

An Analytical Study of Disparities in Workers Wage and Satisfaction Level of Working Labour Force in Unorganized Sector

(With References to Bilaspur Urban Sector of Bilaspur District in Chhattisgarh State)



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Abstract

Unorganized or Informal sector is the most Important for Indian Economy. About 50 percent of National product and Almost 92 percent are accounted for by the Informal Economy. Informal sectors workers the Economic-Socio conditions are very weak, and the income level, employment, purchasing power, saving, education and health conditions are very low. And Disparities in male and female workers wage, and they are not satisfied in income and employment. The subject issues is challenging for our society and country.

Keywords: Workers Wage, Satisfaction Level, Unorganized Sector.

Introduction

According to The National Commission for Enterprises in the unorganized sector (NCEUS) " Unorganized workers consist of those working in the unorganized enterprises or households,excluding regular workers with social security benefits and the workers in the informal sector without any employment / social security benefits provided by the employers."

However a distinction has been made by the NCEUS in organised sector/ unorganised sector, employment and organised and unorganised workers. Informal sector workers Economic and socio conditions are very weak. And they are not able to fulfil even its basic necessities of life.

Objectives of the Research Study-

1. To study the Socio-Economic status of the working Labour Force in Unorganized Sector.
2. To study the income, employment and propensity to consume of the working Labour force in Unorganized Sector.
3. To study the satisfaction Level of working Labour Force in Unorganized Sector.
4. To render suggestions for Improvement in Living standard of working Labour Force in Unorganized Sector.

Table No- 01
Disparities in Male and Female Wage (Building Construction Workers)

Wage Level (in Rs.)	Agriculture and Allied sector (Before)		Non-Agriculture Sector (After)		Ratio of Female Wage Rate to Male Wage Rate		Ratio of Agriculture to Non-Agriculture Wage
	Male	Female	Male	Female	Agriculture and Allied Sector	Non-Agriculture Sector	
50-100	7	33	0	1	0.68	0.65	0.66
100-150	23	32	1	33			
150-200	20	0	14	31			
200-250	3	0	25	0			
250-300	2	0	12	0			
300-350	0	0	3	0			
Total	55	65	55	65			
Average Wage Rate (in Rs.)	Rs. 148	Rs. 100	Rs. 227	Rs. 148			

Source :- Field Survey conducted during, Summer, Rainy & winter seasons of year 2014-2015 in BILASPIR CITY .

Building Construction Workers

The Disparities in male and female average wage rate on the daily basis is mentioned in table 5.4. It is to be noted here that prior to the building construction work, out of 120 building construction workers, majority of them 65 are female and 55 male. There are non- agricultural sectors wage rate Rs 148 of female and Rs 227 male per day in year-2014-2015 but wage level of agricultural workers

was as low as Rs 100 female and Rs148 male on daily basis per day. The non – agricultural wage rates are about 1.53 times that of agricultural wage. Gender disparity is 0.65 ratio of female wage rate to male wage rate in non – agricultural sector but 0.68 ratio of female wage rate to male wage rate in agricultural sector and 0.66 ratio of agricultural to non- agricultural sector.

Table No :- 02 Satisfaction level of the Labour

Type of Economic Activities	Percentage of Satisfaction Level			No. of workers
	0-50	51 - 75	Above 75	
Auto Driver	90	8	2	100
	90%	8%	2%	
Vegetable Vendors	73	6	1	80
	91%	8%	1%	
Building Construction Workers	109	9	2	120
	90%	8%	2%	

Source :- Field Survey conducted during, Summer, Rainy & winter seasons of year 2014-2015 .

Auto Drivers

In the table 5.8 the satisfaction level of auto drivers has been mentioned that out of 100 Auto drivers, 90% of them are at the range of (0-50), satisfaction level while 8% of them are at the range of (51-75) satisfaction level and 2% of them are 75 and above satisfaction level.

Vegetable Sellers

In the table 5.8 the satisfaction level of vegetable sellers has been mentioned that out of 80 vegetable sellers, 91% of them are at the range of (0-50), 8% of them are at the range of (51-75) satisfaction level and 1% of them are 75 and above satisfaction level.

Building Construction Workers

In the table 5.8 the satisfaction level of auto drivers has been mentioned that out of 120 building construction workers, 90% of them are at the range of (0-50), satisfaction level while 8% of them are at the range of (51-75) satisfaction level and 2% of them are 75 and above satisfaction level.

According to the above table, it has been observed that out of the 300 respondents 90% of the workers have been at the range of (0-50) satisfaction

level, whereas 8% of the workers are placed at the range of (51-75) satisfaction level and 2% of the workers are 75% and above satisfaction level. It is clear from the data given above that the majority of the workers are not satisfied with the working system in the unorganized sector. The workers are harassed and also forced to face different types of difficulties and problems during the work.

Conclusion

1. Wage income of unorganized sector is more than the organized sector. The government has made many types of facilities like fixed salary, allowances and social security for the workers engaged in organized sectors, but there is no provision for any kind of above facilities for the workers in the unorganized sector.
2. Unorganized sector does not have the necessary facilities in working place like that of education, health, house, rest house, drinking water, light and toilet etc.
3. There is a lack of employment in the unorganized sector, often workers are employed in agriculture and non agriculture sector, due to low wage rates in the sector, they have migrated in urban sector

- to village area in search of work, their socio-economic condition is very poor.
4. Most workers do not have toilets in their houses, they defecate in open spaces.
 5. More hours are taken from the workers for the works, the is nominal resting time along with their lunch break.
 6. The income and saving level is low due to low wage rate of the workers, but due to the large size of the family, they are unable to fulfill the basic requirements of the family, because their consumption level is more.
 7. Mostly workers are not satisfied about the working system in unorganized sector with educational level, health facilities, employment, income, expenditure, savings and work place.
 8. Almost 92 percent of work force and about 50 percent of the national products are accounted for by the informal economy.
 9. Out of 300 workers, the average 18 working days of non- agricultural sector but only 13 working days were in agricultural and allied sector. So the non-agricultural working days is More than the agricultural and allied sector. Thus, the Employment days of workers from non – agricultural sector obviously has been increased, compare to the agriculture and allied sectors.
 10. The Disparities in male and female average wage rate on the daily basis in agricultural and non-agricultural sector. It is to be noted here that prior to the building construction work, out of 120 building construction workers, majority of them 65 are female and 55 male. There are non-agricultural sectors wage rage Rs 148 of female and Rs 227 male per day in year-2014-2015 but wage level of agricultural workers was as low as Rs 100 female and Rs148 male on daily basis per day. The non – agricultural wage rates are about 1.53 times that of agricultural wage. Gender disparity is 0.65 ratio of female wage rate to male wage rate in non – agricultural sector but 0.68 ratio of female wage rate to male wage rate in agricultural and allied sector. And 0.66 ratio of agricultural to non- agricultural sector.
 11. It has been observed that out of the 300 respondents 90% of the workers have been at the range of (0-50) satisfaction level, whereas 8% of the workers are placed at the range of (51-75) satisfaction level and 2% of the workers are 75% and above satisfaction level. It is clear from the data given above that the majority of the workers are not satisfied with the working system in the unorganized sector. The workers are harassed and also forced to face different types of difficulties and problems during the work.

Suggestion

1. Eight hours working a day with half an hour break.
2. National minimum wage in the unorganized sector should be covered by the maximum wages act.
3. Piece rate wage is equal to time rate wage.
4. Women workers to be paid at par with men.
5. Right of unorganized workers to organize.
6. Safety equipment and compensation for accident.
7. Protection from sexual harassment.
8. Provision of child care and basic amenities, health, Insurance, old age security.
9. Regular and decent work for all.
10. Improving the employability through skill development.
11. The economic and social conditions of the working labour force in the unorganized sector are miserable hence to improve their conditions following the suggestions mentioned below.
12. To encourage the working labour force in the agriculture sector to get into the other sectors like industries business transport communication market etc. because the wage rate in the primary sector is comparatively less than the other sectors.
13. There should be constitutional provision for social security for the working labour force in unorganized sector, initiated by the government, which is not there in the sector at present.
14. To enhance the working skills and productivity of such laborers, there should be emphasis on education, health and skill training programmes.

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