

An Analysis Of Quality Of Work Life Of Unorganized Workers In Coimbatore City

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Abstract

The labor market of India has been undergoing tremendous transformations, including growth of informal sector activities, deterioration in the quality of employment (in terms of job security, terms and conditions at work), weakening of worker organizations and collective bargaining institutions, marked decline in social security etc. As per a survey carried out by the National Sample Survey Organization (NSSO) in 2007–18, the total employment in the country was of 59.5 crore comprising around 6.2 crore in the organized and the remaining 53.3 crore workers in the unorganized sector. Out of these workers in the unorganized sector, there are 32.7 crore workers employed in agricultural sector, about 4.6 crore in construction work and remaining in manufacturing and service.

Key words: labor market, informal sector and unorganized sector

Introduction

Our Constitution of India provided to all citizens of the country justice- social, economic and political, liberty of thought, expression, belief, faith and worship; as well as equality of status and opportunity irrespective of their caste, creed, status, religion, race, sex and nature of their work. Yet the gap which existed between organized and unorganized sector in our country is very wide which made our system unequal in the eyes of law. In local terms, organized sector or formal sector in India refers to licensed organizations, that is, those who are registered and pay sales tax, income tax, etc. These include the publicly traded companies, incorporated or formally registered entities, corporations, factories, shopping malls, hotels, and large businesses. Unorganized sector, also known as Unorganized sector or own account enterprises, refers to all unlicensed, self-employed or unregistered economic activity such as owner manned general stores, handicrafts and handloom workers, rural traders, farmers, etc. An Unorganized Sector can be defined as the sector where the element of the Organized Sector is absent. In the absence of a more analytical definition, the landscape of the unorganized sector becomes “The unorganized Sector consists of all private enterprises having less than ten total workers, operating on a proprietary or partnership

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basis.” There are different terminologies used to signify the unorganized sector like informal sector, informal economy, and even informal labour which often highlights the most affected part of the sector, namely, the labour. “Informal labour is a labour whose use is not governed either by state regulations or by collective agreements between workers and employers.” Labour market is not homogenous. It is broadly segmented into unorganized and organized, wage earners and self-employed, skilled, semi-skilled and unskilled and so on. Every regulation relating to social security and working conditions has different meaning and implication for every segment.

Unorganized workers (UW) in India have increased many folds post independence. Around 52% of UW's are engaged in agriculture & allied sector and they constitute more than 90% of the labor work force. UW also contributes 50% to GDP (according to National Commission for Enterprises in the Unorganized Sector i.e. NCEUS). So it is of utmost importance to look into the plight of this poverty-stricken and downtrodden class of India. As per "Ministry of Labor and Employment " defined: Unorganized sector means an enterprise owned by individuals or self employed workers and engaged in the production or sale of goods or providing service of any kind whatsoever, and where the enterprise employs workers, the number of such workers is less than ten. “Unorganized worker” (UW) means a home-based worker, self-employed worker or a wage worker in the unorganized sector and includes a worker in the organized sector who is not covered by any Acts mentioned in Schedule II of the Unorganized Workers Social Act 2008.

Statement of the problem

The unorganized workers whom constitute a lion's share of total workforce in India are not fully concerned under social security, labor laws and welfare schemes of the government. The unorganized workers are present in all the sectors and businesses. They work as contract laborers or hired workers in big industries. Their contribution to GDP, employment, foreign exchange earnings is tremendous. But their social and economic conditions are not good. The sector which is a major labor intensive sector is facing hardships and the government schemes to alleviate.

In India 93% of the labour sector lies in the unorganized sectors with most of the farm sector falling under the informal category. The term unorganized labour defined as those workers who have not been able to organize themselves to pursue their common interest due to constraints like casual nature of employment ignorance and illiteracy. They suffer from

cycles of seasonality of employment and Durable Avenue of employment .Their work place is fragmented and scattered. The workers do the same kind of jobs even in different habitations and maybe not work or live together in compact areas. Hence the scope of making a critical enquiry on the station of the workers of unorganized sector and their problem assume great significance.

- **Objectives of the study**

The objectives of the study are;

- To study the Socio – Economic background of the unorganized workers.
- To analysis the problems faced by the unorganized workers.

Hypothesis of the study

H₀₁: The mean ranking of problems faced by unorganized workers does not differ.

H₀₂: The problems faced by the unorganized workers have no significant difference among the respondents based on their demographic profile.

Research Methodology**Source of data**

The study is based on primary data and for which the interview schedule is being used to collect the data.

Sample and Sampling design

The population of the study is the widely spread unorganized working population in the Coimbatore city. A total of 100 respondents have been selected based on the convenient sampling technique, since the samples are chosen based on accessibility.

Analysis and discussion

Table – 1: Demographic profile of the respondents

S. NO.	RESPONDENTS' PARTICULARS		NO. OF RESPONDENTS	PERCENTAGE (%)
1	Gender	Male	68	68
		Female	26	26
		Transgender	06	06
2	Age	18 – 30 years	30	30
		Between 30 and 45 years	44	44

		Between 45 and 60 years	22	22
		Above 60 years	04	04
3	No. of members in the family	Up to 2 members	32	32
		3 members to 5 members	36	36
		Above 5 members	32	32
4	Marital status	Married	68	68
		Unmarried	32	32
5	Monthly Income	Upto 5000 Rs	26	26
		5001 to 10000	34	34
		10001 to 20000	28	28
		More than 20000	12	12
Source: Primary data				

The above table shows that when it comes to gender and age, it is found that 68 % are male and 44 % belong to the age group of 30 to 45 years. Most of the respondents have between 3 and 5 members in the family at 36 % and married who are being 62 %. Finally when it comes to monthly income most respondents at 34% fell under the category of having the income between Rs. 5001 to 10000.

Problems faced by the unorganised workers

Table – 2: Friedman Rank Test	
Problems	Mean Rank
Insufficient labor laws	
No social security	4.36
No guaranteed minimum wages	5.36
Bonded labor	4.87
Poor standard of living	5.95
Low literacy among them	6.19
Low income	3.75
Vulnerable to diseases	5.23

No awareness on savings	6.35
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Source: Primary data

The Friedman rank test states that based on the means core the problem low income has been the high ranked problem and followed by the other problems.

H₀₁: The mean ranking of problems faced by unorganized workers does not differ.

Table – 3: Test Statistics ^a	
N	100
Chi-Square	26.06
df	8
Asymp. Sig.	.000
a. Friedman Test	

Based on the significance level (.000**) of the chi-square (26.06), the null hypothesis is rejected for the analysis. Hence, the mean ranking of problems faced by unorganized workers does not differ.

H₀₂: The problems faced by the unorganized workers have no significant difference among the respondents based on their demographic profile.

Table – 4: Problems of unorganized workers and the demographic classification

S.No	Dependent Variable	Independent Variable	<i>f</i>	Sig. value	Hypothesis
1	Problems	Gender	0.41	.002**	Rejected
2	Problems	Age	1.48	.003**	Rejected
3	Problems	Members	0.03	.005**	Rejected
4	Problems	Marital status	0.23	.035*	Rejected
5	Problems	Monthly income	1.34	.000**	Rejected

Source: Primary data * Significant at 5%. ** Significant at 1%

The above table depicts the analysis of variance between problems of unorganized workers and demographic classification of respondents. It is clear from the table that the hypothesis is rejected for all the demographics and hence concluded that the problems faced by the unorganized workers have significant difference among the respondents based on their demographic profile.

Recommendations

- Benefits like accident relief, natural death compensation, education support for children for higher studies, pension during rainy season should be provided to the unorganized sector workers.
- Both the central and state governments should formulate certain specific schemes to support unorganized workers to meet their real needs and requirements.
- Yet, legislation backed welfare measures (social security measures) have been confined, by and large, to the organized workers. Only 6% per cent of unorganised workers are covered by social security measures .Therefore the social security measures should cover all the unorganized workers to bring overall development in our country.
- The government should motivate unorganized laborers to register their position .Voluntary registration of workers is another method to identify genuine beneficiaries.
- The government should create awareness about the unorganized Workers Welfare Fund and the benefits that can be derived through the welfare schemes operated with the support of the government Fund.

Conclusion

The unorganized sector which includes agricultural sector, construction, fisheries, street vendors, petty service providers, salt pans, domestic work, fireworks industries, beedi industries etc comprises the overwhelming majority of workers in the country. The unorganised workers work under extreme conditions without any proper benefits. Protection and support for the unorganized sector workers is very necessary for both economic and social development. The government laws protecting these workers should be strictly implemented and those who exploit these workers should be punished severely to bring real development.

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