

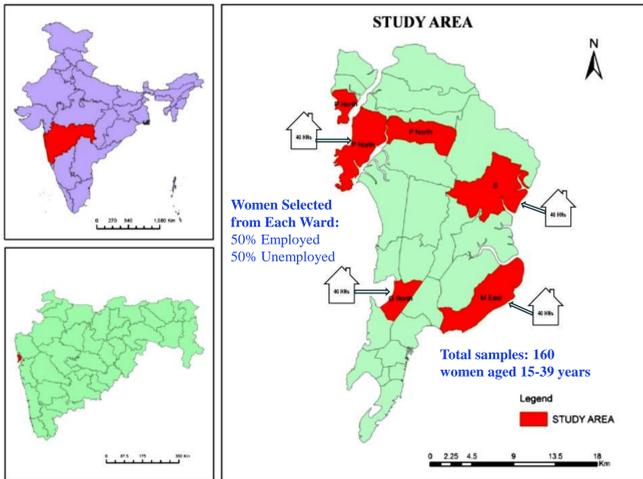
Introduction

- Employment is widely accepted as an indicator of women's status because women who is employed is more likely have direct access and control over financial resources than unemployed women.
- A substantial proportion of women's direct engagement in the economic activity plays a crucial role in the growth and development of the country (Goswami & Kumar, 2013).
- Generally, it is assumed that women are primarily responsible for household chores and believed that this is central to their gender identity even in dual-earner couples (Presser, 1994).
- Economists argue that this affects women's choice of occupations, their time spent in paid employment, their work commitment, and their allocation of effort to household and workplace activities.
- According to latest census of India 2011, Mumbai is a place where around 42 percent inhabitants live in slum areas which form a largest group of people among the metropolitan areas of India. The total work participation rate of Mumbai slums is 40.5 percent. However, the work participation of female slum dwellers is just 17 percent.

Objectives

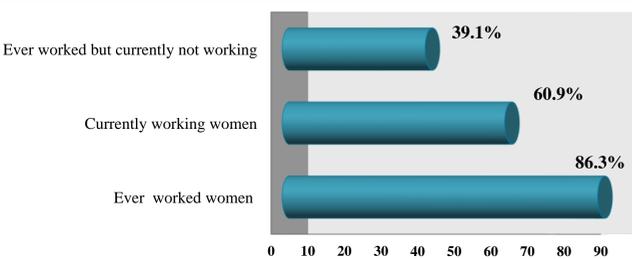
- To study the work dynamics of currently working women of Mumbai slums.
- To understand the job seeking behavior of women slum dwellers of Mumbai.

Data and Methods

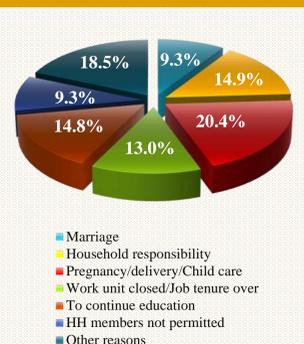


Results

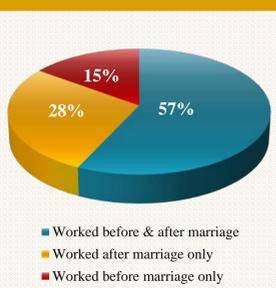
Overall Work Status of Women (aged 15-39 years) in Mumbai Slums



Main Reason for Not Currently Working Among Those Who Have Ever Worked

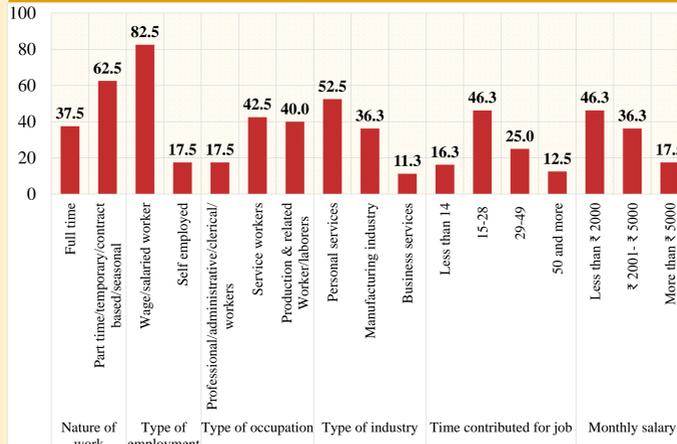


Work Status of Ever Married Women



Results

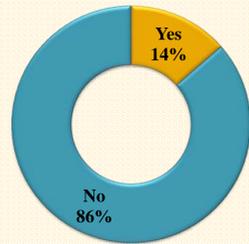
Characteristics of paid work of women in Mumbai slums



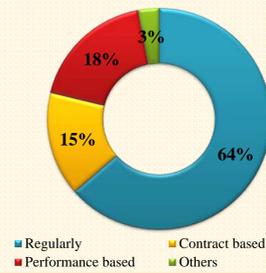
No.	Working conditions and requirements of currently paid women workers	Yes 1	Partly/sometimes 2	Never 3
1	Intense concentration or attention	55.00	31.25	13.75
2	To lift heavy loads	8.75	16.25	75.00
3	So much physical effort	28.75	21.25	50.00
4	Very good eyesight	47.50	18.75	33.75
5	Crouching, stooping, or kneeling	13.75	17.50	68.75
6	Always work with the contact of water	22.50	10.00	67.50
7	Work close to abhorrent odor	18.75	3.75	77.50
8	Always work around burning material, exhaust, or smoke (excluding car exhaust)	1.25	8.75	90.00
9	Work close to chemicals/pesticides/herbicides	12.50	13.75	73.75
10	Good Skills to deal with other people	41.25	32.50	26.25
11	Work/employment situation is mostly stable	68.75	15.00	16.25
12	Mostly stress/depressed because of having lot of workloads	15.00	38.75	46.25
13	Frequently stressed/depressed because of not having enough money	41.25	27.50	31.25
14	Satisfaction with the current position at work place	52.50	31.25	16.25

Note: Here total cases (N) is 80 who are currently engaged in paid work

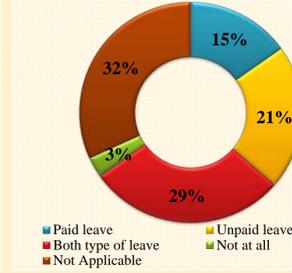
Documentary Evidence from Employer



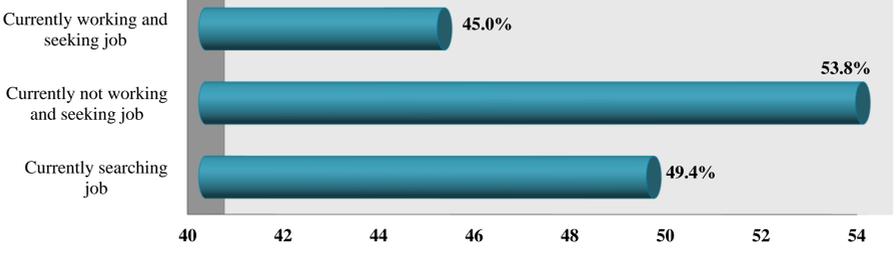
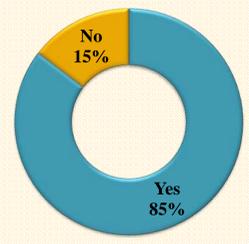
Frequency/ Determinant of Wage/ Salary



Eligibility for Job Leave by its Type



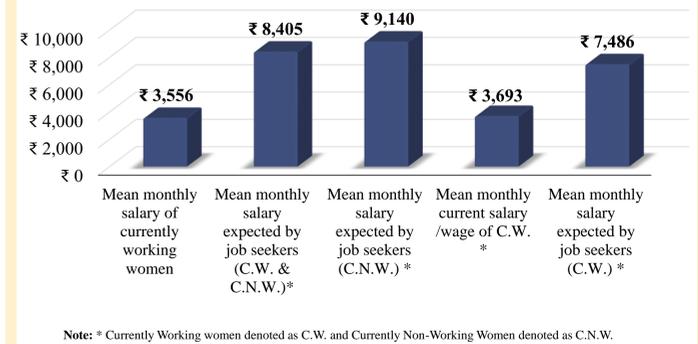
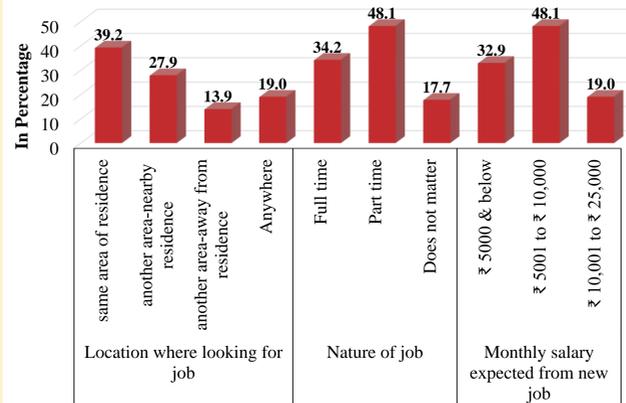
Whether Taken Leave in Last One Year



Field Image While Interviewing the Respondent



Characteristics of job seeking by women in Mumbai slums



Summary and Conclusion

- Around 82% of women are engaged in the informal sectors that keep them under the pressure of job insecurity and underpayment. More than half of the women were engaged in part time/contact basis or seasonal employment. Moreover, more than four-fifths of the women earn monthly less than 5000 rupees which is a very meager amount to manage the basic cost of living in a metropolitan city.
- Out of the total sample of 160 women half of the women were in search of job, irrespective of their current work status. Half of the job seeking women were willing to work in the part time job and 40% were prefer to work near the residence. The reason behind such choices is mainly the household responsibilities and child care.
- The mean monthly salary expectation is higher (₹ 9140/month (\$ 146.70)) among the currently non-working women job seekers than those women who are currently engaged in the job market and still seeking another job (₹ 7486/month (\$ 120.16)). Further, the differences between mean expected salary and mean current salary indicate that currently working women of Mumbai slums are in search of such jobs which pay them more than double of their current payment.
- The findings of this exploratory study will help the Indian government from the perspective of enhancing labor and employment policy, keeping women's problems, their work contribution, and the economic situation at the forefront.