

**“A STUDY ON WOMEN IN THE PEELING SHEDS -A CASE  
STUDY”**

**Dissertation submitted to  
Mahatma Gandhi University, Kottayam in partial fulfilment of the requirement  
for  
the Degree of  
Master of Social Work  
Specializing in  
Family and Child Social Work**

**Submitted by**

**ANGEL ROSE T**

**Reg No : 210011034045**

**Under the guidance of**

**Dr. ELSA MARY JACOB**



**Bharata Mata School of Social Work Thrikkakara, Kochi-21**

**(Affiliated to Mahatma Gandhi University, Kottayam)**

**(2021-2023)**

## **CERTIFICATE**

This is to certify that this dissertation titled “Women in the Peeling sheds – a Case study” in Kadamakkudy island’ is a record of genuine and original work done by Angel Rose T (Reg. No 210011034045) of IV semester Masters of Social Work course of this college under my guidance and supervision and it is hereby approved for submission.

Dr. Elsa Mary Jacob

Assistant Professor

Research Guide

Bharata Mata School of Social Work, Thrikkakara

Dr. Johnson K M

Principal

Submitted to Viva Voice Examination held on :

External Examiner :

## **DECLARATION**

I, Angel Rose T hereby declare that the research work titled "Women In The Peeling Sheds ; A Case Study" submitted to the M G University, Kottayam, is a record of genuine and original work done by me under the guidance of Dr. Elsa Mary Jacob, Assistant professor, Bharata Mata School of Social Work, Thrikkakara, and this research work is submitted in the partial fulfillment of the requirements for the award of the degree of Master of Social Work specializing in Family and Child Social Work.

I hereby, declare that the results embedded in this research have not been submitted to any other University or Institute for the award of any degree or diploma, to the best of my knowledge and belief.

Place: Thrikkakara

Angel Rose T

Date:

## **ABSTRACT**

This research paper examines the workforce participation of the women in the peeling sheds in the Kadamakkudy Panchayat. The research also explores the economic stability, health status, work-life balance of the women. Various theoretical implications are assessed while doing the research.

This study is done in a qualitative research methodology using in-depth interview with non-probability sampling method. From this study researcher tells about the how the existing literature figures out the current condition of women in all perspectives and in this discussion and analysing part the researcher gives out the some of the major themes based on the study like workforce participation of the women, health status of the women, work-life balance, influence of panchayat, changing trends, misconceptions, vulnerabilities etc from this research article.

*Key points : peeling sheds, workforce, health, changing trends, misconception, work-life.*

## **ACKNOWLEDGEMENT**

I would like to acknowledge and give my warmest thanks to my supervisor Dr. Elsa Mary Jacob, Assistant Professor Bharata Mata School of Social Work, Thrikkakara and other social work faculties who has helped and guided in academics and co-curricular activities. Thanks for their patience, love and invaluable constructive feedback which has made this work possible. Their guidance any advise carried me through all the stages of writing my thesis.

I would also like to give special thanks to my parents, siblings and my family as a whole for their continuous support and understanding when undertaking my studies all these years also during research any writing this thesis. Your prayer for me was what sustained me this far. Last but not the least, my sincere thanks to my whole colleagues for their continuous support , guidance, love and valuable feedback.

I sincerely thank all women working the peeling sheds who participated in this study without which this study wouldn't be completed. Thank God Almighty for the guidance in my life.

## LIST OF CONTENTS

<b>TITLE</b>	<b>PAGE NO</b>
TITLE PAGE	i
CERTIFICATE	ii
DECLARATION	iii
ABSTRACT	iv
ACKNOWLEDEMENT	v
LIST OF CONTENT	vi
CHAPTERISATION	
CHAPTER 1 - INTRODUCTION	1-12
CHAPTER 2- REVIEW OF LITERATURE	13-38
CHAPTER 3- RESEARCH METHODOLOGY	39-43
CHAPTER 4 – CASE STUDY	44-71
CHAPTER 5- DISCUSSION	72-81
IMPLICATIONS FOR SOCIAL WORK PRACTICE	82
CONCLUSION	83-84
BIBIOGRAPHY	85-88
APPENDIX	89-91

## **CHAPTER 1 -INTRODUCTION**

In our society, women are essential. Since women are the foundation of families and play a major role in shaping communities and their growth. Even though several incidents over the years have demonstrated that women have faced marginalization and prejudice. A rising understanding of the significance of women in our society from numerous angles has emerged in recent years.

Women have long held a significant role in the household and the community. They are crucial to the cognitive development of the kids and provide care, support, and nurturing to their families. Women also contribute significantly to the development of communities and frequently assume leadership positions in community organizations. Here are some of the areas where women contribute to families:

Women frequently assume the role of primary caregivers for the kids, guaranteeing their welfare, health, and education. In addition, women have a crucial role in guiding, supporting, and creating a nurturing environment inside the family. The primary caregivers for the kids are women. Women are crucial in helping children develop their attitudes, beliefs, and behaviors. Women make a contribution through educating, guiding, and teaching their kids valuable life lessons. They frequently take on the role of primary caretakers, ensuring the mental and emotional well of their kids. Their financial contributions play a significant role in ensuring the family wellbeing and future opportunities. Women often contribute to the decision making of the family through expressing their views and perspectives, insights and problem-solving skills to address various issues within the family. Women do an inclusive approach which enhances family dynamics and fosters an environment of open communication. Women often do the majority of household chores, including cooking, cleaning, organizing, and managing finances, which improves the family's ability to work smoothly. In general, women are more adaptable. They provide the family members with emotional support through trying times, giving them a secure setting in which to vent their emotions and seek guidance.

Their capacity for emotional intelligence strengthens familial ties and facilitates conflict resolution. Women support their families by pursuing careers and operating enterprises. Women work hard to achieve financial independence and to maintain the family's financial security.

Women are considered as the key agents for social change since they make vital contributions to the food supply industry. Women are present in all industrial sectors, but to varying degrees. In aquaculture, artisanal and industrial processing, fresh trading and retailing, environmental organizations, and the majority of administrative professions, they make up a sizable share of the workforce.

The fisheries sector in India plays a vital role in the Indian economy. Although the fishing and fish processing industry has experienced enormous growth in recent years, none of the workplaces has industrial hygiene or surveillance programmes to evaluate the effects of exposure to seafood and work in a cold environment. There are a number of issues faced by women workers in the pre-processing and processing units which remain un-addressed due to various social and economic considerations. It is recommended that further epidemiological studies need to focus on quantifying the disease burden attributed to seafood exposure and identify specific risk factors for allergic sensitization to occupational seafood allergens.

Women and development are the key perspective mainly aimed at promoting gender inequality and empowering the women in the development of social, economic and political development. Women in development mainly focused to create an environment with active participation of the women in all the spheres and ensuring that the women should get equal access to all the resources, opportunities and also in decision making process. Women in the development area mainly focused on creating initiatives in the area of education, economic empowerment, health, political participation, ending the violence against the women and policy reforms.

Women play an important role in the development and education. They often encourage their children by pursuing their dreams and capacities by providing guidance and support that helps shape their children into ideal individuals.



Women frequently make greater contributions to the community as well as the household. By volunteering through social activities and encouraging a sense of social responsibility and community participation within the family, they take part in the community.

As per the data from International Labour Organisation out of 148 countries India (lower middle income group) took the 136 position in the women workforce participation. The gender gaps in our country mainly contributes to the after effects of Covid-19 pandemic. Also, recognises a trajectory of female labour force participation from 1960 to 2023 in both the vulnerable and wage working groups. When considering the seafood industry as a whole, with fisheries, aquaculture, seafood processing and all related services, women represent half of the working population worldwide (World Bank, 2012).

Women in the workforce have made significant progress over the years, but challenge and inequalities remainsomeoftheimportantkey points about women's labour force participation. Progress and increased participation: Female labor force participation hasincreased significantly over the last decade. More and more women are pursuinghigher education, entering the professional world and holding leadership positions in the business world.

Despite progress, the gender pay gap remains a persistent problem. On average, women will earn less than men for the same job.

This inequality is influenced by factors such as job segregation, discrimination and limited opportunities for promotion and career advancement. There is still gender discrimination in some industries and occupations, and women tend to be stronger in lowerwage sectors such as repairs, education and job management. Women are still underrepresented in senior management position including corporate boards, directors and key positions. Problems such as lack ofawareness, lack of education and limited career options can prevent them from rising to leadership positions.

Balancing work and familyresponsibilities remains a challenge for many women. Societal expectations, limitedaccess to affordable childcare, and workplac

e policies that do not promote work-life balance can make it difficult for women to pursue careers while fulfilling family responsibilities.

Maternity leave policies and support for working parents differ between countries and organizations. The fight for parental leave laws including paternity leave and flexible work arrangements, is crucial to supporting working mothers and achieving gender equality at work.

Gender bias and discrimination can take many forms, including recruitment, promotion and job development. Addressing these biases and creating an inclusive workplace is essential for women to thrive and succeed in their careers.

The increasing importance of women in business around the world. More and more women are starting their own businesses and self-employed, contributing to the economy and creating jobs. It is important to consider intersectionality, which recognizes that women's experiences in the workplace are shaped by characteristics such as race, ethnicity, work history and disability. Addressing the unique challenges women face is critical to achieving equality for all.

Organizations, governments and individuals working to create equal opportunities for women in the workforce. Advocacy for gender-sensitive policies, workplace diversity and partnership, training programs and advocacy programs can help drive change.

Maintaining the conversation about women in the workplace and in the workplace is important to create an environment that supports women, bridges the gap between women and men and promotes equality for all.

Global Overview: Female workforce participation rates vary across regions. According to the International Labour Organisation (ILO), the global average female labour force participation rate was around 47% in 2020. However, there are significant regional disparities, with rates ranging from over 70% in Northern America and Europe to around 30% in Northern Africa and Western Asia.

**Gender Gaps:** gender gaps in the workforce still exists. In many countries including India the female workforce participation is lower than that of the men. The gender gaps attributed to the factors like cultural norms, discriminatory practices and limited access to the education and employment opportunities.

**Economic Empowerment:** Women who participate in the economy have greater financial independence, develop their skills and competencies, and are better able to support their families and the economy as a whole.

Race, socioeconomic class, ethnicity, and other overlapping characteristics have an impact on women in the labor. It is crucial to identify and address these issues that affect women in society.

**Work-life balance:** Women do a fantastic job of juggling their obligations to their families and their careers, and it is thought that this is a major problem for all women. Flexible work schedules and parental leave are two examples of policies that might assist women in balancing professional and caregiving duties.

**Entrepreneurship and Leadership:** Women's leadership and entrepreneurship are encouraged, which aids in reaching gender balance in the workforce. Women can excel in these fields if mentorship, networking opportunities, and financial access are made available.

In India, women's labor force participation has long been a source of discussion and curiosity. In comparison to many other nations, India has historically had a low rate of female labor force participation. Numerous elements play a role in this, such as culture, social expectations, restricted access to job and education, and a lack of support for women.

According to World Bank data, as of September 2021, India's female labor force participation rate is approximately 21.2%. This rate is below the world average

and countries include South Asian countries. However, it is important to note that labor force participation can vary greatly between states and territories in India. While some states have very high female labor force participation rates, other states have higher female labor force participation rates. Factors such as urbanization, education levels and economic development play a role in these regional differences.

Over the years, India has struggled to address gender inequality in labor force participation. The government has announced many initiatives and programs to promote women's economic empowerment, skills development and entrepreneurship. The Indian government has also passed laws to promote gender equality and empower women in the workplace, such as the Maternity Benefits Act, which extends paid leave to female workers.

Despite progress, India still has a long way to go to achieve gender equality in the workforce. Continued efforts are needed to address social and cultural issues, improve women's access to education and skills development, and create inclusion and support activities that support and enable women's participation in the business world.

It refers to the relationship between women and development, gender equality and the process of improving health. It recognizes that empowering women and promoting their full and equal participation in all aspects of life are essential to achieve sustainable development and prosperity.

Some important aspects of women and development are:

Gender equality: Gender equality is an important human right and necessary. It includes ensuring equality, resources and rights for people of all genders, elimi

nating discrimination and challenging gender norms and stereotypes.

**Economic Development:** Women's economic empowerment is essential for their own well-being and progress as people. It includes assuring equal access to financial services, entrepreneurship, education, and employment. Women who are given the freedom to run their own businesses can boost the economy, fight poverty, and improve family and community well-being.

**Education:** The empowerment and growth of people are significantly influenced by education.

A good education for girls and women has a variety of advantages, such as greater health, less infant mortality, increased economic production, and enhanced decision-making abilities. Education can also aid in dismantling gender preconceptions and roles.

**Health and wellbeing:** Development is significantly influenced by the health of women. It is crucial to have access to high-quality healthcare, including sexual and medical treatment. For the health of women and sustainable development, it is essential to address issues including maternal mortality, gender-based violence, and HIV/AIDS.

**Political participation and leadership:** Unity and freedom depend on women actively participating in decision-making processes and being represented in politics and leadership roles. More equal and better governance may result from initiatives to expand women's political participation, remove obstacles, and foster leadership.

**Laws and policies:** It is crucial to create and put into effect laws and policies that support gender equality and defend the rights of women. This includes regulations governing access to justice, equal pay for equal work, and inheritance rights. Women's empowerment and growth are supported by a robust legal and political environment..

Women in conflict and postconflict situations: Situations of conflict and postconflict that affect women and girls. In this situation, fostering peace and development depends on recognizing and supporting the special needs and rights of women.

The collaboration of governments, nonprofit groups, international organizations, and individuals is necessary to empower women and achieve gender equality. It entails addressing structural injustices, combating discriminatory attitudes and behaviors, and advancing women's rights everywhere.

Women in peeling sheds refers to the involvement of women in the industry of barking, particularly in barns or other locations where specific items are barked. The meaning of this word might vary depending on the situation.

Agriculture: Fruit or vegetables that need to be peeled before being processed or packaged are processed using peeling in various agricultural areas. In these homes, women can create materials or peeling machines. When extremely hard leather is used, this occurs..

Seafood Processing: The shells from which crustaceans like crayfish or crayfish are peeled are also a part of the seafood business. In these huts, women can work by using their hands or specialized tools to remove the shells off shellfish. In areas where the production of fish is a significant industry, this is a widespread practice.

In either instance, factors including regional norms, labor availability, and culture can have an impact on how many women work in the peeling sheds. It's important to keep in mind that duties and responsibilities may differ depending on the area and sector.

It is important to note that the physical labor required for peeling has grown with the use of machines and other technologies due to technological

improvement and automation. The gender distribution of barking shed workers will change as the expectation of manual labor declines.

Peeling is frequently related to the processing of products like fruits and vegetables. Women can be observed working in these areas, even if the particular role and population in a barracks may vary from location to location.

Women frequently take on significant roles in these fields, lending their expertise and work to the peeling, sorting, and packaging procedures. Communities and families can benefit from women serving in the military. It may offer opportunities for women to find employment, advance their professional abilities, and boost the local economy. It can also provide women freedom and independence.

Women primarily participate in the collecting thrust areas. Along the coast of Tamilnadu, they are actively involved in gathering seaweed, gathering chank, and other fishery-related activities. The meager share of income they thereby produce goes to their family. They yet continue to get unjust treatment and are deemed to be living well below the poverty line. More consideration must be given to the advancement of fisherwomen in India given their significance and role in the fishing sector.

About 10 lakh fishermen live in 2500 fishing settlements along India's 8128-kilometer coastline. These statistics do not take into account inland fisheries and aquaculture, two key fishing industry subsectors. Women make important contributions to the fishing along the whole coastline, and they control the majority of shore-based businesses. They do perform intricate tasks that are typically hidden from view by outsiders. In addition to being competent navigators in some parts of the world, women have actively participated in fishing since time immemorial. They also take part in the huge capture fishing, which is still practiced in a tiny area of Sri Lanka, our neighbor. In the prawn sector, women have taken part in pre- and post-harvest tasks.

However, fishermen women from the less rich have historically taken care of the household responsibilities that are primarily their obligation in keeping the home, nurturing the children, etc. Marine Fisheries Research and Management families frequently have a fisherman as a member of the household to help provide for the family's needs, at least in part. The main source of income for these women has been head loading and selling fish in markets or on the streets. Many women from families who are involved in fishing also defiber coconut husks and make rope by hand. The production of nets and dried fish is widespread.

The peeled prawn is one of the nation's most important exports. Prawn fishing in Kerala is most popular from August to November, and peeling prawns is a seasonal job that goes hand in hand with fishing for prawns. In a 3 by 4 meter peeling shed, ten to five women are working at once. One kilogram of peeled prawns can be sold for Rs. 6 in an hour by a woman. With the help of these activities, they were able to generate a small income. This kind of action is often cyclical.

At Vypeenkara, Ernakulam, where women play a crucial role in small-scale fisheries, a study was performed on the topic of "Role of women in small scale fisheries-Present status and potential involvement." Particularly in the pre- and post-harvest operations shrimp peeling, fish trade, net construction, canal fishing, and clam shell gathering.

Since the production of fish in the ocean has reached a sustainable level, aquaculture is the most effective approach to increase it. Aquaculture along the coast involves raising marine creatures in the open ocean, likewise places with brackish water.

The CMFRI has created seafarming technologies that farmers can use to their advantage. This aquaculture system has a wide range of opportunities, which can provide women with significant employment opportunities. The majority of Kerala's coastline offers tremendous aquaculture potential. The farmers are in close proximity to the water bodies.



About 1.8 million fishermen are directly employed by fishing, with 0.9 million working in fishing, collecting fish seeds, etc., and the remaining 80,000 working in net manufacture, drying fish, marketing, etc. The unemployment rate among fisherman is growing by 2.40% annually.

The fisherman should have access to alternative employment opportunities in order to address the unemployment issue. One of the hobbies that can significantly help to solve the unemployment issue is aquaculture. The families of fishermen can adopt profitable technologies like prawn, mussel, oyster, pearl, and seaweed production. The majority of these technologies' culture operations are shore-based, making them completely manageable by women.

From one country to the next, women participate in different activities to varying degrees. The distribution of financial advantages of possible technological and economic roles for women. The chances available to men and women in the fishing industry vary from one country to the next, but generally speaking, women are at a disadvantage to men.

It has long been customary to include women in aquaculture. In Asian nations, women often produce, maintain, and manage feed while men are actively involved in tasks like pond construction and hedge upkeep. Along the coasts of Kerala and Tamil Nadu, women play a significant role in collecting prawn seeds. They also contribute in some measure to shrimp stocking, feeding, management, and harvesting. In the procedures following harvest, the involvement of women is very evident. Women are involved in spat collection, seeding, and rope tying in the culture of oysters and mussels. They work in the post-harvest operations for pay as well. Their involvement in aquaculture is extremely restricted.

However, it is important to remember that the specific situations and experiences of women peeling sheds may differ. In some cases, problems with gender discrimination, unequal pay or poor performance may be encountered. These issues hig

highlight the continuing importance of promoting gender equality and providing safe and fair condition for all employees, regardless of gender.

This study is to understand the workforce participation of the women in the peeling sheds by understand their overall wellbeing and the result of the study mainly focused in understanding the effective participation of the women in the peeling sheds. Also, study also explored about economic stability of the women and health status of the women working in the peeling sheds.

## **CHAPTER 2- REVIEW OF LITERATURE**

A literature review is the extensive summary of previous research topic. It collects reviews from scholarly articles, books and other sources relevant to a particular area of research. The review enumerates, evaluates and clarifies the previous research and provides a theoretical base. The literature review acknowledges the work of previous researchers and in doing so, it assures the reader that the work has been well conceived. It creates a landscape and understanding the progressions in the field. The landscape informs the reader that the author has tried to include all previous, significant works in the field into the research. Through the literature review, the purpose is to convey what knowledge and ideas have been established on a topic, strengths and weakness. A guiding concept must define the literature review. It is not just a descriptive list of the material available or a set of summaries.

Literature review has given a theoretical base for the research study and leads its progress. The literature study on the basis of the women in the peeling sheds also given an idea about the women in their workforce participation and also their impacts in various domains. Some studies have shown that the experience of women who have been working in the peeling sheds.

## Objective 1

- To understand the women workforce participation.

1 .In a research from **Labour Force Participation Rate (LFPR) of women shows an increasing trend as per the annual PLFS reports** by the ministry of labour and employment has given out a research.

To a question in the Lok Sabha today, Minister of Labour and Employment Shri

RameshwerTeli said that Employment and unemployment data has been collected by

the Ministry of Statistics and Planning through the Labor Time Survey (PLFS) since 201718. (MoSPI) since 2010. The research period is from July to June of the next year. The Social Security Act 2020 requires childcare facilities to be required in workplace with 50 or more employees, allowing women to work at night with adequate security measures, etc

Occupational Safety, Health and Safety (OHS) Regulation 2020 provides women

working in the above mines between 19:00 - 06:00 and 18:00, including surface work. 07:00 and 19:00 for permanently unavailable operations, maintenance and management.

The Pay Act 2019 states that a company or organization should not discriminate

against employees on the basis of gender when the same employer is doing the same

or similar work. all employees. In addition, employers should not discriminate on the

basis of gender when hiring workers in jobs with the same or similar jobs, unless there are laws restricting or prohibiting the employment of women in that occupation.

The State provides training to women workers through the Women's Industrial Training Institute, the National Institute of Vocational Education and the Regional Network of VET Institutes to increase their employment.

In addition, job creation and employment is the government's priority. Therefore, the

Indian government has taken various measures to create employment in the country.

Investments in infrastructure and production positively affect growth and employment. The 2023/24 budget has announced a 33% capital expenditure increase for the third

constitutive year to Rs 1,000, equivalent to 3.3% of GDP. Good growth in recent year has been important to the government's efforts to improve growth potential and create jobs.

The Indian government has announced the Aatmanirbhar Bharat package to stimulate the economy and reduce the negative impact of Covid 19.

According to the package, the government will provide financial support of more than Rs 2.7 billion. This package includes various longterm plans/projects/policies that make the country confident and employable.

Aatmanirbhar Bharat Rojgar Yojana (ABRY) was launched on 1 October 2020 to encourage employers to create new jobs and rehabilitate the unemployed during the covid19 pandemic. The last day for registration is 31.03.2022. From the start of the program until March 11, 2023, the benefit is Rs. an 8805. Rs 0 crore was awarded to the beneficiary of 6.03 lakh from a benefit of Rs 100. Rs 74 4.9 was distributed to 430,000 beneficiaries in Uttar Pradesh. Total income is below Rs. Rs. 2562,7 Crore was distributed to female beneficiaries of 1.58 lakh over Rs. 2562.7 crore is the beneficiary. Rs. 3 crores awarded to 83,900 female beneficiaries in Uttar Pradesh.

Pradhan Mantri Mudra Yojana (PMMY) was introduced by the government to promote selfemployment. Under PMMY, unsecured loans are up to Rs. Rs 10

lakh

extension for small/small businesses and individuals allowing them to establish or expand their business operations.

As of February 24, 2023, Rs 2,183 crore has been paid on loans of Rs 3,965 out of Rs 218. Rs 2.01 was withdrawn from a 3.8 crore loan in Uttar Pradesh.

Government of India, Prime Minister Job Creation Program (PMEGP), Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS), Pt. Deen Dayal Antodaya Yojana-National Mission Urban Live (DAY-NULM) and others.

Government is implementing Production Linked Incentive (PLI) scheme with expenditure of Rs. 197 crore, potential to create 6 million new jobs in five years starting from 2021-22.

In addition, the Ministry of Skills Development and Entrepreneurship (MSDE) is implementing the National Apprenticeship Promotion Program (NAPS) and Pradhan Mantri Kaushal Vikas Yojana (PMKVY) to develop the young workforce. Apart from these initiatives, the government's projects such as Make in India, Startup India, Standing India, Digital India, Housing for All etc.

2. In the research from **What's going on with India's female labour force participation?** By Shruti Deora tells about why the India's female labour force participation rate still remains low compared to global levels and also tells about what needs to be done to change it.

The labour force participation rate (LFPR) is defined as the percent of the population in the workforce (ie working, looking for a job, or owning a job). LFPR include selfemployed wage earners or such workers and the unemployed.

Unlike India, which has seen a decline in FLFPR since 1990, the 2021 PLF S1 shows significant progress. In the last three years, from 17.5% to 24.8% (for women aged 5 years and older this increased from 23.3% in 2017 to 32.8% in 2020). A recent report by the Ministry of Finance showed that this development can be attributed to several factors including improved labor exchange, impro

ved employment in manufacturing, increased self-employment and increased for employment.

The global FLFPR is 52.4% (15+ years), which has been at a similar level for the past three years. However, there are differences in emerging and emerging economies. In the Middle East, North Africa and South Asia, this ratio is about 25 percent, and Asia and Sub-Saharan Africa, it is about 66 percent. Interestingly, we do not see this change in the LFPR of men, which is around 80% across the industry.

Informality According to PLFS, we have approximately 166 million women working, seeking employment or owning a job. More than 90% of working women work in the informal sector. They are mostly self-employed or temporary workers in agriculture and construction. This means they face increased effort, poor performance, lack of mobility and a higher risk of violence

A woman stands next to a poster on the subway that reads "51% of the work women do is free". Female workers share the cost. Indian women and business will focus on development. Women's participation in the business sector has greatly benefited from the solution.

Society provides low level support to working women. The reason for this is the patriarchal system, which requires women to assume an important role in the family rather than desire.

Too much housework, including mobility and security restrictions, causes women to quit their jobs. A recent NITI Aayog report found that women in India spend 9.8 times more time on unpaid housework than men (2.6 times the global average reported by UN Women). Globally, unpaid work is the main cause of women's exclusion from the workforce, and a cause of "education, illness or disability" for men.

3. An article on **Enhancing women's employment is key to economic recovery** which was published in Hindustan Times on 19 January 2021. It

talks about the constraints and solutions regarding declining female labour participation in India. India continues its efforts to provide equal opportunity for its women. According to International Labour Organization, in 2019, before the Covid19 pandemic, India's female labor force participation rate was around 23.5%.

The Pandemic has made this worse. It affects women disproportionately - because they work the hardest jobs; working more than men in the informal economy; or because they are the main caregivers in the home. The recovery of the Indian economy requires cooperation between government and the public, and women can be an important part of economic recovery. Therefore, there is a need to improve the long-term problems that hinder women's labor force participation in India.

World Economic Forum's Global Gender Gap Index (which measures the gap in participation in the economy) India fell 112 places this year because more than 7 million Indian women are out of work.

Actions are needed to address deficiencies in the affordability of phones and computer women's digital literacy and social context, and technology content, particularly for women and girls. The remote work environment caused by the pandemic has shown to the business world that collaborative work is not only for women but also for male professionals.

As the Indian economy becomes increasingly diverse and inclusive of initiatives such as increased maternity leave, mandatory parental leave, women's work rights and career choices, it is often dependent on continuing organization.

4. In the article **Participation of women in the health workforce in the fragile and conflict-affected (FCAS) countries** is a scoping reviewed article by Basnana Ayaz, Maria Athina, Carles Muntaner in 2021.



In most FCAS, particularly nursing and obstetrics, the majority of health workers are women; but medicine, lawmaking, and leadership are men. The review identified several barriers women face, including job hierarchy, gender norms, and security. Some sources refer to the postconflict era as a window of opportunity to break down gender biases and stereotypes, while others refer to its shortcomings, including the influence of consultants, donors and NGOs. Consultants and donors focus solely on programs and interventions that women's health, rather than using a gendersensitive approach to human resource planning during medical treatment.

Review identified several challenges and limitations in FCAS efforts to create gender equality in the healthcare workforce. However, if there is no gender equality in the health workforce, FCAS will struggle to make progress towards the SDGs on gender equality.

5. In the book **Women's empowerment helps women to make necessary transitions own their life courses.** (Foner & Kertzer, 1978). As the pattern of women's interactions have an impact on boarder social structures, to the extent that they make changes in these exchanges, they will be in more advantageous positions to make changes at broader levels of social organizations (Sandy.P.R,1981)

The process of empowerment involved not just and improvement in physical and social condition but also equal participation in decision making process control over resources and mechanism for sustaining these gains. (Longwe, 1990) in this contest classification of five levels of empowerment name welfare access conscientisation, participation and control and the need to move from the level of welfare to control is a useful one. As one moves towards higher levels of empowerment there is Bond to be resistance and conflict, as exclusive male privileges are threatened.

6. In the article named **Education, Caste and Women's Work in India** by Amrita Datta, Tanuka Endow and Balwant Singh Mehta on 18 th june 2020. This article says that,

Women's labor market participation and employment patterns as mediated by education and caste, with an emphasis on highly educated women, using data from the Periodic Labour Force Survey (2017–2018). The lower castes have the lowest rates of women working, and as we move down the caste hierarchy, these rates rise. This indicates that women's labor force participation clearly follows a caste pattern. Particularly in metropolitan settings, these discrepancies become less pronounced among highly educated women (graduate level and above). When looking at the female workforce participation rate (WPR) by education class, a U-shape may be seen. This holds true across castes.

While the quota policy may have benefited SC/ST people in terms of access to state employment, caste patterns pervade industry and occupation, therefore this has not translated into access to good-quality jobs. According to the results of the regression analysis, caste and education are significant factors that explain women's labor force participation, and their interaction impact is crucial to understanding this phenomenon. It follows that policies aimed at increasing female employment must be nuanced to take into account the heterogeneous nature of women workers, even for the highly educated segment, in order to close the WPR gap between social groups even after access to education at the highest levels.

As members of families, women provide a variety of commodities and services that help other family members. There could be paid or unpaid work involved. Even though the status of the woman within the family may not be improved, some occupations can help raise the family's social standing or prestige in comparison to a reference society. Papanek (1979) referred to this as 'family status production'.

However, Neff et al. (2012) found no change in the workforce participation rates of mothers of small children in rural areas throughout the period (2004-2005 to

2009-2010) that experienced a fall in rural female labor force involvement. This indicates that having children does not restrict or hinder women from entering and working in the rural labor market.

Contrarily to women, the unemployment rate for men is relatively high at 4.47% and has significantly increased from 2011–2012 to 2017–2018 for men, particularly in rural areas. Be aware that there may be a loop relationship between women's employment and household consumption. It should be observed that the positive interaction term coefficients come at the expense of decreasing individual coefficients; the higher the interaction term coefficient's magnitude, the greater the reduction in individual coefficients.

7. In the research article named **Gender Equality and Labour Force Participation study** conducted by Madhusree Baneerjee on April 2019 says that,

Despite an increase in education, India's female labor force participation is pitifully low and has been declining over time. In addition to objective factors, there are many different social and cultural factors at play in the complicated causes of this. The paper makes an effort to understand how social attitudes of women as stay-at-home mothers are one factor that influences this. In addition, women have been discouraged from working in the public sector due to a lack of education and career-focused courses, mobility issues, and workplace discrimination. Therefore, any policy that attempts to close this gap must be comprehensive. Legislations by themselves are insufficient to close this gap; all parties involved must work together.

According to empirical data, women are disproportionately employed in jobs that can be seen as an extension of their domestic responsibilities (such as maids, tailors, teachers, and nurses), and training programs for skills that defy gender stereotypes, like driving and motor mechanics, are very rare. In addition, a significant portion of women favor home-based work since it can more easily be coupled with domestic-care obligations. It's interesting to observe that,

despite good economic growth, higher wages, and increasing incomes, women's participation in the labor force in India is declining.

It has been demonstrated that female labor force participation rises as education levels rise. India must therefore implement both an employment revolution and a skill development or educational revolution in order to fully realize the economic potential of women's participation. Additionally, it has been noted that the idea of training and skill development for women needs to go beyond the traditional objective of imparting technical and managerial competencies, playing a wider role that even includes basic literacy, numeracy, critical social and political awareness, awareness about gender, and enhancing life skills.

Women are discouraged from leaving the house in search of employment or other opportunities due to societal and cultural standards, as well as objective realities like fear of harassment and mobility restrictions.

In addition to being a severe moral and social issue, gender disparity poses a serious economic one. The international economy will suffer if women, who make up half of the working-age population worldwide, do not realize their full economic potential. Any discussion of the problems and worries faced by women in the workplace has many facets, and there are no simple solutions. The state of affairs differs between nations and even regions within a single nation. Despite the fact that they all have strong social and cultural foundations, the ways in which they are expressed vary per nation.

Women's voices, choices, and agency are being reduced worldwide, including in India. Nowhere is this more apparent than in the workplace, where worries about personal protection and safety have led to an unacceptably low—and declining—female labor force participation. But in the #MeToo era, it seems like we've reached a turning point where girls and women all over the world are speaking up against sexual harassment and other sorts of assault.

8. In the research article **The Role and Determinants of women labour force participation for household poverty reduction in Debre Birhan town,**

**North Shewa Zone, Ethiopia** by Girma Mulugeta and Francesco Tajani which was published on 05 March 2021. This article says that;

Around the world, economic development is mostly driven by women's engagement in economic activity. In the case of Debre Birhan town, this study attempts to investigate the function and contributing factors of women's labor force involvement in lowering household poverty. The study used a cross-sectional study design to accomplish this. Using a multi-stage sampling technique, questionnaires were given out to a total of 291 sample households in order to obtain the data. By using the gathered data, a logistic regression model was used to examine the factors that influence women's participation in the labor force. According to the binary logit regression results, training, media exposure, credit availability, and women's educational status were found to be positively and significantly associated to the likelihood of participating.

By using a set of demographic and socioeconomic characteristics as the explanatory parameters and the probability of a household being poor as the dependent variable, a logistic regression model was used to examine the impact of woman labor force participation on household poverty reduction. Accordingly, 183 (62.89%) of the 291 household heads that were surveyed were judged to be poor. This study's findings support the notion that women's participation in society lowers household poverty. Therefore, this study suggests that families employ family planning, encourage women to pursue higher education, be exposed to the media, establish public or private child care facilities, and give women access to credit.

This study examines the factors that affect women's labor force participation and how it affects Amhara national regional state's Debre Birhan town's North Shewa zone's efforts to reduce poverty. The cross-sectional survey primarily makes use of primary data gathered by performing a residential survey. Data from 291 respondents were gathered to analyze the determinant elements of women's labor force participation. Data were examined using both descriptive and econometric methods, and the sample was chosen using a multi-stage sampling technique.

The factors women's age, age at first marriage, education level, exposure to media, access to credit services, training, and marital status all have a positive sign and are closely associated to the participation of women in the labor force. The variables with a negative sign are inversely connected to the likelihood of a woman not working, the existence of a kid under the age of 5, pregnancy, family size, the gender of the head of the home, the husband's income, the husband's education, and the poverty level of the household.

In the second binary logit model, used to analyze poverty Women's participation in society, credit availability, household income, women's wages, and household savings all had a negative and significant impact on the likelihood of poverty. On the other hand, household spending was strongly and favorably correlated with the likelihood of poverty.

Therefore, the local government should give young women extra consideration by offering them various career options. The government and other relevant organizations should organize and offer training that enables women to be independent and capable of carrying out any tasks outside the home. In order to enhance the participation of women in the labor market, banks and other financial institutions should extend credit to women.

9. In the reseach on **Potential techno - economic role of women in fisheries** by Sheela Immanuel and Krishna Srinath with regarding to Marine Fisheries and Management. This article says that,

Women have a significant role to play in the fishing industry.possibly a key position in many shore-based activities. Peeling prawnsJish drying, selling, net manufacture, canal fishing, and clam shelling.

The main thrust areas in which women participate are collection.They are heavily involved in gathering seaweed, collecting chank, and other fishery-related activities along the coast of Tamilnadu. Their family benefits from the small portion of revenue they thereby generate.However, they continue to be

treated unfairly and are judged to be well below the poverty level. Given the significance of fisherwomen and their function in the fishing industry, greater attention must be paid to the advancement of fisherwomen in India.

On a coastline of around 8128 kilometers in India, 2500 fishing communities are home to about 10 lakh fisherwomen. The inland fisheries and aquaculture, another significant segment of the fishing industry, are not included in these data. All along the coastline, women are significant contributors to the fishery, and they dominate most shore-based enterprises. They do engage in complex actions that are frequently invisible to the outside world. Women have always actively participated in fishing, and in some regions of the world, they have also been skilled navigators. They also participate in the large capture fishery that still takes place in a small section of our neighboring nation, Sri Lanka. Women have participated in pre- and post-harvest activities in the prawn industry.

Traditionally, women have taken care of the household duties that are solely their responsibility—maintaining the home, raising the kids, etc. nonetheless, fisher women from the less wealthy. Fishing is a common vocation among Marine Fisheries Research and Management households as a means of at least partially securing the income needed to support the necessities of the family. For these ladies, head loading and selling fish on the streets or in markets has been the main source of revenue. Many women from fishing families also work at defibering coconut husks and creating rope by hand. Many people manufacture nets and dry fish.

One of the most significant exports for the nation is the peeled prawn. In Kerala, the peak season for prawn fishing is from August to November, and prawn peeling is a seasonal activity that coincides with prawn fishing. Ten to five ladies are employed at once in a peeling shed that measures 3 by 4 meters. A female can peel various 1kg of prawn can be sold for Rs 6 in an hour. They were able to produce a modest income thanks to this activities. This type of activity is quite seasonal.

Despite the many jobs they occupy, women contribute significantly to the fishing industry. Fisherwomen benefit from the whims of the fishing industry as well as deeply ingrained social and cultural attitudes, illiteracy, and a lack of educational and employment opportunities. Modernization has spread throughout the fisherwoman community, which has had an impact on their involvement in fisheries, still plays a crucial part in post-harvest operations. By giving people more control over their lives through deliberate interventions, the problem's magnitude can be reduced.

## Objective 2

- To understand the economic participation of the women.
  1. In the research article by CII blog **The role of women in India's Economic Growth Story** on march 2022.

Over the past few years, female professionals have been working with their skills, passion and dedication. They contributed to the growth and prosperity of India. There are currently 432 million workingage women in India, of which 343 million are working in the unorganized sector. A report by the McKinsey Global Institute estimates that by giving equal opportunities to women alone, India's GDP could increase by \$770 billion by 2025. However, the current contribution of women to GDP is still 18%.

Even in rural India, women are reaching new milestones every day. Despite social and family separation, women recognize their right to financial independence, start a business from scratch, and support those around them. In the Panchayat system, 50 % of the reservation is for women, and many national initiatives, such as the National.

Rural Livelihood Mission, are putting their cultural roots into practice. Government initiatives such as the Swachh Bharat Mission and the Mahatma Gandhi



National Rural Employment Guarantee Act have provided employment opportunities to working women. Today, India is the world's third largest startup ecosystem and third largest unicorn community.

However, only 10% of them are led by female founders. What is needed now is to incentivize more capital and financing for women entrepreneurs to start their journey.

Fortunately, the last few years have seen a shift in the whole process of women becoming business leaders and starting companies.

2. In the research of **The United Nations Entity for Gender Equality and the Empowerment of Women** article mainly suggested about the importance of having an economic participation of the women in all aspects which leads to the overall sustainability of the country.

Economic empowerment of women is essential for the realization of women's rights and gender equality. Women's economic empowerment includes women's ability to participate equally in existing markets; their access and control over productive resources, access to decent work, control over their own time, lives and bodies; and increasing voice, representation and meaningful participation in economic decision-making at all levels from households to international institutions.

Empowering women in the economy and closing the gap between women and men in the world of work are key to achieving the 2030 Agenda for Sustainable Development and achieving the Sustainable Development Goals, in particular Goal 5, to achieve gender equality, and Goal 8, to promote full and productive employment and decent work for all; also Goal 1 on ending poverty, Goal 2 on food security, Goal 3 on ensuring health and Goal 10 on reducing inequalities.

When more women work, economies grow. Women's economic empowerment increases productivity, increases economic diversification and income equality,

among other positive development outcomes. For example, raising the female employment rate in OECD countries to the same level as Sweden could increase GDP by more than USD 6 trillion. growth does not automatically reduce gender inequality. On the contrary, gender differences are estimated to cost the economy approximately 15 percent of GDP.

3. In the research of **Empowering Women Is Smart Economics** by World Bank in March 2012, Vol 49, No.1 of Ana Revenga and Sudhir Shetty tells that closing gender gaps benefits countries as a whole, not just women and girls.

According to the World Bank's 2012 World Development Report: Gender Equality and Development, closing these gender gaps is important for development and policy-making. Greater gender equality can increase economic productivity, improve development outcomes for the next generation, and make institutions and policies more representative.

Many gender gaps remain even as countries develop, requiring sustained and targeted public action. Remedial policies will have significant development benefits if they address persistent gender inequalities that are central to well-being. To be effective, these measures must target the root causes of inequality without ignoring the domestic political economy.

Since 1980, women have been living longer than men in all parts of the world. However, in all developing countries, more women and girls are dying at younger ages than men and boys compared to rich countries. As a result of this "excess female mortality", about 3.9 million girls and women under the age of 60 are "missing" every year in developing countries (see table). About two-fifths of them are never born, one-sixth die in early childhood, and more than one-third die during their reproductive years. Female mortality is increasing in sub-Saharan Africa, especially among women of childbearing age and in countries most affected by the HIV/AIDS pandemic.

4. In the research on **Women are the key economic development in third-world countries** by Aisha Abdi on 28 August 2019. This research mainly focused on giving women a greater economic empowerment benefits their households, their communities and ultimately their countries.

On International Women's Day 2019, UN partners met with BNP Paribas to promote women's economic empowerment by supporting women in agriculture and sustainable development in Senegal. With this project, the UN wants to demonstrate its commitment to promoting women's empowerment with the aim of achieving Sustainable Development Goal 5 - achieving gender equality and empowering women and girls. But, as Acting Regional Director for West and Central Africa Oulimata Sarr states, it's not just about promoting equality, women are actually key to the economic development of third world countries like Senegal: "Women are at the center of Senegal's development and we want to support them in promising agricultural value chains to ensure their sustainable economic empowerment."

Empowering women more economically means empowering women to increase their right to economic resources and their control over meaningful decisions that benefit themselves, their households and communities. These include the right to control one's own time, one's income, and equal access to participate in existing markets. Greater empowerment improves their well-being and economic status.

Gender inequality remains a problem in the sub-Saharan Africa region, it is one of the most unequal regions in the world and progress is much slower than in other regions. Much of the gender inequality in developing countries is due to the prevalence of cultural norms that exacerbate the favouritism of men.

Gender inequality has significant economic costs as it hinders productivity and economic growth worldwide, with countries losing \$160 trillion in wealth due to the gap in lifetime earnings between women and men. In addition, the IMF

staff paper showed that the barriers to women's entry into the labour market have higher economic costs than previously thought, and the benefits of reducing the gender inequality barrier are likely to be greater than originally thought. Reducing gender inequality is therefore key to economic development.

Empowering more women to work leads to better growth in third world economies. This is because women's economic empowerment increases economic diversification, increases productivity and income equality, leading to other positive development outcomes. As an IMF study shows, policies that improve women's access to education and finance can help reduce inequality and increase economic growth in a developing country. Providing more educational opportunities to women and girls contributes to: "lowering the birth rate and increasing the labour force participation rate, thereby improving the quality of the human capital of future economies and generations."

Women are key to the economic development of countries. Empowering women through policies such as better access to educational opportunities and finance leads to better economic development for all, as women with economic resources and control over meaningful decisions tend to benefit not only themselves but also their households and communities. Women's equality is essential to increase sustainable economic growth in developing countries, in order to empower women and girls, better access to education, health and labour market opportunities must be ensured.

5. In a study conducted on **Promoting Women's Economic Participation** by US Department of the state tells about the importance of promoting economic participation.

Many studies over the past few years have shown that gender equality is "smart business". The impotence of women has not provided an opportunity for economic growth

and development that the world cannot afford. Women's participation in business

supports agricultural production and MSME development and improves business

ss

management and return on investment.

In addition to supporting economic growth, investing in women is more profitable-

women reinvest most of their income in the strength of their families and communities. Women also play an important role in building peace and stability, which is an important factor in economic growth.

Unfortunately, these results are not universally recognized and therefore do not translate into full economic participation of women. Women still face problems when trying

to start a new business or expand an existing one. The biggest problems include discrimination, control and trade, and the lack of women's access to property rights, money, education, technology, commerce, education and cooperation.

### Objective 3

- To understand about the health status of the women
  1. An overview on **Women health issues by Office On Women's Health by US Department of Health And Human Services** on May 2001 says that importance of addressing the health of women and also understanding the issues faced by the women in the field of the health.

Life expectancy for women rose from 48.3 years in 1900 to 79.4 years in 1997. Today, our mission numberis to make that extra life healthy and productive. Women make up 51 percent of the total American population of 4,444.S. Citizens; 59% of people are over 65 years old; 71% of Americans are over age 85,, the largest part of the population. Of the 4,444 employees in the country, 46% are women. They make up 52 percent of the voting age and are more likely than men to vote in 4,444 general elections. 1996, 55 years old5% of women voted compared to 52.8% of 4,444 men.

A woman's health reflects her physical characteristics and her cultural, economic and physical environment. These conditions affect the duration and quality of life. For example, the average life expectancy of women varies by race.

In 1997, white women had an average life expectancy of 5 years longer than

African American women (8 years for, compared to 75 years for). Women living in poverty or with less than high school education have a shorter life expectancy; more sickness, injury, disability and death; and more good health is limited nursing services.

Women have also historically served as healthcare providers and family health decision makers. About 15 percent of Americans are illegal caregivers, of whom about 72 percent are women, most of whom are people who are caught in the care of their relatives and care for their children.

2. In the research on **Women's health from a women's point of view** by L B Lempert tells about the different perspectives of the women in the field of various dimensions on health.

Information on current women's health issues is reviewed, the status of women's health is clarified, and information on women's health is revised in the context of

clinical and social research. Both doctors and women began to pay attention to

women's health problems, and four main issues received special attention: allegations that doctors were not responding to women's complaints; accusations that women are public drugs; Claiming that women have had too many surgeries; And the idea that sexism is rampant in American medical education. Focusing on

these questions is not the answer. Women, both individually and collective

ly, need to be enlightened about women's health in the context of modern science and

understanding. The literature review includes preadolescent women, adolescent and young women, pregnant women, middleaged women, external and internal abuse, and older women.

About 60,000-100,000 cases of incest and/or sexual abuse occur among prepubescent women each year, resulting in women's health problems. The victims were mostly female, with a ratio of 1 male to 10 females. Loss of appetite, known as anorexia, is a major public health problem among young women. Depression is the most painful thing among teenage girls and women. Anorexia nervosa, bulimia, and bulimia are all characterized by body image and distortion and the victim's desire to be thinner.

A similar yet inappropriate response to women's societal expectations is child pregnancy. Teenagers who decide to have children often have the fewest options.

Voluntary infertility, late childbearing and reproductive freedom issues have social, political and economic consequences for the lives of all women. Pervasive sexism and social inequality are major causes and risk factors for women's ill problems as evidenced by intergroup relationships and health. Many changes were initiated due to women's oppression and women's health.

For example, medical schools reformed education in values, ethics, and relationships. Women are starting to take control of their own lives and health. Women's groups such as the Boston Women's Health Collective set an example in providing readers with selfhelp books. The news in the media recently focused on women's health problems such as domestic violence, incest and assault. Women present issues for the treatment of doctors who need to look beyond the individual symptoms and see the condition of the women.

3. In the research study, **Economic empowerment of rural and urban women in India**, a comparative study, published in 9<sup>th</sup> September 2022 by Bapan Biswas says that,

Depending on their ability to participate in economic activities, women's status is closely related to their financial circumstances. The 2011 Census data reveals a significant disparity between rural and urban women's employment participation, with urban women's involvement in economic activities being only slightly higher than that of rural women. The literature that is now available demonstrates how women's job status contributes to their empowerment, but little study has been done to compare women's empowerment in rural and urban areas in terms of several dimensions. The present study seeks to compare the degree of women's economic empowerment in urban India with that in rural India, concentrating on various characteristics of work participation. This perspective makes the assumption that women's economic empowerment is dependent on job participation. The Periodic Labour Force Survey (PLFS) 2019–20 and the Census of India, 2011, were used as the sole sources of secondary data for this study. Utilizing the widely used normalization technique, the Economic Empowerment Index (EEI) of women has been calculated using their labor force participation rates, labor force share among literate women, labor force share according to educational attainment, labor share among married women, and labor force share according to job profile. The study's findings indicate that rural women are more actively participating in the workforce across all measured variables. In line with the overall research, the EEI shows that rural women are more economically empowered than their urban counterparts.

The difference in work involvement between rural and urban women likewise ranges from 1.81 to 30.65%. A positive gap suggests the contrary, that is, that the proportion of work done by women in urban areas is greater than that of women in rural areas. The deficit was 14.59% on a nationwide scale. Only Chandigarh and Delhi, with negative gaps of -1.81% and 0.88%, respectively, were among the UTs that recorded them. On the other side, Rajasthan had the largest positive disparity between rural and urban areas (30.65%), which is



greater than the national average. The states with the largest gaps were Nagaland, Himachal Pradesh, and Chhattisgarh. The difference between the states and Andaman & Nicobar Island was the smallest at 0.16%.

The main foundation of independence in the modern world of globalization and liberalization is economic empowerment. In order to live with dignity and honor, it is crucial that people are able to fully exercise their rights and participate in both internal and external decision-making. Engaging in paid labor would lead to financial independence. Even after seven decades of freedom, women in India still make up a smaller portion of the workforce. The level of work involvement is not satisfactory, especially for urban women. The fact that there are fewer women working in urban regions, despite the fact that there are more job options and higher pay than in rural areas, is a cause for concern. Economic empowerment is the primary pillar of freedom in the modern, globalized, and liberalized world. People must be able to fully exercise their rights and take part in both internal and external decision-making in order to live with honor and dignity. Financial freedom would result from performing paid work. Women in India still make up a lesser part of the workforce even after seven decades of independence. Particularly for urban women, the amount of labor involvement is not satisfactory. Although there are more career opportunities and higher compensation than in rural areas, it is concerning that there are fewer women working in metropolitan areas.

3. In the study from a research article **Empowering women through financial inclusion- a study of urban slum** on December 13 in the year of 2019 by Shivangi Batia and Seema Singh says that,

Around the world, financial inclusion is seen as a crucial indication of societal growth and wellbeing. In many nations, including India, offering inclusive financial services—that is, financial services that are affordable for everyone—has taken the place of a fundamental imperative. The G-20 nations have placed a strong emphasis on financial inclusion as a tool for achieving other sustainable development goals, such as gender equality. Women's empowerment is a radical strategy that aims to change power

dynamics in favor of the female gender and is seen as crucial to global advancement. As a result, developing countries are adopting an inclusive finance model to accomplish vital to formative goals. The current article examines the social, political, and economic facets of women's empowerment.

Financial inclusion is regarded as a key sign of societal development and well-being all over the world. Offering inclusive financial services—i.e., financial services that are accessible to everyone—has replaced a core imperative in many countries, including India. Financial inclusion has received significant attention from the G-20 countries as a means of attaining other sustainable development objectives, such as gender equality. The radical approach of women's empowerment, which strives to shift the balance of power in favor of the female gender, is considered essential to the advancement of humanity. As a result, developing nations are implementing an inclusive finance model to achieve crucially important formative objectives. The social, political, and economic aspects of women's empowerment are examined in the current article.

The profile of the respondents, who were all women who lived in urban slums, is shown in Table 4. Women who owned PMJDY bank accounts were eligible to participate in the poll, and respondents were chosen at random. This confirmed that respondents were qualified to enroll in financial inclusion programs. A total of 1,000 respondents were contacted, and 737 of them provided thoughtful comments (73% response rate). Exploratory and confirmatory factor analyses were used on the data to identify and validate the constructs. Additionally, one-way analysis of variance (ANOVA) was used to evaluate the hypothesis.

In urban slums, this study looked at the connections between financial inclusion and women's emancipation based on social, political, and economic empowerment. The findings were consistent with the hypothesized theory. Overall, the study advances the field of research on

women's financial inclusion in urban slums and evaluates the effectiveness of recently implemented financial inclusion programs by the Indian government.

4. From the research article **Economic status, Education and Empowerment: Implications for Maternal Health Service Utilisation in Developing Countries** by Saifuddin Ahmed and Andrea A Creanga on 2010 June 23 says that,

The impact of women's socioeconomic circumstances on their use of maternal health care has gotten very little attention in comparison to the focus on enhancing the quality of and access to maternal health services. This essay's goal is to investigate the connection between maternal health service use in developing nations and women's economic, educational, and empowerment status, or the "3Es."

The most recent Demographic and Health Surveys, for which data on all 3Es are available, were conducted in 31 countries. In order to relate the three factors of interest: economic, education, and empowerment status, as well as adjusting for women's age and place of residence, separate logistic regression models are fitted for the use of modern contraceptives, prenatal care, and skilled delivery attendance. For the purpose of combining and condensing data from many nations, we employ meta-analysis approaches. The use of maternal health services is strongly correlated with the 3Es. Women in the lowest wealth quintile had 94% lower odds of having a skilled attendant at the delivery than women in the highest wealth quintile, while women with complete primary school have probabilities that are about 5 times higher than those with less education. Women with complete elementary education are 2.01 and 2.89 times more likely than those with less education to use modern contraception and attend four or more prenatal care visits, respectively. Women with the greatest empowerment scores are between 1.31 and 1.82 times more likely to use contemporary contraception, go to four or more prenatal appointments, and give birth with a skilled attendant than women with the lowest empowerment scores.

Findings of the study indicate that accelerating socioeconomic development and properly addressing the fundamental demands of education, economic security, and gender discrimination can significantly boost the utilization of maternal health services. Our study demonstrates that there are potentially significant systemic benefits to be achieved with higher socioeconomic position, which will also lessen health inequities, insofar as proper reproductive and obstetric services and care are crucial. Preventive in nature, these advantages manifest before and during pregnancy, reducing the possibility of maternal problems and death.

## **CHAPTER 3 – METHODOLOGY**

### **Introduction**

Women are the major essential contributors to the food supplying industry and also the major contributors or the agents for the change. Women participation can be seen in all the sectors of the industry. The women in the peelings sheds constitute a high proportion of the workers in aquaculture, in fish trading and retailing etc. The research study takes a qualitative approach Descriptive research design is used to gather information of the women un the peeling sheds. Universe include all the peeling sheds in the Kadamakkudy Grama Panchayat. Selection of the peeling sheds and people were based on the convenient sampling 6 case studies are prepared for the research process which includes the information about their workforce participation. The data will be collected by conducting in depth interviews. An interview schedule will be prepared for data collection and the answers will recorded by the researcher.

### **Statement of the problem**

Women are considered to be the one of the vulnerable group pf the overall population. Women participation in the field of aquaculture especially in the peeling sheds they play an important role in fish trading industries. The cultural and societal barriers and various forms of discrimination have made a remarkable change in the life of the women and hence this contributes to the women workforce participation in higher rate.

Exports processed seafood continued to increase over the years. Therefore, many seafood processing plants have emerged in recent years, leading to the emergence of many independent seafood pre-treatment units. The emergence of the fish and fishery products in Kerala has made a remarkable evolution in the industry.

The women in the peeling sheds now a days are declining due to the invasive development of the technology and even majority of the women shows less

interest in doing traditional method peeling skills. And also, the introduction of the MNREGA tells that the majority of the women goes to this work as it pays the more. Even though such practices are happening, women show their contributions more in the form of empowerment and socio-economic development. Women even though balances the work-life responsibilities which they compromise till now.

### **Aim/Significance of the study**

Women in the peelings sheds are considered as the traditional ways of rearing the aquaculture products especially shrimps, prawns and making it suitable for the easy for commercial use. The study has been done in the various domains includes work experience, working environment, role, empowerment, resources available, work-life balance, family participation. Each domains have been explored during the case study's conducted, which could conclude the overall women workforce participation. So this study will help women's trajectory development in the workforce participation.

### **General objective**

- To understand the workforce participation of the women in peeling sheds.

### **Specific objective**

- To examine the work experience and roles and responsibilities of women working in the peeling sheds.
- To examine the gender, empowerment and violence perspectives of the women in the peeling sheds.

## **Definitions**

### **Theoretical**

A distinct feature of the processing sector in Kerala is its dependence on the pre-processing sector which is popularly known as “peeling sheds”.<sup>^</sup>

### **Operational**

Peeling sheds are the places where aquatic products are cleaned and packed for commercial purpose especially for exporting.

### **Research Design**

The Qualitative approach- Exploratory Research design is used to conduct the research.

### **Universe**

Peeling sheds located in the Kadamakkudy panchayat especially 3 areas of the panchayat.

### **Sampling procedure and sampling**

The non-probability Convenience Sampling method is used to collect the data from the respondents.

### **Inclusion Criteria**

The women working in the various peeling sheds, analysing the women workforce participation in the peeling sheds of three different areas of the panchayat.

### **Exclusion Criteria**

Women who doesn't work in the peeling sheds and have not contributing to the workforce and also women working in the peeling sheds outside the panchayat.

### **Pilot study**

The researcher had carried out a pilot study through phone call to ward members of the panchayat. The researcher has understood the various locations of the peeling sheds and to whom should speak in order to collect data. Through telephoning to the various community people the researcher understand the area for data collection.

### **Methods of data collection**

Observation, telephonic and face in-depth interview was the method used for data collection. The collected data is written as descriptive case studies. The data was collected from three different centres from Kadamakkudy panchayat of women in the peeling sheds and their workforce participation.



### **Tool of Data collection**

An Interview schedule along with questionnaire was prepared for collecting the data from the respondents.

### **Limitations**

While doing the research the researcher find difficulties while travelling because there is no proper public transporation facilities during traveling for taking interviews. Also, women in the peeling sheds felt so uncomfortable to take photographs.

### **Chapterization**

Chapter 1: Introduction

Chapter 2: Review of Literature

Chapter 3: Methodology

Chapter 4: Case studies

Chapter 5: Analysis

## **CHAPTER 4 - CASE STUDY'S**

Beautiful Kadamakkudy Island is located in the Ernakulam district close to Varappuzha. The major island of the group, Valiya Kadamakudy, is one of fourteen islands that make up the Kadamakudy Islands: the others are Murikkal, Palyam Thuruth, Pizhala, Cheriya Kadamakudy, Pulikkapuram, Moolampilly, Puthussery, Chariyam Thuruth, Chennur, Kothad, Korambadam, Kandanad, and Karikkadu Thuruthu.

In this area the case studies have been conducted to understand about the places where the traditional peeling works have been done. When the trolling has been stopped due to monsoon season , the availability of the prawns and other fish products is very low. In a year January –June only regular peeling is done and according to the availability. During this time women are engaged throughout in peeling sheds and very few of them go for cultivation in the paddy fields and even for MNREGA works too. The women are actively participating in workforce and they still contributing to the economic development. Women in this area majority are working as a daily wage worker and only very few of them work in the public/ private sector. The Kadamakkudy panchayat is an island community surrounded by water on the three sides it promotes more fishing opportunities, tourism and major population of the panchayat depend on fishing and agricultural practices for their living. Also, tourism promotes the panchayat a new look for those who lives in the cities provide a beautiful soothing view for their eyes.

**Case 1****Demographic Information**

NAME / AGE	Jaya Ramesh / 53 yrs
MARITAL STATUS	Married
NO OF CHILDREN	2
EMPLOYMENT	Peeling, maid, MNREGA
DAILY WAGE	400-500/-
AVERAGE MONTHLY INCOME	13K-15K
FAMILY COMPOSITION (right now)	Husband, son, daughter- in-law

Women are the major pillars of development. The workforce participation of the women are being increased in day by day. Jaya Ramesh who lives in Pizhala island which is a part of Kadamakkudy panchayat, is a real example of women empowerment through self- independency. She is currently 53 years old with a family composition of husband and her two children. Her daughter got married and her son is living with her. She has a normal middle-class family. She pursued her lessons up to 9<sup>th</sup> standard. Right now she gets minimum pay of 400-500 per day which constitutes around 15k in a month.

**Work Experience**

*Participant : Poverty makes me to do it!*

The researcher could able to understand that the women working in the peeling sheds faces severe poverty in their childhood or after that. Such instances made them working in the peeling sheds in their very young age. Here Jaya Ramesh

is a real example of how the poverty have made her into the field of poverty and creating barriers to her dreams and aspirations.

*Participant: From my childhood I have been working in the peeling sheds!*

She has been working in the peeling sheds from past 20 years even though before her marriage too. Before the marriage she has been working in the peeling shed near her house. Due to lack of financial instability she is forced to drop her schooling and do the manual labour.

*Participant: Trolling banned days, work become too less!*

She has been working in the peeling sheds before her marriage. If the trolling has been banned in the rainy season she goes for works at paddy fields for cultivation, (before and after cultivation) and MNREGA works too. She has been working in the peeling sheds for nearly 20 years and still on going.

She came into the work of peeling process due to financial crisis occurred in the family. Due to this reason she dropped her schooling and came into peeling works. Even though after the marriage also she faces financial crisis due to alcoholic behaviour of her husband. Such instances made her to do work at peeling sheds. Also, she enjoys working in the peeling sheds, which is one of the major skills that she has developed.

### **Work and Environment**

*Participant: I get used to working condition in the peling sheds.*

Even though the peeling sheds provide proper working atmosphere but still lacks in the providing safety measures too. She also tells that current working condition and temperature got adopted with it.

Due to long and prolonged work in the peeling sheds she faces severe leg pain, neck pain and other issues. But now she got used to it and not even taking any medications too. Currently, she has no issues with the working environment and totally satisfied with the pay and work too.

*Participant: I don't face any difficulties in the peeling sheds.*

She does not face any specific challenges or difficulties in the peeling sheds. Her previous experience in the peeling works made her more capable and adapted to the work she does.

### **Roles and Responsibilities**

*Participant : I take responsibility of calculating the daily wages and cleaning of the other workers in the peeling sheds.*

*In the peeling sheds I took the incharge of cleaning procees. I like to do that. I am doing this work for past few years. Similarly, women in the peeling sheds took specific leadership patterns in which the leader adapts the style based on the individual and situational needs. Hence, this kind of leadership helps in developing a personalised support within ourselves.*

She currently plays a leadership role in the peeling shed because the daily wage and other specific decisions of the women in the peeling sheds are controlled by her along with the owner in-charge of the peeling shed.

### **Gender equality and Empowerment**

She believes that in this generation women are getting empowered from different schemes and policies introduced by the government especially through MNREGA , SHG's etc. she also tells that even gender equality is still more now a days compared to previous years.

*Participant : I don't like spending time at home. My husband use to make quarrels with me!!*

*My husband is purely an alcoholic for past 10 years. He always dranks and makes quarrels with me. Due this attitude of my husband my neighbours never use to talk to us. We get isolated from our residential area. Also, by husband doesn't gave any money for our living. I use to struggle more for the living.*

The participant says so because her husband is alcoholic and he use to beat her and use abusive words towards her. He doesn't obey her son and neighbours and used to make quarrel with them. She doesn't like this attitude of her husband and made her home emeshed.

She doesn't face any workplace discrimination or even she gets regular pay without any fail. For the past 10 years, she has been victim for Domestic violence at her home due to her husband's over consumption of alcohol. He not even spends any money for their living and what all money he gets spent fully for buying alcohol and other products. Also, he beats her regularly in alcoholic nature and even uses abusive words too.

### **Support and Resources**

*Participant : Government schemes and policies supports me a lot!*

*Many of the women in the panchayat empowered through the panchayat's schemes and policies especially through SHG's, MNREGA's, welfare pensions and even through the health and housing assistance from the fisheries department. Majority women in the panchayat gets benefit from it in the form of one or other way.*

Government schemes and policies helped a major population of the women in the form of welfare pensions and other health and housing allowances.

*Participant: During my construction of house I get an financial assistance of 4L from the welfare scheme.*

She gets benefits from the government by taking membership in the welfare scheme of the Fisheries Department of Kerala. This scheme provides an annual benefit of 1000 and above with a monthly down payment of Rs 245/-. Also gets benefits like festival benefits, health insurance and house loans (without interest). Also, the owner provides food kits during various festivals.

### **Work-life Balance**

*Participant: I don't face any difficulties in maintaining a proper work-life balance. I get used with it!*

*While I have been working in the peeling sheds I am sure that I am playing an exceptional role in maintaining work and life. I balances the work and life in a proper way without any fail.*

She is very much skilled and experienced to have a proper balance of work life. She use to wake up early morning and does all the household works and then came to the peelings sheds. She doesn't face any issues in balancing the work-life. Her family supports her in all aspects and also her daughter-in-law helps in maintaining a good work-life balance.

### **Aspirations**

*Participant: Once I had a wish to become a government employee, but due to finanacial instability I couldn't achieve it!*

Currently, she is very much satisfied with what she has. Even though she leads a more life she still belief that what all she aspires in her life she strongly believes that its God's grace. When she is during her adolescent age she want to become a government employee, due to financial instability she couldn't achieve her dreams. Now she is totally fulfilled with current life.

### **Suggestions for improvements**

*Participant: Currently I am satisfied with what I have!*

*After 5-6 years women in the peeling sheds express their concern that, there will be no one to do the peeling process. Influence of modern techniques and development introduced and also arising certifications and quality control measures leads to food safety, even consumers are becoming more conscious about the quality and safety.*

She is currently satisfied with what she has. She doesn't want any improvement in the peeling sheds. The policies of the Fisheries Department is quite useful for every women and she gets benefits from it.



**Case 2****Demographic Information**

NAME /AGE	Kamalaskhi Vasudevan / 79 yrs
MARITAL STATUS	Widow
NO OF CHILDREN	5
EMPLOYMENT	Peeling, farming , maid
DAILY WAGE	400 – 420/-
AVERAGE MONTHLY INCOME	10k – 12k
FAMILY COMPOSITION (right now)	Son , daughter- in-law, grand children

As the per the human perspective there is a saying that “Age is just a number”. By inculcating those words. Kamalaskhi Vasudevan is a 79 years old widow who has 40 and above years of experience in the peeling sheds. She has a pleasant smile on her face every time and also very enthusiastic to share her stories. She has an educational qualification of 5<sup>th</sup> standard. She gets an average pay as per the token around 3k per week. She got married at very early age and has 5 children. Currently she lives with her younger son who got married and have 2 children.

**Work Experience**

*Participant : I don't know at what age I came into peeling sheds!*

She has been working in the peeling sheds for the past 40 years. She is one of the senior women working in the peeling shed in Pizhala. She is very skilled in peeling shrimps and she could peel 2kg above shrimps within limited time. When the trolling period begin she use to go for different types of work like cultivation in paddy fields, household works and MNREGA works too. Even

though in this age she works in the peeling sheds for earning money for the living.

### **Work environment**

*Participant : I am very much used to working environment of the peeling sheds!*

Researcher could observe that she sits in a different position while peeling the shrimps and such sitting position will not harm the body and doesn't cause any pain. And she is totally satisfied with working condition and don't have any problem with this environment and she is too much adapted with it. She faces leg pain issues due to old-age.

### **Roles and Responsibilities**

*Participant: I couldn't do much due to my old age!*

Due to her age she gets too much benefitted from the workplace and she doesn't have any specific roles and responsibility.

### **Gender Equality and Empowerment**

*Participant: Women compared to past few years back , now they are considered as equal as the men!*

*From my childhood days itself women work in the peeling sheds, men do the transportation works and storage works. Even though during the absence of men, women also does the in charge of storage process. We are ready to do any kind of skilled work.*

She strongly belief that peeling works are done only by the women and men doesn't do. Such kind of stereotypical beliefs are still existing within them. She also tells that comparing with past years now a day's women are too much

empowered in all aspects and they get more valued and respect in this generation. She doesn't face kind of Domestic violence and workforce harassment in her lifetime.

### **Support and Resources**

*Participant: Government schemes and policies help me a lot in all aspects!*

She still receives welfare pension in the form of agricultural pension in every month from the government is a kind of blessing to her. Also, she receives health benefits from Fisheries Department as the member of peeling shed.

### **Work-life balance**

*Participant : I am very expert within myself for maintaining a work-life balance!*

All the household activities in her home is done by her daughter-in-law and she does only cooking and low skilled works at home. Hence, she gets plenty of time spending in the peeling sheds.

### **Aspirations**

*Participant : My dreams have been shrinked within myself!*

*Vulnerability, limitations, equality, emotional, psychological struggles, resilience, lack of support are some of the reasons or few possible interpretations on why we not achieving our dreams*

When she was adolescent she has a dream of seeking good jobs and earning well. But due to the financial crisis occurred in her family she got married too early and couldn't achieve her dreams. In the peeling sheds she feels so satisfied and happy while coming together sharing their thoughts, problems in the society, political issues etc.

### **Suggestions and improvements**

Policies and programs from the government in the form of welfare pensions and schemes through SHG'S and MNREGA ensures a proper support for her living.

**Case 3****Demographic Information**

NAME /AGE	Kamalaskhi Ragavan / 77years
MARITAL STATUS	Widow
NO OF CHILDREN	6
EMPLOYMENT	Peeling, farming
DAILY WAGE	400-420/-
AVERAGE MONTHLY INCOME	10 K- 12K
FAMILY COMPOSITION (right now)	Daughter-in-law, 3 grand children

Women in the workforce participation seems one of the major factor of providing the economic stability and even it contributes to the overall well-being of the countries development. Such kind of perspective change can be seen in Kamalaskhi Ragavan age of 77 years still working in the peeling sheds. She has a very gloomy face and very fond of her special speed and skill in the peeling works. She sits silently, without much talking and does her work. Her husband passed away too early and took burden of the family in her shoulders. She pursued her lessons only up to 8<sup>th</sup> standard. She currently lives with her daughter-in-law and with her 2 grandchildren. Death of her son still remains a wound in her life.

**Work Experience**

*Participant: I came into the field of peeling due to financial crisis!*

She has been working in the peeling sheds for nearly 35 years. She was very satisfied with peeling works. Even though when trolling stopped time she goes

for all kinds of works like cultivation in paddy fields, fishing in traditional way, etc. She came into field of peeling works due to financial crisis in her family.

### **Work environment**

*Participant: Currently, I don't have any problem with the working environment of the peeling sheds!*

She feels quite adjusted to the working environment in the peeling sheds. Because her past experience in the peeling sharpens her skill in this work. Sometimes, sitting down and doing peeling works can cause temporary leg pain and other physical difficulties. Apart from that she feels so happy and satisfied with the pay from the peeling sheds.

### **Roles and responsibilities**

*Participant : Death of my son still remains wound in my life!*

She doesn't have any roles and responsibilities in the peeling sheds. But she took an important role in her family composition due to the absence of her son. She took after the overall responsibility of her family.

### **Gender equality and empowerment**

*Participant: Men doesn't do peeling, women only does this job!*

Majority in every peeling sheds women does the peeling works and men does the heavy skilled works such as transportation of peeled shrimps and other fishery products in to various shops, restaurants and other exporting companies. She still belief that peeling works are only does by the women and not by men. Also, she tells that compared to past 5years women are empowered in all aspects. She doesn't face any kind of gender discrimination in the peeling sheds or any kind of violence too.

### **Support and resources**

She receives health benefits from the Fisheries Department of Kerala as the member of peeling sheds and receives an amount of 1k allowances. She tells that such kind of welfare schemes helped her in all aspects. This welfare scheme provides 0 % interest loans and housing allowances of around 4Lakh.

### **Work-life balance**

She felt so satisfied in working peeling sheds. Her household works are done by the daughter-in-law and feels so balanced in work and life. Policies and helping aids in the form of welfare pensions from the government supports her family.

### **Aspirations**

*During my childhood days I wish to become a teacher, but after getting married, looking after the children, I shut their dreams and now play safe. I still get regretful while looking back towards my unachieved – broken dreams.*

When she was too young she wanted to become a government employee but due to financial crisis she couldn't achieve her dreams and now feels quite satisfied in her present living conditions. Instead, she made her daughter a government employee. She stills share her experiences like while coming to the peeling sheds feels so happy because everyone from different living conditions come together share their thoughts, present incidents, problems etc. Such gathering helped her made many self-reflections.

### **Suggestions and improvements**

Policies and programs from the government in the form of welfare pensions and schemes through SHG'S and MNREGA ensures a proper support for her living.

**Case 4****Demographic Information**

NAME /AGE	Josmi Delton / 36 yrs
MARITAL STATUS	Married
NO OF CHILDREN	3
EMPLOYMENT	Peeling, MNREGA, farming
DAILY WAGE	400-420/-
AVERAGE MONTHLY INCOME	10k-12k
FAMILY COMPOSITION (right now)	Husband, 3 children

Peeling of shrimps and other fishery products are considered a kind of traditional practice transferred from generation to generation. Current generation women are not interested in doing traditional peeling works and they prefer private and government jobs. Even though such perspective still exists a woman named Josmi 36 years old working in the peeling sheds for past 15 years. She still encourages the new generation to do the peeling works as job which should be enriched in upcoming generations too. She studied up to 10<sup>th</sup> standard and married. Family consist of her husband and her 3 children.

**Work experience**

*Participant: My living condition was too bad!*

She has been working in the peeling sheds for nearly 15 years. She came into the field of peeling for her living. During the trolling banned period she used to



work in the paddy fields, MNREGA, household works etc. She is willing to do any kind of work for her living. She came into the field of peeling works due to poverty and financial crisis occurred in her family.

### **Work environment**

Currently working condition of the peeling sheds is quite comfortable for her. She doesn't face any issues with the temperature, hygiene in the peeling sheds. And this working condition doesn't cause any kind of harm and everyone seems adjusted with it. Even though having health welfare schemes from the Fisheries Department help her a lot in the need of health assistance.

### **Roles and responsibilities**

*Participant : Younger generation women find peeling is a lower job!*

*In the peeling sheds I took the in charge of cleaning processes. I like to do that. I am doing this work for past few years. Similarly, women in the peeling sheds took specific leadership patterns in which the leader adapts the style based on the individual and situational needs. Hence, this kind of leadership helps in developing a personalised support within ourselves.*

She is the younger one in the peeling sheds who always work actively. So, she takes the responsibility of cleaning process after the peeling. She is also in-charge of weighing in the shrimps before and after peeling. She cleans the peeled shrimps and prepare them for transporting to various shops and exporting companies. In the peeling sheds women does the peeling and cleaning works and men engaged in doing transportation and waste management.

### **Gender equality and empowerment**

*Participant: Gender discrimination is not at all present in the peeling sheds!,I didn't face any kind of discrimination current now.*

She shares her perspective that women in the peeling sheds are treated equally as the men. She still believes that women empowerment through participation in SHG groups helped her a lot in empowering herself also other women's. There are certain groups of women in which their lives are confined to four walls of the kitchen. In such situations empowerment through government program helped the groups of women to come out of their insecurities. So, she still tells that women empowerment should come within herself then only gender inequalities happening in the societies can be erased.

She doesn't face any kind of gender discrimination in the workplace. She is truly satisfied with what she has and lead a happy life. And also she doesn't face any domestic violence before and after marriage.

### **Support and resources.**

*Participant: Government support programs help me a lot!*

She receives health benefits from the Fisheries Department of Kerala as the member of peeling sheds and receives an amount of 1k allowances. She tells that such kind of welfare schemes helped her and other women in the peeling in all aspects. This welfare scheme provides 0 % interest loans and housing construction allowances of around 4Lakh without any interest.

### **Work-life balance**

*Participant : I am too expert!*

At earlier times she faced difficulties in maintaining a balance between work and home. But now she could able to cope up with a proper balance between work and life. Giving kits during festival season by the owner of the peeling sheds helped her a lot. Membership in the fisheries department welfare programs for women support them a lot in the form of health and financial assistance.

### **Aspirations**

*Participant: Aspirations! ( she laughs) nothing much!*

She doesn't have any aspirations and goals in the peeling sheds. She just wanted to do her job in a proper way without any fail. Current now she seems to be very much satisfied with her living conditions.

### **Suggestions and improvements**

*Participant : Increase in the wage can be done for the welfare of the women in the peeling sheds!*

She suggested that there should be more schemes and policies for the up-bringing of the women in the peeling sheds. Also, suggested that if they an increase in the wage could benefit them a lot. Availability of the prawns are very much less due to climate change, pollution irregular farming practises etc. This affects them in the lack of work in the peeling sheds. Working in the peeling sheds are not a permanent job and they find difficulties in search of jobs during, lack of availability of shrimps and banning of trolling period in monsoon.

**Case 5****Demographic Information**

NAME /AGE	Suma/ 39 years
MARITAL STATUS	Married
NO OF CHILDREN	2
EMPLOYMENT	Peeling, farming
DAILY WAGE	400-420/-
AVERAGE MONTHLY INCOME	10K-12K
FAMILY COMPOSITION (right now)	Husband , 2 children

Suma 39 years old working in the peeling sheds for past 15 years. She is one of the youngest women working in the peeling sheds. She expressed her concern regarding the current generation women are not at all interested in doing the peeling works. They go for private jobs and other kind of low-skilled jobs. Now a days, women believe that peeling works are considered as very low sector jobs. Such mentality of the women in this generation will surely affect the peeling sector job.

Suma studied up to 10<sup>th</sup> standard. Her family composition consists of her husband and two children. She gets a daily wage of 300-400 rs as per the token taken. Each token of the shrimps rates up to 45/- rs. Majority women in the peeling sheds use Kudumbi language as their medium of conversation. This language doesn't have any kind of scripts or written scriptures. They use Kudumbi language as their local language in this area. They also use this language at their home. But still she shared her concern that this generation are not at all using this language.

### **Work experience**

*Participant: I do all kinds of job!*

She has been working in the peeling sheds for past 15 years. She also worked as a maid in so many houses. She also, does all kind of jobs during the troling banned times like, cultivation works in the paddy fields, MNREGA, SHG's etc. She is willing to do any kind of work for her living. She came into the field of peeling works due to poverty and financial crisis occurred in her family.

### **Work environment**

*Participant: Sitting for a prolonged period causes, severe pain, but I got used with it!*

She feels quite adjusted to the working environment in the peeling sheds. Because her past experience in the peeling sharpens her skill in this work. Sometimes, sitting down and doing peeling works can cause temporary leg pain and other physical difficulties. Apart from that she feels so happy and satisfied with the pay from the peeling sheds.

### **Roles and responsibilities**

*Participant: I took the major responsibility of cleaning the shrimps after the peeling, for the past few years I doing the same responsibility!*

She doesn't play any specific roles in the peeling sheds. But she takes the responsibility of cleaning the shrimps after the peeling, then weighing them for transportation purpose. She is very expert in cleaning skills.

## **Gender equality and empowerment**

*Participant: I don't face any kind of discrimination in the peeling sheds!*

She doesn't face any kind of gender inequality in the peeling sheds. Women are treated equally as the men. She tells that various schemes and policies through government initiated programmes for women helped them a lot and such programs empower them a lot in all perspectives.

## **Support and resources**

*Participant : Government schemes and policies help me a lot!*

She receives health benefits from the Fisheries Department of Kerala as the member of peeling sheds and receives an amount of 1k allowances. She tells that such kind of welfare schemes helped her in all aspects. This welfare scheme provides 0 % interest loans and housing allowances of around 4Lakh. Such support programs are same for all women in the peeling sheds. She used this support system during the construction of her house and got this allowance of 4L, which helped her family a lot.

## **Work-life balance**

*Participant : I feel difficulty is maintaining a proper work-life balance!*

*While I have been working in the peeling sheds I am sure that I am playing an exceptional role in maintaining work and life. I balances the work and life in a proper way without any fail.*

*Even though sometimes I felt too much difficulty in doing household works, I still belief that I am the only one to do it. My husband helps me a lot, but now I don't have any regret for maintaining a proper balance between work and life, I feel so proud within myself that I can able to manage everything.*

She feels quite task for maintaining work and life. Because her children are currently school going so she finds difficult in cooking, doing household works etc. Some days her husband helps in cleaning and other works at home. Anyway currently she finds satisfied in maintaining a proper balance between work and life.

### **Aspirations**

*Participant : currently no aspirations or dreams for me. Only I had a wish that my children should get a good future and career.*

Currently, she is very much satisfied with what she has. Even though she leads a more life she still belief that what all she aspires in her life she strongly believes that its God's grace. When she is during her adolescent age she want to become a teacher but due to financial instability she couldn't achieve her dreams. Now she is totally fulfilled with current life.

### **Suggestions for improvement**

*Participant: Introducing specific schemes for peeling sheds women will be much better in all aspects.*

She also suggests that there should be specific policies and programs for the women in the peeling sheds. And also they require an increase in the pay and more benefits from the government.

### **Additional comments**

*Participant : Coming to peeling sheds, setting together, expressing everyone thoughts and feelings makes a bond between us!*

She also shared that coming to the peeling sheds , together sharing their stories, family matters etc helped them a lot to know each other and finds happiness within themselves.



**Case 6****Demographic Information**

NAME /AGE	Thresiamma Augustin /80 yrs
MARITAL STATUS	Married
NO OF CHILDREN	3
EMPLOYMENT	Peeling, MNREGA
DAILY WAGE	300-350/-
AVERGAE MONTHLY INCOME	8k-9k
FAMILY COMPOSITION (right now)	Husband, son, daughter-in-law, 2 grand children

”Wrinkles will only show where the smiles have been” these are the words of Jimmy Buffet. Yes, even though getting old Thresiamma Augustin 80 years old, has 50 years of experience in working in peeling sheds. She is very active throughout in this age and still goes for MNREGA cleaning works and peeling works. She studied upto 3<sup>rd</sup> standard and got married in very early age and has 3 children. Currently she lives with her younger son’s home. Family constitute of her husband, younger son, daughter-in-law and 2 grand children.

She explained about how peeling is done in traditional way, with the use of small knife which enhances the speed of the peeling works. She is currently working as a daily wage worker with 300/- rs per day. She also gets earnings from MNREGA works too. Also tells about her struggling days in the childhood.

*Participant : My childhood days still haunts me!*

*My childhood was a period of struggling, poverty and even I couldn’t get to much care and affection from anybody. I dropped my schooling due to poverty*

*and when I got married also I suffers a lot at husbands home for the living. Even at this age too I am suffering a lot for my living. I doesn't want to depend anyone for my living. I finds happiness within myself and from my family.*

### **Work Experience**

*Participant : I am oldest adult working in the peeling sheds!*

She have been working in the peeling sheds for 50 years. She also does several jobs like paddy field cultivation, MNREGA etc. She does all kind of work for living. When she was 10 years old her father died. Her mother felt so difficult to look after the 8 children. So one of church priest took Thresiamma to Kothamangalam she stayed there for look after the children in one of the home. She stayed there for 6 years and came back to her home. When she came to her home also poverty still haunts them. She went to peeling works. This is the story behind coming to the peeling works.

### **Work Environment**

*Participant : Working environment of the peeling sheds doesn't have any change!*

*My past experiences, I can surely say that "peeling only does by women, not men". And also, women in the peeling sheds still beliefs that women have the special skill of peeling the prawns and shrimps not men. Such kind of belief within ourselves can't be changed, because we are daily witnessing it.*

She tells that working environment in the peeling sheds doesn't have any change. She tells that peeling sheds provide a proper hygienic environment for the peeling process with a maintained temperature also they wear finger covers while using the knife for peeling. She felt that working environment of the women in the peeling sheds quite safe. She doesn't face any kind of difficulties. She faces physical difficulties like prolonged sitting for peeling work causes back pain and leg pain.

## **Roles and responsibilities**

*Participant : From my childhood onwards I have been playing many roles in my life!*

As she is the elder women working in the peeling sheds, she took care of the amount of the shrimps peeled in a day, as per the token given. Also, she monitors the attendance of the women present in the peeling sheds.

She tells that peeling skills are only meant for women not for men. Men does the transportation of the peeled shrimps, storage in tight packed ice containers which is for exporting etc. Sometimes women do the storage during the absence men.

## **Gender equality and Empowerment**

*Participant : I don't face any kind of gender discrimination in the peeling sheds.*

She beliefs that women empowerment comes when women stand in their own legs, without depending anyone for their survival. From her childhood onwards, she doesn't face any kind of gender inequality in the workforce. She still beliefs that now a days compared to past women are treated equally as men. Women currently enjoying same right as the men currently enjoying.

*Participant : My husband is addicted to alcohol !*

*In my house my husband is purely alcoholic and he use addicted to smoking. He uses abusive words towards me and others members in the family. Sometimes I find difficult to come to home.*

Her husband is addicted to smoking and alcohol. When he drinks a lot and he uses abusive words towards all the family members. But everyone gets used to it and he used to forget it within 2-3 hours.

## **Support and resources**

*Participant : Support from the panchayat help me a lot for the construction of my house.*

*Many of the women in the panchayat empowered through the panchayat's schemes and policies especially through SHG's, MNREGA's, welfare pensions and even through the health and housing assistance from the fisheries department. Majority women in the panchayat gets benefit from it in the form of one or other way.*

*Now a days, there is slight decline in the women in peeling sheds due to MNREGA works etc, so I initiated to create a time table for those who go for both peeling and MNREGA works too. This decision made approval between ourselves and everyone can go for both the works without any fail.*

Ten years back when her family was under severe poverty condition during the construction of the house she got support from panchayat. Panchayat provide money for the construction of her home. Also, she gets benefited from the government in the form of welfare pension ( agricultural). Also, as the member of SHG group she gets immediate loan from the SHG's with 0% of interest. Also, gets health insurance during the treatment of her husband.

## **Work-life balance**

*Participant : I don't have any problem in maintaining a proper work-life balance, me and my daughter-in-law shares all the works.*

Due to health issues all the household works are done by daughter-in-law and she helps her in the kitchen. Even though during her healthy days she does all the household works etc. She could able to find a proper balance between work and life. Her family supports her a lot in all the works she does.

## **Aspirations**

*Participant : I don't have any aspirations, I just want to lead a healthy life and have a peaceful death.*

*Vulnerability, limitations, equality, emotional, psychological struggles, resilience, lack of support are some of the reasons or few possible interpretations on why we not achieving our dreams.*

*From my childhood days, I have been suffering from lots of struggles within myself. My family and husband's family also never supported me. Even if they had supported me I could have achieve more that could have expected. Situation and living conditions matters more.*

She doesn't have any aspirations, she just need a proper and healthy life and have a peaceful death. She doesn't face any kind of challenges or barriers in the peeling sheds. She finds happy and satisfied with what all she currently has.

## **Suggestions and improvement**

She suggested that introducing a scheme and policies for the peeling women directly can ensures a proper support and upliftment of the working condition of the peeling sheds. Also, current policies by the Fisheries Department for the peeling women's in the form of welfare in health insurance and housing loans also helped them a lot.

## **CHAPTER 5- DISCUSSION**

The researcher while transcribing the case study's understood about the major themes and subthemes of the study. While understanding about the themes and subthemes the researcher could able to organise and structure the data with the help of collected data's in the form of interviews, observations, etc. identifying the themes and sub themes allow the researcher to develop and organise a meaningful and coherent data which helps to understand easier to analyse and interpret them.

As the Qualitative research mainly focused on the textual data, while understanding the themes helps in the summarisation of the data without changing the meaning of the content produced. This kind of reduction of the data helps in the identification of the findings effectively.

Themes and subthemes develops an insight within the researcher into the subject of the study and can lead to development of the new theories. Also , researcher could able to understand about the perspectives of the participants. The researcher can make a comparison between the various theories learned with necessary refinements and also the emergence of certain recurring themes.

The generation of the themes and subthemes also helps the researcher in the qualitative study in the identifying the gaps and future directions, supporting the theory development, enhancing the validity band reliability and also triangulation. Also, from this study researcher know about the how the existing literature figures out the current condition of women in all perspectives and in this discussion and analysing part the researcher gives out the some of the major themes based on the study like workforce participation of the women, health status of the women, work-life balance, influence of panchayat, changing trends, misconceptions, vulnerabilities etc from this research article.

### **Influence of Panchayat for women.**

Panchayat plays an important role in the governance and also for the development of the Rural India. Panchayats are the LSG'S (local – self – government) bodies at village, block and the district levels. The 73<sup>rd</sup> Amendment Act in 1992 made a significant change in the Panchayat Raj which including reserving more seats for women. This resulted in the increase of women participation in decision-making in all levels. Hence due this Amendment the influence of women from the Panchayat has some multi-faceted diversities.

Empowerment : The World Bank (2005) defined empowerment as the process of increasing a person's or group's capacity to make decisions and translate those decisions into desired actions and outcomes. Although women were supposed to have the same rights as men under the constitution in all areas of life, there were no provisions for the political empowerment of women. This remark implied acceptance of the need for affirmative action to advance and advance women politically. Similar to this, the SHG movement was started with the intention of empowering women on the social and economic fronts. This took time to accomplish. In the history of women's emancipation, it took a long time for the government to start working on this front.

*Many of the women in the panchayat empowered through the panchayat's schemes and policies especially through SHG's, MNREGA's, welfare pensions and even through the health and housing assistance from the fisheries department(case 1-6). Majority women in the panchayat gets benefit from it in the form of one or other way.*

As theory from the community organisation tells that “ to develop public support, public participation in social welfare activities” the panchayat develops a capacity within the women in the peeling sheds to take in part in various policies and welfare of the government programs to solve their own problem which opens door to sustainable development and also community development. Also, influence of panchayat in women in social change, social

security, service delivery, improved infrastructure, preventing and addressing gender-based violence etc. Also panchayat develops a support for women through making policies and implementation through SHG's etc. Panchayat creates such kind of public support to the women population, which enhances the upliftment of the women also, enhances the public participation of the women in social welfare activities.

### **Workforce participation**

Women are the essential contributors to the food supplying industry and critical agents for change. Women work in all sectors of industry. Workforce participation of the women in the peeling sheds are more in the rural areas compared to urban areas.

As the Social Learning theory tells that, "the individual experience a situation where the behaviour can be repeated and must be motivated to repeat the behaviour"(Social cognitive theory by Albert Bandura). Work force participation of the women can be related with this theory. Traditional influences made women in the peeling sheds to do the peeling process and they are quite satisfied with it. Women in the peeling sheds takes more initiative to take up their traditional skill and job, which is meant for preserving their culture to. Also, in this theoretical context of women in the peeling sheds, social learning theory explains how the women acquire their skills knowledge and attitudes related to the peeling works and also enhances their observational learning, reinforcement, self-efficacy, norms and culture etc.

*Now a days, there is slight decline in the women in peeling sheds due to MNREGA works etc, so I initiated to create a time table for those who go for both peeling and MNREGA works too. This decision made approval between ourselves and everyone can go for both the works without any fail. (case6).*



## **Socio-cultural Norms**

Women in the peeling sheds especially in these societies still believe that traditional gender roles are still exits within them which limit the women access to certain types of work, including the manual labour like peeling works.

*My past experiences, I can surely say that “peeling only does by women, not men”. And also, women in the peeling sheds still believe that women have the special skill of peeling the prawns and shrimps not men. Such kind of belief within ourselves can't be changed, because we are daily witnessing it. (Case6).*

*From my childhood days itself women work in the peeling sheds, men does the transportation works and storage works. Even though during the absence of men, women also does the incharge of storage process. We are ready to do any kind of skilled work.(case 2)*

As the Ecological Systems Theory says that socio-cultural norms are the broader context, which affects people living and functioning. So such interconnectedness between the individuals and environment, reflects their socio-cultural norms. In this context, women in the peeling sheds the theory helps in the understanding of how the role of women and activities in the peeling sheds shaped their ecological surroundings of living. The geographic influence of the area also matters their living like similar to

Economic factors : Women in the peeling sheds are still getting paid enough but they need to get more income for this traditional method of peeling. Even if the peeling sheds provide a significant source of income, it might attract both men and women to work.

## **Work-life Balance**

Women plays a vital role in the development. Women made many remarkable identities in the world history. Even though women faces gender biases, women

still shattered glass ceilings and made remarkable changes in the society. In our country, leaders like Indira Gandhi – the first female president of India, she was a formidable political leader and played a vital role in shaping nations history.

*While I have been working in the peeling sheds I am sure that I am playing an exceptional role in maintaining work and life. I balances the work and life in a proper way ( case 1, case 4) without any fail.*

*Even though sometimes I felt too much difficulty in doing household works, I still belief that I am the only one to do it. My husband helps me a lot, but now I don't have any regret for maintaining a proper balance between work and life, I feel so proud within myself that I can able to manage everything.(case 5)*

Women have high potential for achievements that stands out from ordinary. There dedication create an impression within the women in the peeling sheds, and leave a lasting impression on current generations. Also, in some of the cases these achievements can be seen as the important turning points in their life which cannot be forgotten.

The women in the peelings sheds also plays an important role as leaders. The women in the peeling sheds took this leadership roles based on the situations, similar to the theory of leadership named “Contingency Theory Of Leadership”, which says that the effective leadership is contingent upon the situation. This theory of leadership is similar to “Situational Theory of Leadership”.

*In the peeling sheds I took the incharge of cleaning procees. I like to do that. I am doing this work for past few years. Similarly, women in the peeling sheds took specific leadership patterns in which the leader adapts the style based on the individual and situational needs. Hence, this kind of leadership helps in developing a personalised support within ourselves. (case 1,case 4).*

## Changing Trends

Peeling sheds are considered as one of the traditional method of rearing the fishery products. Peeling sheds are also does a sustainable practices. Here, no machinery or equipments are used for the peeling process, only human skill are used especially women are engaged in peeling practices. And also, instead of focusing sustainability , it also enhances the environmental responsibility in a eco-friendly manner.

*In the peeling sheds I took the incharge of cleaning procees. I like to do that. I am doing this work for past few years. Similarly, women in the peeling sheds took specific leadership patterns in which the leader adapts the style based on the individual and situational needs. Hence, this kind of leadership helps in developing a personalised support within ourselves. (case 1,case 4).*

*After 5-6 years women in the peeling sheds express their concern that, there will be no one to do the peeling process. Influence of modern techniques and development introduced and also arising certifications and quality control measures leads to food safety, even consumers are becoming more conscios about the quality and safety. (case1)*

As the theory of Modernisation suggest that , societal development and transformation based on the western culture or developing countries can be clearly seened. Especially now a days majority of the women population depends upon high-paid jobs and they don't want to work in low-sector jobs. Such kind of influence of modernisation can be seen in the coming generations in the peeling sheds. As the theory says that the societies progress through various stages as they transform from traditional to modern can be clearly seen in the mentality of the current generations.

## **Unchanging Misconception**

Misconception is a state of belief or understanding whether it is correct or mistaken. Misconception are prevalent in the forms of science , history, culture, tradition and even the daily life also. The main stem of the misconception occurs due to lack of knowledge and education, cognitive biases or outdated beliefs etc.

*My past experiences, I can surely say that “peeling only does by women, not men”. And also, women in the peeling sheds still beliefs that women have the special skill of peeling the prawns and shrimps not men. Such kind of belief within ourselves can’t be changed, because we are daily witnessing it. (Case6).*

*From my childhood days itself women work in the peeling sheds, men does the transportation works and storage works. Even though during the absence of men, women also does the incharge of storage process. We are ready to do any kind of skilled work.(case 2)*

As the theory Symbolic Interactionism says ‘people behave based what they believe’. Here, women in the peeling sheds behave based on what they belief. They have ceratin misconception that peeling works are mainly done by women not men. Looking into wide perspectives in a well-equipped peeling sheds, men does the peeling work. There are many cooking channels owned by men , showing how to peel Tiger prawns etc.(Bart’s Fish Tales, Jamie Oliver, David H, Village Cooking Channel etc).

## **Broken Wings**

“Broken wings’ is a kind of metaphor mainly uses to convey complex emotions, or experiences. From one of the studies conducted by Forbes on the topic “Why Most Women Give Up On Their Dreams “ on 2019 study by Soulaiam Gourani tells that from the data of Global Dreams Index Survey shows that around half of the total world’s population women given up their dreams, and found unsatisfied in their lives. Many women started to stop dreaming and they gets “

their heads out of clouds” and play safe and don’t take chances. In such situation women become less ambitious and unrealistic.

*During my childhood days I wish to become a teacher, but after getting married, looking after the children, I shut their dreams and now play safe. I still get regretful while looking back towards my unachieved – broken dreams. (case 3).*

*Vulnerability, limitations, equality, emotional, psychological struggles, resilience, lack of support are some of the reasons or few possible interpretations on why we not achieve our dreams. (case 2, case 6)*

Vulnerability and resilience: Vulnerability and resilience in this context mainly represent the vulnerabilities and their challenges women faced in the society in the form of gender discrimination, gender bias, etc. even though women faces such hardships they shows their remarkable resilience and positive will within themselves, similar to a bird with broken wings that learns to fly again.

Limitations and inequality : Women still faces struggles in achieving education, career opportunities etc. This tells that societal norms and attitudes are limited.

*From my childhood days, I have been suffering from lots of struggles within myself. My family and husbands family also never supported me. Even if they had supported me I could have achieve more than could expected. Situation and living conditions matters more. (case 6)*

### **Alcohol addiction**

Addiction is something like a brain disorder a person who is addicted may be able to understand it addiction can lead to some other illness’s common addiction are alcohol and drugs addiction leads to changes in the character of the person. It always to take treatment for addiction.

*My husband is purely an alcoholic for past 10 years. He always drinks and makes quarrels with me. Due this attitude of my husband my neighbours never use to talk to us. We get isolated from our residential area. Also, by husband doesn't gave any money for our living. I use to struggle more for the living (case1)*

*In my house my husband is purely alcoholic and he use addicted to smoking. He uses abusive words towards me and others members in the family. Sometimes I find difficult to come to home.(case 6)*

Alcoholic addiction is an incredibly challenging and distressing condition seen in the houses of women in the peeling sheds. Women are the victims, they usually gets harassed, abusive words etc. from there husbands. Other members in the family especially children, daughter-in-law, grand chilfrens are also affected with this.

As the theory of family dynamics says that, any variations in the family causes changes in the family dynamics. Here in the case 1 and case 6 the participants face difficulties in the family dynamics due to alcoholic addiction. So as per the theory says, family members interacting patterns, emotionally independency of the family members are affected.

Everyone engaged in a family affected by alcoholism may suffer greatly as a result of the addiction, not just the addicted person. Family members' emotional, physical, and social well-being are all impacted by this complex situation. The following are some crucial considerations:

Family dynamics: Alcohol abuse can wreak havoc on family ties, causing arguments and breakdown of communication. Family members could feel helpless, guilty, angry, or guilty of something.

Codependency: In some cases of the participants, family members may unintentionally facilitate the addiction by encouraging the user's behavior, offering justifications for their choices, or choosing to ignore the issue. This

codependency may keep the addiction going and keep the person from getting assistance.

## **IMPLICATIONS FOR SOCIAL WORK PRACTICE –Women Working in the peeling sheds.**

Women in the peeling sheds are plays an integral role in fisheries industry. Traditional method of peeling are still eradicating in our society, peeling sheds should require a more supportive approach from the part of the government and respective panchayat too in all.

Social worker can speak up for the rights of the women work in peeling sheds, particularly if they are members of marginalized groups who are subjected to exploitation, low pay, or unfavorable working circumstances. Social workers can support fair workplace practices, labor unions, and other worker organizations by raising awareness.

Social worker can participate in community development initiatives if peeling sheds are situated in remote or rural regions. They can collaborate with neighborhood communities to pinpoint their needs, enhance resource accessibility, and foster social cohesion.

Social workers can speak up for the rights of those who work in peeling sheds, particularly if they are members of marginalized groups who are subjected to exploitation, low pay, or unfavorable working circumstances. Social workers can support fair workplace practices, labour unions, and other worker organizations by raising awareness.

Social workers need to be aware of any potential health and safety risks in the environment if peeling sheds are used for industrial or agricultural activities. They may promote sensible safety regulations and make sure that women have access to the tools and assistance they need to be healthy.

It is crucial to keep in mind that depending on the particular environment, geography, and demographics of the people engaged, the implications for social work practice in peeling sheds will vary greatly. To address the special challenges and demands of the individuals they serve in such situations, social worker must be flexible and culturally competent in their approach.



## **CONCLUSION**

In the study conducted “women in the peeling sheds” in the Kadamakkudy panchayat, they researcher understand about the their workforce participation. Women in this area mainly does the peeling works, paddy fields, MNREGA etc, very few of them go for public and private jobs. Around 6 case studies were conducted within the women working in the peeling sheds of Pizhala and Kadamakkudy area in the various themes like, wrork experiences, work environmenr, roles and responsibilities, gender quality and empowerment ,support and various resources, work-life balance, aspirations and suggestions. The participants were undergone th in-depth interview under these domains.

From the above casestudies, the researcher developed various themes and subthemes. These developed themes gives out the clear picture of the women in the workforce participation in peeling sheds. The influence of panchayat plays an important role in the upliftment of the women in the form of policies and programs. Also, also understand about their skill in balancing work and life, their dreams that couldn’t achieve, problems which causes irregularities in the family dynamics , workforce influences etc. Each themes where understood and related each themes in a theortical perspectives.

Even though women working in the peeling sheds is satisfied with what they currently have but still arises there concerns in the form of introducing policies which focusing of women in the peeling sheds, encouraging the current generation to show interest in traditional peeling skills which conserve there traditional cultural practices.

The research also, highlighted the strength and resilience of the women, as they blooms in every harsh situations. Despite in every challenging conditions, women shoe their determination and perseverance in up-holding their livelihood and supporting families. This kind of resilience attitude of the women tells that they are empowered in all aspects and irradicates all kind of gender inequalities from the society.

The researcher didn't face any kind of challenges while doing the research and in this research, the researcher tries come to the conclusion which seems not exact, that is implementing targeted interventions and a collaborative attitude gives out more equitable and empowered environment for the women in the workforce participation through enabling them, to lead a dignified lives and contribute to a sustainable development.

## BIBLIOGRAPHY

1. Srija, A., and Shirke Shrinivas Vijay. "Female Labour Force Participation in India: Insights Through Time Use Survey." *Review of Market Integration*, vol. 12, no. 3, Dec. 2020, pp. 159–99. DOI.org (Crossref).
2. Mackey, A., Petrucka, P. Technology as the key to women's empowerment: a scoping review. *BMC Women's Health* **21**, 78 (2021).
3. Nelson, S., Ayaz, B., Martimianakis, M. A., & Muntaner (2021). A scoping review of women's employment in the health sector in unstable and conflict-affected nations. *Health Human Resources*, 19, 1–14.
4. D. E. Herz (1995). An overview of women in the workforce.
5. Mbarika, V. W., Payton, F. C., Kvasny, L., & Amadi, A. (2007). IT education and workforce participation: A new era for women in Kenya?. *The Information Society*, 23(1), 1-18.
6. Pegu, A. (2015). Female workforce participation in north-eastern region: an overview. *Int J Humanit Soc Sci Stud*, 1(4), 154-160.
7. Stockemer, D., & Byrne, M. (2012). Women's representation around the world: the importance of women's participation in the workforce. *Parliamentary Affairs*, 65(4), 802-821.
8. Nelson, S., Ayaz, B., Martimianakis, M. A., & Muntaner (2021). A scoping review of women's employment in the health sector in unstable and conflict-affected nations. *Health Human Resources*, 19, 1–14.

9. Campbell, J., Diallo, K., Wuliji, T., Boniol, M., & McIsaac (2019). Analysis of 104 countries' health workforces for gender equity (No. WHO/HIS/HWF/Gender/WP1/2019.1). Worldwide Organization for Health
10. Downs, J. A., Reif, M. L. K., Hokororo, A., & Fitzgerald, D. W. (2014). Increasing women in leadership in global health. *Academic medicine: journal of the Association of American Medical Colleges*, 89(8), 1103.
11. Mathad, J. S., Reif, L. K., Seo, G., Walsh, K. F., McNairy, M. L., Lee, M. H., ... & Downs, J. A. (2019). Female global health leadership: data-driven approaches to close the gender gap. *The Lancet*, 393(10171), 521-523.
12. S. Tejpar (2022). Gender Equity in Leadership in Global Health. *Annual Review of Global Health*, 1(7).
13. K. Srinath (1987). A case study on the role of women in small-scale fishing. Technical and Extension Series, Number 72, Marine Fisheries Information Service, Pages 12–17.
14. L. Samuel, (2007) 14. Women, work, and fishing: A look at Keralan fisherwomen's lives. 205–227 in *South Asia Research*, 27(2).
15. Sathiadhas, R., Ashaletha, S., Sadanandan, S., and Joseph Raj, Y. Kerala's post-harvest marine fishing sector: Socioeconomic characteristics of women workers. *chimes for fishing*, 23(2), 31–35.
16. L. Gulati (1982). A case study of a fishing community in Kerala examining the role of women from fishing households.

17. Kasim, H. M., Sathiadhas, V., and Khader, V. (2005). The role of women in fishing in the coastal eco-systems of Tamil Nadu, Kerala, and Karnataka. 53–59. *ANGARU*, 83(1).
  
18. J. D'Mello, 1996. Indian Shrimp Processing Industry Women Workers: Blown Under by the Blue Revolution. 86-99, *Travail, Capital and Society*.
  
19. Handaragama, S., Rathnayake, H., & Uluwaduge, P. (2013). Women's economic participation in rural development. *International Journal of Education and research*, 1(8), 1-18.
  
20. Moghadam, V. M. (2005). Women's economic participation in the Middle East: What difference has the neoliberal policy turn made?. *Journal of Middle East Women's Studies*, 1(1), 110-146.
  
21. Ghani, E., Kerr, W. R., & O'Connell, S. D. (2013). Promoting women's economic participation in India.
  
22. Akter, M. (2023). Empowering Women as the Means of Emancipation: A Critical Study of Rokeya Sakhawat Hossain's Sultana's Dream. *International Journal of Asian History, Cultures and Traditions*, 9(1), 9-21.
  
23. Martinez Jimenez, R. (2009). Research on women in family firms: Current status and future directions. *Family business review*, 22(1), 53-64.

24. Rajagopal, C., Anto, A., & Vijayan, V. K. (2023). A checklist of dung beetles (Coleoptera: Scarabaeidae: Scarabaeinae) associated with the Vypin-Kadamakkudy Barrier Island System, Kerala, India. *Journal of Asia-Pacific Biodiversity*.
25. IVESTIGATOR, C. P., & SREEKANTH, P. Impact of Floods/Landslides on Biodiversity of Kerala.
26. S. Harper, D. Zeller, M. Hauzer, D. Pauly, & U. R. Sumaila (2013). Women's involvement in fishing contributes to local economies and food security. 39, 56–63, *Marine Policy*.
27. In 2020, Gopal, N., Hapke, H. M., Kusakabe, K., Rajaratnam, S., and Williams, M. J. published their research. increasing the opportunities available to women in fisheries and aquaculture. 24(1), 1–9; *Gender, Technology, and Development*.
28. Lentisco, A., Lee, R. U., and others (2015). An examination of women's fishing access in small-scale fisheries. *Fisheries and Aquaculture Circular of the FAO, I (C1098)*.

## **APPENDIX**

### **Questionnaire**

#### A) Demographic information

- a. Name / age :
- b. Education level:
- c. Marital status:
- d. Number of children:
- e. Employment status:
- f. Family composition
- g. Daily wage / average monthly income

#### B) Work experience

- a. How long have you been employed by the sheds for peeling?
  - b. How long you are working in the peeling sheds?
  - c. Before joining the peeling sheds, did you work in any other fields? If so, be specific.
- Why did you choose to work in the peeling sheds?

#### C) Work environment

- a. Describe the working environment (temperature, hygienic standards, safety precautions) in the peeling sheds.
- b. Do you believe that women can thrive in the workplace? If not, why not?
- c. Do women in the peeling sheds experience any particular obstacles or challenges?

D) Roles and responsibilities

- a. What precise duties and tasks do you have at the peeling sheds?
- b.. In the peeling sheds, are there any gender-specific jobs or responsibilities? Please elaborate.

E) Gender equality / perception of empowerment

- a. Are you treated same as men in the workplace?
- b. Do you experienced any kind of domestic violence at home and workplace?

F) Support and resources

- a. Is there is any kind of support from the peeling sheds? (health, training etc).
- b. Have used any kind of such supports? if yes, specify.

G) Work-life Balance

- a. Did you manage a balance between house and work?
- b. Is there any policies for support?
- c. Do you get any kind of support from family for doing peeling works?

H) Aspirations

- a. what do you expect in the career in peeling sheds?

I) Suggestions

- A. Do you have any kind of suggestion for policies and programm in the peeling sheds?

J) Additional comments



a. Can you share your experiences in the peeling sheds, which you would like to share with?

