

A STUDY ON CHARACTERISTICS OF UNORGANISED SECTOR LABOUR WITH REFERENCE TO KOLAR DISTRICT, KARNATAKA

K Pushpalatha¹, Dr. A Punnavanam²

¹Research scholar, Bharathiar University, Coimbatore.

²Associate Professor in Commerce, Park's college (Autonomous), Tirupur.

Abstract: The Government of India, through the Ministry of Labor, categorizes the unorganized sector into four categories based on type of occupation, work and social and economic backgrounds, and their nature of services. This division aims to solve the diverse requirements and challenges faced by the laborers, confirm assured policies and support for each group. By recognizing the specific nature of their work and social requirements, the government can draft effective initiatives to uplift this backward section of the workforce.

This model of approach helps in designing the tailored solution and improve the overall living standard of the unorganized Labour in the country. The paper is an attempt to describe the characteristics of the unorganized sector in Kolar district. Small and minor ranchers, landless rural laborers, tenant farmers, anglers, those occupied with animal cultivation, beedi moving, naming and pressing, building and improvement workers, cowhide workers, weavers, craftsman, salt workers, workers in block heaters and stone quarries, workers in block heaters and stone quarries, laborers in saw plants, oil industrial facilities, and soon go under this classification.

The unorganized labor sector encompasses a wide array of occupations, including construction workers, hotel staff, home-based cottage workers, laborers in tanneries, and those involved in timber work. Construction workers work hard tirelessly on building sites, facing tough physical demands and often lacking proper safety measures. Hotel employees, ranging from housekeepers to kitchen staff, work long hours to ensure the comfort of guests, often with limited job security and benefits. Home-based cottage workers engage in various crafts and production activities within the confines of their homes, juggling work responsibilities with domestic duties. Laborers in tanneries handle hazardous materials, posing significant health risks. The disorderly workers are living underneath the base acknowledged principles without sufficient safe house and latrine offices. The low earnings of these workers cannot meet their day-to-day requirements.

Keywords: Ministry of Labour, Unorganized Sector, Kolar District, Disorderly workers.

Introduction:

The disorderly workers are living underneath the base acknowledged principles without sufficient safe house and latrine offices. The low earning of these workers cannot meet with their day-to-day requirements. They too get marriage, bear children, and get old but under these phases of life, they live the same life. They live under unhygienic environment, which results dangerous diseases. They work more than other workers do in the organized sector as they have to play a dual role working both in and outside the home. The government framed many laws to safeguard the interest of the unorganized sector workers and prevent exploitation like the Interstate Migrant Workmen Regulation of Employment and Conditions of Service Act 1979, The Bonded Labor System (Abolition) Act 1976 and Maternity Benefit Act 1961 to ladies laborers in unorganized sector etc. but these laws are not practically and strictly implemented. Many workers in both male and female categories are working in textile showrooms and hotels without any standard support to the workers. They could not get medical facilities in the ESI hospitals, while the serious diseases affected them, as they are not registered under any formal labor union. But their contribution to the development of the economy in India is considerably increasing year by year; however, there is no security to their life in case of accidents in the workplace. So, this study mainly focused on the problems of unorganized sector workers in the Kolar district of Karnataka, they are poor and with lower education by understanding their working conditions and job satisfaction and to find out whether they were satisfied or not. The study will focus on the issues faced by the labor class in the study area and identify the causes for the issues faced by the unorganized sector workers.

Characteristics of Unorganized Sector Workers:

- Low profitability contrasted with formal area,
- Lower wages to laborers,
- Poor working conditions,

- Excessive irregularity of employment,
- Absence of federal retirement aid measures,
- Negation of social norm,
- Poor human capital base (in terms of education, skill and training) as well as lower assembly status of the work power,
- Any viable legitimate activity against it is viewed as a stage of weakening.

Review of Literature:

The Indian and Foreign review of literature on standards of labor class in the unorganized sector gives a nuanced understanding of the distinct challenges and aggressiveness prevalent within the country. These reviews explore local research, policies, and initiatives undertaken by governmental and non-governmental organizations to improve labor standards for the unorganized workforce in the country. These inquiries about socio-economic aspects, cultural considerations, and legal provisions that shape the conditions of laborers in the Indian unorganized sector.

Sarkar, S., Chowdhury, A., Roy, P., & Chowdhur workers, M. (2016).⁵ In their article entitled "Women Workers in Tea Gardens: A Case Study from Sub-Himalayan Regions of West Bengal, India". Women in the Sub-Himalayan regions of West Bengal's tea gardens play a crucial role in family, society, and the overall development of the region. However, the study highlights significant challenges faced by these women in terms of socio-economic status. Despite their contributions to the tea industry, they encounter various obstacles, including limited access to education and opportunities. The findings underscore the importance of addressing these issues, emphasizing the need for education and support to uplift their socio-economic conditions. It is essential to empower these women, providing them with the necessary resources and encouragement to improve their lives and contribute meaningfully to society.

Young, A. T., & Zuleta, H. (2016).⁶ in their article entitled "Golden Rules of Wages". In a neoclassical growth model, labor collectively selects the labour share to maximize the steady- state wage rate. Initially, labour maximizes the wage rate by setting the labour share equal to the output's elasticity concerning labour, representing the competitive outcome. However, when considering organized and unorganized labour types, organized labour can increase its steady- state wage by opting for a higher labour share, impacting unorganized workers, not capital. Additionally, if there's a trade-off between collective bargaining opportunities and skill acquisition, a higher skill premium prompts organized Labour to choose a higher labour share, benefiting organized labour at the expense of skilled workers, not capital. The model also explores scenarios where labour share depends on the collective choice of workers, leading to a trade-off between a larger share of a smaller income pie or a smaller share of a larger income pie,

highlighting the complex dynamics of labour organization strategies.

Bhat, J. A., and Yadav, P. (2017).⁷ In their article entitled "Economic Informal Sector and the Perspective of Informal Workers in India". Examines substantial significant developmental setback for any nation, and India is no exception. India's economy is a diverse tapestry comprising agriculture, handicrafts, a wide array of modern industries, and numerous service sectors, spanning both private and public domains. Despite this economic diversity, both public and private sectors have struggled to keep pace with the growing labor force, leaving a substantial portion of the population unemployed. While the formal sector manages to employ only a fraction of the workforce, the informal or unorganized sector, once viewed as a supplementary employment source, has gained recognition as a viable alternative in today's context. Nevertheless the informal sector grapples with critical challenges such as job security, lack of social safety nets, unstable living conditions, mass migration, the prevalence of child labor, and exploitation of women workers. These concerns within the informal sector are escalating, creating a continuous cycle of issues. This paper examines the specific challenges faced by informal workers in India, focusing on insisting on matters such as migration, the plight of working women in the informal sector, and the persistent problem of child labor. In addition, the study examines the perceptions and issues faced by informal workers, shedding light on the intricate complexities of informal employment in the country.

Foster, J., & Barnetson, B. (2017).⁸ In his article entitled "Who's on Secondary? The Impact of Temporary Foreign Workers on Alberta Construction Employment Patterns". In Alberta, Canada, labor shortages persist due to the province's fluctuating resource-based economy. Historically, interprovincial migrant workers were relied upon during economic booms, but between 2003 and 2013, their availability fell short of demand. To address this, Alberta's construction industry and government aimed to recruit underrepresented groups like women and Indigenous peoples. Simultaneously, the federal government expanded the Temporary Foreign Worker Program (TFWP), allowing employers, particularly in Alberta, to hire more international migrant workers. This study examines employment trends in Alberta's construction sector from 2003 to 2014, focusing on how the influx of temporary foreign workers affected the composition of the labor force, including targeted groups like women, youth, Indigenous peoples, and permanent immigrants. The results reveal a complex scenario where the employment patterns within these groups remained relatively stable despite the rapid influx of temporary foreign workers. However, workers from targeted populations still faced precarious employment, indicating they serve as a secondary labor source for construction employers in the

province.

Kumari, R. (2017).⁹ In his article entitled “Role of government schemes in migration of agricultural laborers and their social and economic problems”. Despite their relentless efforts, agricultural laborers in India have struggled for improved social and economic status even after years of independence. Agriculture holds immense importance, contributing significantly to the national income and employment. However, the sector's contribution to India's income has steadily declined since the early 20th century. In specific regions like Bihar's Bhagalpur district, agricultural laborers face challenges due to seasonal work dependence on monsoons, leading to migration in search of employment. These laborers, often illiterate, lack access to essential rights and face financial struggles, emphasizing the urgent need for separate laws to address their unique challenges in the unorganized sector.

Statement of the problem:

The workers in unorganized sectors do not get regular employment. Likewise, the wages fixed to them is not adequate to the work extracted from them. On many occasions the employer exploits them by giving more workload. Financially they face a number of problems in their family. The workplace, working conditions, and approaches of the employers are invariably varied from employer to employer, the unorganized sector workers are in a position to adjust with all the untoward incidents. They do not have a registered labor union to avail the benefits provided by the government. To resource the money to the family, the people are engaged in various activities and get the money to meet the family commitments. Due to various reasons, their income generated by the unorganized sector workers is not sufficient to bring the family into a better position. The unorganized sector workers could not send their wards to higher education. They could not arrange the marriage to the children in a satisfactory manner as like other workers and people due to the shortage of money. Their social status is very normal. Apart from these, COVID-19 is also a very serious cause of the deterioration of the standard of living of the labor class throughout the world especially in Kolar district of Karnataka.

Objectives of the Study:

1. Assessing respondents' contentment regarding their income and living standards derived from their work.
2. Identifying challenges confronted by workers in the unorganized sector within Kolar District.
3. Providing recommendations to enhance the well-being of laborers in unorganized sectors, catering to their specific needs.

Research Methodology

This Paper Uses Primary Data as questionnaire and Chai Square as tool to prove Developed hypothesis. with 50 respondents

Limitations of the Study:

1. The data was collected from the workers in the unorganized sector in the Kolar district only. Therefore, findings cannot be generalized.
2. The findings were made, based on the information provided by the respondents and it is assumed true.

Data Analysis and Interpretation:

**Table No.1
Gender and Level of Perception on Social Status of Employees – Chi-Square Test**

In order to find the relationship between gender of the respondents and level of perception on social status of the employees, the following hypothesis is framed and a chi-square test is used and the result of the test is shown in the following table.

H0: There is no relationship between the gender of the respondents and level of perception on social Status.

H1: There is relationship between the gender of the respondents and level of perception on social status

Factor	Calculated value χ^2	Table value	DF	Remarks
Gender	18.059	15.507	8	Significant

Source: Primary Source

The above table reveals that the calculated chi-square value (18.059) is bigger than the table value (15.507) for 8 levels of opportunity and the outcome is huge at 5% degree of importance. Hence, the hypothesis gender of the respondents and their response regarding the opinion about social status of the respondents are closely linked. From the analysis, it is concluded that there is

a relationship between the gender of the respondents and their response regarding the opinion about the social status. **Thus, alternative hypothesis is accepted. Consequently, null hypothesis is rejected.**

Table No. 2
Marital status and Level of Perception on Approaches of the Co-Worker - Chi-Square Test

In order to find the relationship between marital status of the respondents and level of perception on Approaches of The Co-Worker, the following hypothesis is framed and a chi- square test is used and the result of the test is shown in the following table.

H₀: There is no relationship between the marital status of the respondents and level of perception on Approaches of The Co-Worker

H₁: There is a relationship between the marital status of the respondents and level of perception on Approaches of The Co-Worker.

Factor	Calculated value χ^2	Table value	DF	Remarks
Marital status	14.625	21.026	12	Not Significant

Source:

Primary Source

The above table reveals that the chi-square value (14.625) is smaller than the table value (21.026) for 12 degrees of freedom and the result is not significant at 5% level of significance. Hence, the marital status of the respondents and their response regarding the opinion about approaches of the co-worker is related. It is inferred that there is a connection between the conjugal status of the respondents and their reaction with respect to the assessment on the inspiration. **Thus, alternative hypothesis is accepted. Consequently, null hypothesis is rejected**

Table No.3
Marital status and Level of Perception on skill development programme - Chi-Square Test

In order to find the relationship between Material status of the respondents and level of perception on the skill development programme, the following hypothesis is framed and a chi- square test is used and the result of the test is shown in the following table.

H₀: There is no relationship between the marital status of the respondents and level of perception on the skill development programme.

H₁: There is relationship between the marital status of the respondents and level of perception the skill development programme

Factor	Calculated value χ^2	Table value	DF	Remarks
Marital status	14.548	21.026	12	Not Significant

Source: Primary Source

The above table reveals that the calculated chi-square value (14.548) is lower than the table value (21.026) for 12 degrees of freedom and the result is not significant at 5% level of significance. Hence, the marital status of the respondents and their response regarding the opinion about skill development are not closely linked. From the analysis, it is concluded that there is no relationship between the marital status of the respondents and their response regarding the opinion about the skill development. **Thus, null hypothesis is accepted. Consequently, alternative hypothesis is rejected.**

Table No. 4
Educational qualification and Level of Opinion on cleanliness of lavatory- Chi-Square Test

In order to find the relationship between educational qualification of the respondents and level of perception on the cleanliness of lavatory, the following hypothesis is framed and a chi-square test is used and the result of the test is shown in the following table.

H₀: There is no relationship between the educational qualification of the respondents and level of perception on the cleanliness of lavatory.

H₁: There is a relationship between the educational qualification of the respondents and the level of perception of the cleanliness of the lavatory.

Factor	Calculated value χ^2	Table value	DF	Remarks
Educational qualification	14.548	21.026	12	Not Significant

Source: Primary Source

The above table reveals that the calculated chi-square value (14.548) is lower than the table value (21.026) for 12 degrees of freedom and the result is not significant at 5% level of significance. Hence, the hypothesis marital status of the respondents and their response regarding the opinion about skill development are not closely linked. From the analysis, it is concluded that there is no relationship between the marital status of the respondents and their response regarding the opinion about the skill development. **Thus, null hypothesis is accepted. Consequently, alternative hypothesis is rejected.**

Table No: 5
Nature of Work and Income of The Respondents – Chi-square test

In order to identify the relationship between nature of work and income earned by the employees working in the unorganized sector. The following hypothesis is framed and the chi-square table is presented as under.

H₀: There is no association between the respondents based on the nature of work and their opinion about the income.

H₁: There is a close association between the respondents based on the nature of work and their opinion about the income

Factor	Calculated Value of χ^2	D.o.F	Table Value	Remarks
Nature of work	110.067	20	31.410	Significant

Source: Primary Source

As the calculated value of chi-square is greater than the table value for 20 degrees of freedom at 5% level of significance is rejected. Hence, it is concluded that there is a close linkage between the nature of work of the respondents and their income generated from the work. **Thus, alternative hypothesis is accepted. Consequently, null hypothesis is rejected.**

Table no 6
Nature of work and satisfaction on increment of wages- Chi-square Test

In order to identify the relationship between nature of work and satisfaction on increment of wages by the employees working in unorganized sector, the following hypothesis is framed and chi-square table is presented as under

H₀: There is no Association between the respondents based on the nature of work and their satisfaction about the increment of wages

H₁: There is a close Association between the respondents based on the nature of work and their satisfaction about the increment of wages

Factor	Calculated Value	D.o.F	Table Value	Remarks
Nature of Work	30.397	20	31.410	Not Significant

Source: Primary Source

As the calculated value of chi-square is smaller than the table value for 20 degrees of freedom at 5% level of significance, the null hypothesis is accepted. Hence, it is concluded that there is no linkage between the experience of the respondents and their satisfaction about the increment of wages. **Thus, null hypothesis is accepted. Consequently, alternative hypothesis is rejected.**

Findings and Suggestions

1. There is relationship between the gender of the respondents and level of perception on social status
2. There is a relationship between the marital status of the respondents and level of perception on Approaches of The Co-Worker.
3. There is no relationship between the marital status of the respondents and level of perception on the skill development program.
4. There is no relationship between the educational qualification of the respondents and level of perception on the cleanliness of lavatory.
5. There is a close association between the respondents based on the nature of work and their opinion about the income
6. There is no Association between the respondents based on the nature of work and their satisfaction about the increment of wages.

Conclusion:

Due to the currently prevailing poor conditions of the workers working in the unorganized manufacturing sector, their welfare should be adequately addressed by the government. Any social security scheme along with providing for the contingencies of life should also be capability enhancing. Moreover, such facilities should be sustainable in nature. As in the majority of the enterprises the workers are poor and the enterprises too have very low levels of value addition, the tripartite arrangement among workers, employers and the government may not work, therefore the welfare schemes of these workers should be mainly contributed by the government. However, the role and contribution by the government would always be very important; yet, the workers can also contribute these, wherever the earnings are comparatively higher. The participation of the NGOs should also be encouraged. These organizations prove to be more helpful in identifying and organizing the deserving workers as they have more information about the sector and region- specific problems and needs of the workers working in the unorganized sector. Lastly, since this particular sector is providing employment to an increasing number of workers, their specific needs at the workplace must also be addressed.

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