incidents of sexual violence (including harassment).
- To understand unorganised sector employment conditions, wages, and gender discrimination.
- To put forward legislative changes, such as labour laws, social security programmes, and affirmative action policies, to increase the rights and safeguards of unorganised sector women.

Sub-Themes

- Changing pattern of Indian working women in the unorganized sector.
- The socio-economic condition of Indian women in the unorganized sector.
- Social security of Indian women working in the unorganized sector.
- Differences in-service conditions of Indian working women of the organized sector and unorganized sector such as pay disparities, working environment etc.
- Contribution of Indian working women in different unorganized sector such as agriculture, manufacturing, services etc.
- Health, safety, and well-being of Indian women working in the unorganized sector.
- Labor laws of central and state government for the working women in the unorganized sector.

ABOUT THE BHARATIYA INSTITUTE OF RESEARCH AND DEVELOPMENT (BIRD)

BIRD is a Premier Institute engaged in providing multidisciplinary consultancy services to Govt. of India, Different State Governments, International organizations and other Public and Private organization and also carrying out Skill Development, Leadership Development and Capacity Development Training to Govt. Functionaries, Corporate Bodies, ULBs & PRIs and Common Masses especially youths of India.- A brain child of seasoned IT Professionals and Management Experts from leading Institutions of India. It was incorporated on 03-03-1997. BIRD has made significant strides and carved out a niche for itself in the Training & Consultancy map of India. It is widely known in IT Organizations, Government and NGO Sectors for the quality of its product & services. The Institute offers customized training solutions for Government Agencies, NGOs and common masses to address the new challenges in concerning Sector. BIRD is a technically strengthened, skillfully planned and professionally managed organization with an everlasting thrust of perfection. BIRD proudly writes its success stories with the bright colours of Skill Development & Capacity Development and complete its "Development Rainbow" with the naughty shades of Monitoring, Evaluation & Impact Studies as we strongly believe that an all-inclusive growth of Nation depends on Human Development Sector and a continuous input of efforts through Capacity Building and regular check on output of achievements through Monitoring, Evaluation and impact Studies, are only tool to mobilize our society with the pace of Global Development. **NCW has acknowledged BIRD as its Knowledge Partner.**

ABOUT THE NATIONAL COMMISSION FOR WOMEN (NCW)

The National Commission for Women was set up as statutory body in January 1992 under the National Commission for Women Act, 1990 (Act No.20 of 1990 of Govt. of India) to review the Constitutional and Legal safeguards for women; Recommend remedial legislative measures; Facilitate redressal of grievances and Advise the Government on all policy matters affecting women.

In keeping with its mandate, the Commission initiated various steps to improve the status of women and worked for their economic empowerment during the year under report. The Commission completed its visits to all the States/UTs except Lakshdweep and prepared Gender Profiles to assess the status of women and their empowerment. It received a large number of complaints and acted suo-moto in several cases to provide speedy justice. It took up the issue of child marriage, sponsored legal awareness programmes, Parivarik Mahila Lok Adalats and reviewed laws such as Dowry Prohibition Act, 1961, PNDT Act 1994, Indian Penal Code 1860 and the National Commission for Women Act, 1990 to make them more stringent and effective. It organized workshops/consultations, constituted expert committees on economic empowerment of women, conducted workshops/seminars for gender awareness and took up publicity campaign against female foeticide, violence against women etc. in order to generate awareness in the society against these social evils.

Call For Papers

Papers/Research Papers are invited from academicians, regulators, policy makers, research scholars, NGOs, students and other stakeholders across the streams.

Guidelines For Submission of Papers:

- Co-authorship is permissible. Each author will register them separately.
- The abstract should not exceed 300 words. The maximum word limit of the paper must not exceed 6000 words inclusive of footnotes.
- The paper must include the title of the paper, full name(s) of the Author(s), Affiliating Institution, Professional/ Educational Details, Email address and contact details.
- The Paper should be in .doc/.docx formats in Times New Roman, font size 12 with 1.5 line spacing. All participants must submit a presentation by using MS Power Point.
- Footnotes should be in Times New Roman, the font size 10 with 1.0 lines pacing. End notes are not allowed. Alignment -Justified, no page borders, Margin 1 inch on each side.
- The writings must conform to the “Blue book 20th Edition”.
- All submissions should be original and non-plagiarized work, and should not have been submitted for publication/published elsewhere in any form. Similarity should not be more than 10%.

Registration Form:

<https://forms.gle/2EDyCPySKPk1XdLn7>

Last Date of Registration and Abstract

Submission: 12th December 2024

Participants are required to send the full paper by 24th November 2024 on E-mail: bird.ncw@gmail.com with the subject “Paper Submission Name of paper presenters. “The acceptance of the abstract will be notified through emails.

There is No Registration Fee & Participation is only by registration through the link provided in the brochure.

TRAVELLING ALLOWANCE AND HOSPITALITY

The participants are advised to arrange their traveling expenses from their respective institutions. The organizing committee shall provide modest arrangements (chargeable) for boarding and lodging on sharing basis in the nearby to university for outstation participants only after receiving the confirmation of participation well in advance.

Organizing Committee

Patron Dr. Vaishali Agrawal Managing Director HRIT University, Ghaziabad	Vice-Patron Dr. D. K. Sharma Vice Chancellor, HRIT University, Ghaziabad
Chairperson Dr. Ratna N Pandey Chairperson BIRD	Vice-Chairperson Dr. A. K Singh Vice President, BIRD
Convenor Mrs. Ranjna Sharma Assistant. Professor, HRIT University	Co-Convenor Dr. Hemlata Assistant. Professor, HRIT University
Organizing Secretary Dr. H.N. Pandey CEO, BIRD	For Query, please write us at bird.ncw@gmail.com
For any Kind of Support & Clarifications Please Contact at: 9810081289, 8178728093 Visit Us at www.birdindia.in	
Venue: •HRIT University, 8th Km Milestone, NH-58, (Delhi-Meerut Road) Morta, Ghaziabad-201003	