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Editor

Dr. D. Suresh



SOCIETY FOR PUBLIC WELFARE AND INITIATIVES

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UNEMPLOYMENT PROBLEMS OF *DIVYANG* WOMEN – A STUDY



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Abstract: Disability is a curse and a blot on humanity as a whole. Divyang Women (DW) in particular faces a greater challenge for their very survival. DWs face several kinds of discrimination and reduced access to education, unemployment and other socio-economic opportunities. DW stands at a disadvantageous position in society in all sorts of ways. Their status is not only inferior to that of men; DW also faces gender bias from their male counterparts. People think DW a burden for their family and society, as they are unable to fulfill the role of homemaker, wife and mother etc. Most of the DW is unemployed due to a lack of education, awareness and support of the family. They are seen as imperfect, incomplete, inferior and denied recognition as women and human beings. The problem lies with the family member and caretakers as they have to be more sensitive and sympathetic to their basic needs and try to make them self-sufficient. They will have to show real love and affection, accept their disability and will have to shed their prejudices against them. Every member of the family will have to keep an eye and watch about the outsiders, relatives and neighbors that they are not allowed to take advantage of the DW during the absence of their family members. So, there is a need for research done in the area of the DW because several studies conducted in the past about women empowerment did not focus on the socio-economic empowerment of DW. NSSO, Census of India and many NGOs released data on disability but it did not highlight the actual picture of DWs. The present study is an attempt to find out the real problem of DWs with special reference to unemployed DW and how they can be brought into the mainstream. A thorough analysis and examination are needed to find out the reason for their neglect by our callous society. The condition of women in India will remain static and pathetic, unless and until a balanced remedial approach is to find out sooner or later.

Keywords: Divyang Women, Unemployment, Problems, Consequences

Introduction

Unemployment is a universal phenomenon and a chronic problem common to all societies of the world, both to the rural and urban sectors. Unemployment implies a lack of avenues for work that generates income for those who are willing to be employed. Though it is experienced both by men and women, most studies on unemployment are centered on men because they are considered heads of families in a patriarchal society. The male members are perceived to have more responsibilities towards the family because they usually run their economy. This perception places them in a dominant role and earns them the tag, 'earning member' and because of such responsibilities, men spend approximately a third of their time as earning members (WHO, 2002). This explains why women consider widowhood the greatest tragedy while it is unemployment for men. Thus, most studies are based on the assumption that unemployment affects men at a higher rate, or men are always under higher pressure to get a 'job' and to earn than women do and why women tend to be less bothered about unemployment than men. The discussion on unemployment is based mainly on salaried jobs in the formal sector. However, higher unemployment of women does not mean that women have less work than men do.

Much of that work is unpaid and belongs to the informal sector. As such, it is not valued in the formal sector that judges employment only as salaried jobs. There is a lack of data (sector-wise and gender-wise) on women's contribution to the economy. Women perform household work but such unpaid household works are ignored, marginalized by social scientists, policy planners and makers.

This study is based on unemployment both in the formal and informal sector and that too affects all sections of society. Reports from across the world show that the most affected sections are usually the educated youth and women and that the unemployment rate is high among women. They perform the dual role of taking care of the family and competing for jobs, which are hard to come by in a male-dominated society. Though men too are often unemployed, they do not always have to face the same hurdles in a modern society in which women are caught between unemployment and traditional beliefs and practices. That may also explain why the areas where women want to work and have a higher socioeconomic status have higher unemployment rates.

Women and Unemployment

The women's unemployment problem differs from those of men and therefore, they need to be studied and analyzed differently. Though women's status has been, improving in modern times their services and contribution to the family and the economy of the country continue to remain unnoticed and unutilized. That leads to lopsided economic development and the marginalization of women. A section of them remains unemployed because of a lack of skills. Moreover, young women, these days are not ready to take up jobs that are considered socially degrading or low.

Defining Unemployment

'Occupation' refers to a set of activities centered on an economic role usually associated with earning a living. Occupations are classified into three categories: i) the primary occupations, ii) the secondary occupations and iii) the tertiary occupations. The primary occupations are concerned with the production or extraction of raw materials such as agriculture, fishing, hunting and mining. The secondary occupations are concerned with the production of human-made goods or the processing of raw materials. The Tertiary Occupations involves the provision of services rather than goods. The term employment indicates all those who are permanently engaged in an occupation for monetary considerations like a regular wage or salary whereas occupation refers to economic activities. Unemployment indicates able-bodied persons without any job.

In light of the above discussion, women can be classified as employed, unemployed or underemployed based on their engagement in different occupations. Thus, the employed covers all those who are in:

1. Government job;
2. Private job;
3. Business such as selling vegetables, flowers, clothes, and ornaments, and baking;
4. Self-employed works such as weaving, knitting, tailoring, providing services as beauticians, domestic help and tutoring; and
5. Selling liquor or in the sex workers' trade.

For the study purpose, those in the first two categories can be considered employed if they are permanently receiving monetary considerations like a regular wage or salary, while those in the third and fourth categories are entrepreneurs. Usually, the Census and NSSO exclude those participating in agricultural activities and entrepreneurs from the list of the unemployed. However, they can be either permanently employed or seasonally unemployed. The fifth category is of persons in illegal occupations such as paddlers, prostitutes, thieves and wine brewers. Though they are excluded both from the employed and unemployed category as per the Census and NSSO however in the present study they are also included as unemployed.

Despite the complexity of the term, unemployment has been defined as a situation where an able-bodied person, who is willing to work, is unable to get a paid job to sustain his/her livelihood. It includes the unskilled, highly skilled, educated, uneducated and technically qualified persons. Able-bodied persons who voluntarily remain unemployed are excluded from the concept of unemployment.

Methods to Measure Unemployment

Traditionally two measures i.e., 'PRU and TRU' were used for measuring unemployment in developing countries. PRU is defined as the ratio of a total number of

unemployed to the total number of persons in the labor force, whereas TRU is defined as the ratio of total person-days unemployed to the total labor force person-days during the reference period. Until the Second World War, Population Census was the primary source for recording statistics of the economically active population. In 1938, the League of Nations defined the concept of Labor Force, Employment and Unemployment in terms of gainful activities and remuneration was made in cash or kind. Later on, in 1947, the Sixth ICLS adopted a resolution based on the activity of each individual during a specified period, which was a departure from the 'gainful worker' concept. In 1954, the Eighth ICLS revised this resolution and provided detailed definitions and recommendations on the nature of the statistics. Since the 1930s, the ILO has been compiling national labor force statistics. The current guidelines on the labor force, employment and unemployment were adopted by the 13th International Conference of Labor Statisticians. The 13th (ICLS) Resolution 1 of 1982 exempts one particular category of people from the three criteria, i.e., persons 'without work, currently available for work, seeking work' to be considered as the unemployed under the standard definition.

Measurement of unemployment is a process of quantifying the rate of unemployment within a region in a given period. Various methods of measurement have been used for this purpose. A comparison of unemployment measurement of different countries would clarify understanding the measuring process in a better way. Usually, the unemployment rate is expressed as a percentage. It is calculated as ***Unemployed Rate = Unemployed Workers/Total Labor Force.***

The ILO describes four different methods to calculate the rate of unemployment namely *Labour Force Sample Survey, Official Estimates, Social Insurance Statistics, and Employment Office Statistics* (i) Labor Force Sample Survey: This method is the most preferred as it calculates unemployment of different categories such as race and gender, (ii) Official Estimates: This method combines information from one or more of the other three methods, (iii) Social Insurance Statistics:

In this method, unemployment benefits are computed based on the number of persons insured representing the total labor force and the number of persons insured and are collecting benefits and (iv) Employment Office Statistics: This method includes a monthly tally of unemployed persons who are not unemployed as per the ILO definition but are entered in the employment register as unemployed. The Bureau of Labor Statistics of the US measures unemployment of those over 15 years of age using two different labor force surveys, namely *the Current Population Survey (CPS) or Household Survey and the Current Employment Statistics Survey (CES) or Payroll Survey.*

CPS conducts surveys based on a sample of 60,000 households by the ILO definition and CES conducts surveys based on a sample of 160,000 businesses and government agencies that represent 400,000 individual employers. Besides these classifications, Milton Friedman and Edmund Phelps developed the concept of Natural

Rate of Unemployment in the 1960s. It is also termed as the Non-Accelerating Inflation Rate of Unemployment (NAIRU). Calculating the NAIRU requires data on both the yearly inflation rate and unemployment rate. Unemployment in the UK is measured in two ways: *Claimant Count and Labor Force Survey*. This method calculates unemployment by measuring the number of people receiving benefits i.e, Job Seekers allowance and Labor Force Survey: This survey involves people who are out of work and are actively seeking work. In India, the National Sample Survey Organization (NSSO) conducts employment-unemployment surveys. Unemployment is measured through labor force surveys for a given reference period. Beginning with the 27th round in 1972-1973, labor force surveys have been conducted every five years using standardized concepts and procedures based on the recommendations of the Committee of Experts. The survey adopts three different approaches to measure employment and unemployment. *The usual status approach, the current weekly approach and the current daily status approach*. The usual status approach with a reference period of 365 preceding the date of the survey; the current weekly approach with a reference period of 7 days preceding the date of the survey and the current daily status approach with each day of the seven days preceding the date of the survey as the reference periods That includes both the formal and informal sectors.

The various sources on the status of employment and unemployment statistics in India are collected through *a) Population Census*: The population census provides information on the economic activity of the people both in the formal and in the informal sector such as the numeric accounts, characteristics, occupation and distribution among various branches of the economy. *b) National Sample Survey Organization (NSSO)*: The NSSO collects data through samples based on the scientific technique of random sampling through household inquiry both in the rural and urban areas. *c) Employment Market Information Program (EMI)*: The EMI program provides information on the structure of employment, occupational composition, educational profile of the employees, and assessment of human power shortages in the organized (formal) sector. *d) Employment Exchange Statistics (EES)*: The EES records the numeric account of job seekers or the demand pattern of employment in the industry and service sectors to indicate the unemployment situation in the organized labor market. *e) Economic Census*: The Economic Census provides information on the type of enterprises, persons working in non-agricultural own account enterprises by States and rural-urban break-up, percentage distribution of hired workers and females employed to persons usually working in nonagricultural establishments, etc (Census of India, 2001 & 11).

Methods to Measure Employment

The usual activity status of an individual which reflects the employment status as broadly being in the labor force (LF) or not (OLF) is seen in terms of participation in economic or non-economic activities during the reference period of 365 days. NSSO defines LF and OLF as follows:

1. The labor force includes (a) working or being engaged in economic activities (work) (employed), and (b) not engaged in economic activities (work) but available for work (unemployed).
2. Out of the labor force means persons not engaged in work and also not available for work.

About 26% of the *Divyang* Persons (DPs) of the country were reportedly employed. Across disability types, a higher proportion of males (35 to 37%) were employed as compared to females (9 to 11%). The proportion of employed persons was least in the case of mentally retarded persons (6%) and the highest amongst hearing DPs (34%). The majority of DPs residing in rural areas (67% and 73% of the male and female workers respectively) worked in the primary sector, i.e., agriculture and allied sectors. But in the case of urban areas, DPs were engaged mostly in the tertiary sector (59% and 53% of the male and female workers respectively). It is estimated that at the national level, about two-thirds of the DPs are out of the labor force. In the rural sector, a higher percentage (26%) of DPs is employed as against 23.5% employment in the urban sector. There exist wide variations in employment levels depending on the type of disability. Persons with mental retardation have the highest unemployment levels. Gender bias is quite prominent across disability types (WHO, 2011).

Economic Status of *Divyang* Persons

An analysis of data reveals that generally, DPs were found to be concentrated at the lower end of the MPCE classes. About two-thirds of the DPs (65% in rural and 69% in urban areas) have a monthly per capita expenditure (MPCE) of a meager Rs. 520 or less (Chandra Sekhar Mohapatra, 2012).

Justification of the Study

Disability is a curse and a blot on humanity as a whole. *Divyang* Women (DW) in particular faces a greater challenge for their very survival. DW faces several kinds of discrimination and reduced access to education, employment and other socio-economic opportunities. DW stands at a disadvantageous position in society in all sorts of ways. Their status is not only inferior to that of men; DW also faces gender bias from their male counterparts. People think DW a burden for their family and society, as they are unable to fulfill the role of homemaker, wife and mother etc. Most of the DWs are unemployed due to a lack of education, awareness and support of the family.

Some of the DWs are engaged in income-generating activities but they face humiliation and several constraints. Whenever DWs do find jobs, they receive considerably lower wages and face discrimination by the colleagues in the workplace. Inaccessibility of the physical environment is a serious obstacle for DW working outside their homes. In addition to these problems, they are also subjected to harassment by the family and at the workplace by their colleagues. Most of the people keep on abusing,

ignoring and humiliating as they do not regard them as normal human beings. They are unaware of their right to education like other members of society.

Although the rehabilitation measures have been taken by the government and non-government organizations, it has not resulted in improvement in their quality of life. Empowerment programs for women do not include issues of DWs; development program rarely addresses the needs of DWs. They are seen as imperfect, incomplete, inferior and denied recognition as women and human beings. The problem lies with the family member and caretakers as they have to be more sensitive and sympathetic to their basic needs and try to make them self-sufficient. They will have to show real love and affection, accept their disability and will have to shed their prejudices against them. Every member of the family will have to keep an eye and watch about the outsiders, relatives and neighbors that they are not allowed to take advantage of the DWs during the absence of their family members.

So, there is a need for research done in the area of the DW because several studies conducted in the past about women empowerment did not focus on the socio-economic empowerment of DWs. NSSO, Census of India and many NGOs released data on disability but it did not highlight the actual picture of DWs. The present study is an attempt to find out the real problem of DWs with special reference to unemployed DW and how they can be brought into the mainstream. A thorough analysis and examination are needed to find out the reason for their neglect by our callous society. The condition of women in India will remain static and pathetic, unless and until a balanced remedial approach is to find out sooner or later.

Objectives of the Study

1. To study the socio-economic profile of Divyang Women.
2. To study the livelihood and socio-economic condition of Divyang women.
3. To identify the problems faced by unemployed Divyang women, and causes for unemployment.
4. To assess the awareness level of Divyang women about the various program of their help.
5. To provide the proper recommendations to improve the status of the unemployed Divyang women.

Scope of the Study

The basis of the study is the number of studies done since 1975 the first International Women's year that indicates that women are striving for equal positions but the plans and strategies have not provided a proper solution. The problem of DWs unemployed that symbolizes this status has been overlooked and neglected. This study is an attempt to fill the gap by looking at their economic backgrounds through their suggestions, preferences, expectation, social problems and their consequences. Its

concrete form is a comparative study of unemployment among the DWs. It can help DW to become aware of their social, political, economic, educational and religious responsibilities, overcome their disadvantages and strive for a transition to a better life from their traditional life. It can also help DW to exercise their acquired and innate potential for a better society. This and other analyses can help them to map their future.

Research Methodology

The methodology is a way to solve systematically the research problem step-by-step. It can be called a science of studying how research is done scientifically. The quality of the methodology is important as it determines the quality of research done since good research cannot be expected of a poorly planned methodology (Molly, Joseph, 2000). The methodology is the description of procedures or techniques adopted in a research study. For a systematic and scientific approach in understanding DW's unemployment, the present study used both the primary and secondary data. The primary source was fieldwork using the questionnaire that consists of 97 questions. 76 of them were closed-ended and 21 were open-ended. In the open-ended questions, no alternatives were given. The closed-ended questions had a list of alternatives from which the respondents had to choose one or more based on their judgment, understanding and experience. Secondary sources were various others like the Census Report, the National Sample Survey Organization and others done by organizations like the Directorate General of Employment and Training (DGE&T), Directorate of Economics and Statistics (DES), Annual Administrative Reports (AAR), Human Development Report (HRD), Compendium of Programs for the Welfare of Persons with Disabilities 2019, *Divyang Persons in India A Statistical Profile 2016*, Department for Women, Children, *Divyang & Senior Citizens*, books, journals, dissertations, magazines and newspapers.

The present study uses the simple random sampling technique to select the respondents from the four cities Warangal Urban, Jangam, Jayashanagr Bhupalpally and Mahabubabad of Telangana State were selected for the study. The size of the sample was 100 respondents of whom 25 were from Warangal Urban, 25 were from Jangam, 25 were from Jayashankar Bhupalpally and 25 from Mahabubabd.

Selection and development of Tools

The interview and observation method was selected for data collection, as it was considered the most appropriate technique because it is appropriate where detailed insights are required from an individual participant. They are also particularly appropriate for exploring sensitive topics, where the respondent may not want to talk about such issues. The respondent of the study was *Divyang* and it was quite suitable for DW. A structured interview schedule was prepared for collecting information on variables identified for the study. To design the interview schedule for the present study, past experiences and observations of the related study conducted by different researchers in various parts of the country were referred and discussed with the

supervisor and thus the interview schedule was prepared. The interview schedule had five main aspects and sub aspects. A brief description of the interview schedule is given below:

1. It comprised information related their general information as the type of disability, cause of disability, age, caste, religion, marital status, family structure, education, occupation, monthly income, householding, nature of the house, availability of transport facility, availability of minimum amenities, decision making power to spend money, the status of savings, and participation in self-help groups etc.
2. It comprised information about the causes of unemployment, and the problem faced by DW.
3. It included question-related to discrimination faced by DW.
4. It comprised question-related level of awareness about welfare programs, protection acts for the DW.
5. Finally, it comprised the opinions and suggestions of the DW on unemployment problems faced by them.

Data Collection

Data were collected through interview and observation both methods before collection of data took a list of DW who can involve in any type of income-generating activities but not involved in any activities by the government and non-government offices in all four cities.

Scope and Limitation of the Study

1. The DW was hesitating to reveal the real trauma they were passing through in their day to day life in front of even their family members. A suitable place was found out for every woman, more time was devoted and a conducive environment was searched for everyone.
6. Only those type of DW who was involved in any type of income-generating activities in the formal and informal sector.
7. The study was conducted in urban areas of four cities of Warangal Urban, Jangam, Jayashankar Bhupalpally and Mahabubabad of Telangana State.
8. The study considered the DW aged above 18 years and educated more than matriculation only.
9. The study considered physically handicapped (PH) and Hearing Divyang Women (HDW) only.
10. The study does not include the government employed and minority DWs.
11. The sample DWs are chosen from the Aasara Pensioners data only.

Findings of the Study

Socio-Economic Status of sample Disabled Women

1. **The intensity of Disability:** The majority of the DWs have less intensity of disability (72%) followed by moderate (18%) and severe (10%). The study found that among HDW and PH categories, 69% of PHs have less intensity and 80% of HDWs.
2. **Cause of Disability:** Out of the total DWs, the majority were disabled by birth (63%) followed by illness (19%) and accident (12%).
3. **Age:** The majority of the DWs are in the age group of 31 to 45 years of middle-aged (67%), 17% belong to the age group of 46 to 60 years or above middle-aged and 16% are in the age group 18 to 30 years or young aged.
4. **Caste:** The majority of DWs belong to OBC (50%) followed by OC (22%), SC (18%) and ST (10%).
5. **Marital Status:** Most of the DWs are unmarried (57%), followed by married (25%), divorced (10%), widowed (5%), and single (3%).
6. **Types of Family:** The majority of the DWs live in a nuclear family (69%) and 31% are in a joint family.
7. **Family Size:** The majority of the DWs lives in a medium family (64%) followed by large (20%) and small (13%).
8. **Educational Level:** Out of the total DWs, 41% of DWs are educated up to high school/matriculation level, 22% up to intermediate, 17% up to under-graduate level, 14% up to post-graduate level and 6% of technical education.
9. **Occupational Status:** Out of the total DWs, 46% of DWs are unemployed, 31% of DWs working as a labor and 10% are self-employed for their livelihood, 7% have own small business and 6% working in the private sector.
10. **Household Status:** Out of the total DWs, 72% of the DWs live in their own house and 28% of the DWs live in a rented house.
11. **Type of House:** Out of the total DWs, 47% of DWs have the pucca house, 29% of DWs reside under the mixed house (i.e., mud and other material), and 24% have the mixed house (i.e., made of mud).
12. **Transportation Status:** Out of the total DWs, 60% of DWs did not have any transport facility in their house, 32% of DWs have bicycle/tricycle and 8% have two-wheeler.
13. **Minimum Amenities Status:** The overall DWs have a gas stove, kitchen tools, and fan facility. Maximum DWs have cooler (61.5%), drainage (47.5%), bathroom (75%), latrine (50%), drinking water (75%), mobile phone (77.5%), electricity's (87.5%) and television (54%).

14. **Monthly Income:** Out of the DWs, the overall DWs are getting disabled pension, 46% of DWs merely depending on pension amount, and 7.5% earning the income up to Rs. 5000 including pension amount, 9.5% of up to Rs. 7000 including pension amount, and 37% of DWS earning Rs. 10000.
15. **Decision Making of Spending Money:** Out of the total DWs, 47.5% of DWs house the decision taken by their parents, 25% of DWs spending money in the house by the husband/in-laws, 17.5% of DWs decision making by themselves and 10% by children.
16. **Savings per Month:** Out of the total DWs, 50% DWs could not save money every month, 30% of DWs save more than Rs. 750 per month, 15% of DWs save between Rs.500 to 750, and 5% of DWs save less than Rs. 500.
17. **Participation in Self Help Groups:** Out of the total DWs, 90% of the DWs participating actively in the SHG movement and the remaining 10% are not who are not able to physically access.
18. **Overall Socio-Economic Status:** The study found that the majority of DWs belong to low socio-economic status (57%), 31% of belonging to medium and 12% are high.

Causes of Unemployment

The study found, out of the total DWs, 59% of DWs are felt that family problems are a major cause of unemployment, followed by economic problems (29%), educational problems (7%) and 6% revealed that administrative problems.

Thus, it shows the dual treatment of the DWs within the family. In a situation where the economic condition of the family is good, DWs are not allowed to be engaged in a job stating household chores as their priority. On the other side, they are encouraged and get full support to engage in any job if the economic condition of the family is not sound. However, the DWs can be engaged in any job anywhere which is little.

Factors aggravating Unemployment

1. **Population:** The study found, out of the total DWs, 77.5% opined that population growth reduces the chances for employment, due to the inability of the policymakers and family planers to spread awareness on family planning (18%) and 59.5% of DWs are felt that the due to the tradition of encouraging large families. Thus, it is evident that both the DWs think that the growth of the population reduces the chance of employment. In the present situation where there are fewer jobs available for men, it is doubtful for women to get a job in a patriarchal society. This indicates the internalization of their pre-destined status as women. Their large family size and low economic background reduce their chances to be employed. It shows that they have to

compromise with their household chores. Moreover, women bear the responsibilities and consequences of bearing and upbringing the child. That becomes her priority than becoming salaried individuals. Thus it removes the ambiguities that the growth of population aggravates DWs unemployment in the two families.

2. **Technology:** Out of the total DWs, 77% of DWs are agreed that the lack of modern technology is the main reason for unemployment, 51.5% of DWs revealed that the willingness to learn new technical skills are important to eradicate the unemployment among DWs, while 48.5% of DWs opined that the unwilling to learn new Technological skills are a major cause for unemployment. Thus, the study indicates a lack of modern technology in the country as aggravating unemployment. There is the slow growth of technology due to lack of government intervention in the cities and also due to lack of support from the communities on any developmental project in the cities.

The study shows the tradition-modern interface that interferes with the learning of new technological skills among the DWs. Traditional barriers such as family obligations, social problems and restrictions pose great hurdles to their effort to equip themselves with the latest technology. Besides their views that they would learn technological skills only if the technical course is provided within their state indicates the internalization of their predestined role as DW. DWs' unwillingness to learn new technical skills is due to their unskilled and untrained status. They have a stronger commitment towards marriage and family and therefore, unlike men, they make the 'choice' not to acquire skills to maximize their wage-earning capacities; rather their labor is utilized more effectively within the family.

Besides, the employment boon that technological development has created outside the cities could not increase their scope of employment. DW got no benefits from jobs created by the introduction of new technology as the new jobs usually go to men, and it is even rarer for women to be employed in the factories, companies, and institutes that require technical skills. Since the scope for learning new technical skills is in favor of men, DW has not benefited much from modern technological development. Therefore, it can be said that lack of modern technology and resultant job market outside the cities that demands technological skills are aggravating their (DW) unemployment.

Government Policies, Programmes and Measures

Out of the total DWs, 33% of DWs viewed that the government policies, schemes, and measures are reduced unemployment due to improper implementation of employment generation programs (34.5%) and government initiatives failed due to norms and customs (32%). Thus, the study substantiates that both the HDWs and PHs consider that the policies, measures and initiatives of the government on DW have not reduced DWs unemployment. It gives ways for the marginalization of DW employees as various employment programs have benefited only fewer DW. The rest of their

situation is worsened by norms and customs which restricted the governmental initiatives from reaching them. Therefore, it can be stated that government policies, programs and measures are aggravating their unemployment.

Educational System

The majority of the DWs are opined that there is a defective educational system is the major role of unemployment (85.5%) due to prepares disabled women for white-collar jobs (41.5%) and there is a lack of vocation courses and training (44.5%). Therefore, it is obvious that both the DWs are aware of the standard and quality of life that modern education can bring about. At the same time, they are aware of the present educational system that prepares them to look out for only scarce white-collar jobs. Besides, they also realize that the lack of vocational courses and training in the present educational system is aggravating their unemployment. The educational system fails to ensure the development of technical, vocational and professional skills among DW. Favoritism and backdoor appointments in selecting candidates for various government posts have affected the quality of the educational system as educational institutions have reacted accordingly by becoming more market-oriented, focusing more on creating profits rather than improving the quality of education. This condition has aggravated their unemployment problem since both the educated and uneducated DW lack the skills needed for jobs available. Besides, most of the educated DW are looking for white-collar jobs while the uneducated DW are facing tremendous pressure from the family and society.

Undoubtedly, formal education has stimulated social changes and modernization of the DWs. Despite high literacy rates in the sample areas, the absence of quality education has ended up a gap between the job opportunities that have cropped up as part of growth, development, and potential women employers. There have been few government initiatives to fill the gap. This has created a situation of high unemployment on the one hand and stagnation in the higher education framework on the other hand which continues to aggravate DWs unemployment. The prevailing education system in the sample areas is full of defects as it fails to make any provision for imparting technical and skill-oriented education. Professional guidance and training facilities are inadequate. A huge number of matriculates, under-graduates and graduates are coming out every year increasing the gap between employment opportunities and job seekers among the educated middle class. Thus, the scope of employment has been restricted by the defective system of education in the sample cities.

Industry, Trade Cycle and Business

Out of the total DWs, 72.5% of DWs are revealed that there a lack of industries in the city is the reason for unemployment, 86.5% of DWs felt industries and business are not suitable for DWs, 67.5% of stated that there is an undulation in the trade cycle and business, and 69.5% of felt that the industries in the cities are not functioning well and it is often closed down.

Thus, the study substantiates that there is a lack of industries in the cities. The textile and handloom industries are limited too in the cities. The industries and businesses are not suitable for DWs. Their education has not changed their employment status because various industries demand such education that could supply technicians, managers, clericals, semi-skilled laborers in the industries. The industries that started are often closed down and are not functioning well due to lack of raw material in the cities lack of proper organization, proper guidance for market linkage and financial support. Besides, fluctuation in the markets, the heavy imposition of tax by insurgents and excise duties, business strains makes it difficult for them to travel and give quality time for their business as they are faced with family obligations and household chores. This has affected the trade cycle and business which further aggravates their unemployment.

Thus, the facts and analysis show that population growth; lack of technology in the cities, governmental policies, programs and measures; defective educational system, lack of industries and undulation in trade cycle and business aggravates DWs unemployment. Though, DWs weave shawls, shoulder bags, decorative spears, table mats etc such activity did not ensure full-time employment since weaving is a seasonal activity that almost stops during harvesting months. Again, in the winter months when the festive season starts it worsen the unemployment situation of women who need to spend much of their time on household chores. The practice of weaving has been carried out for generations for domestic purposes but now this has been done for commercial purposes. However, despite the Equal Remuneration Act of 1976, women are paid lower wages, occupy lower-skilled jobs, have less access to skill training and promotion. Employed DWs in the cities occupy stereotyped jobs like that of teachers, nurses, doctors, clerks and typists. Women are also making inroads into predominantly male-oriented occupations like engineering, architecture, police services and management. But cultural barriers that view DWs as 'weaker sex' discriminate against their selection, training and promotion. Moreover, DW has to work doubly hard to prove their worth.

Unemployment and Consequences

Out of the total DWs, 25% of the DWs stated the unemployment's makes DWs dependent on their family, husband and others, 16% of DWs felt limits participation in every aspect of life, reduces the status of DWs (8%), looked after by men so they don't feel humiliated (8%), brings an unpleasant environment at home and outside (7%), hinders the full development of DWs personality (4%), changes the behaviors of the family, friends and neighbors towards DWs (4%) and 18% of DWs opened these all reasons are consequences of the unemployment.

Thus, study undoubtedly indicates that because of their unemployed status both the DWs became more dependent on their family, husband and others. This has limited

their participation and decisions making in the family and outside. It has also reduced their status as they become dependent members who often do not feel humiliated as they are looked after by men. This indicates that women themselves do not feel the need to be employed, to search for a job, or to compete for a job as they know that they will be looked after even if they are not employed. This hinders the development of her personality.

Most of them also feel that their unemployment brings an unpleasant environment at home and outside especially when it comes to asking money for their daily expenses from their parents and husbands and when they are with their friends who are employed. They feel neglected in social gatherings due to their low status and often do not participate in seminars, conferences conducted by various organizations. Most of the welfare policies and programs do not reach them because they are busy with their household chores and also because they do not show any interest as they are frustrated, dejected and have no hope for their improved status. They are psychologically; mentally disturbed therefore, it would be wrong to state that only the male members are mentally disturbed for their unemployment. Unemployment among DWs has serious consequences than men and their unemployment also differs from that of men.

Discrimination against Disabled Women

1. **Discrimination:** Out of the total DWs, 51% DWs facing discrimination most of the time in their family, 34% do not face any type of discrimination with their family members and 15% sometimes. The discrimination is common to all DWs irrespective of age.
2. **Problems faced by DWs due to Disability:** Out of the total DWs, 64% DWs faced problems due to their disability.
3. **Type of Problems faced by DWs:** Out of the total DWs, 58% DWs have faced the problem of incompetent like that people do not consider them that they are not capable of performing like as non-disabled and 17% of DWs ignore them most of the times, and 25% are faced abusing by the non-disabled.
4. **Work Problems faced by DWs:** Out of the total DWs, 55% of faced the physical barrier like non-availability of ramps, stairs, toilets, transportation etc., is the biggest hurdles that DWs are facing daily in their day to day activities, 18% of due to distance, the distance between house to the workplace and 27% of indifferent behaviors of their colleagues at workplaces is another problem that DWs is facing.
5. **Physical Harassment/Abuse against DWs:** Out of the total DWs, 56% of facing physical harassment/abuse in their life of which 44% are not.
6. **Persons Involved in Physical Harassment/Abuse:** Out of the total DWs, 16% of harassed by husband, 13% by their family members, 25% of fiends, 18% of neighbors and 28% by others.

7. ***Protection/Assistance during Physical Harassment/Abuse:*** Out of the total DWs, 54% of DWs are not got protection/assistance in physical harassment/abuse and 46% of DWs have got help in physical harassment by Government and Non-Government Organization.
8. ***The drawback in Socio-Economic Status:*** Out of the total DWs, 34% stated inferiority complex is largely responsible for their less socio-economic development, 22% of lack of education, 18% of lack of awareness, 11% lack of physical ability, and 7% of male domination.
9. **Level of Awareness regarding Government Policies and Programs**
10. ***Level of Awareness about Government Welfare Programs:*** Out of the total DWs, only 47% of DWs who are educated and have some social consciousness only had the awareness about the government welfare programs for DWs, and the remaining 53% were not.
11. ***Level of Awareness about Protection Acts:*** Out of the total DWs, only 20% of DWs aware about the legislation with the highest known to SC/ST Atrocity Act, followed by 18% of about Women Protection Acts, 8% PWD Act, and only 1% aware about the National Trust for Persons with Disability.
12. ***Level of Awareness about Reservations:*** It is observed that 31% of DWs know reservations provided by the Government and 69% of DWs were not.
13. ***Level of Awareness about the Financial Assistance under Kalayna Laxmi Scheme:*** It is found that 91% of DWs are aware of the Kalyana Laxmi Scheme and its financial assistance but they don't know about the financial assistance providing for DWs.
14. ***Level of Awareness of the Financial Assistance under Marriage Incentive Award:*** It is found that only 7% of DWs are aware of the Marriage Incentive Award and the remaining 93% are not.
15. ***Level of Awareness about the Educational Loan:*** It is found that only 20% of DWs are aware of the educational loan and the remaining 80% were not.

Suggestions

The present study has analyzed problems with DWs unemployment. Since the negative attitude of the family and society are major causes of DWs unemployment, HDWs and PHs suggest that they should participate in socio-political activities and expand the democratic ideals of the DWs. DWs should be encouraged to choose the job they want and should be provided with quality education. Parents should be made aware to educate girls. Equal treatment of male and female children should be another area of the campaign. Finally, women should be taught the importance of family planning to let them give more attention to children.

The government should play an important role to provide more employment opportunities to educated DWs. Among the means suggested is allocation of more funds for DWs employment, introducing more cottage and small scale industries, better industrial and vocational training of DW and more educational and vocational institutions. It is also important to check corruption, favoritism and back door appointments. Geographical barriers in the region force women to seek jobs in their locality and discourage them from working outside their area. Therefore the Government, family and voluntary organizations have to take the initiative to encourage women to seek jobs anywhere in India to reduce unemployment. The family should take the first step in educating their children without a gender bias and foster equality. The Government should provide attractive opportunities for women to seek a job anywhere.

Most DW felt that they are not trained in new technologies. So they suggested development and training in technologies to improve their job opportunities. They said that together with starting advanced industries, call centers and malls, they should also get vocational courses based on new technologies and new modes of communication and transportation, computerization and related training, training in new machines and technology. While education alone cannot solve the problem of unemployment, it can at least contribute to reducing the extent of unemployment if its contents and methods are appropriate. The problem could also be minimized if efforts could be made to inculcate positive attitudes towards manual labor amongst people and by providing them vocational and pre-vocational training. The State Government can introduce new programs particularly vocational courses for DW. Most of the DWs pointed out that inefficient teachers and teaching, use of old methods of interaction, and overcrowded classrooms were serious problems. This condition has deteriorated because of poor institutions, unhealthy environment and improper facilities. Education does not seem to ensure the development of technical, vocational and professional skills among disabled girls. They believe that proper education can play a major role in improving employment opportunities. They suggested higher state expenditure on education, especially on vocational and technical courses and infrastructural facilities in educational institutions. Appointment of good quality teachers without political influence and back door appointments can improve educational institutions.

Historically a DW, though central to social or family life, is restricted from enjoying her socio-cultural existence. The story of the HDWs and PHs is no exception. This has resulted in marginalization creating a parochial approach towards DWs productive forces in the socio-cultural arena. This kind of reductionism of DW's existence into just 'supporting role' resists their efforts to find meaning in the socio-cultural environment of the HDWs and PHs families.

As times passed, HDWs and PHs life too has changed but not so much to allow them to stand with men on equal footing in social and economic life. This stigmatization

has contained her from entering the changing employment paradigms of modern times. Besides, the burden of the ever-increasing population has debilitated her ability to gain employment as she is left incompetent due to poor educational status. This serious maladjusted social phenomenon needs to be given the highest priority while considering the cities needing special attention to impact a 'developmental push.'

There has to be a concerted effort from the government, and non-governmental organizations to empower women to improve their sense of identity and dignity to accelerate DWs development in HDWs and PHs families. At the same time, the HDWs and PHs have to strive continuously and consistently to improve their status; and the will power to come out of the shackles of morbid cultural practices and form societies of DW welfare consisting of self-help groups, DW families for small-scale investments and other economically gainful activities.

Frequent awareness camps must be organized to spread awareness about the Central and State Government Programs and the benefits available among the DW.

The Central and State Governments should provide counseling and peer-support for parents, guardians and caretakers to make them understand the greater risk of physical, emotional financial and sexual abuse that disabled girls and DW with disability face in and outside of home/institution.

To include DW in the mainstream movements and to ensure full participation in developmental activities, a positive image in the media and society should be created to increase self-esteem and make strategies to promote the empowerment of DW.

DWs experience adverse physical, mental and sexual violence at a higher rate than other women. It is suggested that frequent remedies against violence and cruelty should be made, and the sensitivity of a DW should be given top priority. All those violating the dignity and self-respect of DW should be dealt with with effective and strict laws and legislations.

DWs need rehabilitation strategies that are relevant to our socio-cultural conditions. There is a need for massive awareness on the rights and needs of DWs as they are the worst hit in our fast-changing world which is yet to see and respect DW for their inherent worth, and not based on images we see in the media and fashion industry.

It is necessary to provide training for different stakeholders including medical professionals, teachers, civil servants, lawyers, employers, and employment officers, local community leaders, to increase their knowledge about disability, to develop skills while working with them and to change their attitudes towards DWs.

The use of information technology and the concept of green technologies in vehicle design and fuel may be the answer to make public transport infrastructure more accessible, safe and more prompt in communicating information to all the users specially DWs.

Conclusion

This study on DWs unemployment was concentrated only on the two DWs: HDWs and PHs of Telangana. A more elaborative study can be conducted with a large sample covering all the DWs in Telangana State. For instance, a study can be conducted to analyze the causes of the slow growth of industry and its impact on DW and their unemployment situations. Furthermore, comparative studies on DWs unemployment may be conducted in other cities of Telangana state.

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