

aari-work 173, 176

## **Index**

cybersecurity 313-314

apparel park 228, 233 dalits 73 balance of worker 68 discrimination 296 banking sector 291, 293 attitudes 87 basic labour rights 141, 151 dishonesty 74 bioscanners 323 division of labour 79, 87 body scanning 313 Ansari household 173 BPO 3, 5 domestic workers 15, 69 dish-washing 70 capital-labour relations 241, 243 labour market 132, 68 labour relations 67, 72 career advancement 292, 300-301 career interruptions 260 work 15, 18 dowries 77-78 caste 45, 72 based stigma and housekeeping 132 gender and other boundaries 72 economic Centre for Women's Development contributions 77 Studies (CWDS) 140 insecurities 76 commodified 70 roles 21, 77 relation 71 education sector 48, 50, 154 stratified labour market 70 educational level 78 communist politics 244 embroidery 172, 177 comparing housekeeping work 131 Employees' State Insurance (ESI) 152, 237 domestic services 131 employer anxieties over sexuality 83 conceptual framework 197, 199 employer perspectives 68 continuum of vulnerability 84-85 employment status and economic criteria for job search 260-262 vulnerability 208



336 Index

employment trajectories 68 homeworking women 164, 180 engendered roles and professional household domain 12 growth 266 household economy 68 environment of prestigious IT firms 135 housekeeping sector 121, 127-128 Human Development in India 231 female work participation rates 140-141 humanities/arts departments 23, 270 Focus Group Discussions (FGDs) 200 hyper-masculinized 328 formal sector 17-18, 24 full time-work 218, 277 implications 21, 274 future career aspirations 275-276 for women workers 324 implicit, intergenerational contract 75 garment industry 6, 195-196 independently 76, 198 gender 195 Indian labour market 4, 195 at work 257, 266 inequalities, 123, 139 discrimination 197-198 persistent 139 equality 291-292 infidelity 82 expectations in the workplace 304 informal/formal nature of labour market homes: burden of house work 141 relations 24, 258, 300 informality of regular salaried workers 52 segregation 7, 296 Information and Communication spaces and women's work 56 Technology (ICT) 256 vulnerability of women 214, 220 informational labour 316 women's employment 291-292 Interviews 68, 123, 296 girhast 179 intra-familial 16, 68 girls as income providers 77 IT sectors 56, 316 IT/BPO jobs 58 hard-talking 74 IT/ITES 18, 123 hartal days 243 National Family Health Survey - III jamadarnis 73 (NFHS-III) 199 job search methods 279 heterogeneity within the socio-cultural environment – varying vulnerabilities 208 kamwali bais 69 hierarchies 72-73 khari 134 high and low-caste 73 Kolkata Metropolitan Corporation high-end activities 56 (KMC) 200, 204 high-end occupations 57 hindrances to career development 259 labour control 228-229, 235 labour market discrimination 54 hiring 7 historical legacy 79 labour home-based workers 57, 164 as an active social agent 231 economic scenario 201, 217 control 228, 235 Kolkata 195 force 42, 46

West Bengal 200

gender, structure and agency 10



Index 337

market discrimination 53-54 organizational structure of the industry market participation 78-79 relations 14 part-time worker 69, 71, 155 response 241, 244 patron-client relation 71 lacemakers 168 post-resettlement 97 live-in workers 71 poverty 79, 88 lokavidya 168 Provident Fund (PF) 121, 237 manufacturing sector 1, 50 Readymade Garment (RMG) 46, 200, marital status 148, 210-211 199 marriage and motherhood 79 recruitment criterion 74 middle class 9, 71 regular salaried workers 48-49, 52 million-plus cities 48, 50 religion 70-71, 74 mohallas 170 residual category 59 respectable femininity 9, 300 Monthly Consumption Expenditure (MPCE) 56 restricted domains 59 Monthly Per Capita Consumption Expenditure (MPCE) 213 safety concerns and anxiety 80 mopping and sweeping 69 salwar kameez 172 securitization of space 25, 312 naka-tikki 173, 176 self-employed worker 69, 100 National Industrial Classification (NIC) sexuality 83, 88 Small and Medium Enterprise (SME) 200 National Sample Survey (NSS) 38, 140, attributes 16, 71 National Sample Survey Organization categories 72, 87 183 cultural 198, 201 NCO Categories 55 hierarchies-gender 72 New Okhla Industrial Development organization 67, 197 Authority 139 reproduction 67, 140, 198 New Urban Economic Spaces 256 structurally 13 NGO report 172 stigmatization 73, 87 non-million plus sites 50 structure of the working day 180 nuclear families 69 subcontracting relations 127 housekeeping work 127 occupation segregation and gender 269 sweeping 69, 70 old Jobs 121 old-age support 75 'tagadar' work, 218 one task-specific worker 71 tikki-sitara 176 one-room accommodation 70 time-use survey 170-171, 181 opportunities of work 258 differentiated choices 258 unemployment 41, 105 overlapping 171, 258 Unpaid Family Worker (UFW) 202



## 338 Index

unrewarding jobs 59 urban labour market 3 encountering the gendered constructs 5 gender and class sensibilities 9 value of women's work 183 vulnerabilities 15, 17, 196 wage-market discrimination 53-54 washerwoman/man 70 women workers 2, 6 micro-profile 141, 148 women and girls 80 and work in Pune and the emergence of housekeeping as a sector 125 as leads and engendered perceptions Body Screeners 212 body screeners in Indian cities 318 employment in the banking sector in India 24, 291 negotiations and resistances 256, 281 securing the city 319 time, women's knowledge 166 work' and the mapping of skill in KN 102

work and space 195
workers
formation of the worker association:
An assessment 243
hiring live-in workers 71
hiring part-time workers 71
home-based workers 57, 164
working conditions 19, 85, 151

zardozi work 176 zenana 174