

**UNORGANIZED LABOUR MARKET OF ASSAM:
A COMPARATIVE STUDY OF SIVASAGAR AND DIBRUGARH DISTRICTS.**

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**By
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DECLARATION

I, Sri Dina Gogoi, bearing Ph.D registration No.548/2014, hereby declare that the subject matter of the thesis **“Unorganized Labour Market of Assam: A Comparative Study of Sivasagar and Dibrugarh Districts”** is the record of work done by me, and that the contents of this thesis did not form the basis of the award of any previous degree to me, or to the best of my knowledge to anybody else. Further, the thesis has not been submitted by me for any degree in any other University/Institute.

This is being submitted to Nagaland University in partial fulfillment for Degree of Doctor of philosophy in Economics.

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ABBREVIATIONS

BPL	Below Poverty Line
CAGR	Compound Annual Growth Rate
CSO	Central Statistical Organization
DES	Directorate of Economics and Statistics
DGET	Director General of Employment and Training
DLG	De Laas Gul
EUS	Employment-Unemployment Survey
EWS	Economically Weaker Sections
GDP	Gross Domestic Product
GOI	Government of India
GSDP	Gross State Domestic Product
IAMR	Institute of Applied Man Power Research
ICLS	International Conference of Labour Statistician
ILO	International Labour Organization
IMR	Infant Mortality Rate
IQ	Intelligent Quotient
JNU	Jawahar Lal Nehru University
LFPR	Labour Force Participation Rate
MMR	Maternal Mortality Rate
MOBC	More Other Backward Class
MoSPI	Ministry of Statistics and Programme Implementation
NCEUS	National Commission for Enterprises in the Unorganized Sector

NCL	National Commission on Labour
NDP	Net Domestic Product
NER	North Eastern Region
NGO	Non Government Organization
NSDP	Net State Domestic Product
NSSO	National Sample Survey Organization
OBC	Other Backward Class
OECD	Organisation for Economic Co-operation and Development
PE	Provisional Estimates
PLFS	Periodic Labour Force Survey
PS	Principal Status
QE	Quick Estimates
SC	Schedule Caste
SDG	Sustainable Development Goals
SS	Subsidiary Status
SSA	Sarva Siksha Abhijan
ST	Schedule Tribe
UNCRC	United Nations Conventions on the Rights of the Child
UNDP	United Nations Development Programme
UNICEF	United Nations International Children's Emergency Fund
UNO	United Nations Organization
UR	Unemployment Rate
WPR	Work Participation Rate

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CHAPTER – I
INTRODUCTION

CHAPTER – I

INTRODUCTION

1.1 INTRODUCTION

Unorganized labour force plays a pivotal role in Indian economy. Indian labour market is characterized by predominance of unorganized labourers, where more than 90 per cent of its workforce is under unorganized sector and it contributes about 50 per cent of the national product¹. Out of total 500 million India's work force, 450 million is in informal sector which constituted about 90% of its total work force². As such, the unorganized sector is now recognised as 'backbone' of Indian economy and 'engine of growth'^{3&4}. During the last two decades, the Indian economy has witnessed high growth rate of unorganized sector due to 'informalization of most of the formal sector.' In India, the unorganized sector and informal sector are used interchangeably⁵.

Assam is one of the relatively underdeveloped states of India, where a vast majority of work force are working under unorganized sector and most of them are poverty-stricken and thus highly vulnerable. As similar to National level, more than 90% of total workforce is engaged in informal sector in Assam⁶. In the State, the informal sector involves different types of activities and workers including self employed cultivators, agricultural labourers, home-based workers, labour on construction sites, labour on mining and quarrying, self-employed in businesses, street vendors,

¹ Ministry of Labour & Employment, Govt. of India (2013-14). Report on Employment in Informal Sector and Conditions of Informal Employment, Labour Bureau, Chandigarh, pp – 1.

² Sharma, Y. S. ; National database of workers in informal sector in the works, The Economic Times, New Delhi, 19th Jan, 2020.

³ Kumari, N. & Many, J.N. (2017). Prevalence of Girls Working in Unorganized Sector of Lucknow District, International Journal of Current Research, Vol. 9 , Issue 12, pp – 62246 – 62248.

⁴ Muthusamy, A. & Ibrahim, M.S. (2016). Problem faced by Informal Workers in different Sectors of India, Indian Journal of Applied Research, Vol. 6, Issue 4, pp – 39.

⁵ National Commission for Enterprises in the Unorganised Sector (2007). Report on Conditions of Work and Promotion of Livelihoods in the Unorganised Sector, New Delhi – 110001, website: nceuis.nic.in

⁶ Saikia, K. (2019). Impact of Socio Economic Factors on Women Work force Participation in Informal Sector of Assam, International Journal of Recent Technology and Engineering, Vol. 8, Issue-2S11, pp – 4015.

domestic worker, handicrafts, khadi, labourers related to hospitality sector etc. The Report of Commission for Enterprises in the Unorganized Sector (NCEUS) in 2013-14 stated that 90.2% of the total workers in Assam are under unorganized sector and only 9.8% in organized sector.

(i) Labour as an Innovative Factor of Production:

Labour is a vital means for every productive activity and most innovatively mobilized factor of production, which again benefit from the other factors of production. Labour enters the production process from the supply as well as the demand sides. The focal point for both aspects is higher productivity because it is through higher productivity that higher real wages can be brought down and higher demand for products can be generated, which would lead to further growth. The role of labour has to be perceived in this broad perspective.⁷

Labour is usually defined as the aggregate of all human physical and mental efforts for creation of goods and services. Again labour market is defined as an organization where the workers are getting paid works, employer's getting willing workers and wherein wage rates are determined in the process of bargaining between workers and employers.⁸ But, the latter one always tries to exploit the former and enjoys the stronger position in the bargaining process of wage determination. Currently, the trade unions are playing a pivotal role to protect the interest of workers. Although the trade unions have succeeded to some extent, the position of labourers in India has not improved satisfactorily.

Mahatma Gandhi on Labourers had rightly mentioned that "The labourer has to realize that labour is also a form of capital. As soon as labourers are properly educated and organized and they realize their strength, no amount of capital can subdue them. Organized and enlightened labour can dictate its own terms. It is no use vowing vengeance against a party because we are weak. We have to

⁷ Marippan. K (2011). Employment Policy and Labour welfare in India, New Century Publications, New Delhi. p-36.

⁸ BD, Business Dictionary (2013). <http://www.businessdictionary.com/definition/labor-economics.html>, Retrieved on 3rd March, 2013.

get strong. Strong hearts, enlightened minds and willing hands can brave all odds and remove all obstacles.”⁹

The Labour Force Participation Rates (LFPR), Work Participation Rate (WPR) and Unemployment Rate (UR) are the major indicators generally being used to assess labour market conditions. The LFPR is obtained by dividing the number of persons in the labour force with total population. WPR, on the other hand, is obtained by dividing the number of persons in the workforce with total population. The unemployment rate is obtained by dividing the number of those unemployed with the total number of persons in the labour force.¹⁰ Labour force of a country comprises of people ages 15 year and older who meet the International Labour Organisation’s (ILO) definition of the economically active population.¹¹

(ii) Organized and Unorganized Sectors:

Labourers are generally divided into two broad categories by sector *viz.*, organized and unorganized sector labourers. Generally, the organized sector is defined as “such economic activities those are under central, state or local governments and activities carried out by corporate enterprises with certainty of income, availability of proper social security benefits and well unionization among the workers.”¹² But the size of organized sector is comparatively smaller than unorganized sector and thus the dominance of unorganized sector is prevalent in the world economy.

The concept of “Informal or Unorganized Sector” was first used in the Socio-anthropologist studies during 1950’s¹³. The significance of informal sector labourers in the process of development of an economy was highlighted by Arthur Lewis in 1954¹⁴. The clear concept of “Informal or

⁹ Extract from a speech at a meeting of village workers, 23 Feb., 1935, ed. by Mukharjee, R. “The Penguin Gandhi Reader”.

¹⁰ Marippan. K. op. cit. p-11.

¹¹ ILO. Definition/population – www.ilo.org/active-occupe-bit.htm.

¹² Estelar. <https://shodhganga.inflibnet.ac.in/bitstream/10603/203518/2/chapter%201.pdf>, Retrieved ,9th Jun, 2018.

¹³ Bhatt, M. (2017). Study on the Awareness and its Implications about Women Workers in Selected Areas of Uttrakhand, Ph.D. thesis submit to Kumaun University, Nainital.

¹⁴ Lewis, W.A. (1954). “Economic Development with limited supply of Labourers, The Manchester School of Economics and Social Studies, Vol. 22, No.4.

Unorganized Sector” owes to the British anthropologist Keith Hart’s study in Ghana¹⁵. The concept of informal sector was introduced into international usage by International Labour Organization (ILO) in its Kenya Mission in 1972. Prior to the ILO Kenya Mission, Keith Hart in his study “Informal Income Opportunities and Urban Employment in Ghana” discussed the working of the informal sector in the context of third world developing countries. Following these, significant studies started to emerge with the prime focus on the informal/unorganized sector in the less developed and transition countries, where the influence of this sector is found to be much more significant than in any other countries.

The first National Commission on Labour (1969)¹⁶ stated that unorganized labour is a group of workers who cannot be identified by a definition but could be described as those who have not been able to organize in pursuit of a common objective because of constraints such as, (a) casual nature of employment, (b) ignorance and illiteracy, (c) small size of establishments with low capital investment per person employed, (d) scattered nature of establishment and (e) superior strength of the employer operating singly and or in combination.

The International Labour Organization (ILO, 1972)¹⁷ defined informal sector as a “way of doing things characterized by (a) ease of entry, (b) reliance on indigenous resources, (c) family ownership, (d) small scale operation (e) labour intensive and adaptive technology, (f) skills acquired outside of the formal sector, (g) unregulated and competitive markets”. The 17th International Conference of Labour Statistician (ICLS)¹⁸ in 2003 defined unorganized or informal workers as “employees who are considered to have informal jobs if their employment relationship is, in law or in practice, not subject to labour legislation, income taxation, social protection or entitlement to certain employment benefits such as advance notice of dismissal, severances of pay, paid annual or sick leave, etc.

¹⁵ Hart, K. Johnt (1973). “Informal Income Opportunities and Urban Employment in Ghana, 10, Journal of Modern African Studies, Pg-61-89.

¹⁶. Government of India (1969). Report of National Commission of Labour, New Delhi, Pg-417.

¹⁷. The International Labour Organization (ILO, 1972). Kenya Mission Report, Geneva

¹⁸ ILO (2003). The Seventeenth International Conference of Labour Statisticians (ICLS), Geneva, from 24th November to 3rd December, 2003.

According to National Commission for Enterprises in the Unorganized Sector (NCEUS)¹⁹ “unorganized sector consists of all unincorporated private enterprises owned by individuals or households engaged in the sale and production of goods and services operated on a proprietary or partnership basis and with less than ten total workers”. Again, NECUS defined unorganized sector workers as “Unorganized workers consist of those working in the unorganized sector or households, excluding regular workers with social security benefits, and the workers in the formal sector without any employment and social security benefits provided by the employers”.

According to Unorganized Sector Workers’ Social Security Act (Govt. of India), 2008 “Unorganized Sector means an enterprise owned by individuals or self employed workers and engaged in 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. Under this act the unorganized sector workers are defined as “the home-based, self-employed and wage workers those are working in unorganized sector without covering any social security act”.

Hard Lubell (1978)²⁰ defined informal sector on the basis of its large size as “informal sector is like a giraffe; it is hard to describe, but you know one when you see one”. According to ILO-2000²¹, the distinguishing features of the informal sector on the basis of their mode of production and economic activity are as follows:

1. Low level of organization; small in scale usually employing fewer than ten workers and often from the immediate family;
2. Heterogeneity in activities;
3. Easier entry and exit than in the formal sector;
4. Usually minimal capital investment; little or no division between labour and capital;
5. Mostly labour intensive work, requiring low-level skills; there is usually no formal training as workers learn on the job;

¹⁹ NECUS (2007). op.cit.

²⁰ Lubell, H. (1978). “Urban Development and Empowerment, Prospect for Calcutta, IJLE, Vol.37, No.2.

²¹ Srivastava, A. & Marwaha, A. (2019). Contribution of Informal Sector to Indian Economy: Potential and Challenges, [https://www.slideshare.net/Amarwaha/contribution-of-informal-sector-to-indian](https://www.slideshare.net/Amarwaha/contribution-of-informal-sector-to-indian-economy-copy) economy-copy.

6. Labour relations based on casual employment and or social relationships as opposed to formal contracts; employer and employee relationship is often unwritten and informal with little or no rights;
7. Due to their isolation and invisibility, workers in the informal sector are often largely unaware of their rights, cannot organize them and have little negotiating power with their employers and intermediaries.

Commenting on the rigidities of labour laws in India, Economic Survey 2005-06, observed, Indian labour market is characterized by a sharp dichotomy. A large number of establishments in the unorganized sector remain outside formal regulations, while the organized sector has been regulated fairly stringently. It can be reasonably argued that the organized sector has been provided too much security for too long, while the unorganized sector has provided to little too many.²²

Last few decades have witnessed persistence increase of unorganized sector labourers around the world. The increasing rate of unorganized labourer force is common and high in developing and under developed countries than developed countries. Out of total labour force of this globe 61.2% are under unorganized sector.²³ As per ILO Report, 2018 the presence of unorganized sector labourers in different countries of world over are found highest in Africa with 85.5%, followed by Arab States (68.6%), Asia and Pacific countries (68.2%), Americas (40%) and Europe and Central Asia (25.1%)²⁴.

The labour force of India is estimated to be 465.8 million in the year 2015 by adding 4.75 million people in the labour force of the country per year²⁵. Of these, 354.06 million are male and 107.59 million are female with 75.0% of male work participation rate and only 23.7% of female work participation rate. The Report of Commission for Enterprises in the Unorganized Sector (NCEUS) in 2013-14 stated that contribution of unorganized sector to India's GDP is about 50%.

²² Marippan. K. Op. Cit. p-88.

²³ Panner, S (2019). Health, Safety and Well-being of Workers in the informal sector in India, Singapore, Springer.

²⁴ ILO (2018). Press Release on Informal Economy, 30th April.

²⁵ [Labour Bureau Report on Employment & Unemployment Survey, 2013-14](#), GoI, (pg: 24, 25).

(iii) Women in Labour Force:

As per the UNO (1995)²⁶, women constituted one-half of the total world's population, performs 2/3rd of the world's work and market over 3/5th of the world's food. Moreover, women represent 3/5th of the world's total literates and occupy 1/10th of the world's income and less than 1/100th of the World's property. In the national scenario, out of the total 397 million workers, 123.9 million are women. Of these, roughly 106 million women work in rural areas and the remaining 18 million work in urban areas. Further 96% of the women workers are in the unorganized sector. So, men receive the major share of income and recognition for their economic contribution, while most of women's work remains unpaid, unrecognized and undervalued.

Overall in India, the female work participation rate has increased from 19.7% in 1981 to 25.7% in 2001. In the rural areas, it has increased from 23.1% to 31% and in the urban areas from 8.3% to 11.6%. The female work participation rate of the country has decreased to 25.51% in 2011²⁷. In rural areas it has decreased to 30.02% but in urban areas increased to 15.44%. Further, out of total 205.3 million women labour force in India, 195 million are in unorganized sector which comprised 95% of total women work force in India²⁸.

(iv) Child Labour in unorganized sector:

Child Labour is considering as a practice of exploitative and prohibitive across the world through legal entities²⁹. Employers interested on child labour as it supplies cheapest uncomplaining labour force. The exploitation structure, lopsided development, iniquitous resource ownership with its correlation of large scale unemployment and abject poverty are leading to increased child labour in India day by day³⁰. As child labour is punishable offence all over the world, the question doesn't arise for covering this vulnerable section of workforce through social security benefits who toils

²⁶ UNO (1995). Statistical Book on Women, New York.

²⁷ Population Census of India, 2011.

²⁸ Deloitte Report on Empowering Women & Girls' Revolution, 2019.

²⁹ Agarwal, A. (2013). Child Labour in India. Indian Labour Journal, 54(11), pp - 1099.

³⁰ Rawat, D., Srivastav, V. and Vikram, S. titled (2020). Status of Child Labour in India: Problems and Challenges, International Journal of Research and Review, Vol. 7, Issue 3, pp – 73.

frequently, abuse their rights in work place and loss their freedom in childhood. From such consequences it is inevitable that child labour is purely a segment of unorganized sector labour force.

International Labour Organisation (ILO)³¹ states that child labour may be defined in different ways and different definitions yield different estimates of child labour. According to ILO, children adolescents who participate in work that does not affect their health and personal development or interfere with their schooling, is not child labour; rather it may generally be regarded as being something positive. Such harmless work includes activities such as helping their parents around the home, assisting family or earning money outside school hours and over holidays. These kinds of activities, suggest ILO, may contribute to children's development by providing them with skills and experience, and help to prepare them to be productive member of society during their adult life. The term child labour suggests ILO, is best defined as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. It refers to work that is mentally, physically, socially or morally dangerous and harmful to children, or work whose schedule interferes with their ability to attend regular school, or work that affects in any manner their ability to focus during school or experience healthy childhood.

UNICEF (2012) defines child Labour differently. It suggests that a child is involved in child labour activities if between 5 to 11 years of age, he or she did at least 28 hours of domestic work in a week, and in case of children between 12 to 14 years of age, he or she did at least 42 hours of economic activity and domestic work per week.³²

The definition of child labour basically related with the age which has traditional as well as socio-cultural frame. The United Nations Conventions on the Rights of the Child (UNCRC) defines as a child "any person who has not reached the age of eighteen unless a different age of maturity is specified in any country's law, applicable to the child." Regarding the minimum age of child labour UNCRC discussed time to time and according to Article 2 of the ILO convention no.182 fixed it at the age of 18 years. In India, Article 24 of Indian Constitution defined the age of child up to 14 years of age. Again in case of free and compulsory education in India defined the child age at 18 years.

³¹ ILO Convention, 1973 (No. 138).

³² UNICEF (2019). Child labour, [https:// data.unicef.org/topic/child-protection/child-labour/](https://data.unicef.org/topic/child-protection/child-labour/)retrieved 31st Oct., 2016.

According to Child Labour (Prohibition and regulation) Amendment Bill, passed by the parliament on 22th July, 2016 prohibits employment of children below 14 years completely and prohibits employment adolescent (14-18 years) in hazardous occupation/processes.

The National Census of India, 2001 estimated the total number of child labour, aged 5-14, to be at 12.6 million³³. In 2001, out of the 12.6 million, about 0.12 million children in India were in a hazardous job³⁴. UNICEF estimates that India with its larger population has the highest number of labourers less than 14 years of age, while Sub-Saharan African countries have the highest percentage of children who are deployed as child labour.^{35,36&37} ILO estimates that agriculture at least 60% is the largest employer of child labour,³⁸ while United Nations Food and Agricultural Organization (FAO) estimates 70% of child labour is deployed in agricultural and related activities.³⁹ The constitution of India guarantees free and compulsory education to children between the age of 6 to 14 and prohibits employment of children younger than 14 years. Nevertheless, child is observed in almost all sectors of the Indian economy.^{40, 41 &42} According to 2011 population census in India, out of 259.6 million children of 5-14 age groups 10.2 (3.93% of total child population and 3.1% of total workers) million children are working as child labourers. It decreased from 12.6 (5.05% of total child population) million according to 2001 population census. Assam is a state of India where 3,51,416 nos. (4% of total child population) of children had been working as child labourers in 2001. But, it decreased to 2,84,812 that comprised 3.2% of total child populations in the year 2011.⁴³

³³ National Child Labour Project: Ministry of Labour and Employment, Govt. of India, Retrieved 2011-09-12.
<https://labour.gov.in/childlabour/nclp>.

³⁴ Govt. of India (2001). Children and Work: Census 2001, Ministry of Labour and Employment, New Delhi

³⁵ “India – The big picture”, UNICEF, https://en.wikipedia.org/wiki/Child_labour_in_India, Retrieved on 2019-10 -09.

³⁶ “The State of the World’s Children”-UNICEF-2012.

³⁷ Madslie, Jorn (2004-02-04), ILO “Child Labour Prevents Development”, BBC News, Retrieved, 2011-09-20.

³⁸ ILO (2011). “Facts on Child Labour - 2010, Geneva.
<http://www.ilo.org/ipeinfo/product/download.do?type=document&id=20256>, Retrieved 13-01-02

³⁹ FAO (2006). “Agricultural Accounts for 70 percent of Child Labour Worldwide”, United Nations, New York.
<http://www.fao.org/newsroom/en/news/2006/index.html>. Retrieved 2006-09-14.

⁴⁰ Child Labour, London.nic.in Retrieved, 2012-07-13.

⁴¹ Hazardous Work List, India, http://labour.nic.in/CWI/List_Hazardous/census1971to2001, Retrieved, 2006-12-23.

⁴² Burra, Neera, (2009). “Child Labour in Rural areas with special focus on migration, agriculture, mining and brick kilns”. National Commission for protection of Child Rights. www.ncpcr.gov.in/report, Retrieved, 2009-10-19.

⁴³ Population Census, 2011.

1.2 REVIEW OF LITERATURE

There are a number of studies done in this area, which gives details regarding the labour market of the country and around the world. Brief reviews of some of the works done and available literatures on various aspects of labour market are highlighted in this section of the thesis, which would help to have proper perspectives of the problems under the investigation.

The term unorganized or informal sector was first coined and used in the anthropological studies during the 1950's. Arthur Lewis⁴⁴ in 1954 highlighted the importance of informal or unorganized sector in the economic development process in his work "Economic Development with unlimited Labour Supply". The first National Commission on Labour (1969)⁴⁵ stated that unorganized sector workers are those who do not have any job and income securities or social security and are therefore extremely vulnerable to exogenous shocks. Casual workers constitute about one-fifth of the workers in the unorganized non-agricultural sector. Among the casual workers, more than half are engaged in the construction sector, followed by one-fifth in the manufacturing sector.

Hart K. Johnt (1973)⁴⁶ in his work "Informal Income Opportunities and Urban Employment in Ghana" explained about the dichotomy existed between formal and informal sectors. He highlighted the different informal income generating activities related to trade and service categories among the migrants in Ghana (Accra) urban areas. He found that most of the urban migrants of Ghana are engaged in the unorganized sector.

Mitra (2001)⁴⁷ in his work "Employment in Informal sector" suggested that in India, the criteria to identify informal sector is based on ownership and employment. Own account enterprises which employs one to nine workers is identified. He mentioned that different organizations in India like National Sample Survey Organization (NSSO), Director General of Employment and Training (DGET) etc. used different definition of unorganized sector according to specific requirements of

⁴⁴ Lewis, W.A. (1954); op. cit.

⁴⁵ GoI, NCL(1969). op.cit.

⁴⁶ Hart, K. Johnt (1973). op. cit.

⁴⁷ Mitra, A. (2001). 'Employment in the Informal Sector' in Kundu, Amitabh and Alakh N Sharma (ed), Informal Sector in India – Perspectives and Policies, Institute for Human Development, New Delhi.

each organization. He pointed that as the formal sector is unable to absorb vast work force, so they stay on in informal sector in India. Thus the policy makers must think to bring down this majority segment of work force to the main stream.

Kulshreshtha and Singh (1998)⁴⁸ examined the contribution of unorganized sector to Net Domestic Products (NDP) in India from 1980-81 to 1994-95. In their findings, it is clear that the percentage share of unorganized sector in NDP is declining over the years. But, still its share comprises of 60% of the consumer goods industries. RBI (1993) reviewed on changing composition of net value added and relative growth rates between organized and unorganized sectors from 1980-81 to 1988-89 and argued for an increase in weights of organized sector also as like unorganized sector in terms of NDP. Further, Subrahmany (2002)⁴⁹ described the structure, growth and importance of unorganized manufacturing sector in terms of its sub-sectors from 1978-79 to 1994-95 and found the growth of unorganized manufacturing sector in the early 1980's, and decline since mid 1980's in India.

Papola (1981)⁵⁰ in his work "Urban Informal Sector in a Developing Economy" conceptualized the informal sector and examined their significance in a developing economy. The main characteristics of unorganized labourers have been very extensively discussed in his study. The income level and employment generation capacity in informal sector was assessed in his study and suggest that informal sector is a way to build a segment in the economy which leads to unfavourable conditions in growth of enterprises and activities working in unorganized sector.

An overview of the unorganized sector in various key dimensions comparing with the organized sector from 1980-81 and to 1998-99 in India is given by Kabra (2003)⁵¹. He suggested that only through specific policies and programmes with favorable socio-economic framework would help

⁴⁸ Kulshreshtha, A. C. and G. Singh (1998). "Contribution of Unorganised Sector in the Indian Economy", *Manpower Journal*, 34(3), pg. 45-67.

⁴⁹ Subrahmanya, M. H. B. (2002). "Unorganised Manufacturing Sector in India: The Decline and the Changing Structure", *Margin*, 34(4), 77-89.

⁵⁰ T.S. Papola (1981). *Urban Informal Sector in a Developing Economy*, Vikash Publication, New Delhi.

⁵¹ Kabra, K. N. (2003). "The Unorganised Sector in India: Some Issues Bearing on the Search for alternatives", *Social Scientist*, 31(11/12), 23-46.

the unorganized sector to overcome its rigidities and weaknesses and become a commendable contributor to sustainable development.

In the article “Globalization, Economic Reforms and Unorganized Labour force in India” by Dhas et al. (2005)⁵² highlighted the major characters of unorganized labourers in the country. They argued that in the process of globalization and economic reforms unorganized sector workers are in a difficult position as the production process change to use of skilled labourers rather than unskilled labourers with capital intensive technologies. They concluded that initiative is very essential for restructuring unorganized sector workers for their benefits and as a result they could contribute more in the success of globalization process.

Srivastava and Sasikumar (2003)⁵³ in their work “An overview of migration in India, its impact and key issues” stated that migrants are generally engaged in different kinds of employment in unorganized sector. They found that Self-employment is the main activity followed by casual work with 33.4% male migrant workers and 44.2% of female migrant workers in 1900-00. In urban areas, 55.6% male migrant workers are primarily engaged in regular employment, followed by 31.1% in Self-employment and 13.3% in casual work. In case of urban female migrants workers they found the respective figures 35.1%, 39.7% and 25.1% accordingly. Thus among migrant workers, casual unskilled wage workers comprised a significant segment of female rural migrant workers.

Anand (2000)⁵⁴ in his article “Employment Generation in Informal Sector Strengthening of Institutional Arrangements” assessed the inter-relationship between the formal and informal sectors. He also examined the significance of informal sector in Indian economy in terms of employment elasticity and revised employment generation strategy. He opines that strategy for micro enterprises

⁵² Dhas R., Albert Cristopher and M. Helan Mary Jacqueline (2005). “Globalization, Economic Reforms and Unorganized Labour Force in India” in V.B. Jugale (ed.) “World Economic Reforms” Serial Publication, New Delhi, Vol.2, Chapter-35, pp-792-812.

⁵³ Srivastav R. & Sasikumar S.K. (2003). An Overview of Migration in India: It’s Impact and Key Issues, Paper presented at the Regional Conference on Migration, Development and Pro-policy Choices in Asia, Jointly Organized by the Depptt. of International Development (DFID) and the Refugee and Migration Movements Research Unit (RMMRU), University of Dhaka, 22-24 June, Dhaka.

⁵⁴ Harjit S. Anand (2000). "Employment Generation in the Informal Sector Strengthening of Institutional Arrangements", Shelter, Vol. 3, No. 2, A Hudco Hsmi Publication.

in informal sector should focus towards improving the relationship with formal sector, which would rather be mutually beneficial than exploitative.

The work done by Naik (2009)⁵⁵ “Informal sector and Informal Workers in India” deals with the informal sector employment scenario across sectors, states, industry group etc. in India. He tried to find out how majority of the work forces are easily entered into unorganized sector in underdeveloped states of India, which leads to abject poverty among this vulnerable section of workers. He has found that due to inability to create sufficient job opportunities by the States is the main cause behind this gigantic problem and suggested that the state Govt. must adopt appropriate policy measures to reduce this problem.

Kaylani, M. (2015)⁵⁶ in his work “Unorganized Workers: A Core Strength of Indian Labour Force: An Analysis” has attempted to find out the level and magnitude of unorganized labourers in India. He basically dealt with the characteristics of unorganized labourers, their prime contribution to the economy, availability and benefits enjoyed by them. The impact of economic reforms and contemporary economic consequences on unorganized labour force in India also been assessed in his study. He suggested necessities of a comprehensive Act for catering to the social security needs of the unorganized sector such as Food, Nutrition, Health, Housing, Employment, Income, Life and accident, and old age of unorganized sector workers in India with special attention.

Mariappan (2011)⁵⁷ in his work entitled “Employment policy and Labour Welfare in India” is an extensive study on labour market of India. He analyzed the level and magnitude of workforce by sectors, age groups, their occupational structure and different welfare scheme of the labourers implemented by the Govt. of India. He also presented an in-depth study of the organized and unorganized labour force, existing level of child labour and its protective measures. He has evaluated different employment policies and their welfare effects on labour force participation rate during the

⁵⁵ Naik, A.K. (2009). Informal sector and Informal Workers in India, Paper Presented at Special IARIW-SAIM Conference on “Measuring the Informal Economy in Developing Countries” Kathmandu, Nepal, September 23-26, 2009.

⁵⁶ Kaylani, M. (2015). “Unorganized Workers: A Core Strength of Indian Labour Force; An Analysis” International Journal of Research in Business Studies and Management Volume 2, Issue 12, December 2015, PP 44-56

⁵⁷ Mariappan. K (2011): op. cit.

different five years plan in the post independence period of India. However, the focus of the study is on the national in general, therefore unable to give a clear picture about the labour market of Assam.

Jose (1974)⁵⁸ has attempted to present the data that seem to support the new “orthodox hypothesis” that wage rates of agricultural labourers are directly determined by the supply and demand conditions in the rural labour market and that changes in the market situation can be measured by the movement of wage rates in the process. He raised some questions on the validity of the hypothesis, implicit in all such studies. He looked into the relative merits and demerits of the different sources of agricultural wage data.

Panikkar (1978)⁵⁹ has made an attempt to study the level of employment, income and food intake among selected agricultural labour households in Kuttanad, the “rice bowl of Kerala”. He found that the existence of open unemployment 33 per cent of labour force and prevalence of underemployment and seasonal unemployment are seen very high level. In the study most of the work force found in farm sector and due to less number of working days their per capita income showed very low level despite wage levels was high.

Sarap (1991)⁶⁰ has analysed the mechanism of contractual arrangement between the employers and agricultural labourers in the specific context of some villages in Orissa by taking into account the type of crops grown, prevailing technology and other characteristics of economic and social environment including external intervention, such as in migration of labour, enterprising farmers and state intervention. In the study personalized relationship like caste and creed is found another influential factor in enforcement of labour contract. The study reveals that due to lack of collective bargaining and collusion among the labourers, they are bound to accept lower wage rate which is lower than the minimum wage level determined by the state Govt.

⁵⁸ Jose, A. V. (1974). “Trends in Real wage Rates of Agricultural Labourers”, Economic and political weekly, Vol.9, No.13 p.A25.

⁵⁹ Panikkar, P.G.K. (1978). Employment, income and food intake among selected agricultural labour households. Economic and Political Weekly, 13(31/33), 1361-1372.

⁶⁰ Sarap, K. (1991). Changing Contractual Arrangement in Agricultural Labour Market –Evidence from Orissa, Economic & Political Weekly, Vol.26, Issue No.52, 28th Dec., 1991.

The work done by Bagchi and Das (2008)⁶¹ is a collection of interesting findings of the case study done in Barpeta district of Assam. They emphasized on the issues of the agricultural labourer of Assam since 1961 to 2000, their consumption behaviour and socio-economic conditions. Based on the findings of the study they have given some suggestive measures to counter the socio-economic bottlenecks faced by the agricultural labourers of Assam. But, their work is mainly concentrated on agricultural labourers other than industrial and service sector's unorganized labourers.

Guha and Thakurta (1980)⁶² in their work "The Study of the Contract Labour in Construction Industry in Tripura" very extensively study on construction industry in Tripura. Their study is mostly related with the employment-wage determination process of unorganized labourers and availability of labour welfare and social security measures for these workers. But, their study only limited with the road construction workers and non-implementation welfare schemes by the construction agencies.

Saikia (2015)⁶³ in his work "The Employment Pattern of Unorganized Manufacturing Sector in Assam" dealt with the unorganized manufacturing sector of Assam. He has highlighted that the contractual part-time workers in the manufacturing sector of Assam is increasing and also observed an increasing trend of women worker participation in unorganized sector. The identified problems associated with the sector were low productivity, low profits and low capital-output ratio, which have contributed towards stagnation of economic situation of manufacturing sector labourers of Assam.

Further, Kutharia, et al. (2010)⁶⁴ observed that labour productivity in unorganized manufacturing sector in Assam was 9.4 times lower than that in the organized manufacturing sector during 1994-2005. Nayak and Dey (1996)⁶⁵ based on the Second All India Census of Small Scale Industrial Units also concluded that the level of labour and capital productivity were very low in small scale industrial sector in Assam.

⁶¹ Bagchi, K.K. & Das, T.C. (2008). Socio-economic Conditions of Agricultural Labourers, Abhijith Publications, Delhi-110094.

⁶² S.N. Guha & Thakurta, (1980). The Study of the Contract Labour in Construction Industry in Tripura, Firm Skim Private Ltd. Calcutta, 1980.

⁶³ Saikia, D. (2015). The Employment Pattern of Unorganized Manufacturing Sector in Assam, [Journal Of Rural Development](#) 34(1): 1-16, March.

⁶⁴ Kutharia, V., Raj, R. & Sen, K. (2010). Organised versus Unorganised manufacturing Performance in the Post-Reform Period, *Economic and Political Weekly*, 45(24), June 2010.

⁶⁵ Nayak, P. & Dey, N.B. (1996). Productivity in Small Scale Industry in Assam, *Yojana*, Vol.40, No.5

Rani and Unni (2004)⁶⁶ analyzed the impact of economic reforms in India on the organized and unorganized manufacturing sector from 1984-85 to 1999-2000, and found that (a) economic reform policies had a differential impact by industry groups, and that (b) automobile industry and the infrastructure sector helped the growth of the unorganized manufacturing industry much more significantly than the others.

Renana (2013)⁶⁷ in a paper entitled “Informal Worker & the Economy” expressed that informal economy has always existed in India, but it was seen neither as an important part of the economy, nor as a theoretical category that need to be developed and explored. She expressed that, informal workers today are no longer invisible, but are getting empowered. New policies are being formulated for them; their organizations are gaining voice as they attempt to become part of the mainstream economy and society. However, the mainstream economy as it exists today is an informalising force, and is unlikely to incorporate the needs of these workers, unlikely to address their vulnerabilities. As informal workers development agency, it is important for them to advocate for policies leading to a more decentralized and co-operative economy, rather than only to address their immediate needs.

The book “Labour in Unorganized Sector- the Devalued and the Deprived” by Damodar (1999),⁶⁸ is based on his research project, which examined the composition of unorganized works in regard to education, age and sex categories, rural-urban location and industrial classification as per the census. The study covers the recruitment and deployment, working conditions and living standard of labour, wages and labour earnings, Social Security and Welfare of labour, International Conventions and National Commitments, Legal framework of the Unorganized sector labour, and the role of non government agencies towards betterment of the Unorganized sector labour. He expressed

⁶⁶ Rani, U. & Unni, J. (2004). “Unorganized and Organized Manufacturing in India: Potential for Employment Generating Growth, Economic and Political Weekly, 39(41), 4568-4580.

⁶⁷ Renana, Jabvala (January-2013). “Informal Workers & the Economy”, Special Issue on Unorganized Workers, The Indian Journal of Industrial Relations - A review of Economic & Social Development, Volume-48, No.3, pp. 373-386.

⁶⁸ Damodar, Panda (1999). “Unorganized Sector –the Devalued and the Deprived”, Manak Publication Pvt. Ltd. New Delhi. Pp.. xv.

that cheap labour is not an asset but it is creating inequality and disparity, which are evils in the society.

Anwarul and Durgesh (2017)⁶⁹ have presented their working paper on “Labour Regulations in India: Improving the Social Security Framework”. The paper aimed to evaluate critically the social security framework in labour regulations in India and analyses workers existing regulations that provide fall back mechanisms and evaluates how they compare with systems in selected comparator countries and measure up against the minimum standards recommended in various International Labour Organisation Conventions. The analysis reveals serious shortcomings in the social security legislation and programmes in the country insofar as they apply to the unorganized workers. A section of paper analyses the main social security legislation in India and entitlement issues in the organized sector. Another section examines the legislation and programmes that apply to the unorganized workers, which accounts for the overwhelming majority of the work force. The authors identified the gap and makes recommendations on alternative approaches to redress the deficiencies in Labour Regulations in the country.

Govindaraj et. al. (2019)⁷⁰ in their paper ‘Unorganized Sector in India: An Overview’ describe about the role of unorganized sectors in India. The unorganized sector creates a large portion of the economy in terms of national investments, savings and value addition. The Share of the unorganized sector is more than 30%. The manufacturing activity share of the unorganized sector ranges near to 40%. These sectors might include some manufacturing, transport, construction, hotels, business or local services. The share of unorganised sector in the economy of India is not marginal. As estimated from research studies, 92.5% of livelihood is not reregistered that are producing up to 2/3 of the country's GDP with no signs of retreat. The sector plays a vital role in the economy particularly in employment, poverty easing and its contribution to the national domestic product, savings, and capital formation.

⁶⁹ Anwarul, Hoda and Durgesh K. “Working Paper 331 - Labour Regulations in India: Improving the Social Security Framework” Indian Council For Research On International Economic Relations) (http://icrier.org/pdf/Working_Paper_331.pdf) (Retrieved Date: 21/12/2017).

⁷⁰ Govindaraj P., N. Kokila, and S. Malathy (2019). ‘Unorganized Sector in India: An Overview’ in IERJ, E-ISSN No : 2454-9916 . Volume: 5 . Issue: 1, January 2019.

They stated that if the unorganized sector gets regulated to the typical formal sector, the share of the unorganized sector in the Indian economy will eventually be reduced. From 2014, the overall allotment for the Labour and Employment Ministry has seen an increasing movement. This is in consonance with the government's sequence of events of 'Make in India', skill development, push for entrepreneurship, etc. in spite of this, some important mechanism have seen a reliable retrogression. The study found that the number of employees working in unorganized sector is higher than the organized sector, but without proper social security. The government is on the right way by increasing the allocation of funds for the development of this sector, but the details reveal that it still needs to do more for the unorganized sector, bonded and child labour, low wages, health issues and to improve labour safety and welfare.

Wages and Social Security Problems in unorganized Sector

Parthasarathi and Adishesu (1982)⁷¹ in their study in Andhra Pradesh, for the period 1958-59 and 1978-79, found that there was stagnation in real wages during the entire period despite improvement in labour productivity. Similarly, Ramchandran (1995)⁷², in his study conducted in Tamil Nadu, found stagnation and marginal decline in real wage rates. On the other hand, a comparable analysis made for the period 1986-87 to 1991-1992 in West Bengal, Mahanti (1993)⁷³ observed steep increase, of the order of 71%, in money wages in Bengal but in terms of real wages, the gain was quite negligible, i.e., of 6.5% over the period of five years. The major findings of these studies suggest that in the era of new agricultural technology the share of labour in agricultural produce has declined.

Houser (1996)⁷⁴ in his work “The Urban Informal Sector in Central America; Household Survey Evidence” analysed the employment pattern and structure of earnings in urban informal sector. His study mainly covered five Central American countries *Viz.*, Guatemala, El-Salvador, Honduras, Nicaragua and Costa Rica. He found that in between 60 to 70 percent work force under

⁷¹ G. Parthasarathi (1982). Real Wages Rates of Agricultural Labourers in Andhra Pradesh: Two Decades of Stagnation, Economic and Political Weekly.

⁷² V.K. Ramchandran(1995). Wage Labour and Unfreedom in Indian Agriculture, Claredon Press, Oxford.

⁷³ T.K. Mahanti(1993). Bengal Farm Labour Gains Little, The Economics Times, New Delhi,29 August.

⁷⁴ F. Houser, E. (1996). The urban informal sector in Central America: Household survey evidence, World Development, 24(11), pp. 1737–1751.

unorganized sector in the countries Guatemala, El-Salvador and Honduras whereas in Costa Rica it was found into 30 to 33 percent. In Nicaragua it varied from 45 to 63 percent. He also observed that in each and every country there were substantial returns on human capital and experience in informal sector. The major findings in his study were significant negative relationship between the level of education and informal sector employment and higher probability of poor family members to get employment in informal sector.

The work done by Sharma (2017)⁷⁵ titled “The Analysis of Problems of Unorganized Labour – A Review” extensively discussed about the problems faced by the unorganized sector labourers in India. In the study it revealed that the major problems faced by the unorganized sector are unsatisfactory working conditions, low wage level, lack of social security benefits and harassment at work place. She suggested that effectiveness implementation of social security benefits to the unorganized labourers and adoption of more social security measures to the unorganized sector labourers as like organized sector which comprised majority of work force in India.

Punekar, et al. (2004)⁷⁶ in their work “Labour Welfare, Trade Unionism and Industrial Relations” opined that labour welfare relates to done anything for comfort and improvement, intellectual and social well being apart from wages. They found that Labour welfare is not an important aspect from the employers’ point of view but it is a basic concern from labour force itself.

The work done by Sakthivel and Joddar (2006)⁷⁷ on “Unorganized Sector Workforce in India: Trends, Patterns and Social Security Coverage” is a masterpiece of work on Unorganized labourers in India. The study has revealed that large variation between organized and unorganized sector labourers in India existed. Indian organized sector labourers enjoyed more social security benefits than the unorganized sector labourers due to pro-rich and pro-capital policy of the government. They found that most of the farm sector labourers are unorganized in nature and roughly 80% non-farm workers are informal. They have concluded that attention is required to improve the

⁷⁵ Sharma, H. (2017). The Analysis of Problems of Unorganized Labour – A Review, International Journal of Science Technology and Managment, Vol. 6, Issue 1, pp – 606-612.

⁷⁶ Punekar, S.D., Deodhar, S.B.and Sankaran, S. (2004). Labour Welfare, Trade Unionism and Industrial Relations, Himalaya Publishing House, New Delhi.

⁷⁷ Sakthivel, S. & Joddar, P. (2006). “Unorganized Sector Workforce in India: Trends, Patterns and Social Security Coverage” Economic and Political Weekly, (May, 27), 2107-2114.

social security benefits available for the unorganized workers, who are the most vulnerable section of the society.

Gupta, M. (2007)⁷⁸ in her work “Labour Welfare and Social Security for Unorganized Sector” revealed that unorganized sector labourers are the dominant segment in Indian economy in terms of their growing number by comprising 92% of its total workforce and significant contribution to the national GDP. She tries to conceptualize the unorganized sector as well as discussed in details about the different occupations within the unorganized sector. She opined that providing proper social security benefits to this vulnerable section of work force is a difficult and complicated task. Besides Constitutional provisions in India she argued to provide social security benefits to all as their basic human rights under the Universal Declaration of Human Rights. In concluding part of her study she suggest that even Govt. levy a cess from employer for enhancing welfare and social security benefits of unorganized sector workers and also suggest both state as well as central govt. should allocate a proportion of revenue to this segment workers welfare.

Kumar, V. (2011)⁷⁹ in his work “Unorganized Sector in India: Working and Living Conditions of Stone Quarry Workers” analysed the different problems faced by the stone quarry workers of Anakapali Mandal of Visakhapatnam district of Andhra Pradesh. He has found that there was no direct and clear employment relationship between workers and employers. This section of workers is not covered by any social security benefits and Government regulations.

D’souza (2013)⁸⁰ emphasised with the status and contribution of unorganized sector in India. He focused on the challenges and problems faced by the youth in selecting job as self-employment. It is found that large section of the workforce is getting livelihood from unorganized sector and thus entrepreneurs can play a major role in upbringing of this sector and improving the welfare status of workers up to the expected level.

⁷⁸ Gupta, M. (2007). Labour Welfare and Social Security for Unorganized Sector, Deep & Deep Publications Pvt. Ltd., F – 159 , Rajouri Garden, New Delhi – 110027.

⁷⁹ Kumar, V.(2011). “Unorganized Sector in India: Working and Living Conditions of Stone Quarry Workers” VDM Verlag Dr. Müller.

⁸⁰ Anthony P. D’souza (2013). “Unorganized Sectors: Role of an Entrepreneur and Challenges in SelfEmployment”, International Journal of Scientific and Research Publications, Vol. 3, Issue 6, June.

Sathya (2016)⁸¹ in his work “Issues of Unorganized Labourers in India” is a valuable work on the enumeration of level and magnitude of unorganized sector labourers. He deals with the socio-economic conditions of unorganized labourers of India and the level of social security benefits available for them very in-depth. He argued that the protection and support for the unorganized sector workers in India is very important in the perspective of their economic and social development. He has also suggested that Govt. should make proper arrangement of strictly implementation of existing laws for protecting interest of this vast majority of work force in India and extremely punished those who are exploiting them.

The work done by Bhadani (2016)⁸² on “Survey on Organized and Unorganized Sectors in campus of Jawahar Lal Nehru University (JNU)” is a valuable work that analyses the basic issues amongst unorganized sector labourers. He found that low level of income, low productivity, and casual nature of employment of unorganized sector labourers of JNU campus in Delhi is more intense than the organized sector labourers of the same. He opined that in this globalization era, there is a general trend of casual nature of employment and their living standard also deteriorating day by day. Further, the author has showed concern over the need for improvement of education, health care facilities, living conditions and other social security benefits for the unorganized labourers in the campus.

The work done by Kumar (2017)⁸³ on “Unorganized Workers in India with special reference to the Unorganized Workers Social Security Act, 2008: A Critical study” is an attempt to examine the socio-economic conditions of unorganized labourers and their social security benefits provided by the Govt. He dealt on common characteristics, historical background etc. and especially, the availability of the social security benefit under the jurisdiction of Social Security Act, 2008. He argued that the benefits of Unorganized Workers Social Security Act, 2008 still not reached to the actual tillers up to the expected level and inclusive implementation of it very important for socio-economic upliftment of this working masses.

⁸¹ Sathya, P. (2016). Issues of Unorganized Labourers in India, Indian Journal of Applied Research, Vol.6, Issue-4, pp – 44.

⁸² Bhadani, P. (2016). Survey on Organized and Unorganized Sectors in Campus of Jawahar Lal Nehru (JNU) University, Indian Journal of Development Research, Vol.6, Issue-01, pp. 6560-6565.

⁸³ Kumar, S. (2017). Unorganized Workers in India with Special Reference to the Unorganized Workers Social Security Act, 2008: A Critical study, Kurukshetra University, Kurukshetra.

Mundle, S. (2017)⁸⁴ in his work “Employment, Education and the State” examined the living conditions of formal and informal workers in automobile sector in India. In his study it has found that education and training plays an important role in their productivity. The impacts of other social factors are also found significant in his study. He argued that policy implications should be taken for improving their living standard.

The work done by Pradeep, et al. (2017)⁸⁵ “A study on the Prospect and Problems of Unorganized Labourers in India” is a valuable work entrusted with the factors that are influential in unorganized sector employment. They analyzed the types and nature of unorganized sector employment, regulatory protections on them, various problems faced by them and their economic contribution to the nation. They had suggested few measures such as encouragement of green jobs, sustainable development, community participation, health and safety consciousness to overcome the obstacles of the unorganized sector by ensuring physical, economic and intellectual well being of the unorganized labourers.

Dutta (2018)⁸⁶ by analyzing the Oxfam Report on “Mind the Gap: the State of Employment in India” stated that over the years successive Govt. policies favour capital than labour. The nature of production is changing in India with increasing share of profit and decreasing share of wages. The Report also highlighted the changing production pattern absorbing more skilled labour than unskilled labour. The reports analyzed the income inequality between the sectors, gender and areas of the Indian work force.

Rogaly (1998)⁸⁷ examines the apparent paradox of rural labour relations in West Bengal. His study reveals that the interference party politics is very high regarding unionization of rural agricultural labourers. He found that political power house is the main obstacles of unionization of

⁸⁴ Mundle, S. (2017). Employment, Education and the State paper series Employment, Education and the State, NIPFP Working paper series, No. 188, 15-Feb-2017.

⁸⁵ M.D. Pradeep,, B.K. Ravindra and Sab, T. (2017). “A study on the Prospect and Problems of Unorganized Labourers in India; International Journal of Applied and Advanced Scientific Research (IJAASR), Volume 2, Issue 1.

⁸⁶ Dutta, D. (2018). What the Report Says, Oxfam Report on “Mind the Gap; the State of Employment in India, Oxfam India.

⁸⁷ Rogaly, B. (1998). Containing Conflict and Reaping Votes-Management of Rural Labour Relations in West Bengal, Economic & Political Weekly, Vol.33, Issue No.42, 17th Oct., 1998.

agricultural labourers in West Bengal. The ruling political party tried to attract the rural agricultural labourers' votes in their favour by their own political wing.

Agarwala (2009)⁸⁸ in his work "An Economic Sociology of Informal Work: the Case of India" emphasised on internationally comparative measure of India's informal work force and examined the social conditions of Indian informal labour force relatively with its organized sector counterpart. He explained about the increasing figure of informal work force as a result of globalization and economic reforms enacted by Indian Govt. He has exposed the political action strategies launching by Indian informal workers in time to time in against of the state.

The ILO report released in Geneva on 31st march 2020 stated that "COVID-19" is already affecting tens of millions of informal workers. In India, Nigeria and Brazil, the number of workers in the informal economy affected by the lock down and other containment measures is substantial⁸⁹. The report has also mentioned that the COVID-19 crisis has the potential to push around 40 crores informal workers of India into the deeper poverty and many of them compel to return back to the rural areas. Further in the report it has mentioned that those countries experiencing fragility, protracted conflict, and recurrent natural disasters or forced displacement will face multiple burdens on unorganized sector labourers due to this COVID-19 pandemic.

Women in unorganized sector

The studies related to women labour force have received considerable attention from economists, sociologist as well as home scientist. An attempt has been made to briefly present a review of literature available for women for whom work has been a part and parcel of their life.

Meir and Rauch (2000)⁹⁰ in their study found that women in the third world countries are generally engaged in unorganized sector. In rural areas of Sub-Saharan Africa and Asian countries,

⁸⁸ [Agarwala, R.](#) (2009). "An economic sociology of informal work: the case of India", [Bandeli, N.](#) (Ed.) Economic Sociology of Work (Research in the Sociology of Work, Vol. 18), Emerald Group Publishing Limited, Bingley, pp. 315-342.

⁸⁹ The Economic Times, New Delhi, India, 07.04.2020

⁹⁰ Meir, Gerald M and James F. Rauch (2000). Leading Issues in Economic Development, Oxford University Press, New York.

subsistence farming is essentially a women activity; they are also found in plantation, road construction etc., working as labourer where their wages are lower than that of men. In urban area, majority of the workers in informal sector are female, where employment is irregular with lower income and social security. The segregation by gender in the labour market is detrimental to women; having negative effect on women's economic and social status. The authors suggested that the complexity in relationship between women-men differential needs to be further explored and addressed.

Dave (2012)⁹¹ had made an attempt to find out the real scenario of unorganized women labour force socio-economic condition. He dealt with their working conditions, nature of work, wage pattern, wage discrimination and other problems faced by them in the work site. It was carried out with 350 respondents including women in construction works, agricultural labourers and domestic helpers working in the unorganized sector. The results show that most of the migrant women workers are engaged in the construction industry. The finding reveals that most of migrant women workers are engaged in unskilled low paying jobs as coolies, daily labourers and domestic helper. This large section of women workers were exploited as they were paid less compared to men for similar nature of work and the hours spent on work. They have confronted lots of problems in the unhygienic working conditions. Their illiteracy, poverty and indebtedness forced them to work for lower wages in unhygienic working conditions.

Banerjee N. (1985)⁹² in her work "Women Workers in Unorganized Sectors" drew attention to the low wages, poor working and living conditions and lack of institutional support for women labourers in unorganized sector. The study is based on a survey of 400 women workers in Calcutta. Her work assessed that driven by their traditional sense of family responsibilities women are forced to devise new survival strategies, which is working in unorganized sector.

⁹¹ Dave, Vandana (2012). Women workers in Unorganised Sector. Women's Studies Research Centre, Kurukshetra University, Kurukshetra. Women's Link, Vol. 18, NO. 3.

⁹² Banerjee N. (1985). Women Workers in Unorganized Sectors: The Calcutta Experience, Sangham Book Pvt. Ltd, Hyderabad.

A study done by Awachat A. (1988)⁹³ titled “The Warp and the Weft” dealt with the exploitation on the power loom workers in Maharashtra. He documented the deplorable working conditions, long working hours, callous attitude, occupational hazards like diseases due to cotton dust and the level of corruption in the industry. Women suffer more than men as they bear the double burden of a twelve hour shift and the entire load of housework.

Despande, S. (1996)⁹⁴ in her work “Changing structure of Employment in India” stated that the Indian informal workers are working in deplorable conditions. She explained that the main characteristics of unorganized women labour market of India are ignorance, illiteracy, traditional bound attitude, lack of skills, seasonal nature of employment, different types heavy physical work, long hours of work with low payment, gender discrimination in wage structure, migration, disintegration of families, bondage, alienation and lack of guaranteed minimum wages, comprehensive legislation and minimum facilities. Despite these, unorganized sector attracts majority of Indian work force for their livelihood.

Regarding Child care and Women’s employment Basu and Basu (1991)⁹⁵ concluded that Women’s family roles and their market activities diminishes the time available for child care which in turn results in poor health outcomes and higher Mortality for Children. Contrary to the above findings Khandker and Latif (1996) note that increasing employment and income earning opportunities especially for women is the only short run measures for curtailing both infant mortality and fertility and will help in improving Children’s well-being.

Chatterjee, S. (2009)⁹⁶ in her work, “Women and Work in the Informal Sector in India” explain that the vulnerability of unorganized women labourers in India due to irregular work, low economic status, little or no bargaining power, lack of control over earnings, need to balanced paid work with care of children and home, little or no access of institutional credit, lack of trainings,

⁹³ Awachat A. (1988). The Warp and the Weft, Economic and Political Weekly, 23(34/35 , pp-1733.

⁹⁴ Despande, S. (1996). Changing structure of Employment in India, The Indian Journal of Labour Economics, Vol.39, No.4.

⁹⁵ Basu, A. & Basu, K. (1991). Women’s economic roles and child survival: The Case of India, Health Transition Review 1; pp-83 – 103.

⁹⁶ Chatterjee, S. (2009). Women and work in the informal sector in India. World Pulse: Global Issues through the Eyes of Women. Retrieved from <https://www.worldpulse.com/fr/node/6107>.

information and assets. Unequal gender relation is assumed to be the main reason of their insecurities in workplace.

Rao and Suryanarayana (2013)⁹⁷ in their work “Issues and Challenges of female Labour Migration” stated that with the entry of younger women in the export processing zones, market segmentation is being accentuated; female dominated jobs are being devalued, degraded and least paid. Though this does not augur well for women development, it has not deterred women from contributing to family survival, and studies do not want which highlight that it is women who settle down in the unorganized labour market as flower/ fruit vendors, domestic servants and allow the men to find suitable job leisurely or improve their skill.

The work done by Bhatt (2017)⁹⁸ on “Study on the Awareness and its Implications about Women Workers in selected Areas of Uttarakhand” is an attempt to analyze the conditions of women workers in the unorganized sector of Udham Singh Nagar district of Uttarakhand. The study finds that Uttarakhand unorganized women workers are struggling for their existence and recognition. Most of the women labourers have less or least source of income. Despite all odds of the nature and manmade obstacles Uttarakhand women workers never left their courage, zeal, dedication, fearlessness and the fighting spirit. The Uttarakhand women workers not only fulfils the responsibilities of family but also participate in other fields like social service, education, enterprises and environment instead of crying over her fate and thereby appears to be engaged to fulfill the social gap.

Manju (2017)⁹⁹ in her work titled “Women in Unorganized Sector – Problems & Issues in India” made an extensive study on role of women unorganized sector labourers in India and their different occupations, problems and availability of social security benefits to themselves. She found that the size of unorganized sector is higher in rural areas than urban areas. Again, the participation of female labourers in this sector is higher than male labourers. She mentioned that the major problems

⁹⁷ Rao Shanmukha P, Suryanarayana NVS. (2013). Issues and challenges of female labour migration, <http://www.globalrp.org/issues-and-challenges-offemale-labour-migration.html>.

⁹⁸ Bhatt, M. (2017). op.cit.

⁹⁹ Manju, (2017). Women in Unorganized Sector – Problems & Issues in India, International Journal of Applied Research; 3(4): 829-832.

faced by the unorganized women labourers are insecurity of works, wage discrimination, absence of proper social security benefits and direct employer-employee relationship. She concluded that self-awareness and education are the great influential factor to improve their unequal position.

Usha (2005)¹⁰⁰ deals with the consequences and determinants of women workers in the unorganized sector. Her findings reveals that the textile industries worker are underpaid, working for wage rate that is lower than the minimum rate determined by the Government. They are yet to be benefited from social security programmes offered by the Govt. and most of them came from the lower income group families. Due to their poverty ridden family, they are the soft target of the employer to exploit in large extent in unorganized sector.

Randhawa (1975)¹⁰¹ study on “Women Workers in Agricultural Sector” reveals that women are involved in every farm activities except ploughing. His findings highlighted men folk are lack of enthusiasm for women education viewing that well and higher educated women would deter from doing hard work in the field.

Joshi (1999)¹⁰² in his work “Women Rural Labourers – Problems and Prospects” discussed about the Agricultural female labourers of Gujarat. He dealt with the living standard, socio-economic conditions of this large section of women unorganized labourers of Gujarat. He found that the rate of seasonal unemployment is very high among the farm sector unorganized women labourers in Gujarat.

Goswami (2013)¹⁰³ in her work “Female Agricultural Workers in Assam: A Case Study of Darrang District” stated that poor women workers, despite working in poor conditions with low wages, have contributed more to their households income to uplift their family economic status. She observed that there was no land ownership and control on their income among women agricultural

¹⁰⁰ Usha P.E (2005); Determinants and Consequences of Women’s Work in the Unorganized Sector – A Case Study with Reference to the Women in the Textiles Sales Sector of Trivendrum Corporation Area; Kerala Research Programme on Local Level Development, Centre for Development studies, Tiruvananthpuram.

¹⁰¹ Randhawa, M.S., (1975). “Farmers of India”, ICAR, Vol. I, New Delhi.

¹⁰² Joshi, Mahesh V. (1999). Women Rural Labourers, Problems and Prospects, A.P.H. Publishing Corporation, New Delhi.

¹⁰³ Goswami, C. (2013). Female Agricultural Workers in Assam: A Case Study of Darrang District, International Journal of Scientific and Research Publications, Volume 3, Issue 2.

labourers of Darrang district. Due to lack of proper training and education they are engaged in unorganized farm sector employment which is purely seasonal in nature.

The work done by John Weeks (1975)¹⁰⁴ “Employment Policies in the Informal Urban Sector of Developing Economics” discussed about employment policies in the urban informal sector in developing countries. He found that enterprise and state emerges as the main distinguishing features between the formal and informal sector. He stated that all Government activities fall under formal sector while the private sector under unorganized sector. These private sector units are recognized and support by Govt. rules and regulations like licensing, wages, tariffs, quotas, tax rebates, holidays, preferences to use foreign technology without providing any social security benefits.

Girija (1995)¹⁰⁵ in her study “Status of Women Workers in Madras City” is an effort to examine the status of women construction workers in Madras city. The main objective of her study was to analyze the socio-economic condition of women labourers of the unorganized sector. The study found that most of the unorganized workers had no employment and social security benefits and not having proper skill development opportunities with low wage rate.

Standing (1985)¹⁰⁶ argued that the relationship between economic contribution and increase in women’s bargaining power is rarely linear in nature. At times, an increase in women’s income may not result in an increase in the total household income. This is because men may withdraw more than their own contribution for their luxury expenditure, with women’s income acting as a substitute. Such situation could encourage men to take less responsibility towards household’s welfare than before. This increase women’s vulnerability and has an unsustainable impact on household wellbeing.

Sathar and Kazi (1997)¹⁰⁷, and Mukhopadhyay (1994)¹⁰⁸, claimed that earning an independent income lead to an increase in women’s ability to exercise “voice” in the household decision making

¹⁰⁴ Weeks, J. (1975). Employment Policies in the Informal Urban Sector of Developing Economics, International Economic Review, Vol.14, No.2.

¹⁰⁵ Girija P.L.T. (1995). Status of Women Workers in Madras City, ICSSR, Research Abstract Quarterly, Vol. XXIV, No. 1 and 2, pp 81-93.

¹⁰⁶ Standing, G. (1989). Global feminization through flexible labour. World Development, 17, 7: 1077-95.

¹⁰⁷ Sathar, Z.A. and S. Kazi (1997) Women’s Autonomy, Livelihood and Fertility: A Study of Rural Punjab, Islamabad: Pakistan Institute of Development Studies.

process. They further concluded that women who generated income have gained respect and greater acceptance within the household and community, women went to higher level of social esteem and confidence with the ability to access-own control assets and decision making. High level of women centered economic power resulted in acceptance in the household and this resulted in equality. Women had more control and say in domestic affairs although this variable varied from community to community.

The work done by Majhi (2011)¹⁰⁹ entitled “Micro Finance and Women Empowerment” is an important piece of work on women labour force. In his findings it reveals that micro finance plays a pivotal role to encouraging women labour force participation in work and again it becomes a main cause of women empowerment.

Blumberg (2005)¹¹⁰ opines that with economic contributions, there is less domestic violence against women, although in some cases there was an upsurge in domestic violence in the short term as women started becoming self-reliant as this was seen as a threat by the males, but gradually as the economic role of women increased, violence decreased.

Asem (2011)¹¹¹ has worked on women labour force of the North Eastern Region (NER). She deals with the growing pattern of women labour force in Manipur and their contribution to the economic development of the state of Manipur. Her study distinctly shows the positive relationship between women labour force participation rate and Women empowerment.

Vasudev and Romica (2012)¹¹² dealt with the participation of organized and unorganized women labour force in the decision making process of the family and their status within the family.

¹⁰⁸ Mukhopadhyay, M. (1998) *Legally Dispossessed: Gender, Identity and the Process of Law*, Calcutta: Stree Publications.

¹⁰⁹ Majhi Dhar, Murali, (2011). *Micro Finance and Women Empowerment: A Critical Evolution*, Manglam Publications, Delhi.

¹¹⁰ Blumberg, R.L. (2005). “Women’s Economic Empowerment as the Magic Potion of Development?” Paper presented at the 100th annual meeting of the American Sociological Association, Philadelphia.

¹¹¹ Asem, Seromena (2011). *Women Market Participation and Empowerment*, Akansha Publishing House, New Delhi.

¹¹² Vasudev, R. (2012). *Status of women in family: a study among women workers of organised and unorganised sectors in urban Bangalore*”, Unpublished Thesis, Christ University.

They have very closely examined the women labourers' participation in the key decisions making process of the family including monetary related decision. They found that despite contributing to the family income significantly, working women have very little involvement in the key decisions of the family.

Child Labour in unorganized sector:

A large volume of literatures has been available on child labour in India. Some of these literatures have been reviewed here.

The National Commission on Labour (NCL)¹¹³ in 1969 stated that in organized sector there is no child labour. According to NCL child labour is generally found in unorganized sector in the occupations of Agriculture, Restaurants, Hotels, Cotton Mills, Carpet Waving, Stone Crushing and Brick Kilns etc.

ILO (2017)¹¹⁴ "Global estimates of child labour; results and trends (2012-2016) are an extensive study on child labourers in different parts of the world. It was estimated that there were 152 million child labourers in the world and most of them were found in developing Countries or least developed countries. The report shows that out of total child labourers of the world, 70.9% are found in agricultural sector, 17.2% in service sector and 11.9% are found in industry sector.

Institute of Applied Man Power Research (IAMR)¹¹⁵ a study was conducted in Azamgarh district, U.P. on "Child Labour in Informal Sector" in 1992-93. The study covers 644 working children of 492 households. The major findings are as follows; (i) The dropped out of school population is highest in the U.P. with 50%, (ii) Such child population is the main reservoir of child labour, (iii) Most children are either self-employed, wage paid or unpaid family workers in the unorganized sector, (iv) child labour is encouraged by their parents, for they look at child as an income earning asset, (v) nearly 25% child labourers work for more than seven hours in a day and most of them are semi-skilled, (vi) the various schemes for controlling or banning the child labour

¹¹³ Report of the National Commission on Labour (1969). Govt. of India, Ministry of Labour and Employment and Rehabilitation.

¹¹⁴ ILO (2017). Global estimates of child labour Results and trends, 2012-2016, Geneva.

¹¹⁵ IAMR(1998). Child Labour in Informal Sector, Institute of Applied Manpower Research, New Delhi.

practices do not have any impact. For, due to negative attitude toward schooling parents put their children in factories which are outside the purview of Factories Act and other legislation. In fact, child labour is not an economic problem alone; it has a great deal of social and cultural connotation too.

Giri (1960)¹¹⁶ in his book “Labour Problems in Indian Industry” examined the working conditions of Child Labourers of the Beedi Rolling Industry in Bombay, South India and West Bengal. He stated that in the leading industries, children work in dark and dingy places with little ventilation and poor sanitary conditions. He described the working place of child labour as low-roofed, poor ventilation, un-even mud floor halls without drinking water facilities. Further, Smith Kothari (1976)¹¹⁷ in his article titled “There is Blood on Those Match Sticks: Child Labour in Sivakashi” has found that children are working long hours per day in the match industry of Sivakashi. He found that child labourers are basically engaged in monotonous work with poor working conditions and they have little time to play.

Neera Burra¹¹⁸, a representative of the UNDP carried out a field investigation in the following factories in India, viz., brass-ware in U.P, Gem polishing in Rajasthan, Lock making and Glass in U.P, and Diamond cutting in Gujarat. The findings of the investigation have been compiled in “Born to Work: Child Labour in India” (1997). There, Burra has documented the tragic plight of child labour which as improvement as Mira Nair’s Prize winning film “Salaam Bombay” where the lives of street children in Bombay have been poignantly portrayed. The working conditions which are full of tortures and abuse, that stunt the physical and mental growth of working children have been identified and narrated throughout the work. The possibility and plausibility of removing child labour in various activities, role of vested interests in bringing a child born into the fold of labour force to work in factory, necessity of compulsory Education and laws banning the child labour practices have also been discussed.

¹¹⁶ V.V.Giri (1960). Labour Problems in Indian Industry- Bombay, Asia Publishing House, pp.360-373

¹¹⁷ Kothari, S. (1976). “There is Blood on Those Match Sticks: Child Labour in Sivakasi”, Economic and Political Weekly, July 27, p.1200.

¹¹⁸ Burra, Neera (1997). Child Labour in India, Oxford University Press, Delhi.

The work entitled “Human rights and Child labour in Indian Industries” done by Anu Saksena¹¹⁹ tries to highlight how in few selected Industries in India, the presence of child labour is too high and how the Human right violation occur within these industries. Effectiveness of different national legislation and action plan on child labour in India is another part of her study. She also focuses on children as a source of future development.

“Implementation Hand Book for the convention on the rights of the Child” is an important publication by UNICEF (1998)¹²⁰. This publication provides references for the implementation of Law, Policy and Practice to promote and protect the rights of Children. “Learning or Working?” is a compilation of works on child labour and basic education by the UNICEF (1995)¹²¹. In this study the situations of child labour in Ghana, Nigeria, Peru, India, the USA and Colombia have been described. The study argues for necessity of compulsory education for elimination of child labour.

Child work and Education is a collection of interesting findings of the case study of Latin America done by the UNICEF (1998)¹²². The study has been discovered that child labour is not only a result of economic need or exploitation but also a consequence of children dropping out from schools to join in labour force due to poor quality of schooling. According to this study education system is bankrupt. Hence, it has suggested that education system should be reformed by and large.

The work “Child Labour” by Reddy (1999, ed.)¹²³ consists of various issues on child labour and socio economic conditions of child labourers all the sectors in Indian economy. In the volume, the authors urge for immediate end to hazardous and exploitation of child labour, support for child education and legal protection so that poor children may acquire the productive skill to promote their socio economic condition and lives. Moreover, Haspels and Jankanish’s (2000, ed.)¹²⁴ with “Action against child labour” is another important work on national policies and programmes against child labour. The study has a reference to Tanzania, Thailand, Philippines, Eklavya in Bhopal, Madhya Pradesh (India), Jatio Sramik League of Bangladesh, Cheli-Beti programme of Nepal and DLG of

¹¹⁹ Saksena, A. (2011). Human rights and Child labour in Indian Industries, Shipra Prakashan.

¹²⁰ UNICEF(1998). Convention of the Rights of the Child, Calcutta, Oxford University Press

¹²¹ Hazarika, P. (2004) . 'Child Labour in India', Akansha Publishing House, New Delhi, p.6.

¹²² UNICEF(1998). The State of the World’s Children, Oxford University Press.

¹²³ Reddy Y.S. (1999,ed.). Child Labour , Anmol Publications Pvt. Ltd.

¹²⁴ Haspels, N. and Jankanish, M. (2000, ed.). Action against child labour, International Labour Office.

Pakistan. They have suggested for elimination of child labour from our society, for which changes in policy implication and societal attitude towards the child labour, provision for free and compulsory education, empowering the poor and abolishing social discrimination are very important. They also gave importance on co-ordinations between the nations for complete elimination of child labour from our society.

The work done by Mustafa and Sharma (2008)¹²⁵ deals with the causes of child labour, their level and magnitude in India, different action plans, rules and regulations, laws, policy implemented by the Government and further discussed different supreme court judgment on it. Based on the findings they suggested some short and long term measures to curb the child labour in India.

The work “Child work, poverty and under development” done by ILO¹²⁶ has dealt with the main causes of child labour and its conceptual difficulties. This work edited by G. Rodgers and Gay Standing and one chapter of this work “The economic roles of Children in India: Methodological issues” has been devoted to child labour in India.

Agarwal, A. (2013)¹²⁷ in his work “Child Labour in India” dealt extensively on the level and magnitude on child labour in India. She tried to explore the present scenario of this deep rooted child labour problem in India and grievances related to it. She also examined the existing mechanism to combat the child labour and suggest necessary modification for it. Lamani and Venumadahava (2014)¹²⁸ in titled “Child Labour and Child Rights in India” made a similar study, where they examined the nature, extent, magnitude and impact of child labour in India. They also made an attempt to locate the significance of child rights and conclude with some measures to prevent child labour in India.

¹²⁵ Mustafa M. and Sharma O.(2008). Child Labour in India (A Bitter Truth),Deep & Deep Publications Pvt. Ltd. New Delhi-27.

¹²⁶ Rodgers, G. and G. Standing, G. (1981, eds.). Child work, poverty and underdevelopment, Geneva: ILO.

¹²⁷ Agarwal, A. (2013). Op.Cit. pp. 1099 - 1105.

¹²⁸ Lamani, R.B. & Venumadahava, G.S. (2014). International Journal of Criminology and Sociological Theory. Criminol. Vol. 7, No. 2.

Another similar study with special focus on Assam is undertaken by Hazarika (2008)¹²⁹ in his work “Child labour in India”. It deals with the origin, magnitude and structure of child labour in India including Assam. He extensively studied about the main causes of child labour, policy frame work and action plan implemented by the government and their effectiveness across the country. He argued that free and compulsory education is the most important preventive measures against child labours as well as strict implementations of child labour laws and extreme punishment to the violators of the laws are very important to curb the growing menace of child labour in India.

The work done by Koul (2014)¹³⁰, former director of Save Our Soul (SoS), published in Assam Tribune highlighted the root causes of child labour in Assam. He has found that poverty, parental illiteracy, social apathy, lack of education facilities and growing rate of population are the root causes of existence of high rate of Child Labour in India.

The work “Facts and Magnitude of Child Labour (Case Study is in Nagaon District of Assam)” by Singha and Saikia (2018)¹³¹ is a valuable work on child labour of Assam. They highlighted the actual facts and figures of child labour in Assam and their root causes. Based on 2011 population census report they have shown that Assam has the highest main child labourers with 99,512 nos. among the North-eastern states of India. In the study they have found that the main causes behind the child labourers are poverty (45%); ignorance of parent/guardian about child development (24%); shortage of food (15%); social apathy/environment (4%); parental loss (2%); migration (4%); indebtedness (6%). They have also found that highest 60% of child labourers among Muslim community and lowest 10.6% among Hindu community.

Rawat, et al. (2020)¹³² titled “Status of Child Labour in India: Problems and Challenges” is an extensive work on child labour in India, where they attempt to give a clear picture on judicial provisions in Indian constitution to combat this prolong problems. They also tried to find out the main causes behind it and measure the magnitude of child labour in India. Further, gave some suggestive measures for effective implementation of legal provision to combat child labour.

¹²⁹ Hazarika P.(2004): op.cit.

¹³⁰ Koul, S. (2014), The facts of child labour in Assam, Published in The Assam Tribune.

¹³¹ Singha,A. and Saikia, P. (2018); “Facts and Magnitude of Child Labour (Case Study is in Nagaon District of Assam), International Journal of Economic and Management Strategy, Vol. 8, No. 1, pp 1-7.

¹³² Rawat, D., Srivastav, V. and Vikram, S. (2020). op.cit.

1.3 STATEMENT OF THE PROBLEMS

The first National Commission on Labour was set up in 1969 to protect unorganized sector labourers from exploitation. According to the final report of the National Commission for Enterprises in the Unorganized Sector (NCEUS) released in April 2009, workers in the unorganized (or informal) sector constitute more than 93% of the total workforce in India and 50% to its GDP. The contribution of unorganized sector in Indian economy expanded over the years due to “informalization of formal sector”. NECUS Report 2013-14 also shows that out of total workers in India 92.4% are under unorganized sector and only 7.6% are in organized sector. High labour intensity of production technology is the main reason for huge employment generation in unorganized sector. In the globalization and economic reforms period this vulnerable section of workers are facing lots of difficulties in changing production pattern by using more capital intensive technique and skilled labour force in conception with “survival of fittest” because most of unorganized labourers are unskilled and untrained labourers from rural.

National Commission of Labour (1969)¹³³ has highlighted few major problems of unorganized sector labourers. Those are as follows: (1) Uncertainty and Irregularity of wage payment, (2) Contractual work status, (3) Long hours of work, (4) Poor physical environment, (5) Deplorable housing and sanitation condition and (6) Dangerous and hazardous work.

Moreover, the problems of women workers in general, and in the unorganized sector in particular, deserves special emphasis and focus in view of their marginalized position within the class of workers. Even when women are not employed in the sense of contributing to the national output, a considerable share of their time is consumed by socially productive and reproductive labour. This is what is called the double burden of work that distinguishes women from men. For women workers in the informal economy, the double burden of combining the tasks of production and reproduction is even more arduous because they are already engaged in activities that require long hours to obtain a subsistence wage.¹³⁴

¹³³ NECUS, 2007. op. cit.

¹³⁴ Marippan. K (2011). op. cit. p-17

The problems of child labour are more complex and intertwined with the twin issues of poverty and lack of access to quality school education.¹³⁵ With the advent of modern industrial system there came a tendency among the employers to earn easy money and quick profits at less expense. The employers basically in unorganized sector preferred the child labour because they constitute a cheap, silent and uncomplaining workforce. That is why the employment of children in factories at low rate of remuneration became the frequent practice. Generally they work for excessive hours under unhealthy, terrible and hazardous conditions.¹³⁶

Child labour is a major hindrance for human resource development and it would be a matter of concern for future economic development. According to UNICEF Report, 1997 on the state of the world's children estimated 250 million children aged 5-14 years are engaged in hazardous work, prostitution and bonded labour. At least one child out of every four in the developing world is toiling under conditions resembling slavery. The United Nations estimated that as many as 200 million children are at work in the world's fields and factories. According to a recent ILO report, 1999 some 250 million children between the ages of 5 and 15 are working in developing countries. Around 60% of them or nearly 153 million are found in Asia, 32% or 80 million are in Africa and 7% or 17.5 million live in Latin America.

So it is felt that through and proper investigation of the problems related with the unorganized labour market of Assam would help the policy planers to mitigate the hardship of the labours in unorganized sector. Even, in the presence of trade unions the working conditions of unorganized sector labourers have not been improved satisfactorily. In the eve of women empowerment era, the recognition and evaluation of the role of women labour force in an economy is very essential. For human resource development in an economy, it is important to abolish the child labour.

¹³⁵ *ibid.*, p-17.

¹³⁶ Mustafa, M. and Sharma, O. (2008). *op. cit.*

1.4 AREA OF THE STUDY

Assam state is composed of 27¹³⁷ administrative districts (now 33 districts by creation of five new districts in 2015 and another one in 2016). Out of these, Sivasagar and Dibrugarh have been purposively selected for this study considering the diversity in the labour market.

Sivasagar district is consisting of three sub-divisions – Viz. (i) *Sivasagar* (ii) *Charaideo* and (iii) *Nazira*. Under these three sub-divisions there are six revenue circles *Mahmora*, *Sivasagar*, *Nazira*, *Demow*, *Amguri* and *Sonari*. There are total 9(nine) development blocks in the districts of Sivasagar Viz., *Sivasagar*, *Demow*, *Gaurisagar*, *Nazira*, *Amguri*, *Sonari*, *Lakwa*, *Pachim Abhypur* and *Sapekhati*. The total numbers of villages are 875 and 7 urban areas in the district.

Dibrugarh district is an industrially developed district having only one sub-division i.e., *Dibrugarh*. Total numbers of revenue circle are seven, viz. *Dibrugarh East*, *Dibrugarh West*, *Chabua*, *Tengakhat*, *Nahorkatia*, *Tingkhong* and *Moran*. There are seven development Blocks viz., *Barbaruah*, *Lahoal*, *Panitola*, *Tengakhat*, *Khowang*, *Tingkhong* and *Joypur*. The district has one ZilaParisad, 93 Gaon Panchayats, 1348 villages and 9 urban areas.

Out of these villages and urban areas from both the districts, only 10% of the respective areas are covered by the survey.

¹³⁷. Population Census of Assam, 2011.

1.5 OBJECTIVES OF THE STUDY

The main objectives of the study are:

- (a) to examine the magnitude of labour forces in organized and unorganized sector in Assam.
- (b) to assess the income level, living standard and working conditions of labourers in unorganized sector.
- (c) to examine the role of unorganized women labour force in the economic development process through participation in labour market and their empowerment level.
- (d) to assess the level of existence of child labour and the causes and problems of child labour in Assam.

1.6 HYPOTHESES:

(i) Unorganized labourers contributed significantly to the economy of Assam as like organized sector and there is no significance difference between the unorganized labour market of Sivasagar and Dibrugarh districts.

(ii) The unorganized women labourers contributed significantly to the economy of Assam and there are no major differences between the women participation in unorganized labourer of Sivasagar and Dibrugarh district.

(iii) Unorganized Women Labourers of Sivasagar and Dibrugarh districts are equally empowered and playing pivotal role in their household's decision making process.

1.7 SIGNIFICANCE OF THE STUDY

No in-depth study in regard to unorganized labour market in the State has been done so far. Therefore, the present study is expected to reveal the various problems relating to unorganized labour market and the weakness of labour welfare policies and programs. Thus, the findings of the study will provide a base for the planners in formulation of policies to improve the unorganized labour market situations and employment generation in the State. Further, it will be a reference for further researches in the same field of study.

1.8 METHODOLOGY

(i) Sources of Data:

The study has enclosed both macro as well as micro levels. The macro level analysis for the entire state of Assam is based on secondary data collected from official documents, published reports etc. However, the macro analysis cannot adequately highlight the existing labour market scenario in the State. Therefore, the micro level analysis reflecting the present state of affairs of the labour market is undertaken based on primary data, collected from field survey.

(ii) Sample Techniques:

The primary data are collected following a multi-stage stratified random sampling method. The total sixteen development blocks in the two districts of Sivasagar and Dibrugarh have been stratified into rural and urban areas; which is comprised of 9(nine) and 7(seven) development blocks, respectively. In the rural area, out of 9(nine) development blocks, 2(two) are selected from each district. In the next stage, two villages from each block are selected (i.e., a total of 4 villages from each district). Thereafter, 15(fifteen) households are selected from each villages (a total of 60 households from each districts), that total rural sample unit comprised of 120 households.

On the other hand, in urban area, 2(two) development blocks from each district are selected in the first stage. Thereafter, 2(two) towns from each district representing each selected development

block has been taken in the sample. From each sample town, 20 households are selected as sample units in urban area that constituted a total of 80 households.

The total number of sample units in the survey is 200 households and total working populations belonging to those sample households are found 398 workers, which may fairly represent the universe of study. Out of total working population in the sample, 216 (54.27%) are male and 182 (45.73%) are female.

(iii) *Data Analysis:*

The collected data/information (secondary and primary) have been processed and tabulated. The necessary statistical tools and methods are used wherever necessary such as correlation, regression, t-test, F-test etc.

Logistic multiple regression models with the help of SPSS was used in this study to find out the most influential explanatory variables on dependent variables *viz.*, income level of unorganized labourers and unorganized women labourers households decision making capacity.

1.9 CHAPTER PLANNING

Chapter – I: Introduction

This introductory chapter included a brief review of the labour market of Assam-especially about the level and magnitude of unorganized sector labourers, women labour force participation rate and existence of child labour. It also includes an extensive literature review on the subject matter, statement of the problems, area of the study, objectives, hypothesis and methodology used for the study.

Chapter – II: Socio-Economic Profile of Assam

Socio-economic conditions of the labour force in Assam is examined in relation to their income level, living standard, working conditions, land and other resources and utilization of such resources. Also the profiles of the sample area and sample households are presented here.

Chapter – III: Labour Force in Organized and Unorganized Sectors

This chapter deals with the level and magnitude of organized and unorganized sector labourers in Assam and their socio-economic conditions. The analysis of their relative contribution to the economy of Assam is presented in this chapter.

Chapter – IV: Women in Unorganized Labour Market

Women labour force participation rate in unorganized sector, their contribution to the economy of Assam as well as their empowerment level are analyzed in this chapter. Further, the working conditions and problems of women in unorganized labour market are highlighted.

Chapter – V: Child Labour in Unorganized Sector

The estimates of the level and magnitude of child labour in terms educational level, age, sex, nature of work since 2001 are presented here. Other issues relating to child labour are also discussed.

Chapter – VI: Findings and Suggestions

The findings of the study have been summarized. This chapter brought together the conclusions drawn from the study and also the possible suggestion for the betterment of the socio-economic conditions of the labourers in the unorganized sector in Assam.

CHAPTER-II

SOCIO-ECONOMIC PROFILE OF ASSAM

CHAPTER-II

SOCIO-ECONOMIC PROFILE OF ASSAM

2.1 INTRODUCTION

Assam is one of the states of North-Eastern Region (NER) of India, located in the south of the eastern Himalayas. The state is comprised of the Brahmaputra and the Barak valleys along with Karbi Anglong and Dima Hasao districts. The Valleys comprised of long alluvial plain areas situated between 90⁰ and 97⁰ East longitudes and 24⁰ and 28⁰ North latitudes. The river Brahmaputra flows through the entire State from East to Western direction as an artery, with 117 tributaries. Assam is bordered by Arunachal Pradesh, Nagaland, Manipur, Mizoram, Tripura and Meghalaya and it shares international borders with two countries viz., Bangladesh and Bhutan. Geographically, NER including Assam is connected with the rest of India via a narrow strip of land in West Bengal called the 'Siliguri corridor or Chickeneck'.¹³⁸ The cultural affinity of Assam with South East Asia is one of the important elements for success of India's Look East Policy (now Act East Policy). Assam became a part of India after British occupied the region following the first Anglo-Burmese war of 1824 to 1826, with a geographical area of 78,438 sq. kms, which constitutes about 2.4 per cent of the country's total area.

2.1.1 Administrative Set-up:

For administrative convenience, the state is divided into 33 districts; there are 80 Sub-divisions, 219 Development Blocks, 184 Revenue Circles, 214 Towns and 2202 Gaon Panchyats. Assam has 26,395 villages, out of these, 25,372 are identified as inhabited and 1,023 are uninhabited villages.¹³⁹ The State's capital is Dispur that is situated within the city of Guwahati, which became the capital of Assam in 1973.

¹³⁸ http://www.wikipedia.org/wiki/assam#cite_note-2

¹³⁹ Census Report Assam, 2011. District Census Hand Book (DCHB)

2.1.2 Demography:

(a) Population

As per 2011 census, there are 64,06,471 households in Assam. The total population of the State has increased from 2,66,55,528 in 2001 to 3,12,05,576 in 2011. Of which, 1,59,39,443 (51.08%) are male and 1,52,66,133 (48.92%) are female in 2011. The decadal growth of population was 17.07% during 2001-2011 as against 17.7% for the country as a whole. Out of 33 districts in the State, eight districts have shown rise in the decadal population growth rate. These districts were religious minority-dominated districts like Dhuburi, Goalpara, Barpeta, Morigaon, Nagaon, Halaikandi etc. which recorded growth rate ranging from 20% to 24%. On the other hand, eastern Assam districts like Sivasagar and Jorhat have registered lower growth rate of around 9%, and these districts do not share any international border. The districts Kokrajhar, Baksa, Udalguri share international boundary with Bhutan, while Dhubri, North Cachar and Karimganj districts share international boundary with Bangladesh. Those bordering districts with Bangladesh recorded higher population growth rate and these are mainly dominated by minority population.

Growth of population in Assam has risen remarkably since the mid-decades of the 20th century. Population grew from 32,89,680 in 1901 to 66,94,790 in 1941. It further increased from 80,28,856 in 1951 to 1,46,25,152 in 1971, during which decades Assam has witnessed the highest population growth. Yet again, the population of Assam grew from 1,80,41,248 in 1981 to 3,12,05,576 in 2011 showing a lower growth rate than the last two decades.

In Assam, the decadal growth rate of population has ranged from 16.99% to 20.4% during the pre-independence period. However, during the post- independence decades, basically 1951-61 and 1961-71, Assam have witnessed the highest decadal growth rates of 34.98% and 34.95% respectively, due largely to influx from East Pakistan during the time of formation of Bangladesh. Until 1971, the growth rate of population in the State has been well above the national growth rate. The differences can be attributed to large scale immigrations from neighboring countries into the State.¹⁴⁰ The growth in the western and southern districts of Assam was high primarily due to influx of people from East Pakistan, now Bangladesh. Ever since, the growth rate has declined to 18.85 per cent in 2001 and in

¹⁴⁰ www.assam.gov.in/web/guest/economyofassam

2011 it was 17.07 per cent. The size of population of Assam and India, and their decadal growth rates since 1901 to 2011 are presented in Table-2.1 and in Figure – 1.1.

Table-2.1
Population Trends of Assam and India

Year	Total Population		Decadal Growth Rate (in Percentage)	
	Assam	India	Assam	India
1901	32,89,680	23,83,96,327	--	--
1911	38,48,617	25,20,93,390	16.99	5.75
1921	46,36,980	25,13,21,213	20.48	-0.31
1931	55,60,371	27,89,77,238	19.91	11.0
1941	66,94,790	31,86,60,580	20.4	14.22
1951	80,28,856	36,10,88,090	19.93	13.31
1961	1,08,37,329	43,92,34,771	34.98	21.51
1971	1,46,25,152	54,81,59,652	34.95	24.8
1981	1,80,41,248	68,33,29,097#	23.36	24.66
1991	2,24,14,322	84,64,21,039##	24.24	23.87
2001	2,66,55,528	1,02,87,37,436	18.85	21.54
2011	3,12,05,576	1,21,08,54,977	17.07	17.7

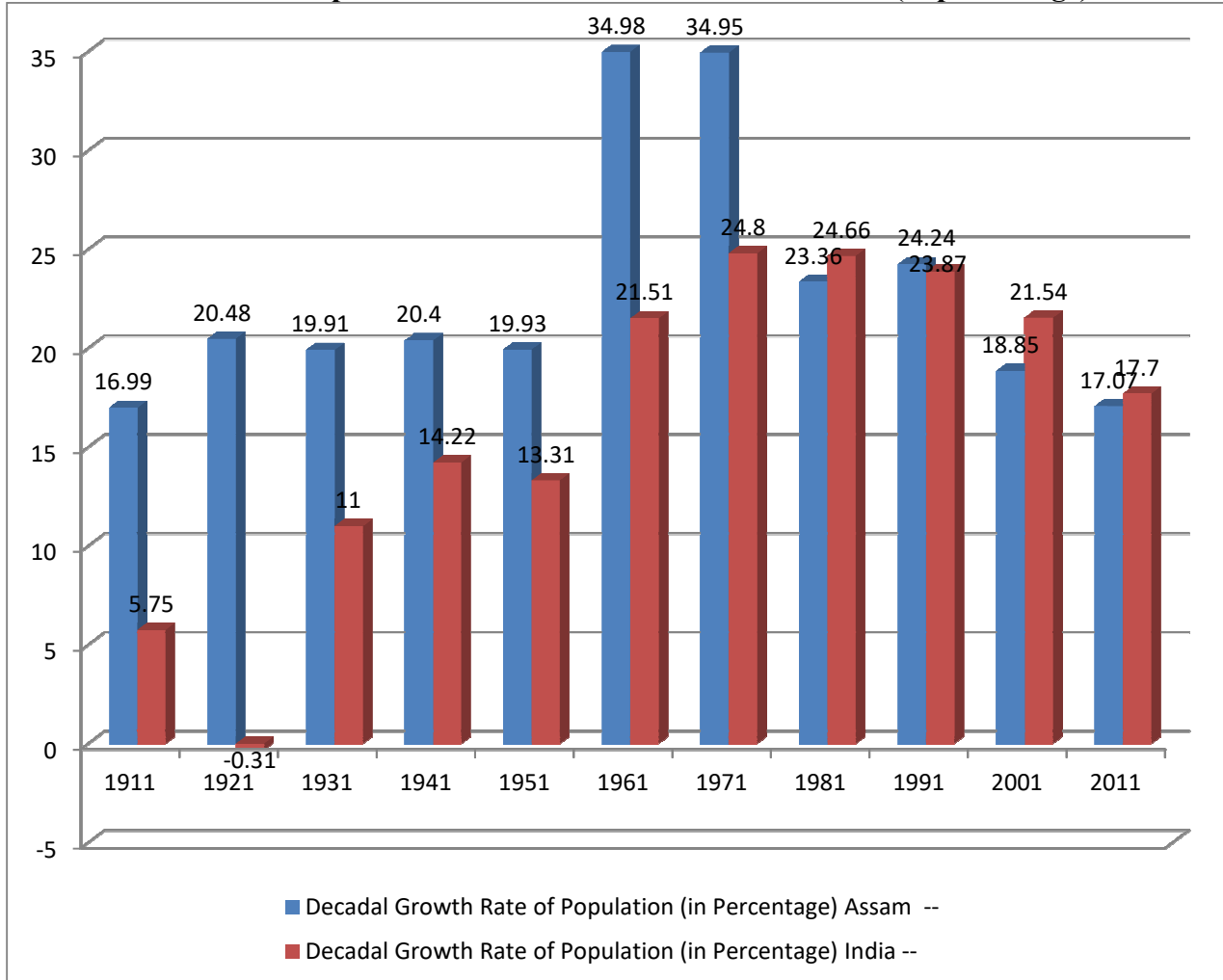
Source: Statistical Handbooks of Assam, published annually by Govt. of Assam.

the 1981 census could not be held owing to disturbed conditions prevailing in Assam. Hence the population figures for 1981 of Assam have been worked out by 'Interpolation'.

The 1991 census was not held in Jammu and Kashmir. Hence the population figures for 1991 of Jammu and Kashmir have been worked out by 'Interpolation'.

In 2011, the total rural population of Assam was 2,68,07,034, which accounted for 85.90% of total population. Out of which, 1,36,78,989 (51.03%) were males and 1,31,28,045 (48.97%) females. The total urban population was 43,98,542 (comprised of 14.10% of total population); of which, 2,260,454 (51.39%) were males and 2,138,088 (48.61%) were females.

Figure – 1.1
Decadal Population Growth Rate of Assam and India (in percentage)



Source: Source: Statistical Handbooks of Assam published annually by Govt. of Assam.

(b) Density of Population

The density of population in Assam during the pre-independence period had increased to 85 (persons per sq. km) in 1941 from 42 in 1901. During the post-independence period it was further increased to 398 in 2011 from 102 in 1951. The corresponding figure of all India was higher than Assam during pre-independence period, but turned lower during post-independence period. This means its higher population growth rate has made the State more densely populated than the national average.

The data on density of population and the sex-ratios of India and Assam (1901 to 2011) are presented in Table-2.2 as follows:

Table-2.2
Population Density and Sex-ratio of India and Assam since 1901 to 2011

Year	Population Density (Persons per sq. km.)		Sex-Ratio (numbers of females per 1000 males)	
	Assam	India	Assam	India
1901	42	77	919	972
1911	49	82	915	964
1921	59	81	896	955
1931	71	90	874	950
1941	85	103	875	945
1951	102	117	868	946
1961	138	142	869	941
1971	186	177	896	930
1981	230#	216	910#	934
1991	286	274	923	927
2001	340	324	935	933
2011	398	382	958	940

Source: Census of India, Office of the Registrar General, India

interpolated Value for the year 1981 of Assam.

(c) Sex-ratio

The sex-ratio (numbers of females per 1000 males) of Assam was 919 in 1901 but declined gradually to 868 in 1951, then started to increase from 869 in 1961 to 954 in 2011. The national sex ratio has been higher than that of Assam although it has declined from 972 in 1901 to 927 in 1991. Since then it was increased moderately during the last two decades. The Sex-ratio in Assam during 2001 and 2011 were 935 and 958 respectively, which are higher than national sex-ratio of 933 and 940 for the corresponding periods.

In Assam, the Sex-ratio in rural area is 960 and in urban region it is 946 according to 2011 population census. For age group of 0-6 years, the ratio was 965 in 2001, which was declined to 957

in 2011. In comparison to national sex ratio of age group 0-6 years (927 in 2001 and it has further decline to 914 in 2011), the State's ratio is far more satisfactory.

(d) Population by Social Groups

According to 2011 population census, the distribution of social groups in Assam indicates that the total Schedule Caste (SC) population is 22,31,321, which comprises 7.15% of its total population. A total of 38,84,371 Schedule Tribe (ST) populations comprise 12.45% of the State's total population, which share is higher than that of Schedule Caste. The Other Backward Class is the dominant category of the state total population which comprises approximately 65% of the total population and near about 15% population belongs to general and other social groups.

(e) Population by Religion

Population distribution by religion in Assam indicates that Hindu is the dominant religious group followed by Muslim, as like in the country. As per 2011 population census, Hindu is the dominant religious group with 61.47% of state total population followed by Muslim (34.22%) and Christian (3.74%). Other religious groups comprised smaller fraction of Assam population i.e., Buddhist (0.18%), Jain (0.08%), Sikh (0.07%), Other Religion (0.09%) and Not Stated (0.16%) only. The population distribution by religion in India and in Assam is shown in Table-2.3 as follows:

Table-2.3
Distribution of Population by Religion in India and Assam, 2011

County/ State	Hindu	Muslim	Christia n	Sikh	Buddhi st	Jain	Others	Not State d	Total
India (Crore)	96.63 (79.80)	17.22 (14.23)	2.78 (2.30)	2.08 (1.72)	0.84 (0.70)	0.45 (0.37)	0.79 (0.66)	0.29 (0.24)	121.0 8 (100)
Assam (Lakh)	191.81 (61.47)	106.79 (34.22)	11.66 (3.74)	0.21 (0.07)	0.55 (0.18)	0.26 (0.08)	0.27 (0.09)	0.51 (0.16)	312.0 6 (100)

Source: Population Census of India, 2011.

Figures in the parentheses indicate percentage.

(f) Literacy Rate

According to 2011 census, the average literacy rate in Assam is 72.2%, which is lower than national average of 74.04%. Male literacy rate is 77.85 % and female literacy rate is 66.27%. The urban literacy rate is 88.5% and rural rate is 69.3% only. The literacy rate of urban male is 91.81% and female is 79.85%. Whereas, for rural male and female were 75.4% and 63.0%, accordingly.¹⁴¹ The literacy rate of Assam and the National level are presented in table-2.4. The decadal literacy rate in Assam had been relatively higher than National literacy rate during 1951 to 1991. Subsequently, it has turned lower than the national rate.

TABLE-2.4
Literacy Rate of Assam and India from 1951 to 2011 (in percentage)

Year	Assam			India		
	Male	Female	Person	Male	Female	Person
1951*	28.01	7.85	18.53	27.16	8.86	18.33
1961	44.28	18.62	32.95	40.4	15.35	28.3
1971	43.72	22.76	33.94	45.96	21.97	34.45
1981*	--	--	--	56.38	29.76	43.75
1991	61.87	43.03	52.89	64.13	39.21	52.21
2001	71.28	54.61	63.25	75.26	53.76	64.83
2011	77.85	66.27	72.2	82.14	65.46	74.04

Source: Census of India, Office of the Registrar General, India

* Excluding Jammu and Kashmir

** Excluding Assam.

2.1.3 The Economy:

Among eight states of the North Eastern Region, Assam is the most industrially advanced state. There are several large, medium and small scale industries based on the resources like agriculture, forest, and mineral. Two main large scale industries are OIL and Natural Gas which make up 50% of India's on-shore production and tea which make up 53% of all India tea production. Papers, Cement, Petrochemicals are some other major industries in Assam. In spite of being richly endowed with natural resources, the State lags behind the rest of India in many aspects. One of the main reasons is that Assam has been a victim of large scale immigration from neighboring countries basically from Bangladesh and Nepal.

¹⁴¹ Census of India, 2011; Districts Census Handbook (Sivasagar), Series-19, Part XII-B; P-17; Director of Census Operation, Assam.

(i) Gross State Domestic Product

The Quick Estimates (QE) of Gross State Domestic Product (GSDP) of Assam during 2016-17 at current prices was Rs.2,49,801 crore, which was 10.55 per cent higher than that of Rs.2,25,971 crore as per 2015-16 Provisional Estimates (PE).

The GSDP at constant prices (2011-12) for 2016-17 (QE) was Rs.192400 crore as against Rs.180166 crore in 2015-16 (PE) in the State, showing an increase by 6.8% growth over the previous year. The sectoral contributions to GSDP at current prices in 2016-17 (Q.E.) were as follows: (a) Agriculture and Allied activity was 19.34%, (b) Industry sector was 28.72%, and (c) Service Sector including taxes and subsidies was 51.95%.

These sectoral compositions of the State's economy have undergone changes during the period 2011-12 to 2016-17. The share of Agricultural and Allied activities in GSDP at current prices had somewhat come down from 19.89% in 2011-12 to 19.34% in 2016-17. During the same period, the share of Industry sector has declined from 30.63% to 28.72%. Opposite trend has been observed in case of service sector as well as taxes and subsidies. During the corresponding period, its share has nominally increased from 43.97% to 45.5%. Moreover, the contribution of Taxes and Subsidies to GSDP has also shown a tendency of increase from 5.51% in 2011-12 to 6.44% in 2016-17.

(ii) Net State Domestic Product

The Net State Domestic Product (NSDP) at current prices is estimated at Rs.2,22,734 crore in 2016-17 (Q.E.), which is higher by 10.6 per cent than that of Rs.2,01,309 crore in 2015-16 (P.E.). The NSDP at constant prices (2011-12) is at Rs.1,73,050 crore in 2016-17 (Q.E.), showing an increase of 6.43 per cent over Rs.1,60,425 crore in 2015-16 (P.E.). From the period of 2011-12 to 2015-16, the growth rate of NSDP at both current and constant prices were higher than that in 2016-17, where there has been a marginal decline in the rate of growth.

TABLE-2.5
Gross State Domestic Product (GSDP) and Net State Domestic Product (NSDP) of Assam
(in Crore Rs.)

Year	India				Assam							
	GDP#				GSDP				NSDP			
	At Current Prices	Growth Rate##	At Constant Prices ###	Growth Rate	At Current Prices	Growth Rate	At Constant Prices	Growth Rate	At Current Prices	Growth Rate	At Constant Prices	Growth Rate
2011-12	87,36,329	--	87,36,329	--	1,43,175	--	1,43,175		1,29,354	--	1,29,354	--
2012-13	99,44,013	13.8	92,13,017	5.5	1,56,864	9.6	1,47,342	2.9	1,42,039	9.8	1,32,518	2.45
2013-14	1,12,33,522	13	98,01,370	6.4	1,77,745	13.3	1,54,525	4.9	1,60,442	13	1,38,725	4.68
2014-15	1,24,45,128	10.8	1,05,36,984	7.5	1,95,723	10.1	1,65,212	6.9	1,72,849	7.7	1,46,425	5.55
2015-16 (P.E.)*	1,35,76,086	10.6	1,13,50,249	7.7	2,25,971	15.5	1,80,166	9.1	2,01,309	15.90	1,60,425	11.19
2016-17 (Q.E.)**	1,51,83,709	11.8	1,21,89,854	7.4	2,49,801	10.55	1,92,400	6.8	2,22,734	10.6	1,73,050	6.43

Source: CSO & DES, Assam

GDP, GSDP, NSDP in Crore Rupees.

##Growth Rate in Percentage, ###Constant Price based year 2011-12,

*P.E. Provisional Estimates, **Q.E. Quick Estimate

(iii) Per Capita Income

The Per Capita Income at current prices is estimated at Rs.65,698 during 2016-17 (Q.E.) as against Rs.60,526 in 2015-16 (P.E.), registering a growth of 8.55 per cent. The Per Capita Income at constant prices is estimated at Rs.51,040 in 2016-17 (Q.E.) as against Rs.48,725 in 2015-16 (P.E.), showing a growth rate of 4.75 percent. The Compound Annual Growth Rate (CAGR) shows that during 1960-61 to 2015-16 the Per Capita Income of Assam at current prices increased at the rate of 12%, while in constant prices it increased at 4% only. The CAGR of Per Capita Income at the national level in both current and constant prices are shown 13% and 5% respectively for the corresponding periods which are higher than that of Assam. In Table-2.6 the growth pattern of Per Capita Income of Assam and India, in both current and constant prices, are presented for the period 1960-61 to 2015-16.

Table-2.6
Per Capita Income of Assam and India (In Rs.)

Years	Assam		India	
	At Current Prices	At Constant Prices	At Current Prices	At Constant Prices
1960-61*	433	8,769	373	8,889
1970-71*	743	9,351	763	10,016
1980-81*	1,673	9,334	1,852	10,712
1990-91*	5,315	10,915	5,621	14,330
2000-01*	12,803	12,447	17,295	20,362
2004-05**	16,782	16,782	24,143	24,143
2008-09**	24,099	18,922	40,775	31,754
2009-10**	28,383	20,406	46,249	33,901
2010-11**	33,087	21,146	54,021	36,342
2011-12#	41,142	41,142	63,460	63,460
2012-13#	44,599	41,609	71,050	65,664
2013-14#	49,734	43,002	79,412	68,867
2014-15#	52,895	44,809	86,879	72,889
2015-16(P.E.)#	60,526	48,725	93,293	77,435
2016-17(Q.E)	65,698	51,040	1,03,219	82,269
CAGR	12%	4%	13%	5%

* For 1960-61 to 2000-01 the base is 1999-2000.

** For the year 2004-05 to 2010-11 the base period is 2004-05

For 2011-12 to 2016-17 the base year period is 2011-12

Source: Directorate of Economics & Statistics, Assam & Central Statistical Office (MOSPI), Govt. of India.

Before the independence of India, per capita income of Assam was higher than national average, which continued throughout the early post-independence decades. However, since 1960-61 the Per Capita Income of Assam became slightly lower than that of National average, but in the later stage it became notably lower as indicated in the above Table 2.6.

2.1.4 Workers and Non-Workers:

The Census of India defines all persons engaged in ‘work’ as participation in any economically productive activity with or without compensation, wages or profits are workers. The year preceding the date of enumeration is taken as the reference period for determining a person as worker or non-worker. The Census of India collects information on economic activity of an individual and classifies workers into two groups namely, Main workers who had worked for the major part of the reference period i.e. 6 months or more and Marginal workers who had worked less than six months. The Table-2.7 shows the trend of Main workers, Marginal workers and Non-workers in Assam as per the last three censuses.

According to Census report (2011), it reveals that out of the total population of 3,12,05,576 in Assam, 1,19,69,690 (38.36%) were workers. Out of total workers, male comprised of 85,41,560 (71.36%) and female are 34,28,130 (28.64%). In 2011, out of total male population in Assam, 53.59% has participated in workforce. The male work participation rate had assumed increasing trend during the preceding two decades also (i.e., 1991 and 2001 with 49.46% and 49.89% respectively). The female work participation rate has declined from 21.6% in 1991 to 20.7% in 2001, thereafter increased slightly to 22.46% in 2011.

In 2011, non-working population in Assam was 1,92,35,886, which comprises of 61.64% of the total population. The percentage of female non-working population is much higher than its male counterpart (i.e., 46.41% of male and 77.54% of female). The Sex-wise distribution of working and non-working population of Assam is presented in Table-2.7.

Table-2.7
Distribution of Working and Non-working population in Assam

Year	1991			2001			2011		
	Workers	Non-Workers	Total Population	Workers	Non-Workers	Total Population	Workers	Non-Workers	Total Population
Male	57,65,567 (49.46)	58,92,422 (50.54)	1,16,57,989 (100)	68,72,743 (49.89)	69,04,294 (50.11)	1,37,77,037 (100)	85,41,560 (53.59)	73,97,883 (46.41)	1,59,39,443 (100)
Female	23,23,368 (21.6)	84,32,965 (78.40)	1,07,56,333 (100)	26,65,848 (20.7)	1,02,12,643 (79.3))	1,28,78,491 (100)	34,28,130 (22.46)	1,18,38,003 (77.54)	1,52,66,133 (100)
Total	80,88,935 (36.09)	1,43,25,387 (63.91)	2,24,14,322 (100)	95,38,591 (35.78)	1,71,16,937 (64.22)	2,66,55,528 (100)	1,19,69,690 (38.36)	1,92,35,886 (61.64)	3,12,05,576 (100)

Source: Population Census of India; 1991, 2001, 2011.

Figures in the parentheses indicate percentages in total population

The data in the table 2.7 indicates that the proportion of total working population has increased from 35.78% to 38.36% during the last decade in Assam. In the same way, the proportion of workers for both male (49.89% to 53.59%) and female (20.7% to 22.46%) have increased during the decade as indicated in table 2.7. This is a positive indication of economic development, even though more than half of populations are not in labour force.

(i) Distribution of Workers by Employment:

According to 2001 population census, the percentage of **main workers** in total work force was 74.58% and the **marginal workers** were only 25.42%. In 2011, it was declined to 72.58% for main workers but the percentage of marginal labourers was increased to 27.42%. It indicates that although there is an increase in total workers in the state, but the proportion of main workers assumed a declining trend while the marginal workers show an increasing trend. Moreover, more than half of the populations are out of labour force, which is not a positive trend for the future growth.

According to 2011 census, the distribution of total workers in the State by different occupation or activities shows that 33.94% (40,61,627) are cultivators, agricultural labourers accounted for 15.42% (18,45,346), household industries workers for 4.1% (4,91,321) and other workers stood at 46.55% (55,71,396). The total work force was 95,38,591 in 2001, of which, cultivators comprised of 39.11%, agricultural labourers of 13.25%, household industry workers of 3.61% and 44.03% were other workers. During the decade, the proportions of worker in cultivation have declined while it increased for agricultural labourer, household industry and others.

Table-2.8
Distribution of Workers in Assam under different Occupations in 2001 & 2011 Census

Workers	2001			2011		
	Male	Female	Person	Male	Female	Person
Total workers	68,70,960 (72.03)	26,67,631 (27.97)	95,38,591 (100)	85,41,560 (71.36)	34,28,130 (28.64)	1,19,69,690 (100)
Main workers	58,49,032 (61.32)	12,65,065 (13.26)	71,14,097 (74.58)	70,34,642 (58.77)	16,52,481 (13.81)	86,87,123 (72.58)
Marginal Workers	10,21,928 (10.71)	14,02,566 (14.70)	24,24,494 (25.42)	15,06,918 (12.59)	17,75,649 (14.83)	32,82,567 (27.42)
Cultivators	26,34,068 (27.61)	10,96,705 (11.50)	37,30,773 (39.11)	30,99,763 (25.90)	9,61,864 (8.04)	40,61,627 (33.94)
Agricultural labourers	8,32,508 (8.73)	4,31,024 (4.52)	12,63,532 (13.25)	11,29,210 (9.43)	7,16,136 (5.98)	18,45,346 (15.42)
Households Industry Workers	1,33,902 (1.40)	2,11,010 (2.21)	3,44,912 (3.61)	2,05,744 (1.72)	2,85,577 (2.39)	4,91,321 (4.10)
Other Workers	3270482 (34.29)	928892 (9.74)	4199374 (44.03)	4106843 (34.31)	1464553 (12.24)	5571396 (46.55)

Source: Population Census of India; 1991, 2001, 2011.

Figures in the parentheses indicate percentage in total workers.

(ii) Employment and Unemployment:

According Planning Commission of India for the year 2011-12, the percentage of Below Poverty Line (BPL) is 31.98% in Assam, which accounted 101.27 lakhs people of the State.¹⁴² According to Directorate of Census Operation of Assam (2011), the employment rate in Assam is 38.36%, which is lower than that of National Employment rate 39.79% for the same period. Due to lack of employment opportunity in Assam, major portion of workforce migrated to other states in search of jobs.

As per the Employment and Unemployment Survey (2009-10), Govt. of India, the overall unemployment rate of Assam stood at 6.4% compares favorably against the corresponding all India figure of 9.5%. Similarly, rural unemployment in the State stands at 5.9% which is much lower than

¹⁴² Khabar, Assamese Daily Newspaper, Dated: 20.02.2014

the corresponding national rate of 10.3%. But, the urban unemployment rate in Assam stands at 10.6% which is notably higher than that of national average of 7.4%.

As per the Periodic Labour Force Survey (PLFS) 2017-18 released by the Ministry of Statistics and Programme Implementation, Govt. of India, Labour Force Participation Rate (LFPR) as per usual status (ps+ss) in Assam was 49.5 per cent, which is lower than All India average of 53.0 per cent. LFPR in rural areas of Assam was about 49.6 per cent and that in urban areas was about 48.9 per cent, which were also lower than national averages (53.6 per cent and 51.6 per cent, respectively). In both rural and urban areas, LFPRs for females is lower than males in Assam, which are lower than national level. Those in rural areas, for males and females were nearly 84.2 per cent and 13.4 per cent, respectively (as against all India average of 80.2 per cent and 26.6 per cent, respectively). In urban areas, for males and females rates were nearly 80.5 per cent and 16.7 per cent in the State (as against all India average of 80.1 per cent and 22.3 per cent accordingly).

According to PLFS of 2017-18, the unemployment rate in Assam was 8.1%, while the Country's rate was 6.1% as per usual status (ps+ss). Area wise in the state of Assam the rural unemployment rate was 8.3% and 6.3% in urban areas those are higher than national rural and urban unemployment rate 6.2% and 5.7% respectively. The Socio-Economic Indicators of Assam reflects that at the national level creation of employment opportunity rate is 2.78% but in case of Assam it is 0.09% only in the year 2009-10, which is too low to make any meaningful impact on the growing labour force in the market.

(iii) Employment by Sector-Wise (Organized and Unorganized):

Predominance of unorganized sector employment has been one of the central features of the labour market scenario in India. An overwhelmingly large proportion of workforce in India is found to be employed in unorganized sector. In the same way, the NECUS report in 2013-14 shows that 90.22% of the total workers in Assam were under unorganized sector, while only 9.78% were engaged under organized sector. Among the total male workers, 89.8% are employed in unorganized sector, and for female it is 91.4%. The same survey report shows that out of total workers in India, 92.4% are under unorganized sector and only 7.6% are in organized sector. The male and female

proportions in unorganized sector of the country were 90.7% and 95.9% respectively in 2013-14. According to NECUS, although 90% of the total workforce has been engaged in unorganized sector, its share in GDP is only about 50% in India; this reflects low productivity of the sector as compared to organized sector.

The 68th Round of National Sample Survey Organization (NSSO) Report, 2011-12 shows that in India out of total 472.9 million workers, 446.37 million (94.39%) are engaged in unorganized sector and only 26.53 million (5.61%) are under organized sector. The percentage of female unorganized labourers (95.19%) is higher than the percentage of male unorganized labourers (94.26%) as per the survey report. According to 66th National Sample Survey Organisation (NSSO) in 2009–10, total employment in the country was 46.5 crore. Out of this, about 2.8 crore were in the organised sector and 43.7 crore workers in the unorganised sector. Sectorally, 24.6 crore workers were employed in agricultural sector, 4.4 crore in construction and remaining were employed in manufacturing activities, trade and transport, communication and services. Most of the home based unorganized workers are basically in the occupations like domestic helper, beedi rolling, agarbati, jari, embroidering work etc. in India.

Like that of National labour market scenario, in Assam state also 90% of the total workforce is engaged in unorganized sector. The share of organized sector had remained low and stable at nearly 10% in 2004-05 and 2009-10. According to 68th NSSO report, 2011-12 in the state of Assam 90.2% labourers in unorganized sector and only 9.8% were in organized sector. The share of workers in unorganized sector in India is larger than that of Assam. It is found that 93% of total workforce in India was in unorganized sector during 1999-2000 and the same was 88% in Assam. In 2004-05, the share of all India level was 94.22% against 89.61% of Assam. The share was slightly declined to 93.92% in 2009-10 in all India level. While in Assam, the share was increased to 89.77% during the period. Again, according to 68th round NSSO report for 2011-12 the proportion was increased to 94.39% and 90.22% in all India level and the State, respectively. The sector-wise distribution of labourers in India and Assam are presented in Table 2.9.

It has been observed that the employment opportunity in the organized sector has remained more or less stagnant in the country as well as in the State. But, in Assam the growth of unorganized

sector workers are higher than the national level during the period 1999-2000 to 2011-12. The gender division in this regard shows that comparatively the proportion of male workers in unorganized sector is higher than that of female workers in the state. But, in the national level the proportion of female workers in unorganized sector is found higher than male workers.

Table-2.9

**Share of Organized and Unorganized Sector Workers in Total Employment of India and Assam
(in Percentage)**

Year	Country/ State	Male		Female		Total	
		Organized	Unorganized	Organized	Unorganized	Organized	Unorganized
1999-00	India	8.35	91.65	4.0	96.0	7.0	93.0
	Assam	10.24	89.76	18.77	81.23	12.0	88.0
2004-05	India	6.94	93.06	3.37	96.63	5.78	94.22
	Assam	9.29	90.71	13.66	86.34	10.39	89.61
2009-10	India	6.68	93.32	4.51	95.49	6.08	93.92
	Assam	8.63	91.37	16.41	85.59	10.23	89.77
2011-12	India	5.74	94.26	4.81	95.19	5.61	94.39
	Assam	8.59	92.41	15.49	84.51	9.8	90.2

Source: Computed from NSSO 55th, 61st, 66th, 68th round LFS and quarterly Employment Review of March 2000, March 2005, Annual Employment Review, 2010 of DGE & T.

Similar trend has been observed by other studies also. Most researchers have found that more than 90 per cent of workforce in India is under unorganized sector^{143&144}. Using residual method Satpathy (2004)¹⁴⁵ found that in 1999-2000, if one disaggregates the total workforce by their nature of employment, then a predominant 370.4 million (92.9 per cent) were found to be working in informal employment and a meager 28.1 million (7.05 percent) in formal employment.

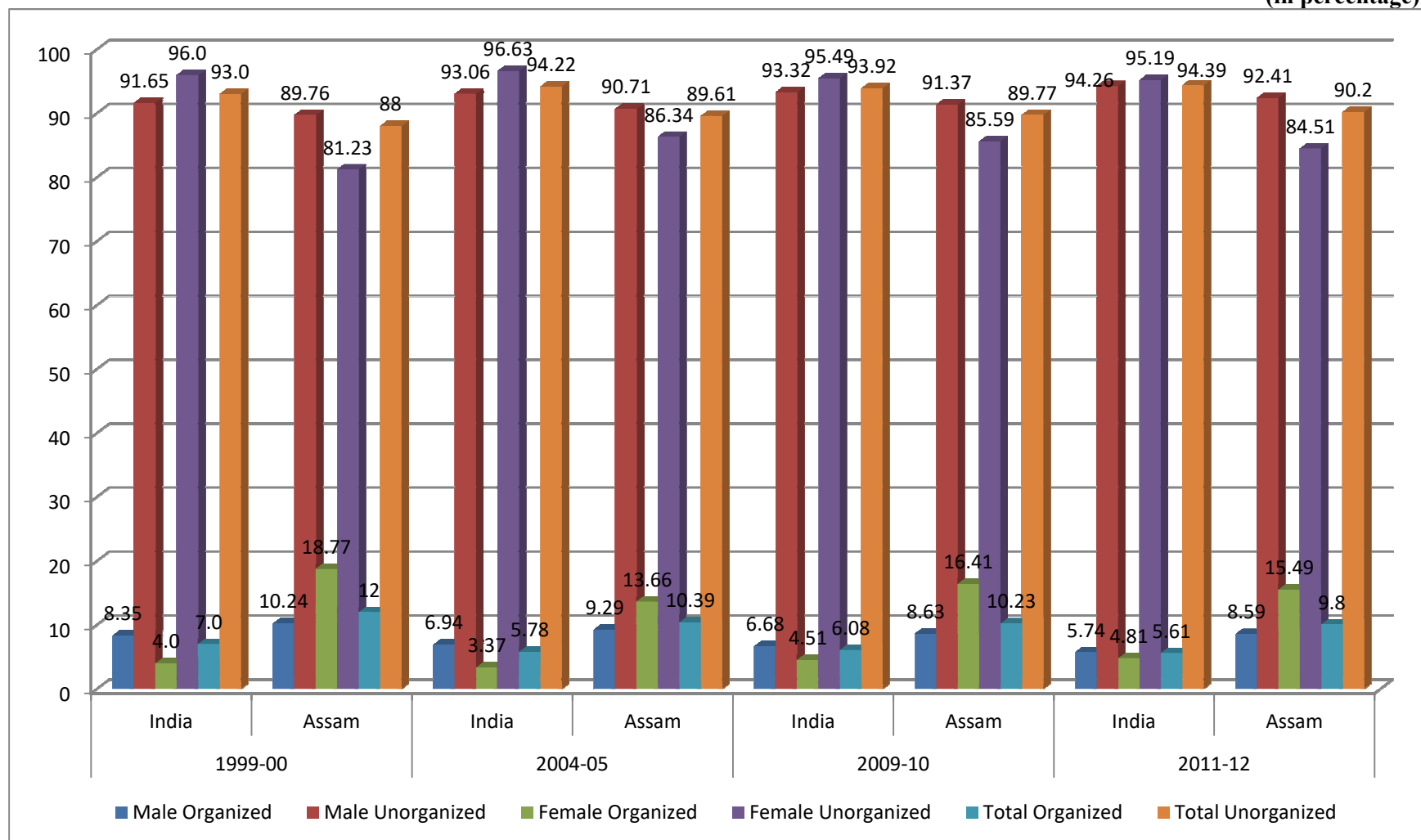
¹⁴³ Banarjee, Nirmala (1988), "The unorganized Sector and the Planner" in Bagchi, A.K. (edited), "Economy, Society, and Polity", Oxford University Press, New Delhi.

¹⁴⁴ Datt, Ruddar & Sundharam, K.P.M., (2010), "Indian Economy", and National Commission for Enterprises in the Unorganised Sector (2007), "Report on Conditions of Work and Promotion of Livelihoods in the Unorganised Sector".

¹⁴⁵ Satpathy, A. (2004), "Size, Composition and Characteristics of Informal Sector in India", National Labour Institute Research Studies Series No. 056/2004.

Figure – 1.2
Distribution of Workers in the Organized and Unorganized Sectors in India and Assam

(in percentage)



Source: Computed from NSSO 55th, 61st, 66th, 68th round LFS and quarterly Employment Review of March 2000, March 2005, Annual Employment Review, 2010 of DGE & T.

2.2 SAMPLE DISTRICTS (SURVEY AREA)

2.2.1 Sivasagar District:

(i) Introduction: Sivasagar district is situated in the North-Eastern part of Assam between 94.25^0 and 95.25^0 East Latitude and 21.45^0 and 27.15^0 North Latitude. The North and Western part of the district is bounded by Dibrugarh and Jorhat districts of Assam respectively and East and Southern part is bounded by Arunachal Pradesh and Nagaland, respectively. The district is located at Upper Brahmaputra Valley and it occupies a total geographical area of 2,668 sq. km. The district consists of three sub-divisions namely – (1)Sivasagar (2)Nazira and (3)Charaideo¹⁴⁶. There are six revenue circles i.e., (i)Sivasagar (ii)Amguri (iii)Demow (iv)Nazira (v)Sonari and (vi)Mahmora. Under these six revenue circles, there are nine Development Blocks *Viz.*, (a)Sivasagar (b)Demow (c)Gaurisagar (d)Nazira (e)Amguri (f)Sonari (g)Lakhwa (h)Pachim Abhoypur and (i)Sapekhati. There are 24 (twenty four) Mouza, further there are 118 Gaon Panchayat and 875 villages within the district.

The subtropical climate of the district is characterized by high rainfall and humidity, mostly influenced by the South-West monsoon between June and October. The average temperature of the district ranges between 19.5^0 C to 28.5^0 C with an average relative humidity of 88% in morning and 61% in the day time.

(ii) Demography: In 2011, Sivasagar had a total population of 11,51,050 with 9.4% decadal growth rate which comprises 3.69% of state's total population. Out of total population of Sivasagar district in 2011, male and female were 5,89,216 (51.19%) and 5,61,834 (48.81%), respectively. The total population was increased by 9.44% and 15.83%, respectively during the last two decades. According to Census of India, the population density is 431, which is higher than the State's average of 398 and national average of 382 persons per sq. km. in 2011, which was increased from 377 persons per sq. km in 2001.¹⁴⁷

¹⁴⁶ 2011 Population Census.

¹⁴⁷ <http://www.census2011.co.in/census/district/164-sivasagar.html>

As per 2011 census, the district is essentially rural where 10,40,954 people are living in rural areas, which accounted 90.44% of the district's population. Of which, males and females are 5,31,286 (51.04%) and 5,09,668 (48.96%), respectively. Urban population comprised of 9.56% of total population of the district. The sex ratio of Sivasagar district is 954, which is higher in rural areas (959) than in urban areas (944). The child sex ratio is 962 girls per 1000 boys.

(iii) Population distribution by social groups: Distribution of population indicates that in 2011, Sivasagar district has a total of 42,347 SC populations, which represented 3.68% of total population. The total ST population was 49,039, which stood at 4.26% of its total population. Approximately 80% of population in the district belongs to OBC and MOBC categories of social groups.

(iv) Education: As per census report 2011, the Literacy rate is 80.41% in the district. The urban literacy rate 90.92% is higher than rural literacy rate 79.27%. Gender wise, male and female literacy stood at 85.84% and 74.71% respectively.

Table – 2.10
Literacy rates , 2011 Census

Particulars	Sex	Assam		Sivasagar		Dibrugarh	
		Number	Percentage	Number	Percentage	Number	Percentage
Literates & literacy rate	Total	19,177,977	72.2	813,505	80.41	884,531	76.05
	Males	10,568,639	77.85	444,767	85.84	491,361	82.82
	Females	8,609,338	66.27	368,738	74.71	393,170	68.99

Source: Census of India, 2011: District Census Handbook (Sivasagar and Dibrugarh), Series-19, Part XII-B; P-17 & 16; Director of Census Operation, Assam.

(v) Economy: Farming is the mainstay for majority of the people in the district. Paddy, the major crop is cultivated only during Kharif season and thus land remains un-cultivated for rest of the year. The farming system is settled cultivation with traditional technology characterized by low productivity. Damage caused by pest and diseases are the major constraints for the agricultural development in the district. Other major crops are mustard, sugarcane, pulses and various types of vegetables are grown. In addition tea cultivation, sericulture, fishery, livestock rearing, handloom and weaving are some of the subsidiary occupations of the inhabitants of the area. However, the entire area under this sector lags behind due to lack of proper policies on utilization of farmland, lack of extension services, poor purchasing capacity for majority of the people, negligible investment. Lack of updated technologies along with the inertia of remaining in the traditional set-up of the farm communities are some of the causes of low productivity in the farm sector in Sivasagar district. Further, oil and natural gas exploration are other important economic activities of the district.

TABLE-2.11
Important Statistics of Sivsagar and Dibrugarh Districts, 2011

Sl. No.	Particulars		Assam	Sivasagar	Dibrugarh
1	Number of Villages	Total	26,395	875	1,348
		Inhabited	25,372	862	1,318
		Uninhabited	1,023	13	30
2	Number of Towns	Total	214	7	9
		Statutory	88	6	3
		Census	126	1	6
3	Number of Households	Normal	63,87,047	2,47,582	2,75,374
		Institutional	16,131	575	1,339
		Houseless	3,293	210	154
4	Population	Total Persons	3,12,05,576	11,51,050	13,26,335
		Male	1,59,39,443	5,89,216	6,76,434
		Female	1,52,66,133	5,61,834	6,49,901
		Rural Persons	2,68,07,034	10,40,954	10,82,605
		Males	1,36,78,989	5,31,286	5,50,299
		Females	1,31,28,045	5,09,668	5,32,306
		Urban Persons	43,98,542	1,10,096	2,43,730
		Males	22,60,454	57,930	1,26,135
		Females	21,38,088	52,166	1,17,595
5	Percentage Urban Population		14.1	9.56	18.38
6	Percentage Rural Population		85.9	90.44	81.62
7	Population Growth (Decade 2001-2011)	Persons	17.07	9.44	11.92
		Males	15.7	8.02	10.25
		Females	18.54	10.98	13.72
8	Sex Ratio	Total	958	954	961
		Rural	960	959	967
		Urban	946	944	932
9	Density of Population (Persons per sq Km.)		398	431	392

Source: Census of India, 2011: District Census Handbook (Sivasagar & Dibrugarh), Series-19, Part XII-B; P-16 & 15; Director of Census Operation, Assam.

(vi) Working Population: As shown in table no 2.12, in Sivasagar district the total workers were 4,85,717 in 2011, which comprised 42.2% of the district's total population. Of which, 3,18,950 were main workers and 1,66,767 were marginal workers, constituting 27.71% and 14.49% of total population. The total male worker in the District was 3,25,071 and female worker was 1,60,646, which accounted for 55.17% and 28.59% of male and female population, respectively. The total non-working population stood at 6,65,333 which represent 57.80% of total population of the district. The female and male non-workers comprised 71.41% and 44.83% of their respective category with lower female work participation rate.

Table-2.12
Distribution of Workers and Non-workers, 2011

Year	Sivasagar			Dibrugarh		
	Workers	Non-Workers	Total Population	Workers	Non-Workers	Total Population
Male	3,25,071 (55.17)	2,64,145 (44.83)	5,89,216 (100)	3,68,013 (54.40)	3,08,421 (45.60)	6,76,434 (100)
Female	1,60,646 (28.59)	4,01,188 (71.41)	5,61,834 (100)	1,92,544 (29.63)	4,57,357 (70.37)	6,49,901 (100)
Total	4,85,717 (42.2)	6,65,333 (57.80)	11,51,050 (100)	5,60,557 (42.26)	7,65,778 (57.74)	13,26,335 (100)

Source: Census of India, 2011: District Census Handbook (Sivasagar and Dibrugarh), Series-19, Part XII-B; P-17 & 17; Director of Census Operation, Assam.

Figures in the parentheses indicate percentages in total population

(vii) Distribution of workers by activities: In Sector-wise, the total workforce are divided into four categories viz., Cultivators, Agricultural Labourers, Workers in Household Industry and Other workers. Out of total 485,717 workers in the district, 138,100 (28.43%) are Cultivators, 48,468 (9.98%) Agricultural Labourers, 14,532 (2.99%) Workers in Household Industry, 284,617 (58.60%) were Other Workers. From these data it is evident that most of the workers of Assam as well as Sivasagar District are working in the Unorganized Sector.

Table-2.13
Distribution of Workers by Different Occupation, 2011

Workers	Sivasagar			Dibrugarh		
	Male	Female	Person	Male	Female	Person
Total workers	3,25,071 (55.17)	1,60,646 (28.59)	4,85,717 (42.8)	3,68,013 (54.40)	1,92,544 (29.63)	5,60,557 (42.26)
Main workers	2,37,590 (40.32)	81,360 (14.48)	3,18,950 (27.71)	2,84,955 (42.13)	1,06,642 (16.41)	3,91,597 (29.52)
Marginal Workers	87,481 (14.85)	79,286 (14.11)	1,66,767 (14.49)	83,058 (12.28)	85,902 (13.22)	1,68,960 (12.74)
Cultivators	95,545 (29.39)	42,555 (26.49)	1,38,100 (28.43)	89,262 (24.26)	45,932 (23.86)	1,35,194 (24.12)
Agricultural labourers	25,986 (7.99)	22,482 (13.99)	48,468 (9.98)	30,743 (8.35)	30,466 (15.82)	61,209 (10.92)
Households Industry Workers	7,278 (2.24)	7,254 (4.52)	14,532 (2.99)	7,611 (2.07)	6,751 (3.51)	14,362 (2.56)
Other Workers	1,96,262 (60.38)	88,355 (55.00)	2,84,617 (58.60)	2,40,397 (65.32)	1,09,395 (56.82)	3,49,792 (62.40)

Source: Census of India, 2011: District Census Handbook (Sivasagar and Dibrugarh), Series-19, Part XII-B; P-17 & 17; Director of Census Operation, Assam.

Figures in the parentheses indicate percentages in total workers

2.2.2 Dibrugarh District:

(i) Introduction: Dibrugarh is another north-eastern district of Assam, which is situated between 27.5° 38' to 27.42° 30' North latitude and 94.33° 46' to 95.29° 8' East longitude. The district occupies a total area of 3,381 sq. km. (1305 sq. miles). It is bounded by Dhemaji district on the North, Tinsukia district on the East, Tirap district of Arunachal Pradesh on the South-East and Sivasagar district on the North and South-West. The area stretches from the North bank of the Brahmaputra, which flows for a length of 95 km. through the northern margin of the district, to the Patkai foothills on the South. The Buri Dehing, a major tributary of the Brahmaputra with its network of tributaries and wetlands flows through the district from East to West. There is a large tract of Tropical Rainforest in its Eastern and Southern regions, which is a part of the Dehing Patkai Wildlife Sanctuary.

Dibrugarh district has only one Sub-Division i.e., Dibrugarh and there are seven Revenue Circles in the district *Viz.*, Dibrugarh East, Dibrugarh West, Chabua, Tengakhat, Nahorkatia, Tingkhong and Moran. There are seven Development Blocks, one Zila Parisad, 93 Gaon Panchayat, 1348 of villages and 9 urban areas.

(ii) Demography: In 2011, Dibrugarh had a total population of 13,26,335, of which, male and female were 6,76,434 (51.0%) and 6,49,901(49.0%) respectively. There was an increase of population by 11.92% from that of 11,85,072 in 2001. According to Census report of 2011, the density of population is 392 persons per sq. km. in the district, an increased from 351 persons per sq. km. in 2001. Sex Ratio of the district in 2011 is stood at 961 as compared to 931 in 2001. Sex ratio in urban region is 932 and in rural area it is 967 females against per 1000 males as per 2011 population census.

Out of the total population, 18.38% lives in urban area and 81.62% lives in rural area of the district. In absolute term, 2,43,730 people live in urban areas of which, males are 1,26,135 and females are 1,17,595. In rural area, it is 10,82,605 of which males and females are 5,50,299(50.83%) and 5,32,306 (49.17%) respectively.

(iii) Population distribution by social groups: In Dibrugarh district, the SC population is 58,876, constituting 4.44% of the total population of the district. Out of which 30,517 are males and 28,359 are females, which comprise 4.51% and 4.36% of respective gender population. ST population in the district is 1,02,871, which accounted for 7.76% of the district's population. Out of which 51,835 are males and 51,036 are females, constituting 7.66% and 7.85% of respective category of the district population. OBC & MOBC are Comprised more than 70% population of the district.

(iv) Education: Average literacy rate in 2011 was 76.05% in the district. Male and female literacy were 82.82% and 68.99%, respectively. In 2011, total literate population in Dibrugarh district was 8,84,531, of which males and female were 4,91,361 and 3,93,170, respectively. Literacy rate in urban areas was 90.11%, of which males and females were 92.98% and 87.03% literacy rate respectively. In

rural area it was 72.75%, male and female literacy of the rural area stood at 80.40% and 64.85% respectively.¹⁴⁸

(v) Economy: Agriculture is the main occupation of the Dibrugarh district. Besides this, tea plantation and oil are other major economic activities in the district. Dibrugarh has the world largest area covered by tea gardens are 2,50,356 hector in 2013¹⁴⁹. The entire district has many oil and natural gas rigs owned by the Oil India Limited and Oil and Natural Gas Commission and another one major Gas Cracker Industry in Lapetkata own by them. Majority of the population is engaged in farming of Rice, Sugarcane, Pulses and Fish farming. There are many Rice and Oilseed mills and some Coal mining and Petroleum production industries are located in the district.

(vi) Working population: The total workers in Dibrugarh district was 5,60,557, and out of these, 3,68,013(65.65%) were males and 1,92,544(34.35%) females in 2011. The percentage of total workers in the total population of the district is 42.26%. The male and female workers comprise of 54.40% and 29.63% of their respective total population.

Out of total workers in Dibrugarh district, 3,91,597(69.86%) were working as main workers and 1,68,960(34.14%) as marginal workers, which share 29.52% and 12.74%, respectively of district's total population. Out of total male and female population of the district, 42.13% male and 13.22% female are working as main workers. Further, marginal workers in Dibrugarh districts comprised of 83,058 (49.16%) males and 85,902 (50.84%) females and share 12.28% and 13.22% of total male and female population of the district respectively.

The percentage of non-workers in the total population of the Dibrugarh district was as high as Sivasagar district, which indicates lower rate of work participation rate in Dibrugarh district also. There are 7,65,778 non-workers in Dibrugarh district, out of these 3,08,421 are males and 4,57,357 are females. The total non-workers comprise 57.74% of total population of the Dibrugarh district. The

¹⁴⁸ <http://www.census2011.co.in/census/state/Assam.html>.

¹⁴⁹ Tea Board of India, 2012-2013

share of female non-workers is much higher than its male counterpart (70.37% female and 45.60% male).

(vii) Distribution of workers by activities: In 2011, by Sector-wise employment, the total cultivators are 1,35,194, which represent 24.12% of total workforce in the district of Dibrugarh. Out of total cultivators, 89,262 (66.03%) are male and 45,932 (33.97%) are female. There are 61,209 Agricultural Labourers, which comprised 10.92% of the district's total workforce. Out of total Agricultural Labourers, 30,743(50.23%) are male and 30,466 (49.77%) are female. The total Household Industries workers in the district is 14,362 that comprises of 2.56% of the district's total workers. Of which 7,611(52.99%) are male and 6,751 (47.01%) are female. In this activity the percentage of female workers is higher than that of male counterpart (i.e., 2.07% of male and 3.51% of female in total population). Most of the workers in Dibrugarh district are in the category of Other Workers. The total Other Workers in the district are 3,49,792 (62.40% of total workers) and out of these, 2,40,397 (68.73%) are male and 1,09,395 (31.17%) are female. The male and female Other Workers in the district consist of 65.32% and 56.82% in their respective gender total workforce.

From the above Tables-2.12 and 2.13 it has seen that in Assam and as well as Sivasagar and Dibrugarh districts, most of the workforces are working under unorganized sector. The above secondary data of Sivasagar and Dibrugarh districts highlighted few facts of present socio-economic conditions of the people of both of the districts. Sivasagar and Dibrugarh districts have potential natural and human resources and are playing significant role in the economy of Assam. Yet, most of these resources remain underutilized. From the secondary data, it is evident that most of the workforces in these districts are working in unorganized sector, which sector is without proper social security and benefits.

2.3 SOCIO - ECONOMIC PROFILE OF SAMPLE HOUSEHOLDS

The information and data from secondary sources have been supplemented by primary data, collected through sample survey from the above mentioned districts. The field study is the ultimate way to know the actual facts for various aspects of the people especially in the unorganized sector

where the source of systematic records is very limited from secondary sources. The overview of the socio-economic profile of the sample households and population are highlighted here below.

2.3.1. POPULATION AND HOUSEHOLD SIZE

For the study, the sample survey has covered Sivasagar and Dibrugarh districts. From each of the district, 4(four) villages and 2(two) towns were selected. Therefore, in total, 8(eight) villages and 4(four) towns have been included in the sample survey. From each village, 15(fifteen) households have randomly selected and that total 120(one hundred twenty) households have been included from the rural area. In the same way, in urban area from each town, 20 households have been selected and hence, total urban households in the sample survey is 80(eighty). Therefore, 100 households have been covered from each of the district and that total households included in the study stood at 200. There is total 1,109 population from the selected 200 sample households. Out of these, 570 are male and 539 are female populations, constituting 51.40% and 48.60% of male and female, respectively. The households headed by male are 181 (i.e., 90.5%) and only 19 (i.e., 9.5%) households are headed by female. The average size of family of the sample households is estimated at 5.54 persons.

TABLE - 2.14
SAMPLE HOUSEHOLDS AND POPULATION DISTRIBUTION

Sl. No.	District	Name of the Village/Town		Total H/h	Sex of Head of H/h		Population			House hold Size
		Area	Village/Town		M	F	M	F	Total	
1	2	3	4	5	6	7	8	9	10	11
1	Sivasagar	Rural Area	(i) Lachon	15	15	0	46	44	90	6.0
			(ii) Betbari	15	13	2	39	38	77	5.13
			(iii) Akhoi Phutia	15	14	1	41	38	79	5.27
			(iv) Palengi	15	15	0	44	41	85	5.67
			Rural total	60	57	3	170	161	331	5.52
		Urban Area	(v) Amguri	20	18	2	60	55	115	5.75
			(vi) Nazira	20	17	3	61	58	119	5.95
			Urban total	40	35	5	121	113	234	5.85
		Sub-Total (Rural + Urban)		100	92	8	291	274	565	5.65
2	Dibrugarh	Rural Area	(i) Niz Khowang	15	13	2	41	40	81	5.4
			(ii) Konwaritul	15	14	1	38	37	75	5.0
			(iii) Namrup Dilli gaon	15	12	3	42	40	82	5.47
			(iv) Dhemasi	15	15	0	39	36	75	5.0
			Rural total	60	54	6	160	153	313	5.22
		Urban Area	(v) Dibrugarh	20	17	3	57	56	113	5.65
			(vi) Duliajan	20	18	2	62	56	118	5.9
			Urban total	40	35	5	119	112	231	5.78
		Sub-Total(Rural + Urban)		100	89	11	279	265	544	5.44
3	Grand Total	Rural total	8 villages	120	111	9	330	314	644	5.37
		Urban total	4 towns	80	70	10	240	225	465	5.81
	All total			200	181	19	570	539	1109	5.54

Source: Field Survey, 2016.

F – Female and M -Male

In **Sivasagar district**, the survey included 565 populations belonging to those 100 sample households. Of these, male and female populations are 291 and 274 respectively, with the percentage of male and female population of 51.50% and 48.50%, respectively. In the survey, 92% of households are headed by male and only 8% headed by female. The average household size is estimated to be 5.65 persons in the district.

In **Dibrugarh district**, the total population in those 100 sample households is 544. Out of which, 279 are males and 265 female population, comprises of 51.29% and 48.71%, respectively. In Dibrugarh district, 89% of the families are headed by male and only 11% headed by female. The percentage of female as head of the family in Dibrugarh district is little bit higher than that in Sivasagar district. The average household size is also estimated to be somewhat smaller at 5.44 persons.

(i) Distribution of Population by religion:

In the sample areas it has found that Hindu is the dominant religion i.e., 81.76% of total population in the Sample, followed by Muslim (9.83%), Christian (5.24%), Sikh (1.54%), Jain (1.45%) and Buddhist (only 0.18%).

In Sivasagar district particularly, the sample population is predominantly of Hindu with 83.19%, followed by Muslim (9.38%), Christian (4.60%), Sikh (1.41%) and Jain (1.06%) and Buddhist (only 0.36%). Similarly, in Dibrugarh 80.33% are Hindu, 10.29% are Muslim, 5.88% belong to Christian religion, 1.84% are Jain and 1.66% are Sikh population. The data in Table-2.15 shows that Hindu is the dominant religion in both the sample districts.

TABLE-2.15
Distribution of Sample Population by religion

Sl. No.	District	Religion of the Sample H/hs Population							
		Hindu	Muslim	Christian	Shikh	Jain	Buddhist	Others	Total
1	2	3	4	5	6	13	14	15	16
1	Sivasagar	470 (83.19)	53 (9.38)	26 (4.60)	8 (1.41)	6 (1.06)	2 (0.36)	0 (0.00)	565 (100)
2	Dibrugarh	437 (80.33)	56 (10.29)	32 (5.88)	9 (1.66)	10 (1.84)	0 (0.00)	0 (0.00)	544 (100)
3	All total	907 (81.76)	109 (9.83)	58 (5.24)	17 (1.54)	16 (1.45)	2 (0.18)	0 (0.00)	1109 (100)

Source: Field Survey, 2016.

Figures in the parentheses indicate percentages to total population.

(ii) Distribution of Population by Social Group:

Table No.-2.16 shows that majority of the population in the sample survey belong to Other Backward Category (OBC), which constituted about 60.23% of the total population. The percentages of other categories are General 5.05%, More Other Backward Class (MOBC) is 6.13%, Schedule Caste (SC) is 12.89% and Schedule Tribes (ST) is 15.71% respectively.

Table-2.16
Population Distribution by Social Group, Migration and Type of family Profile

Sl. No	Districts	Social Group of the Sample H/hs						Migrated Person	Type of Family		Total
		General	MOBC	OBC	SC	ST	Total		Nuclear	Joint	
1	2	3	4	5	6	7	9	10	11	12	13
1	Sivasagar	27 (4.78)	35 (6.19)	356 (63.01)	64 (11.33)	83 (14.69)	565 (100)	195 (34.51)	46 (46.0)	54 (54.0)	100 (100)
2	Dibrugarh	29 (5.33)	33 (6.07)	312 (57.35)	79 (14.52)	91 (16.73)	544 (100)	184 (33.82)	48 (48.0)	52 (52.0)	100 (100)
3	Total	56 (5.05)	68 (6.13)	668 (60.23)	143 (12.89)	174 (15.71)	1109 (100)	379 (34.17)	94 (47.0)	106 (53.0)	200 (100)

Source: Field Survey, 2016

Figures in the parentheses represent % in respective total population

Among the sample population in Sivasagar district, 63.01% belong to OBC category, 14.69% ST category, 11.33% SC category, 6.19% under MOBC category and 4.78% under General category. In Dibrugarh district, OBC share 57.35% of the sample population, ST is 16.73%, SC is 14.52%, MOBC is 6.07% and General is 5.33% respectively. In both the sample districts, majority of the population belong to OBC category.

(iii) Migration:

The total migrated persons who have moved into the current place, in search of jobs or other related economic reasons during the last five years were 376, which comprised 34.17% of the total sample population. Comparatively the migration rate from rural to urban has found higher than that of

movement from urban to rural area. Because most of the respondents believe that employment opportunity is higher in urban areas than rural areas.

In Sivasagar, 34.51% of the total sample population migrated from one place to other and in the district of Dibrugarh the percentage of migration stood at 33.82% which is little lower than Sivasagar district. Most of the people migrated for economic reason.

(iv) Type of Family:

Among the sample households, 106 households (53.0%) were living in joint family whereas 94 (47.0%) were in nuclear family. In both the sample districts more than half of the sample households reside in joint family, which is the common social norm in the State.

2.3.2. LITERACY RATE AND EDUCATIONAL ATTAINMENT

The literacy rate of the sample population is 76.79%, which is higher than the State (72.2%) and national averages (74.04%). The illiteracy rate of the sample population is found 23.21%. Out of total 771 literate people in the sample, 406 are males and 365 are females, with male literacy rate (79.14%) higher than that of female rate (74.34%). This is higher than the State's male and female literacy rates of 77.85% and 66.27%, correspondingly.

In Sivasagar district, the total literacy rate of sample population is found to be 77.87%, which is higher than the State and national literacy rates. The male and female literacy rates are found to be 79.62% and 76.02%, respectively. The percentage of people with higher education (graduation and above) is found to be very low, which stands approximately at around 8.69% only. Whereas, about 34.78% are under class X (under matriculate) and 22.13% are illiterate.

TABLE - 2.17
Educational Attainment of the Sample population in Sivasagar and Dibrugarh District

Educational Level (Excluding Age Group 0-4)											
Sl. No.	Sex	Sivasagar									
		Illiterate	Under class X	High School	H.Sec.	Graduate	P.G.	Professional Course	Diploma	Others	Total
		1	2	3	4	5	6	7	8	9	10
1	Male	53 (20.38)	91 (35.00)	36 (13.85)	43 (16.54)	20 (7.69)	1 (0.38)	6 (2.31)	8 (3.08)	2 (0.77)	260 (100)
2	Female	59 (23.98)	85 (34.55)	30 (12.20)	38 (15.45)	17 (6.91)	3 (1.22)	5 (2.03)	6 (2.44)	3 (1.22)	246 (100)
3	Total	112 (22.13)	176 (34.78)	66 (13.04)	81 (16.01)	17 (6.91)	4 (0.79)	11 (2.17)	14 (2.77)	5 (0.99)	506 (100)
		Dibrugarh									
1	Male	54 (21.34)	89 (35.18)	32 (12.65)	38 (15.02)	17 (6.72)	2 (0.79)	10 (3.95)	7 (2.77)	4 (1.58)	253 (100)
2	Female	67 (27.35)	81 (33.06)	29 (11.84)	31 (12.65)	15 (6.12)	5 (2.04)	9 (3.67)	6 (2.45)	2 (0.82)	245 (100)
3	Total	121 (24.30)	170 (34.14)	61 (12.25)	69 (13.85)	32 (6.42)	7 (1.41)	19 (3.82)	13 (2.61)	6 (1.20)	498 (100)

Source: Field Survey, 2016

Figures in the parentheses represent % in respective total population

Among the sample population in Dibrugarh district, the literacy rate is 75.7%, which is higher than the State's literacy rate of 72.2%, but lower than that of Sivasagar district. The male and female literacy rates are 78.66% and 72.65% respectively, which are little lower than that of Sivasagar district. Like Sivasagar district, the percentage of people with higher education is low which stood approximately at 9.03% only but it is relatively better than that in Sivasagar district. The highest proportion is under-matriculate (34.14%) and 24.3% are illiterate.

2.3.3. HOUSEHOLD ECONOMIC PROFILE

(i) Average Monthly Income: The **average monthly income** of the sample households is estimated at Rs.10,371.5, which is considered very low because of the fact that most of the workforce are working in unorganized sector, where the daily wages are much lower than the organized sector, making the average income low for the sample households. The average monthly consumption expenditure of the sample households is stood at Rs.9,325.25 and the average monthly savings is estimated at Rs.1,046.13. It has been observed that in household savings it is contributed mostly by workers in organized sector than those in unorganized sector. The average indebtedness level per households during the time of survey is found at Rs.2,130 those are shown in Table 2.18 and Figure 1.3.

The average monthly income of Sivasagar district is Rs. 10,019 per household, which is lower than that of Dibrugarh district of Rs.10,724. Many of the workers in unorganized sector have responded that they find it difficult to meet basic needs due to low income. It is worst with the case of daily wage earners. The average monthly consumption expenditure of Sivasagar district is found at Rs.8,876.5 per household which is lower than Dibrugarh district of Rs.9,774. Due to high consumption expenditure of households of Dibrugarh district the average monthly saving is found at Rs.950 which is lower than Sivasagar district of Rs.1,142.25.

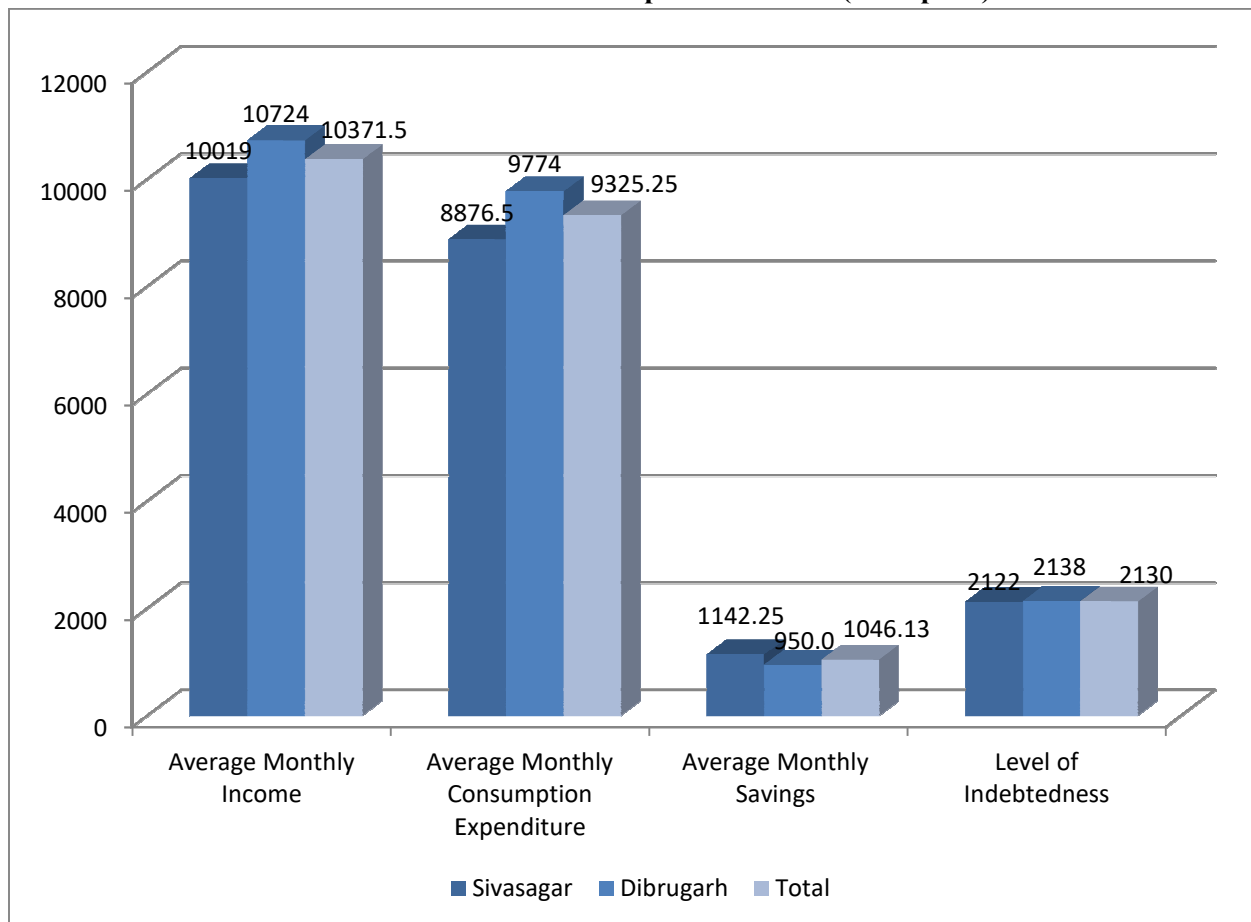
(ii) Average Indebtedness Level: The average indebtedness level per sample households of Sivasagar district is found at Rs.2,122, which is lower than Dibrugarh district Rs.2,138. Dibrugarh district shows lower average savings and higher indebtedness level than Sivasagar district despite having higher average monthly income because of higher consumption expenditure per households in Dibrugarh district.

TABLE-2.18
Economic Profile of the Sample Households (in Rupees.)

Sl. No.	Districts	Average Monthly Income	Average Monthly Consumption	Average Monthly Savings	Level of Indebtedness
1	2	3	4	5	6
2	Sivasagar	10,019	8,876.5	1,142.25	2,122
3	Dibrugarh	10,724	9,774	950.0	2,138
4	Total	10,371.5	9,325.25	1,046.13	2,130

Source: Field Survey, 2016.

Figure – 1.3
Economic Profile of the Sample Households (in Rupees.)



Source: Source: Field Survey, 2016.

(iii) Land Holding: The average size of land holding per sample households is 1.60 acres and average size of cultivated land per family is 1.48 acres. In case of average size of land holdings and average size of cultivated land for the sample households are found to be smaller in Sivasagar district than that of Dibrugarh district.

TABLE – 2.19
Average land owned and cultivated by per household

Sl. No.	Districts	Average Land Owned by the H/Hs (In Acres)	Average Land Cultivated (In Acres)
1	2	3	4
1	Sivasagar	1.57 Acres	1.45 Acres
2	Dibrugarh	1.63 Acres	1.50 Acres
3	Total	1.60 Acres	1.48 Acres

Source: Field Survey, 2016

2.3.4. EMPLOYED, UNEMPLOYED AND OTHERS:

Out of 1,109 total sample population, 398 are employed which comprises 35.89% of the total population. The employment rate for sample population is lower than the State and national employment rate of 38.36% and 39.79%, respectively. The total unemployed person was 110, which comprise 9.92% of total sample population. It is found that 54.19% of the sample populations are not in labour force which is very distinctly shown in Table - 2.20 and in the Figure - 1.4.

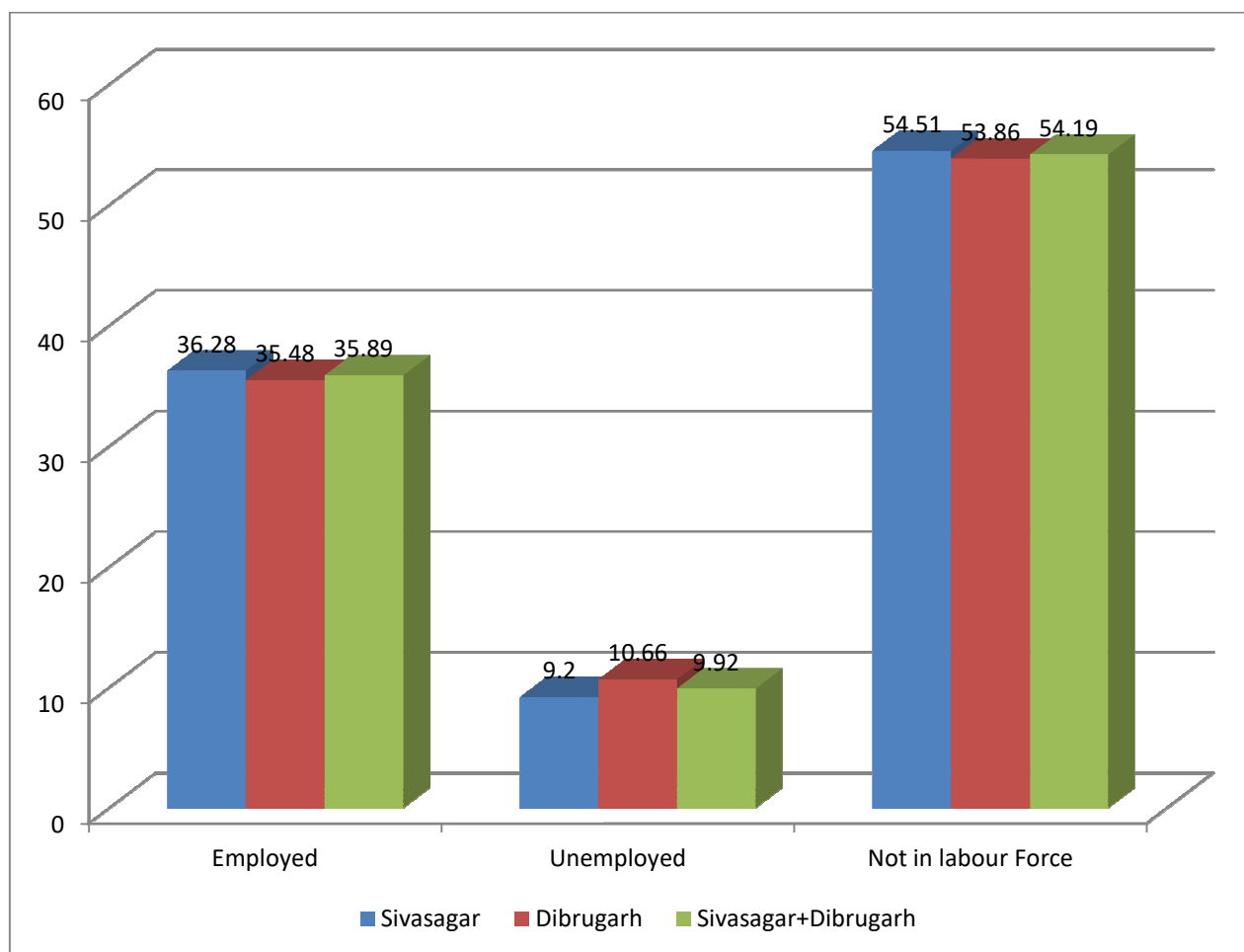
TABLE- 2.20
Employment and Unemployment Profile of the Sample Households

Sl. No.	Districts	Sample Population	Employed	Unemployed	Not in labour Force
1	2	3	4	5	6
1	Sivasagar	565(100)	205(36.28)	52(9.20)	308(54.51)
2	Dibrugarh	544(100)	193(35.48)	58(10.66)	293(53.86)
3	Total	1109(100)	398(35.89%)	110(9.92)	601(54.19)

Source: Field Survey, 2016

Figures in the parentheses indicate percentage in total population

Figure – 1.4
Employment and Unemployment Profile of the Sample Households (in percentage)



Source: Source: Field Survey, 2016.

In Sivasagar district, the rate of employment is 36.28%, which is little higher than that of Dibrugarh district of 35.48%. The unemployment rate of Sivasagar and Dibrugarh districts are 9.20% and 10.66%, respectively and both the districts have shown higher rate of unemployment than the State average of 8.1% and national average of 6.1% as per PLFS of 2017-18.

In gender-wise data in table 2.21, it has seen that the employment ratio of women is lower than its male counterpart in the sample areas. Out of total employed person in Sivasagar district, it has found that 54.63% are male and only 45.37% are female. Similarly, in Dibrugarh district 53.89% are male and 46.11% are female out of total sample employed person. That in both the districts employed male proportion is higher than that of female counterpart. The male employment ratio in Sivasagar

district is little higher than the Dibrugarh district and in regards of female employment ratio it is found to be *vice-versa* that shows in Table – 2.21.

TABLE-2.21
Sex-wise Employment and Unemployment Ratio of the Sample Areas

Sl. No.	Districts	Employed			Unemployed			Schooling		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
1	2	3	4	5	6	7	8	9	10	11
1	Sivasagar	112 (54.63)	93 (45.37)	205 (100)	24 (46.15)	28 (53.85)	52 (100)	74 (52.86)	66 (47.14)	140 (100)
2	Dibrugarh	104 (53.89)	89 (46.11)	193 (100)	23 (39.66)	35 (60.34)	58 (100)	71 (52.99)	63 (47.01)	134 (100)
3	2 Districts	216 (54.27))	182 (45.73))	398 (100)	47 (42.73)	63 (57.27)	110 (100)	145 (52.92)	129 (47.08)	274 (100)

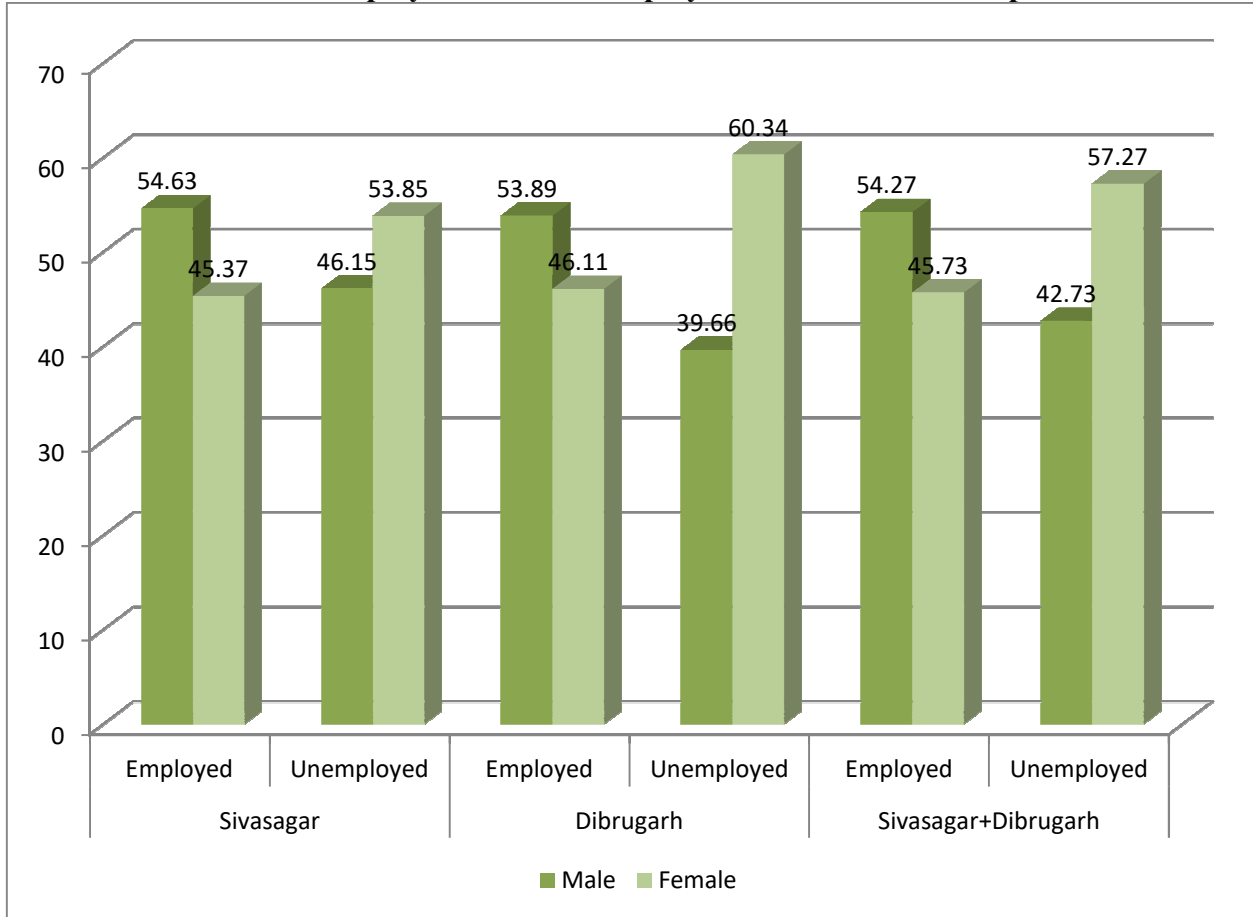
Source: Field Survey, 2016

Figures in the parentheses indicate percentage in their respective category for respective strata

From the Table- 2.21 it has seen that the percentage of female unemployment ratio is higher than male unemployment ratio in sample areas. In Sivasagar district out of total sample unemployed persons, the percentage of women found higher than its male counterpart (comprised by 53.85% women and 46.15% male of total unemployed persons). Again, in the district of Dibrugarh the women unemployment ratio is 60.34% which much higher than 39.66% of its male unemployment ratio. In case of unemployment ratio of male population, Dibrugarh district is little bit better position than Sivasagar district. On the contrary, the women unemployment ratio is higher in Dibrugarh district (60.34%) than Sivasagar district (53.85%). Out of total unemployed people of the sample areas 57.27% are female and only 42.73% are male those are shown in Figure – 1.5.

Out of total population of the sample area, 24.70% are in school. The percentage of male population in schooling (52.92%) has found little higher than female population in schooling (47.08%). The percentage of female in school in Sivasagar district is little bit higher than that in Dibrugarh district.

Figure – 1.5
Sex-Wise Employment and Unemployment Ratio of the Sample Areas



Source: Source: Field Survey, 2016.

2.3.5. AGE COMPOSITION OF SAMPLE POPULATION

The percentage of dependent population within the age group of 0-14 in India is 29.5%, which is lower than Assam with 31.1%. The percentage of dependent people in the age group of 60 and above in the country is 8.0%, whereas in the State it is 6.1 according in 2011 population census. In total, the dependent ratio in the country is 37.5% and in the state of Assam it stood at 37.2% which is almost in the same position. The average dependent ratio in the survey area is 32.54%, which is considered as relatively better than the national and the State averages.

TABLE-2.22
Age-Composition of Sample Population

Sivasagar										
Sl. No.	Sex	0 – 4	5-14	15 – 24	25 – 34	35 – 44	45 – 54	55 - 60	60 & above	Total
1	2	3	4	5	6	7	8	9	10	11
2	Male	31 (10.65)	52 (17.87)	56 (19.24)	67 (23.02)	32 (11.0)	24 (8.25)	18 (6.19)	11 (3.78)	291 (100)
3	Female	28 (10.21)	44 (16.04)	53 (19.34)	60 (21.9)	28 (10.22)	22 (8.03)	19 (6.93)	20 (7.3)	274 (100)
4	Total	59 (10.44)	96 (16.99)	109 (19.29)	127 (22.48)	60 (10.62)	46 (8.14)	37 (6.55)	31 (5.49)	565 (100)
Dibrugarh										
5	Male	24 (8.6)	52 (18.64)	61 (21.86)	63 (22.58)	30 (10.75)	21 (7.53)	16 (5.74)	12 (4.3)	279 (100)
6	Female	22 (8.3)	47 (17.74)	54 (20.38)	58 (21.89)	25 (9.43)	19 (7.17)	22 (8.3)	18 (6.79)	265 (100)
7	Total	46(8.45)	99 (18.2)	115 (21.14)	12 (22.24)	55 (10.12)	40 (7.35)	38 (6.98)	30 (5.51)	544 (100)

Source: Field Survey, 2016

Figures in the parentheses indicate percentage in total population

The percentage of total dependent people in Sivasagar district is 32.92%, which comprised of 27.43% of age group of 0-14 years and 5.49% of 60 years and above. The same in Dibrugarh district within the age group between 0-14 have been found 26.65% and 5.51% of 60 years and above. In total, the dependency ratio in the sample areas of Dibrugarh district is 32.16% which is relatively favorable than the Sivasagar district as well as the national and the state averages.

CHAPTER – III

LABOUR FORCE IN ORGANIZED AND UNORGANIZED SECTORS

CHAPTER – III

LABOUR FORCE IN ORGANIZED AND UNORGANIZED SECTORS

3.1 INTRODUCTION

Unorganized or informal sector is very crucial for each and every developing and underdeveloped economy of the world. Thus, the role of unorganized sector is growing rapidly in developing countries like India. Earlier, the existence of informal sector was considered as a transitory phase in the process of development of the developing and under developed countries. But, now it is observed that the sector not only existed but also expanding rapidly as development process takes momentum and now the sector is considered as a solution to the problems of enormous surplus labour in the developing countries. Morse (1970)¹⁵⁰ rightly mentioned that unorganized sector is the main facilitator of employment to the large section unskilled labour force of Latin America, Africa and Asia where hundreds of millions of live under condition of bare subsistence or near starvation level.

The role of unorganized sector is very significant in Indian economy as it makes up major contribution towards employment as well as GDP (Sethuraman¹⁵¹, 1981; Fukuchi¹⁵², 1998; Lalitha¹⁵³, 2002; OECD¹⁵⁴, 2002; Muller¹⁵⁵, 2003). Almost 93% of the working population falls in the informal sector which contributes nearly 50% of the total GDP of India. The level and magnitude of unorganized labour force of India is increasing as large section of economically underprivileged population is engaged in this sector and its contribution to the national economy is significant despite the presence of numerous problems like low levels of productivity, capital investment, income

¹⁵⁰ Morse, D. (1970). 'Unemployment in developing countries', Political Science Quarterly, 85, 1.

¹⁵¹ Sethuraman, S.V.(1981). 'The Urban Informal Sector in Developing Countries, Employment , Poverty and Environment'. Geneva: ILO

¹⁵² Fukuchi, T. (1998). A Simulation Analysis of the Urban Informal Sector. The Developing Economics, 46(30)225-56.

¹⁵³ Lalitha, N. (2002). Employment and Labour Productivity in Unorganized Manufacturing Sector of Gujarat. Indian Journal of Regional Science 34(1), 109-123.

¹⁵⁴ OECD(2002). Measuring the Non-observed Economy – A Handbook. France OECD Publications.

¹⁵⁵ Muller,C. (2003). Measuring South Africa's Informal Sector: An Analysis of National Household Surveys. Development Policy Research Working Paper 03/71, The World Bank, Washington, D.C.

generation etc. On the contrary, in developed countries the opposite picture has been observed i.e., increasing trend of formalization of informal sector.

The relatively low average pay of workers in unorganized sector in India highlights the gravity of income inequality scenario in the country. As reported by National Sample Survey Office (NSSO), Ministry of Statistics and Programme Implementation, in 2017 the average annual reimbursement per worker in an unorganized enterprise is only Rs 87,544 annually (Rs 6,688.90 monthly), whereas overall both organized and unorganized sector average annual income is estimated at Rs.1,03,000. The report titled 'Key Indicators of Unincorporated Non-Agricultural Enterprises (Excluding Construction) in India' published by NSSO in 2017 shows that the average annual emoluments per hired worker is highest in Kerala (Rs 1,25,616 per annum) while the lowest is in Assam (Rs 53,726 per annum).

According to NCEUS (2013-14), the composition of unorganized sector workers in India including Assam (table 3.1) shows that for most of the states more than 90% of workforce is under unorganized sector and the percentage of female workers in unorganized sector is higher than its male counterpart among all the states. It indicates the dominance of unorganized sector labourers in Indian economy (92.4%), and also represents higher proportion of female workforce (95.9%) than that of male (90.7%) in the sector. The Unorganized Workers by gender across the states of India in 2013-14 is indicated in the table 3.1 as follows.

Table - 3.1
Unorganized Workers by Gender Across the States of India in 2013-14
(in percentage)

Sl. No.	Name of the States	Unorganized Workers		
		Male	Female	Total
1	Andhra Pradesh	92.5	96.1	94.0
2	Arunachal Pradesh	83.9	94.4	88.9
3	Assam	89.8	91.4	90.2
4	Bihar	97.1	99.2	97.5
5	Goa	71.9	75.0	72.8
6	Gujarat	88.6	97.6	91.6
7	Haryana	87.4	96.6	90.2
8	Himachal Pradesh	85.5	95.8	90.2
9	Jammu & Kashmir	85.7	96.3	88.5
10	Karnataka	90.0	95.3	91.9
11	Kerala	82.0	79.6	81.3
12	Madhya Pradesh	93.1	98.2	94.8
13	Maharashtra	86.6	95.0	89.6
14	Manipur	84.8	95.5	88.8
15	Meghalaya	88.4	91.1	89.6
16	Mizoram	81.0	92.9	83.9
17	Nagaland	76.0	94.7	83.9
18	Odisha	92.9	97.7	94.5
19	Punjab	89.5	94.3	90.9
20	Rajasthan	93.0	98.5	95.2
21	Sikkim	82.2	90.5	84.8
22	Tamil Nadu	87.2	94.3	89.9
23	Tripura	89.5	88.5	89.4
24	Uttar Pradesh	94.6	98.8	95.8
25	West Bengal	90.5	93.8	91.2
26	Delhi	94.6	98.8	95.8
27	West Bengal	90.5	93.8	91.2
28	Chhattisgarh	92.7	98.6	95.2
29	Uttaranchal	87.0	97.1	91.0
30	All India	90.7	95.9	92.4

Source: NECUS Report, 2013-14.

It is observed from the table 3.1 that Bihar has the highest proportion of labour force in unorganized sector (97.5%), followed by Delhi and Uttar Pradesh (95.8% each), Rajasthan and

Chhattisgarh (95.2% each). On the other hand, Goa has the lowest proportion with 72.8%, whereas, Assam has 90.2 percent (89.8% of male and 91.4% of female).

3.2. EMPLOYMENT BY SECTOR-WISE IN THE SAMPLE AREAS

From the sample data in table no. 3.2, it is seen that unorganized sector is playing a pivotal role in the economy of Sivasagar and Dibrugarh districts, where majority of the labour force are engaged. Out of total 398 employed persons in the survey, 366 (91.96%) are working under the unorganized sector while only 32 (8.04%) were employed in organized sector. In Sivasagar district out of 205 employed persons, 190 (92.68%) are working in unorganized sector. Similarly in Dibrugarh district out of total 193 employed person, 176 (91.19%) are working in this sector. However, Sivasagar district has shown relatively higher rate of employment in unorganized sector than that of Dibrugarh district. The sector-wise distribution of total workforce of the survey data are shown in table-3.2.

TABLE-3.2

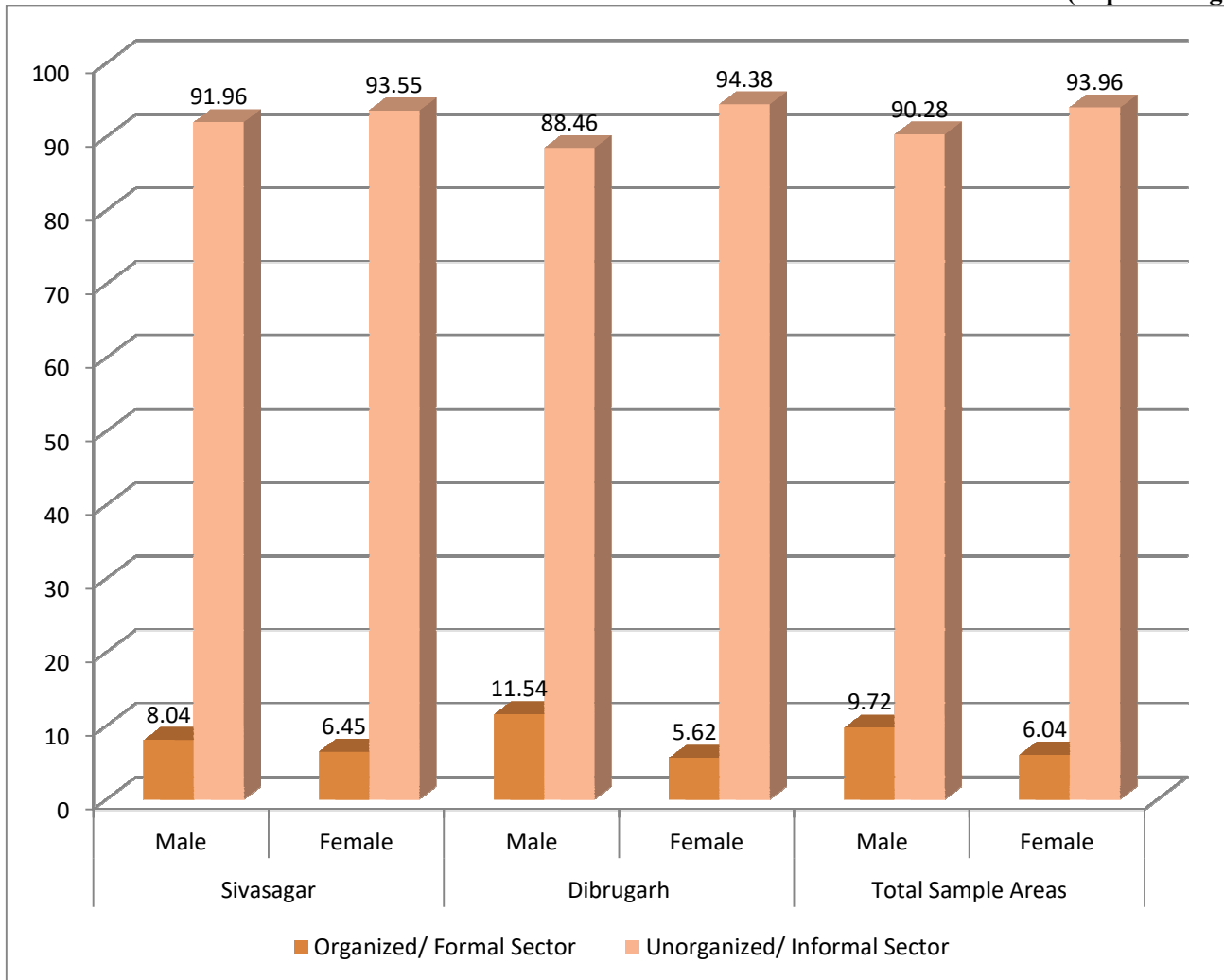
Sector-Wise Employment of the total workers of Sivasagar and Dibrugarh Districts (Sample Areas)

Sl · No	Sex	Sivasagar			Dibrugarh			Total (Sivasagar & Dibrugarh)		
		Orga nized	Unorga ni-zed	Sub- Total	Organiz ed	Unorga ni-zed	Sub- Total	Organi zed	Unorga nized	Grand Total
1	Male	9 (8.04)	103 (91.96)	112 (54.63)	12 (11.54)	92 (88.46)	104 (53.89)	21 (9.72)	195 (90.28)	216 (54.27)
2	Fem ale	6 (6.45)	87 (93.55)	93 (45.37)	5 (5.62)	84 (94.38)	89 (46.11)	11 (6.04)	171 (93.96)	182 (45.73)
3	Tota l	15 (7.32)	190 (92.68)	205 (100)	17 (8.81)	176 (91.19)	193 (100)	32 (8.04)	366 (91.96)	398 (100)

Source: Field Survey, 2016.

Figures in the parentheses indicate percentages

Figure – 2.1
Sector-Wise Employment of Workers in Sivasagar and Dibrugarh District
(in percentage)



Source: Field Survey, 2016.

In the above table no.3.2 and figure 2.1 it is seen that the participation of female workers in unorganized sector is higher than its male counterpart in both of the districts. Whereas, the proportion of male in organized sector is higher than that of female. In Sivasagar district 93.55% of female workers are engaged in unorganized sector which is higher than 91.96% of male workers in this sector. In Dibrugarh district, 88.46% male workers are engaged in unorganized sector, which is lower than its female counterpart of 94.38%. In case of female workers in unorganized sector, Dibrugarh district shows a higher rate (94.38%) than that of Sivasagar district (93.55%)

3.3. DISTRIBUTION OF UNORGANIZED WORKERS BY GENDER

Out of the total unorganized workers in the survey, 53.28 per cent are male and 46.72 per cent are female. The percentage of male workers in Sivasagar district (54.21%) is higher than Dibrugarh district (52.27%). Whereas, Dibrugarh district shows relatively higher rate of women labourers participation (47.73%) in unorganized sector than Sivasagar district (45.79%). Gender-wise distribution of sample unorganized labourers are presented in the Table-3.3 and Figure - 2.2.

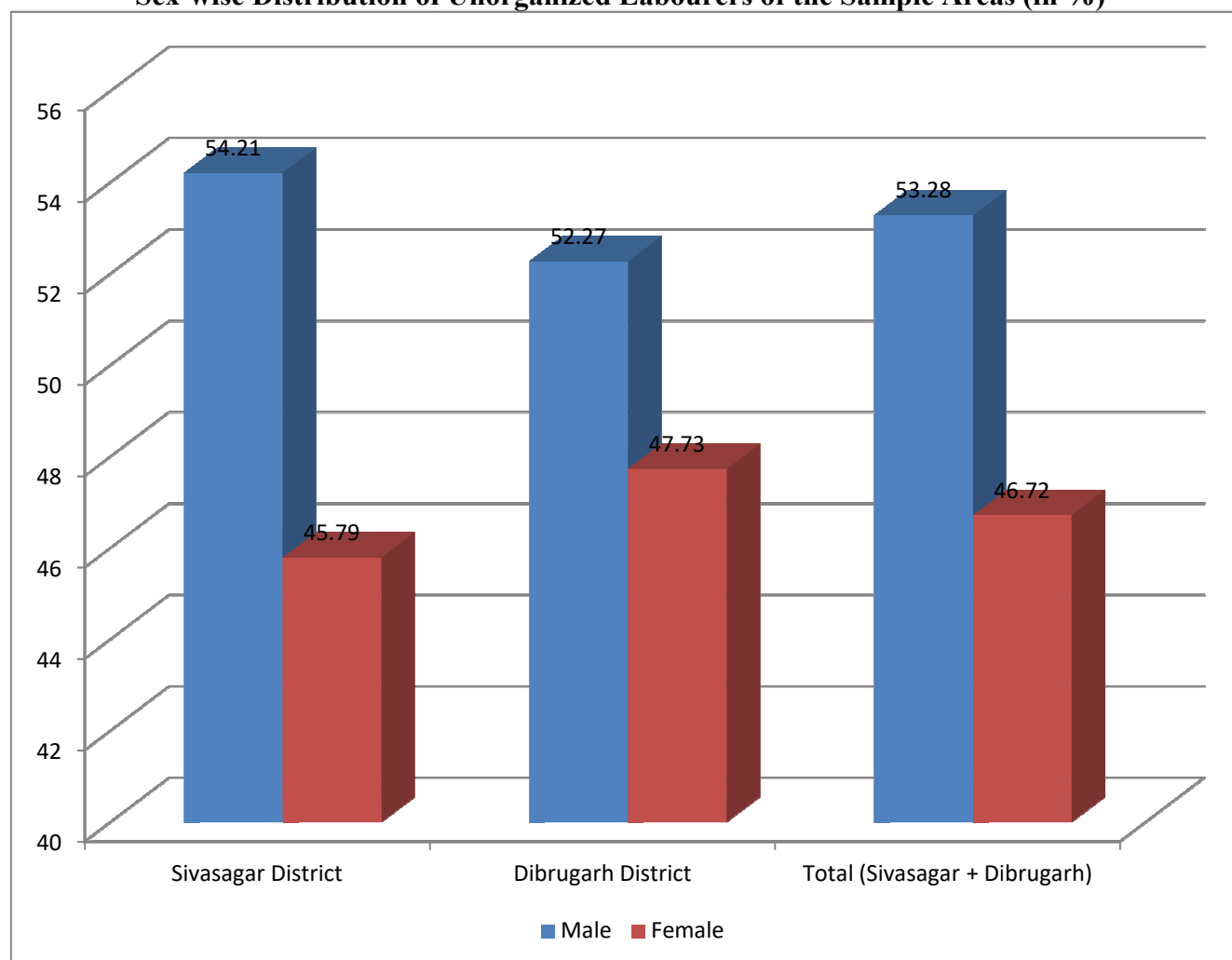
Table-3.3
Sex-wise Distribution of Unorganised Labourers of the Sample Areas

SL. NO.	District	Male	Female	Total
1	Sivasagar District	103(54.21)	87(45.79)	190(100)
2	Dibrugarh District	92(52.27)	84(47.73)	176(100)
3	Total(Sivasagar + Dibrugarh)	195(53.28)	171(46.72)	366(100)

Source: Field Survey, 2016.

Figures in the parentheses indicate percentages

Figure – 2.2
Sex-wise Distribution of Unorganized Labourers of the Sample Areas (in %)



Source: Field Survey, 2016

3.4. UNORGANIZED LABOUR FORCE BY OCCUPATIONS

According to sample data, workers in unorganized sectors are found to engage in the following five categories of occupation viz., Self-employed Cultivators, Agricultural Labourers, Self-employed Businessman, Households Industry Workers and Casual Labourers. From the Table 3.4 given below, it is seen that most of the unorganized sector labourers are engaged in the agricultural sector. Out of these five categories of workers, Self-employed Cultivators is the dominant work group comprised of 31.97% of total unorganized labourers, followed by Casual Labourers (24.86%), Agricultural Labourers (17.21%), Self-Employed Businessman (16.67%) and Households Industry

Workers (9.29%). As a whole in the agricultural sector both Self-employed cultivators and Agricultural labourers combined comprises near about half (i.e., 49.18%) of the total unorganized sector labourers in the sample.

Table-3.4
Distribution of Unorganized Labourers by Occupations

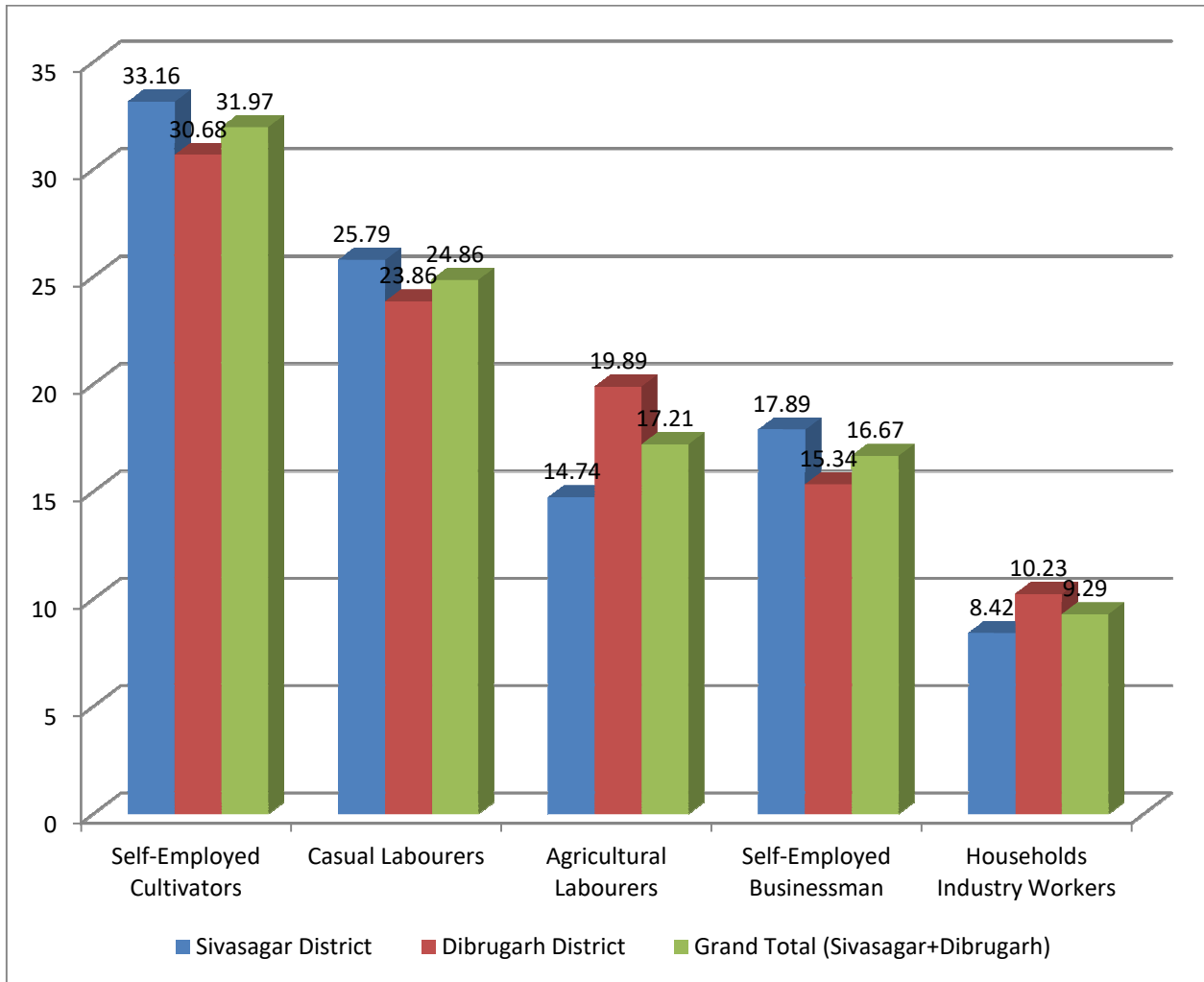
SL. NO.	Occupations	Sivasagar District	Dibrugarh District	Grand Total (Sivasagar+Dibrugarh)
1	Self-Employed Cultivators	63(33.16)	54(30.68)	117(31.97)
2	Casual Labourers	49(25.79)	42(23.86)	91(24.86)
3	Agricultural Labourers	28(14.74)	35(19.89)	63(17.21)
4	Self-Employed Businessman	34(17.89)	27(15.34)	61(16.67)
5	Households Industry Workers	16(8.42)	18(10.23)	34(9.29)
6	Total	190(100)	176(100)	366(100)

Source: Field Survey, 2016.

Figures in the parentheses indicate percentages

Figure – 2.3

Distribution of Unorganised Labourers under Different Occupations (in percentage)



Source: Field Survey, 2016.

The sample data show that in Sivasagar district, the occupation pattern of unorganized labourers are comprised by Self-employed Cultivators with 33.16%, Casual labourers 25.79%, Agricultural Labourers 14.74%, 17.89% as Self-employed Businessman and 8.42% by Households Industry Workers.

In Dibrugarh district, the occupation pattern of unorganized labourers are constituted by 30.68% of Self-employed Cultivators, 23.86% Casual labourers, Agricultural Labourers 19.89%, 15.34% Self-employed Businessman and 10.23% of Households Industry Workers.

Out of total unorganized labourers in the survey, the employment in farm sector in Sivasagar district is 47.9% (Self-employed Cultivators and Agricultural Labourers combined) which is lower than that of Dibrugarh district (50.57%). In further comparison of occupation pattern of unorganized labourers between the two sample districts, the percentages of Self-employed Cultivators, Casual Labourers and Self-employed Businessman are found higher in Sivasagar district than Dibrugarh district, whereas the percentages of Agricultural Labourers and Households Industry Workers are found higher in Dibrugarh district than Sivasagar district.

3.4.1 Distribution of Unorganized workers by Gender and Occupation:

The sample data further reveal that in unorganized sector, the participation of male labourers in the activities/occupations of Self-employed Cultivators is found to be highest with 35.38%, which is higher than female labourers participation of 28.07% in this occupation. The participations of male and female labourers in the occupation of Casual Labourers are found 27.18% and 22.22% respectively. It means the male participation in the occupation of Casual Labourers is higher than its female counterpart. In the occupation of Agricultural Labourers the male participation is found at 16.92%, which is lower than its female counterpart participation at 17.54%. Like this the female participation in the occupations of Self-employed Business and Households Industry Workers are found 19.30% and 12.87% respectively, those are higher than male participation in these occupations (14.36% and 6.15% accordingly). From table no. 3.5 we can summarize that in occupations of Self-employed Cultivators and Casual Labourers, the participation of male labourers are found higher than the female labourers. On the other hand, in the occupation of Agricultural Labourers, Self-employed Businessman and Households Industry Workers the participation of female labourers are found higher than their male counterpart.

Table-3.5
Sex-wise Distribution of Unorganised Labourers Under Different Occupations

SL. NO.	Occupations	Sivasagar District		Sub- total	Dibrugarh District		Sub- total	Grand Total (Sivasagar+Dibrugarh)		
		Male	Female		Male	Female		Male	Female	Total
1	Self-Employed Cultivators	38 (36.89)	25 (28.74)	63 (33.18)	31 (33.69)	23 (27.38)	54 (30.68)	69 (35.38)	48 (28.07)	117 (31.97)
2	Casual Labourers	28 (27.18)	21 (24.14)	49 (25.79)	25 (27.17)	17 (20.24)	42 (23.86)	53 (27.18)	38 (22.22)	91 (24.86)
3	Agricultural Labourers	14 (13.59)	14 (16.09)	28 (14.74)	19 (20.65)	16 (19.05)	35 (19.89)	33 (16.92)	30 (17.54)	63 (17.21)
4	Self-Employed Businessman	18 (17.48)	16 (18.39)	34 (17.89)	10 (10.87)	17 (20.24)	27 (15.34)	28 (14.36)	33 (19.30)	61 (16.67)
5	Households Industry Workers	5 (4.85)	11 (12.64)	16 (8.42)	7 (7.61)	11 (13.10)	18 (10.23)	12 (6.15)	22 (12.87)	34 (9.29)
6	Total	103 (100)	87 (100)	190 (100)	92 (100)	84 (100)	176 (100)	195 (100)	171 (100)	366 (100)

Source: Field Survey, 2016.

Figures in the parentheses indicate percentages

The gender work participation data under different occupations in unorganized sector as indicated in table no. 3.5 that in Sivasagar district, the participation of male labourers are found higher than the female in occupations of Self-employed Cultivation (36.89% male & 28.74%-female) and Casual Labourers (27.18%-male & 24.14%-female). On the other hand, the participation of female labourers is higher than that of male in the occupations of Agricultural Labourers (16.09%-female & 13.59%-male), Self-employed Businessman (18.39%-female & 17.48%-male) and Households Industry Workers (12.64%-female & 4.85%-male).

In Dibrugarh district, the participation of male labourers are found highest in the occupations of Self-employed Cultivation (33.69%), followed by Casual labourers (27.17%) and Agricultural Labourers (20.65%), those are higher than its female counterpart (*viz.*, Self-employed Cultivation (27.38%), Casual Labourers (20.24%) and Agricultural Labourers (19.05%). On the contrary, the participation of female labourers in the occupations of Self-employed Businessman (20.24%) and Households Industry Workers (13.10%) are higher than their male counterpart participation in these occupations (10.87% and 7.61% accordingly).

District-wise, the sample data show that the percentage of male labourers participation in Sivasagar district is found higher in comparison to Dibrugarh district in the occupations of Self-employed Cultivation, Casual Labour, and Self-employed Businesses. On the contrary, in the occupations of Agricultural Labourers and Households Industry Workers, the male labourers participation in Dibrugarh district are found comparatively higher than Sivasagar district.

In case of female unorganized labourers participation, Sivasagar district is comparatively higher than Dibrugarh district in the occupations of Self-employed Cultivators and Casual Labourers. On the other hand, the female labourer participation in Dibrugarh district is found higher than Sivasagar district in the occupations of Agricultural Labourers, Self-employed Business and Households Industry Workers in unorganized sector.

3.4.2. Distribution of Unorganized Work Force by Area-wise:

Due to lack of diversification of occupation and the presence of large scale unskilled labourers, most of the unorganized workers are basically engaged in low paying rural agricultural sector in India. Similarly, distribution of workers by area in the sample, a larger proportion of unorganized workers 254 (69.40%) are found in rural areas, while only 112 (30.60%) in urban areas. Most of the unorganized workers in the sample are engaged in rural agricultural sector. Out of total male sample unorganized labourers, 68.72% are found in rural area and only 31.28% are in urban area. On the other hand, out of total sample female unorganized labourers, 70.18% are found in rural areas and only 29.82% are in urban areas.

In Sivasagar district, out of total 190 unorganized workers, 135 (71.05%) are found in rural areas and only 55 (28.95%) are in urban areas. On the other hand, in Dibrugarh district out of total 176 unorganized workers, 119 (67.61%) are in rural areas and only 57 (32.39%) are found in urban areas. Sivasagar district shows higher rate of rural unorganized workers than that in Dibrugarh district, while Dibrugarh district shows presence of more urban unorganized workers than that in Sivasagar district. Comparatively, it has found that more urban unorganized work forces are engaged in service sector (some in service of farm products, basically in food processing activities) than its rural counterpart.

By comparing the gender-wise data between the two sample districts, in Sivasagar district 69.90% of the total male workers in unorganized sector are found in rural areas and only 30.10% are in urban areas. Again, out of total female unorganized workers of the district, 72.41% are found in rural areas and only 27.59% are in urban areas. In Dibrugarh district, 67.39% of the total male unorganized workers are from rural areas and only 32.61% are found in urban areas. Moreover, out of total female unorganized workers of Dibrugarh, 67.86% are found in rural areas and only 32.14% are in urban areas.

It reveals that in both the sample districts, a higher proportion of workers are in rural area irrespective of the gender. In urban area Dibrugarh district shows higher rates of both male and female engagement than in Sivasagar district. While in the rural area, Sivasagar has higher rates. The area-wise distribution of unorganized workers under different categories of work in the sample is shown in Table 3.6.

Table-3.6

Area-wise Distribution of Unorganised Labourers Under Different Occupations

S L. N O.	Occupations	Sivasagar District						Dibrugarh District					
		Male			Female			Male			Female		
		Rural	Urban	Total	Rural	Urban	Total	Rural	Urban	Total	Rural	Urban	Total
1	Self-Employed Cultivators	30(29.13)	8(7.76)	38(36.89)	21(24.13)	4(4.60)	25(28.73)	22(23.91)	9(9.79)	31(33.70)	18(21.43)	5(5.95)	23(27.38)
2	Casual Labourers	18(17.48)	10(9.71)	28(27.19)	15(17.24)	6(6.90)	21(24.14)	17(18.49)	8(8.70)	25(27.17)	10(11.91)	7(8.33)	17(20.24)
3	Agricultural Labourers	11(10.68)	3(2.91)	14(13.59)	12(13.79)	2(2.30)	14(16.09)	14(15.22)	5(5.43)	19(20.65)	12(14.28)	4(4.76)	16(19.04)
4	Self-Employed Business man	10(9.71)	8(7.76)	18(17.48)	9(10.34)	7(8.05)	16(18.39)	4(4.35)	6(6.52)	10(10.87)	11(13.10)	6(7.14)	17(20.24)
5	Households Industry Workers	3(2.91)	2(1.94)	5(4.85)	6(6.90)	5(5.75)	11(12.64)	5(5.43)	2(2.17)	7(7.61)	6(7.14)	5(5.95)	11(13.09)
6	Total	72(69.90)	31(30.10)	103(100)	63(72.41)	24(27.59)	87(100)	62(67.39)	30(32.61)	92(100)	57(67.86)	27(32.14)	84(100)

Continued Table 3.6

S L. N O.	Occupations	Sivasagar + Dibrugarh District								
		Male			Female			Rural	Urban	Total
		Rural	Urban	Total	Rural	Urban	Total			
1	Self-Employed Cultivators	52(26.67)	17(8.72)	69(35.39)	39(22.81)	9(5.26)	48(28.07)	91(24.87)	26(7.10)	117(31.97)
2	Casual Labourers	35(17.95)	18(9.23)	53(27.18)	25(14.62)	13(7.60)	38(22.22)	60(16.39)	31(8.47)	91(24.86)
3	Agricultural Labourers	25(12.82)	8(4.10)	33(16.92)	24(14.04)	6(3.51)	30(17.54)	49(13.39)	14(3.82)	63(17.21)
4	Self-Employed Business man	14(7.18)	14(7.18)	28(14.36)	20(11.70)	13(7.60)	33(19.30)	34(9.29)	27(7.38)	61(16.67)
5	Households Industry Workers	8(4.10)	4(2.05)	12(6.15)	12(7.02)	10(5.85)	22(12.87)	20(5.46)	14(3.83)	34(9.29)
6	Total	134(68.72)	61(31.28)	195(100)	120(70.18)	51(29.82)	171(100)	254(69.40)	112(30.60)	366(100)

Source: Field Survey, 2016.

Figures in the parentheses indicate percentages

3.5. PER CAPITA INCOME OF WORKERS

The income of unorganized workers have not been grown at the expected level in India; in fact adjusted for inflation, their incomes have rather fallen during the last two and half decades, driving them into deeper poverty (NSSO, 2017). Monthly income of workers in unorganized sector is found to be far lower in comparison to that of workers in organized sector in the survey, which is not adequate for maintaining a reasonable living standard. From the sample data, the average monthly income per worker in unorganized sector is estimated at Rs.5,118, which is much lower than its organized counterpart of Rs.15,625. Average monthly income of male in the sector is estimated at Rs.5,407.5 and the same for female is Rs.4,827.5. On the other hand, the average monthly incomes of male and female workers in organized sector are Rs.17,000 and Rs.14,250, respectively.

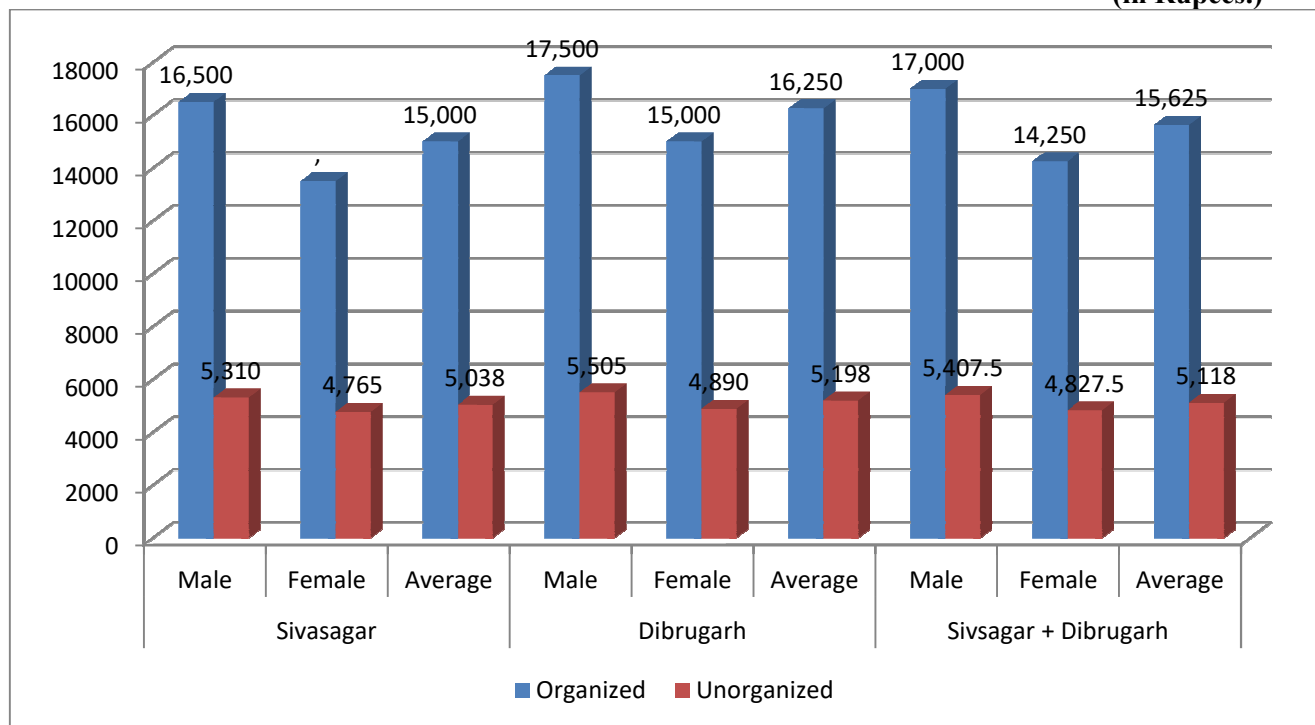
This shows that in comparison to organized sector, the average monthly income of workers in unorganized sector is remarkably lower by 20.5%. However, the income gap between genders in the sector (12%) is lower than that in organized sector (19%).

Table – 3.7
Sector wise Monthly Income of the Organized and Unorganized Worker
(in Rupees.)

Sl. No.	Areas	Organized			Unorganized		
		Male	Female	Average	Male	Female	Average
1	Sivasagar	16,500	13,500	15,000	5,310	4,765	5,038
2	Dibrugarh	17,500	15,000	16,250	5,505	4,890	5,198
3	Total (Average)	17,000	14,250	15,625	5,407.5	4,827.5	5,118

Source: Field Survey, 2016.

Figure – 2.4
Sector wise Monthly Income of the Organized and Unorganized Workers
(in Rupees.)



Source: Field Survey, 2016.

The average monthly income of unorganized workers in Sivasagar district is estimated at Rs.5,038. There is a considerable difference between monthly incomes of male to that of female in the sector. The average monthly income of male worker is Rs.5,310, which is higher than its female counterpart (Rs.4,765). In Dibrugarh district, the average monthly income of unorganized workers is Rs.5,198, which is higher than that of Sivasagar district. The average monthly income of male in the sector is Rs.5,505, which is higher than its female counterpart (Rs.4,890).

Dibrugarh district has exhibited a higher average monthly income among workers in unorganized sector than that in Sivasagar district (by 3.17%). The average monthly income is higher among male than female workers in both the districts, however the income gap across gender is wider in Dibrugarh (12.57%) than Sivasagar (11.43%) in unorganized sector. Similarly, in organized sector as well, Dibrugarh shows higher average monthly income as compared to Sivasagar.

3.5.1. Per Capita Income of Workers by Area-wise:

The data show differences in the monthly average income between the rural and urban workers in unorganized as well as organized sector. In unorganized sector, the monthly average income of male workers in rural area is Rs.5,205, which is lower than their urban counterpart average income of Rs.5,610. On the other hand, for the female rural workers, their monthly average income is Rs.4,570 that is lower than their urban counterpart income of Rs.5,085, which is also lower than male counterparts.

Differences have been observed within the organized sector as well. In rural, the male workers average income is estimated at Rs.14,500 per month, which is lower than its urban counterpart income of Rs.19,500. On the contrary, the rural female organized workers income is found at Rs.12,000, which is much lower than its urban counterpart average income of Rs.16,500 per month.

The average monthly income is lower in rural area than urban areas, for female than male and the same is true in both the sectors. Moreover, it is lower in unorganized than organized sectors.

In Sivasagar district, the male unorganized workers average monthly income is estimated at Rs.5,100 and Rs.5,520 for rural and urban areas, respectively. On the other hand, the average incomes of female unorganized workers in rural and urban areas are stood at Rs.4,580 and Rs.4,950 accordingly in the district.

On the other hand, in Dibrugarh district the male rural and urban unorganized labourers monthly average income are found at Rs.5,310 and 5,700, respectively. The female unorganized labourers in rural and urban area their monthly average income are estimated at Rs.4,560 and 5,220 accordingly.

The income gaps across gender and across rural and urban areas in unorganized sector are found higher in Sivasagar district than those in Dibrugarh district. Area-wise monthly average income of both organized and unorganized labourers are presented in the table-3.8.

Table – 3.8
Area-wise Monthly Income of the Organized and Unorganised Labourers of Sivasagar and Dibrugarh Districts (in Rupees)

Sl. No.	Areas	Sivasagar						Dibrugarh					
		Organized			Unorganized			Organized			Unorganized		
		Male	Female	Average	Male	Female	Average	Male	Female	Average	Male	Female	Average
1	Rural	14,000	12,000	13,000	5,100	4,580	4,840	15,000	12,000	13,500	5,310	4,560	4,935
2	Urban	19,000	15,000	17,000	5,520	4,950	5,235	20,000	18,000	19,000	5,700	5,220	5,460
3	Total (Average)	16,500	13,500	15,000	5,310	4,765	5,038	17,500	15,000	16,250	5,505	4,890	5,198

Continued Table-3.8

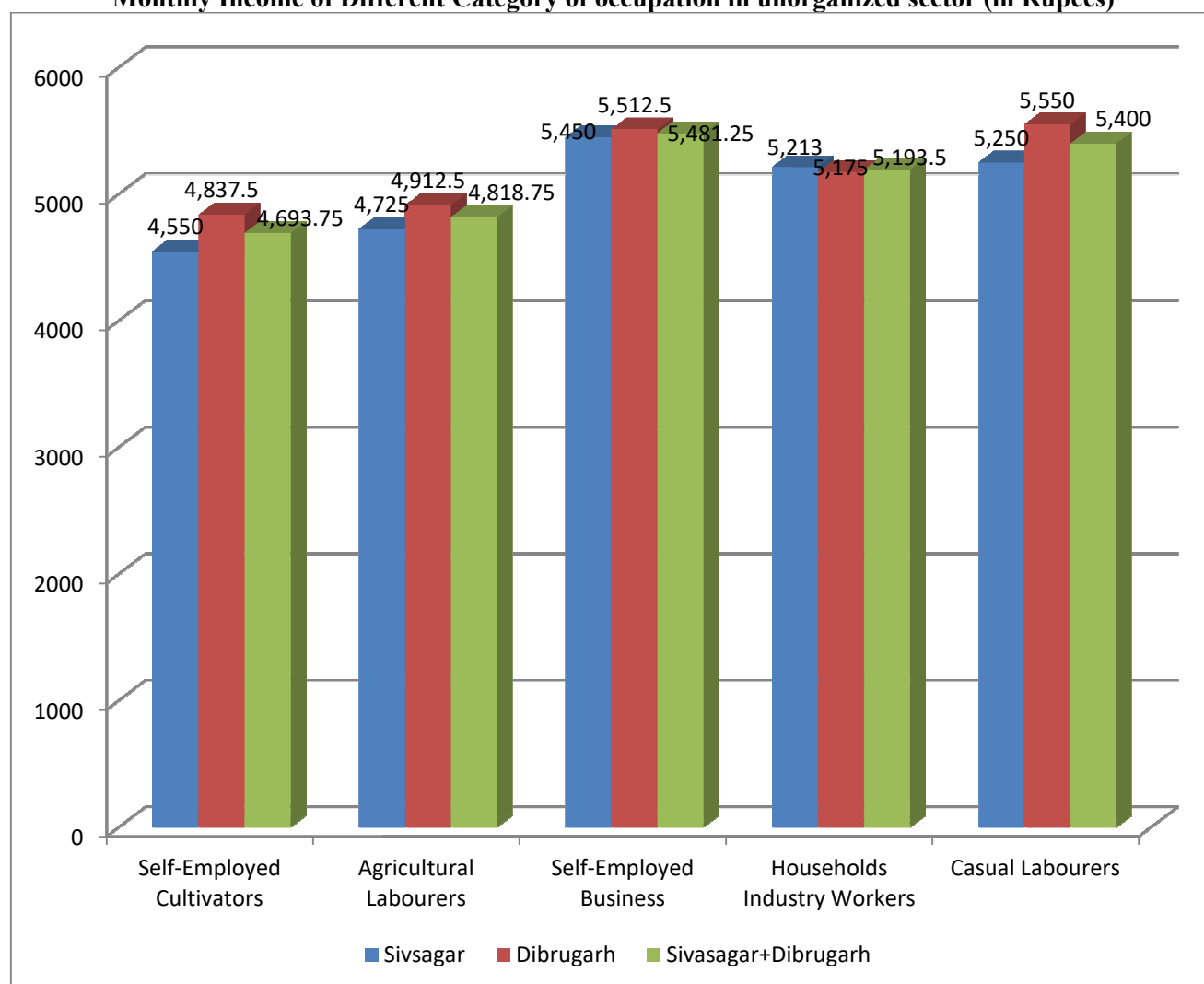
Sl. No.	Areas	Grand Total (Sivasagar + Dibrugarh)					
		Organized			Unorganized		
		Male	Female	Average	Male	Female	Average
1	Rural	14,500	12,000	13,250	5,205	45,70	4,888
2	Urban	19,500	16,500	18,000	5,610	5,085	5,348
3	Total (Average)	17,000	14,250	15,625	5,408	4,828	5,118

Source: Field Survey, 2016.

3.5.2. Monthly Income by Category of activities (occupation) in unorganized sector:

Among the categories of employment in unorganized sector, the Self-employed business is the highest income earning occupation with Rs.5,481.25 of monthly income per worker, this is followed by Casual labourers (Rs.5,400), Households Industry workers (Rs.5,193.5), Agricultural Labourers (Rs.4,818.75) and the lowest is Self-employed Cultivators i.e., Rs.4,693.75 in sample aggregate.

Figure - 2.5
Monthly Income of Different Category of occupation in unorganized sector (in Rupees)



Source: Field Survey, 2016.

As compared between the two sample districts, Dibrugarh shows higher average monthly income (per capita) in all categories of occupation in unorganized sector other than Households Industry Workers in comparison to Sivasagar district. Only Households Industry Worker's average monthly income of Sivasagar district is higher than that of Dibrugarh district which is shown in figure 2.5. It has observed that in both the districts, male income is found higher than that of female under all categories of occupations, which is shown in Table-3.9. Further, the level of income is found higher in urban area than rural area under all the activities, except for household industrial workers, for which the income is higher in rural area.

Table – 3.9
Monthly Income Level of Different Category of activities in Unorganized sector
(in Rupees)

Sl. No.	Occupations	Areas	Sivasagar District			Dibrugarh District			Grand Total
			Monthly Income			Monthly Income			
			Male	Female	Average	Male	Female	Average	
1	Self-Employed Cultivators	Rural	4,500	4,200	4,350	4,650	4,350	4,500	4,425
		Urban	5,100	4,400	4,750	5,400	4,950	5,175	4,962.5
		Average	4,800	4,300	4,550	5,025	4,650	4,837.5	4,693.75
2	Agricultural Labourers	Rural	4,500	4,100	4,300	4,800	4,350	4,575	4,437.5
		Urban	5,400	4,900	5,150	5,400	5,100	5,250	5,200
		Average	4,950	4,500	4,725	5,100	4,725	4,912.5	4,818.75
3	Self-Employed Business	Rural	5,400	4,900	5,150	5,400	4,500	4,950	5,050
		Urban	6,000	5,500	5,750	6,300	5,850	6,075	5,912.5
		Average	5,700	5,200	5,450	5,850	5,175	5,512.5	5,481.25
4	Households Industry Workers	Rural	5,700	5,200	5,450	6,000	5,100	5,550	5,500
		Urban	5,100	4,850	4,975	5,100	4,500	4,800	4,887
		Average	5,400	5,025	5,213	5,550	4,800	5,175	5,193.5
5	Casual Labourers	Rural	5,400	4,500	4,950	5,700	4,500	5,100	5,025
		Urban	6,000	5,100	5,550	6,300	5,700	6,000	5,775
		Average	5,700	4,800	5,250	6,000	5,100	5,550	5,400
6	Overall Average		5,310	4,765	5,038	5,505	4,890	5,198	5,118

Source: Field Survey, 2016.

3.6. CONSUMPTION EXPENDITURE, MONTHLY SAVINGS AND INDEBTEDNESS

3.6.1. (a) Consumption Expenditure of Organized and Unorganized Workers:

Large scale differences have been observed between the consumption expenditure of organized and unorganized sector labourers in the sample data. The monthly consumption expenditure per organized labourers are estimated at Rs.13,938 which is much higher by 190% than the unorganized per labourers consumption expenditure of Rs.4,795.

The consumption expenditure of organized sector workers of Sivasagar district has been found at Rs.13,250 which is much higher than that of unorganized sector workers of Rs.4,667. Again, in

Dibrugarh district, worker's consumption expenditure in organized sector is stood at Rs.14,625 as against Rs.4,923 in unorganized sector. Dibrugarh district shows higher level of consumption expenditure per worker in both organized and unorganized sector than Sivasagar district. However, the consumption expenditure in unorganized sector in both the districts is much lower than the organized sector.

Table – 3.10

Monthly Consumption Expenditure of the Unorganized Workers (in Rupees)

Sl. No.	Areas	Sivasagar District						Dibrugarh District					
		Organized			Unorganized			Organized			Unorganized		
		Male	Female	Average	Male	Female	Average	Male	Female	Average	Male	Female	Average
1	Rural	12,000	11,000	11,500	4,626	4,300	4,463	14,000	11,000	12,500	5,020	4,360	4,690
2	Urban	16,000	14,000	15,000	4,982	4,760	4,871	17,500	16,000	16,750	5,330	4,980	5,155
3	Average	14,000	12,500	13,250	4,804	4,530	4,667	15,750	13,500	14,625	5,175	4,670	4,923

Continued Table-3.10

Sl. No.	Areas	Total (Sivasagar & Dibrugarh)					
		Organized			Unorganized		
		Male	Female	Average	Male	Female	Average
1	Rural	13,000	11,000	12,000	4,823	4,330	4,577
2	Urban	16,750	15,000	15,875	5,156	4,870	5,013
3	Average	14,875	13,000	13,938	4,990	4,600	4,795

Source: Field Survey, 2016

(b) Monthly Consumption Expenditure of Unorganized Workers by Activities (occupations):

In the sample aggregate, it has seen that the consumption expenditure ratio of unorganized labourers in comparison to their income level is high, and also the expenditures in urban area are higher than expenditures in rural area in general. The overall average monthly consumption expenditure is estimated at Rs.4,795. Occupation wise, it is highest for Casual Labourers (Rs.5,084),

followed by Self-Employed Business (Rs.4,999), Households Industry Workers (Rs.4,903), Agricultural Labourers and Self-Employed Cultivators (Rs.4,551.5 and Rs.4,437.5, respectively) those are shown in Table -3.11 and Figure -2.6.

In Sivasagar district the average monthly consumption expenditure level of unorganized labourers according to their occupations are found highest in Households Industry Workers at Rs.4,942.5 and lowest in the occupation of Self-employed Cultivators at Rs.4,337.5. On the other hand in Dibrugarh district, the average monthly consumption expenditure of unorganized labourers was found highest in the occupation of Casual Labourers at Rs.5,350 and lowest in the occupation of Self-employed Cultivators at Rs.4,537.5.

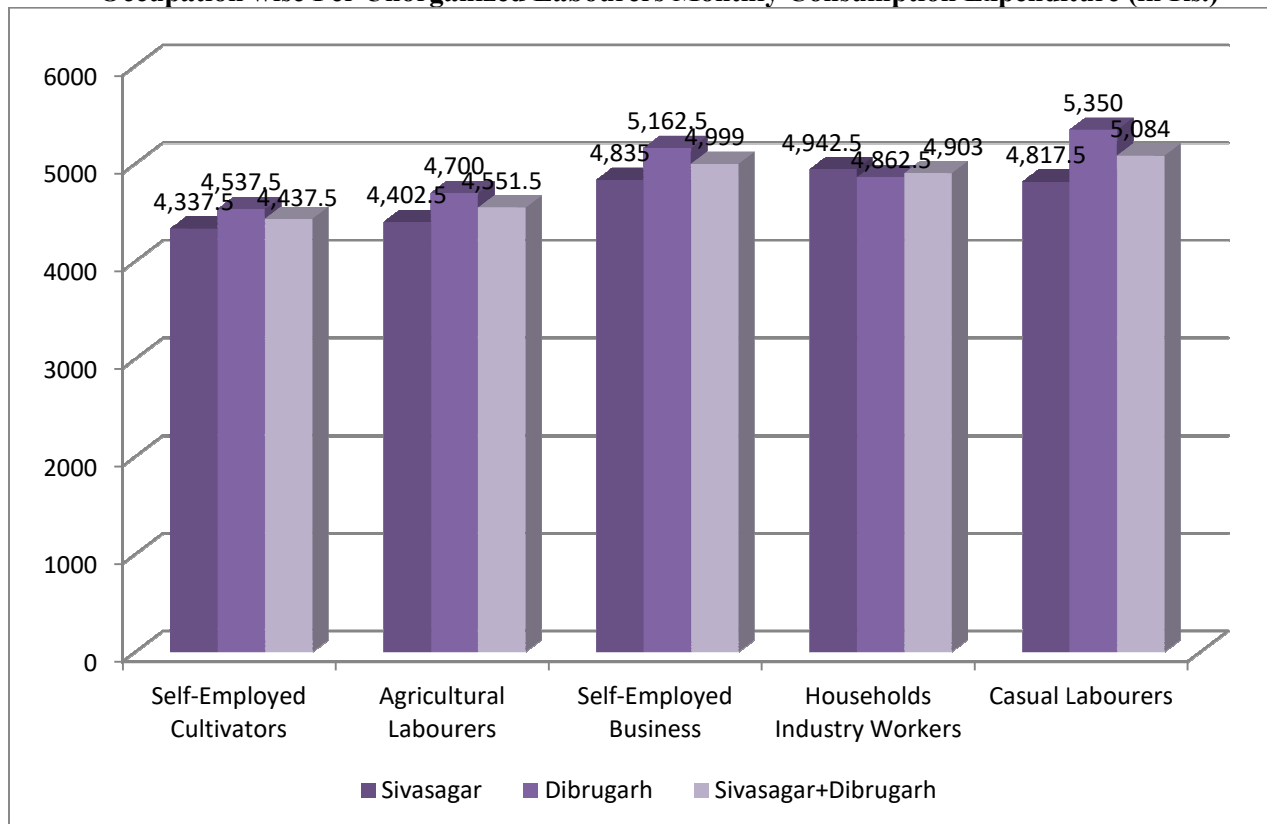
Table – 3.11
Occupation wise Per Unorganized Labourers Monthly Consumption Expenditure (in Rs.)

Sl. No.	Occupations	Areas	Sivasagar District			Dibrugarh District			Grand Total
			Male	Female	Average	Male	Female	Average	
1	Self-Employed Cultivators	Rural	4,200	4,050	4,125	4,300	4,150	4,225	4,175
		Urban	4,750	4,350	4,550	5,000	4,700	4,850	4,700
		Average	4,475	4,200	4,337.5	4,650	4,425	4,537.5	4,437.5
2	Agricultural Labourers	Rural	4,150	3,850	4,000	4,550	4,250	4,400	4,200
		Urban	5,100	4,510	4,805	5,100	4,900	5,000	4,903
		Average	4,625	4,180	4,402.5	4,825	4,575	4,700	4,551.5
3	Self-Employed Business	Rural	4,900	4,600	4,750	5,100	4,250	4,675	4,713
		Urban	4,740	5,100	4,920	5,800	5,500	5,650	5,285
		Average	4,820	4,850	4,835	5,450	4,875	5,162.5	4,999
4	Households Industry Workers	Rural	5,280	4,600	4,940	5,650	4,800	5,225	5,083
		Urban	4,820	5,070	4,945	4,700	4,300	4,500	4,723
		Average	5,050	4,835	4,942.5	5,175	4,550	4,862.5	4,903
5	Casual Labourers	Rural	4,600	4,400	4,500	5,500	4,350	4,925	4,713
		Urban	5,500	4,770	5,135	6,050	5,500	5,775	5,455
		Average	5,050	4,585	4,817.5	5,775	4,925	5,350	5,084
6	Overall Average		4,804	4,530	4,667	5,175	4,670	4,922.5	4,795

Source: Field Survey, 2016

The average monthly consumption expenditures in Dibrugarh district are higher than Sivasagar district for all categories of unorganized labourers except for household industry workers, for which occupation Sivasagar is higher. Due to such higher rate of consumption expenditure relative to their income, the savings level is found to be very low in both the districts amongst unorganized labours.

Figure – 2.6
Occupation wise Per Unorganized Labourers Monthly Consumption Expenditure (in Rs.)



Source: Field Survey, 2016

3.6.2. (a) Sector-wise Average Monthly Savings of Workers:

The average monthly savings of organized labourers is estimated at Rs.1,687.5 which is significantly higher than that of unorganized labourers estimated at Rs.322.75. Gender-wise, large scale differences are observed in monthly average savings in both organized and unorganized sectors in sample aggregate where male average is higher than that of female. Area wise, monthly average savings are higher in urban area than that in rural area amongst the workers of both the sectors in sample aggregate.

Table – 3.12
Monthly Savings Per Worker (in Rupees)

Sl. No.	Area s	Sivasagar District						Dibrugarh District						Total					
		Organized			Unorganized			Organized			Unorganized			Organized			Unorganized		
		Ma le	Fem ale	Aver age	M ale	Fem ale	Aver age	Ma le	Fem ale	Aver age	M ale	Fem ale	Aver age	Ma le	Fem ale	Aver age	M ale	Fem ale	Aver age
1	Rural	2,000	1,000	1,500	474	280	377	1,000	1,000	1,000	290	200	245	1,500	1,000	1,250	382	240	311
2	Urban	3,000	1,000	2,000	538	190	364	2,500	2,000	2,250	370	240	305	2,750	1,500	2,125	454	215	334.5
3	Average	2,500	1,000	1,750	506	235	370.5	1,750	1,500	1,625	330	220	275	2125	1,250	1,687.5	418	227.5	322.75

Source: Field Survey, 2016

In Sivasagar district, average monthly savings of workers in organized sector is found to be Rs.1,750, while in unorganized sector it is found much lower at Rs.370.5. On the other hand, the same in Dibrugarh district stood at Rs.1,625 for organized sector and in case of unorganized sector it is Rs.275 only. This reveals that the average monthly savings of workers in Sivasagar district is slightly higher than that in Dibrugarh district in both the sectors. Further, the average monthly saving per worker in unorganized sector is much lower than that of organized sector in both the districts.

(b) Occupation-wise Monthly Average Saving of Workers in Unorganized Sector:

The saving levels of unorganized labourers are found very low due to their low income level and higher rate of consumption expenditure. Low savings means low capital formation which is results in low investment in an economy. High rate of capital formation is a pre-requisite for higher level of investment which again accelerate the economic growth process in a pace manner.

Among the occupations in unorganized sector, the sample aggregate data show that the highest monthly average saving is done by the Self-Employed Business persons with an average of Rs.483 and the lowest is Agricultural Labourers with Rs.240.5. For Households Industry Workers and Casual Labourers, their monthly average saving is higher in rural area; whereas, among self-employed cultivators, agricultural labourers and self-employed business it is found higher in urban areas as shown in the following table no 3.13.

In Sivasagar district, the highest monthly average savings is done by the Self-employed Businessman at Rs.615 and lowest by Self-employed Cultivators at Rs.212.5 only. Similarly, in Dibrugarh district also the highest savings level is found in the occupation of Self-employed Businessman at Rs.350 and lowest in the occupation Casual Labourers at Rs.200 only. Comparatively only the savings level of Self-employed Cultivators is higher in Dibrugarh district than Sivasagar district. In all other categories labourers saving level in Sivasagar district have been found higher than Dibrugarh district.

Table – 3.13

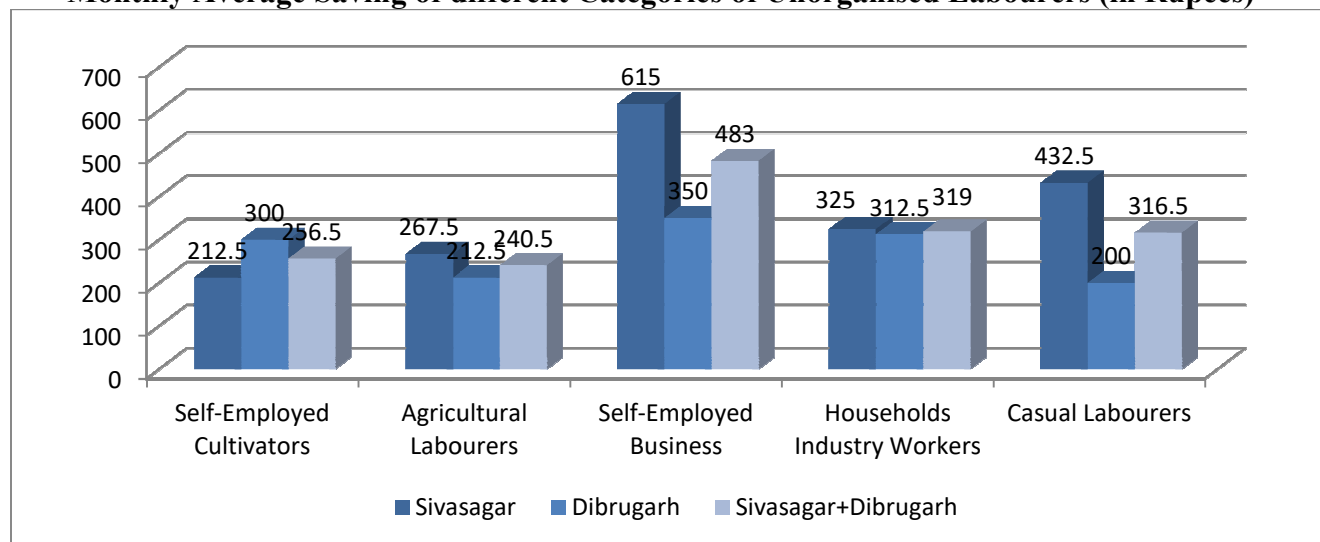
Monthly Average Saving of different Categories of Unorganised Labourers (in Rupees)

Sl. No.	Occupations	Areas	Sivasagar District			Dibrugarh District			Grand Total
			Male	Female	Average	Male	Female	Average	
1	Self-Employed Cultivators	Rural	300	150	225	350	200	275	250
		Urban	350	50	200	400	250	325	263
		Average	325	100	212.5	375	225	300	256.5
2	Agricultural Labourers	Rural	350	150	250	250	100	175	213
		Urban	300	270	285	300	200	250	268
		Average	325	210	267.5	275	150	212.5	240.5
3	Self-Employed Business	Rural	500	300	400	300	250	275	338
		Urban	1260	400	830	500	350	425	628
		Average	880	350	615	400	300	350	483
4	Households Industry Workers	Rural	420	450	435	350	300	325	380
		Urban	280	150	215	400	200	300	258
		Average	350	300	325	375	250	312.5	319
5	Casual Labourers	Rural	800	200	500	200	150	175	338
		Urban	500	230	365	250	200	225	295
		Average	650	215	432.5	225	175	200	316.5
6	Overall Average		506	235	370.5	330	220	275	322.75

Source: Field Survey, 2016.

Figure – 2.7

Monthly Average Saving of different Categories of Unorganised Labourers (in Rupees)



Source: Field Survey, 2016

3.6.3. (a) Indebtedness intensity of the Organized and Unorganized Labourers:

Due to low income level and high consumption expenditure of unorganized labourers, most of them are found indebted in the hands of Self-Help Groups, Money lenders, Non-Banking Financial Institution including micro-finance provider, Regional Rural Banks etc. It has been observed that the low income of the unorganized labourers in the sample and higher level of indebtedness affects their economic status and it has generational impact on this vulnerable section of work force.

The intensity of average indebtedness of workers in unorganized sector (Rs.3,097.5) is found higher than that of organized sector (Rs.1,137.5) in sample aggregate, which is found true in both the sample districts. In Sivasagar district, the average indebted level per worker in unorganized sector is estimated at Rs.3,118.5 and the same in organized is Rs.1,125. In Dibrugarh district it has found at Rs.3,076 and Rs.1,200 on unorganized and organized labourers, respectively. It is also observed that the workers indebtedness level in unorganized sector is higher in Sivasagar than that in Dibrugarh and vice versa for organized sector.

In organized sector, male indebtedness level is relatively lower than female in both the districts. However, in unorganized sector, male exhibits a higher level than female in sample aggregate. The same case is observed in Sivasagar, however it is slightly higher among female in Dibrugarh.

Further, in sample aggregate as well as in Sivasagar, rural indebtedness level is higher than that of urban in both the sectors. Whereas in Dibrugarh, only in unorganized sector, rural indebtedness level is higher than urban; but in organized sector it is higher in urban area.

Table – 3.14
Average Indebtedness Level of the Organized and Unorganized Labourers
(During Survey Period in Rupees)

Sl. No.	Area s	Sivasagar District						Dibrugarh District					
		Organized			Unorganized			Organized			Unorganized		
		Ma le	Fem ale	Aver age	Male	Fema le	Aver age	Ma le	Fem ale	Aver age	Ma le	Fem ale	Aver age
1	Rural	1,000	2,000	1,500	3,575	3,047	3,311	900	1,400	1,150	3,038	3,170	3,104
2	Urban	500	800	750	3,248	2,604	2,926	500	2,000	1,250	3,100	2,996	3,048
3	Average	750	1,400	1,125	3,411.50	2,825.50	3,118.50	700	1,700	1,200	3,069	3,083	3,076

Continued Table-3.14

Sl. No.	Area s	Total (Sivsagar + Dibrugarh)					
		Organized			Unorganized		
		Ma le	Fem ale	Aver age	Male	Fema le	Aver age
1	Rural	950	1,700	1,325	3,307	3,109	3,208
2	Urban	500	1,400	950	3,174	2,800	2,987
3	Average	725	1,550	1,137.50	3,240.50	2,954.50	3,097.50

Source: Field Survey, 2016.

(b) Indebtedness intensity of the Unorganized Labourer by Categories of Occupation:

In the sample aggregate, the highest level of indebtedness on unorganized labourers is found in the occupation of Households Industry Workers which stood at Rs.3,424 and the lowest in the occupation of Self-employed Businessman estimated at Rs.2,919.5. Area-wise, the indebtedness level on both rural male and female in unorganized labourer are found higher than their urban counterpart in most of the occupations.

District-wise, in Sivasagar district the indebtedness level of unorganized labourers was found highest among the Households Industry Workers estimated at Rs.3,435 and found lowest on Agricultural Labourers stood at Rs.2,800. The rural unorganized labourers is found higher indebted

than its urban counterpart in the district. Moreover, the male labourers are found to be more indebted than its female counterpart. Further amongst male labourers, the rural male labourers are found more indebted than its urban counterpart in the occupations of Agricultural Labourers, Households Industry Workers and Casual Labourers. Whereas, the indebtedness level of urban male labourers are found higher in the occupations of Self-employed Cultivators and Self-employed Businessman than its rural counterpart. The indebtedness level for rural female labourers is found higher than its urban counterpart in all the occupations.

In Dibrugarh district, among the labourers in different occupations in unorganized sector, the indebtedness intensity on Households Industry Workers are found highest at Rs.3,412.5 in average and lowest in the occupation of Self-employed Businessman at Rs.2,682. In the district, the indebtedness on female unorganized labourers is found higher than its male counterpart in most of the occupations *viz.*, Self-employed Businessman, Households Industry Workers and Casual Labourers. On the other hand, the indebtedness on male unorganized labourers is found higher than its female counterpart in the occupations of Self-employed Cultivators and Agricultural Labourers in the district.

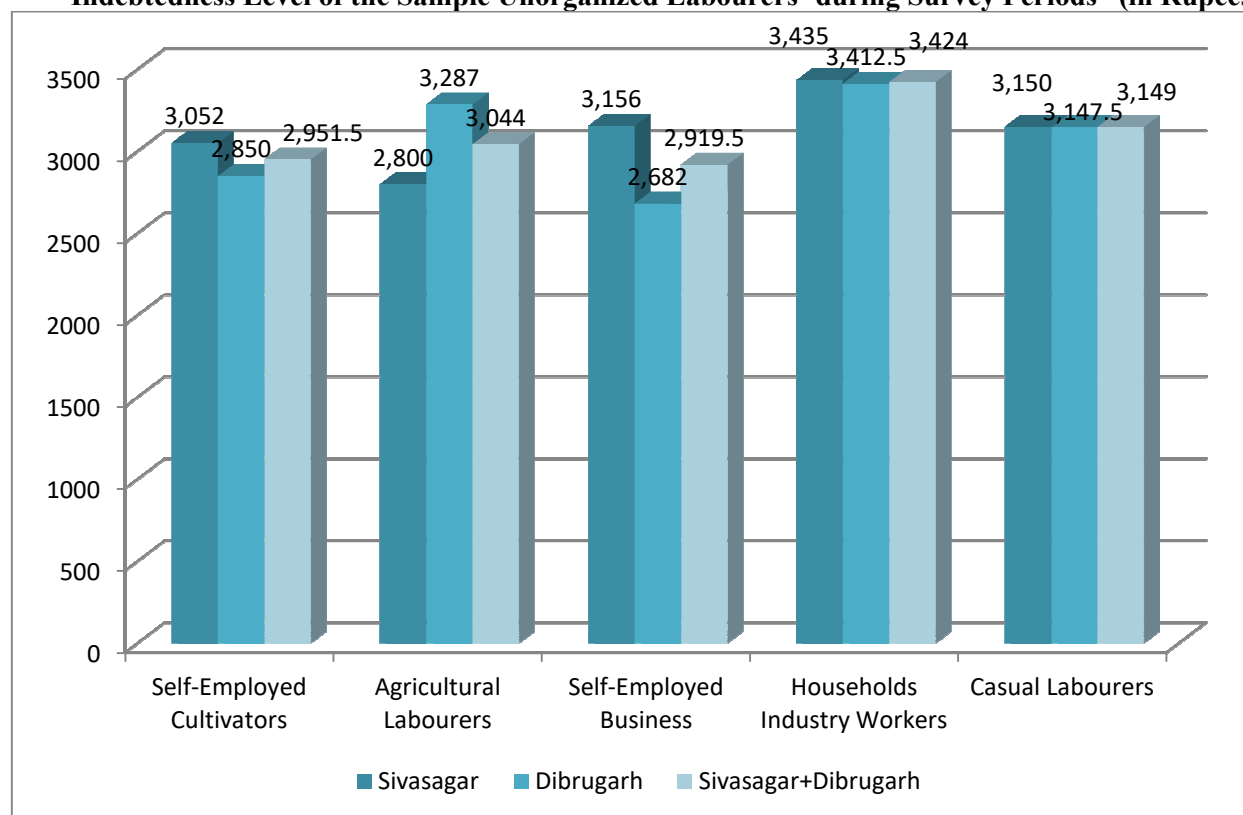
Area-wise, the indebtedness on male rural unorganized labourers is found higher in the occupations of Self-employed Cultivators and Households Industry Workers than their urban counterpart in the district. On the contrary, the indebtedness on urban male labourers is found higher in the occupations of Self-employed Businessman, Agricultural Labourers and Casual Labourers than rural male unorganized labourers. The indebtedness on rural female unorganized labourers is found higher than their urban counterpart in the occupation of Self-employed Cultivators, Self-employed Businessman and Households Industry Workers. On the other hand, in the occupation of Agricultural Labourers and Casual Labourers the indebtedness on urban female unorganized labourers is found higher than its rural counterpart. The indebtedness levels on different occupations of unorganized labourers are shown in the Table-3.15.

Table-3.15
Indebtedness Level of the Unorganized Labourers' of the Sample Areas under different Category
during Survey Periods (in Rupees)

Sl. No.	Occupations	Areas	Sivasagar District			Dibrugarh District			Grand Total
			Male	Female	Average	Male	Female	Average	
1	Self-Employed Cultivators	Rural	3,340	2,900	3,120	3,050	3,100	3,075	3,098
		Urban	3,500	2,468	2,984	2,700	2,550	2,625	2,805
		Average	3,420	2,684	3,052	2,875	2,825	2,850	2,951.5
2	Agricultural Labourers	Rural	3,250	2,700	2,975	3,300	3,150	3,225	3,100
		Urban	2,900	2,350	2,625	3,500	3,200	3,350	2,988
		Average	3,075	2,525	2,800	3,400	3,175	3,287	3,044
3	Self-Employed Business	Rural	3,350	3,170	3,260	2,550	2,800	2,675	2,968
		Urban	3,540	2,564	3,052	2,700	2,680	2,690	2,871
		Average	3,445	2,867	3,156	2,625	2,740	2,682	2,919.5
4	Households Industry Workers	Rural	4,045	3,415	3,730	3,400	3,700	3,550	3,640
		Urban	3,255	3,025	3,140	3,250	3,300	3,275	3,208
		Average	3,650	3,220	3,435	3,325	3,500	3,412.5	3,424
5	Casual Labourers	Rural	3,890	3,050	3,470	2,890	3,100	2,995	3,233
		Urban	3,045	2,615	2,830	3,350	3,250	3,300	3,065
		Average	3,467.5	2,832.5	3,150	3,120	3,175	3,147.5	3,149
6	Average Level		3,412	2,826	3,119	3,069	3,083	3,076	3,097

Source: Field Survey, 2016.

Figure - 2.8
Indebtedness Level of the Sample Unorganized Labourers' during Survey Periods (in Rupees)



Source: Field Survey, 2016.

(c) Sources of Loan:

As most of their income is spent on consumption and their savings level remains low, thus inducing them to take loan in the times of health problem, festival and any other socio-cultural occasions. In the sample survey it has observed that most of unorganized labourers borrow from Self-help Group, Micro-finance Organization, Money Lenders, Regional Rural Bank, Commercial Bank etc. The following table-3.16 has shown details about the loan taken by the sample unorganized labourers and the different sources.

Table – 3.16
Distribution of Loanee amongst Unorganized Labourers from Different Sources of Loan
(In Percentage)

Sl. No	Districts	Sivasagar District			Dibrugarh District			Total (Sivasaagar + Dibrugarh)		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
1	Self-help Group	12.93	16.38	29.31	14.28	16.07	30.35	13.6	16.23	29.83
2	Non-banking Financial Institution (Micro-finance Provider)	10.34	12.07	22.41	9.82	13.39	23.21	10.09	12.72	22.81
3	Money Lenders	8.62	5.17	13.79	6.25	2.68	8.93	7.46	3.95	11.41
4	Regional Rural Bank	9.48	6.9	16.38	8.93	7.14	16.07	9.21	7.02	16.23
5	Commercial Bank	6.9	4.31	11.21	8.04	5.36	13.4	7.46	4.82	12.28
6	Others (Relatives/ Neighbours /Friends etc.)	5.17	1.72	6.89	5.36	2.68	8.04	5.26	2.19	7.45
7	Total	53.45	46.55	100	52.68	47.32	100	53.07	46.93	100

Source: Field Survey, 2016.

Out of total unorganized labourers in the sample, 228 (62.30%) were found indebted, where 121 (53.07%) are male and 107 (46.93%) are female.

District-wise, out of the total loanee in unorganized sector, Sivasagar district has higher indebtedness level among male workers (53.45%) than that of Dibrugarh district (52.68%). In case of female unorganized labourers, Dibrugarh district shows higher indebtedness level (47.32%) than Sivasagar district (46.55%) despite having higher income level. It may have resulted due to high consumption expenditure among female unorganized labourers of Dibrugarh district.

The data from table-3.16 it has observed that the role of Self-help group is found very significant, which covered 29.83% of total loanee unorganized labourers and it has favorable impact on their purchasing power. On the other hand, the role of Micro-finance organization has to be

analyzed as their profit motive and harsh recovery system is affecting the productive capacity of this vulnerable section of the society.

Comparatively, Dibrugarh district is in advantageous position in case of average monthly income, monthly consumption and monthly savings per head than Sivasagar district. But, in general the socio-economic conditions of unorganized labourers of the survey areas are found very low than its organized sector. It has also been observed that disparities exist between income level of rural and urban labourers of the sample areas and in case of unorganized labourers it is found very significant.

3.7. LEVEL OF EDUCATIONAL ATTAINMENT AND INCOME OF UNORGANIZED LABOURERS

Education is one of the key factors for all round development of a nation. Illiteracy is a major cause for increasing unskilled labour supplies of an economy. In the sample areas it has been seen that the literacy rate is low and there is shortage of labour with vocational and professional training. The percentage of organized sector worker is found to be significantly lower than that of unorganized sector which is characterized by lower waged unskilled works. Researchers found that there is a direct and proportionate relationship between educational attainment level and the productivity of the labourers. So, the analysis of educational attainment level of the unorganized labourers is very important.

In Sivasagar district 25.26% of unorganized labourers are illiterate which is lower than Dibrugarh district 30.68%. It means the literacy rate of Sivasagar district unorganized labourers are found at 74.74% which is higher than Dibrugarh district of 69.32%. In case of graduation and Diploma course Dibrugarh district shows higher achievement than Sivasagar district.

Table – 3.17

Educational Attainment and Income Level of the Sample Population in Unorganized Sector

Sl. No.	Monthly Income Level	Sivasagar									Dibrugarh								
		ILL	UM	M	H.S. P	G	PG	DC	PC	Sub-Total	ILL	UM	M	H.S. P	G	PG	DC	PC	Sub-Total
1	Below Rs.4,000	22(11.58)	19(10.0)	13(6.84)	2(1.05)	0(0)	0(0)	0(0)	0(0)	56(29.47)	25(14.20)	15(8.52)	7(3.98)	2(1.14)	0(0)	1(0.57)	1(0.57)	0(0)	51(28.98)
2	Rs.4,000-6,000	21(11.05)	38(20.0)	10(5.26)	9(4.74)	3(1.58)	0(0)	3(1.58)	1(0.53)	85(44.74)	24(13.64)	34(19.32)	12(6.82)	9(5.11)	1(0.57)	0(0)	2(1.14)	1(0.57)	83(47.16)
3	Rs.6,000 & above	5(2.63)	10(5.26)	12(6.32)	14(7.37)	4(2.11)	0(0)	3(1.58)	1(0.53)	49(25.79)	5(2.84)	12(6.82)	9(5.11)	8(4.55)	2(1.14)	1(0.57)	4(2.27)	1(0.57)	42(23.86)
4	Total	48(25.26)	67(35.26)	35(26.31)	25(13.16)	7(3.68)	0(0)	6(3.16)	2(1.05)	190(100)	54(30.68)	61(35.23)	28(16.48)	17(9.66)	3(1.70)	2(1.14)	7(3.98)	2(1.14)	176(100)

Continued Table-3.17

Sl. No.	Monthly Income Level	Total (Sivasagar + Dibrugarh)								
		ILL	UM	M	H.S. P	G	PG	DC	PC	Total
1	Below Rs.4,000	47(12.84)	34(9.29)	20(5.46)	4(1.09)	0(0.0%)	0(0.0%)	1(.03)	0(0.0%)	106(28.96)
2	Rs.4,000-6,000	45(12.30)	72(19.67)	22(6.01)	18(4.92)	4(1.09)	0(0.0%)	5(1.37)	2(.06)	168(45.90)
3	Rs.6,000 & above	10(2.73)	22(6.01)	21(5.74)	22(6.01)	6(1.64)	2(.06)	7(1.91)	2(.06)	92(25.14)
4	Total	102(27.87)	128(34.97)	63(17.21)	44(12.02)	10(2.73)	2(.06)	13(3.55)	4(1.2)	366(100)

Source: Field Survey, 2016. (figures in the brackets indicate percentages)

ILL: Illiterate, UM: Under Matriculate, M: Matriculate (High School Leaving Certificate), H.S. P: Higher secondary passed, G: Graduate, PG: Post-Graduate, DC: Diploma Course and PC: Professional Course.

Table-3.17 shows that in sample aggregate of unorganized sector, 27.87% of the labour force was illiterates and 52.18% matriculate and below matriculate combined. Only 19.05% were above matriculate in the sector. Among those, graduate, other higher education and diploma qualified were very few.

The income level of unorganized labourers in the sample corresponding to their educational attainment level shows that most of them are found in income group of Rs.4,000 to 6,000 which is estimated at 45.90%. The percentage of sample unorganized labourers in the income group of Rs.4,000 and below is found at 28.96% and in the income group of Rs.6,000 and above is found at lowest with 25.14% only. Most of the illiterate and under-matriculate unorganized labourers are fallen in the income groups of 4,000 to 6,000 and in the income group of 4,000 and below.

In Sivasagar district, 44.74% unorganized labourers are found in the income group of Rs.4,000 to 6,000, followed by 29.47% in the income group of Rs.4,000 and less and lowest 25.79% in the income group of Rs.6,000 and above. In Sivasagar district also it has observed that most of the unorganized labourers with lower educational qualified are fallen in the lower income group i.e., in between the income group of Rs.4,000 to 6,000 and Rs.4,000 and less.

In Dibrugarh district, it has also been observed that the majority of unorganized labour force (47.16%) in the income group of Rs.4,000 to 6,000. The percentage unorganized labourers in the income group of Rs.4,000 and less is found at 28.98% and found lowest 23.86% in the income group of Rs.6,000 and above. Like Sivasagar district it is also evident in Dibrugarh district that most of the illiterate and lower educational attained unorganized labourers are earning less than the higher educated unorganized labourers that is shown in the Table-3.17. Further the data in the table indicate that majority of the workers in both the districts are illiterate and matriculate and below. Graduated and above qualified workers are very few.

3.8. NATURE OF EMPLOYMENT, SOCIAL SECURITY AND JOB LOCATION OF UNORGANIZED WORKERS

3.8.1. Nature of Employment of the Unorganized Labourers:

Most of the unorganized workers in India are rural, low paid agricultural labourers and most of them engaged as self-employed or temporary seasonal labourers. So, the volume of temporary and self-employed labourers within the unorganized labour force found to be the dominant segment. In the sample survey areas it has found that out of different categories of unorganized workers, the Self-employed workers are found as the highest percentage followed by Temporary labourers. From the Reports of NSSO and NECUS it has observed that the permanent labour force earnings more income than the Temporary and Self-employed labourers.

Table –3.18
Nature of Employment of Unorganised Labourers of the Sample Areas (in Percentage)

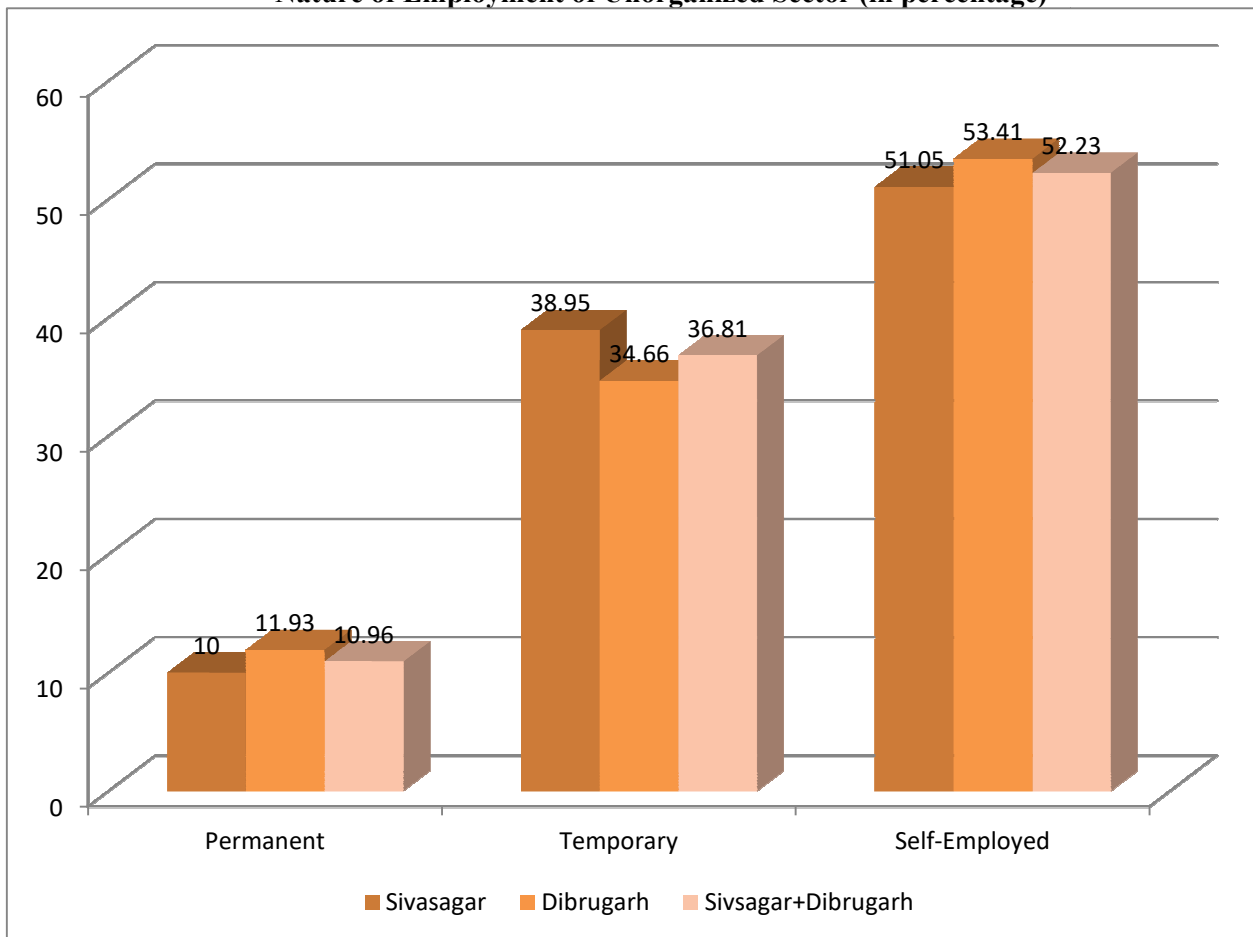
Sl. No.	District	Nature Of Employment			Total
		Permanent	Temporary	Self-Employed	
1	Sivasagar	10	38.95	51.05	100
2	Dibrugarh	11.93	34.66	53.41	100
3	Total (Sivasagar+ Dibrugarh)	10.96	36.81	52.23	100

Source: Field Survey, 2016.

In the sample aggregate, 52.23% unorganized workers working as Self-employed labourers, 36.81% working as Temporary labourers and only 10.96% working as Permanent labourers. In Sivasagar district, 51.05% unorganized sector workers are working as Self-employed Labourers followed by 38.95% working as Temporary workers whereas only 10% unorganized labourers are working as a permanent workers.

On the other hand, in Dibrugarh district 53.41% unorganized labourers are working as Self-employed, 34.66% working as Temporary workers and only 11.93% are working as permanent workers.

Figure – 2.9
Nature of Employment of Unorganized Sector (in percentage)



Source: Field Survey, 2016.

3.8.2. Availability of Social Security to Unorganized Labourers:

Social-security benefit is very essential for welfare of labourers. However, the unorganized sector is being neglected in regards to access to social security benefits, while comparatively the organized sector is being provided much. In this study it has found that only few unorganized labourers in the sample are enjoying social security benefits. Most of the unorganized labourers have not been covered by any social security benefits and Government regulations that make their job relatively insecure and unfavourable.

In Sivasagar district, only 7.89% unorganized labourers are covered by social security benefits whereas in Dibrugarh district this percentage is 10.23% that is somewhat higher than Sivasagar district. Altogether, 90.94% of unorganized labourers are not getting any social security benefits whereas only 9.06% unorganized labourers are enjoying social security benefits such as ration, paid leave, bonus, housing facilities, transportation facilities, medical facilities etc.

Table – 3.19

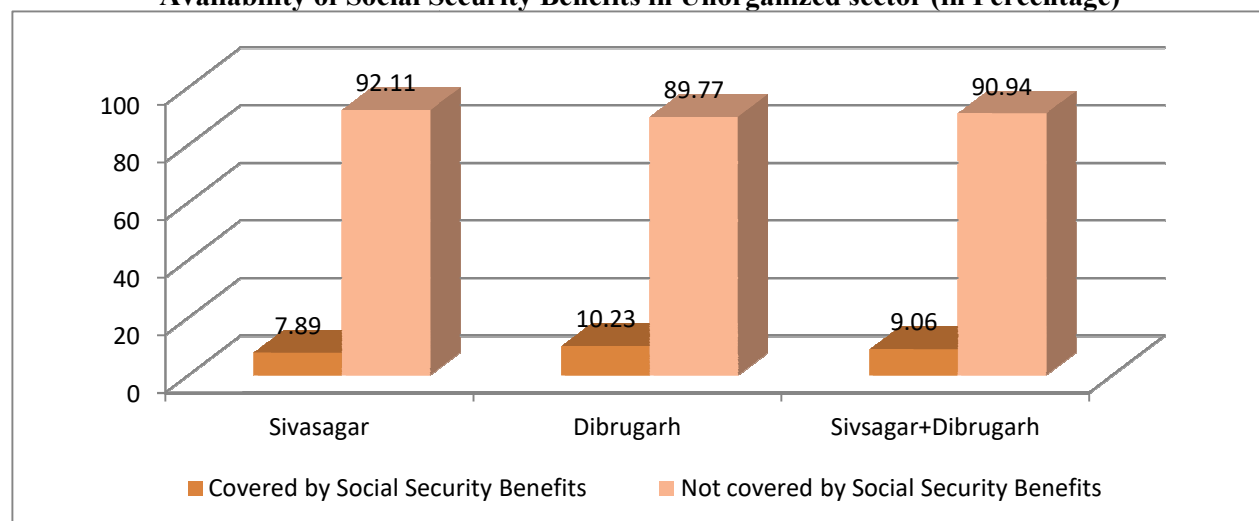
Availability of Social Security Benefits in Unorganized sector (in Percentage)

Sl. No	Districts	Availability of Social Security Benefits		
		Yes	No	Total
1	Sivasagar	7.89	92.11	100
2	Dibrugarh	10.23	89.77	100
3	Average	9.06	90.94	100

Source: Field Survey, 2016.

Figure - 2.10

Availability of Social Security Benefits in Unorganized sector (in Percentage)



Source: Field Survey, 2016.

3.8.3. Job Location of Unorganized Sector Workers:

It has found that nearly half of the unorganized workers are engaged in farm sector and most of them either as self-employed cultivators or low paid agricultural labourers. Thus, their job location also generally concentrated in rural areas. In sample total, 62.43% of the unorganized workers are working in rural area while only 37.57% are in urban area.

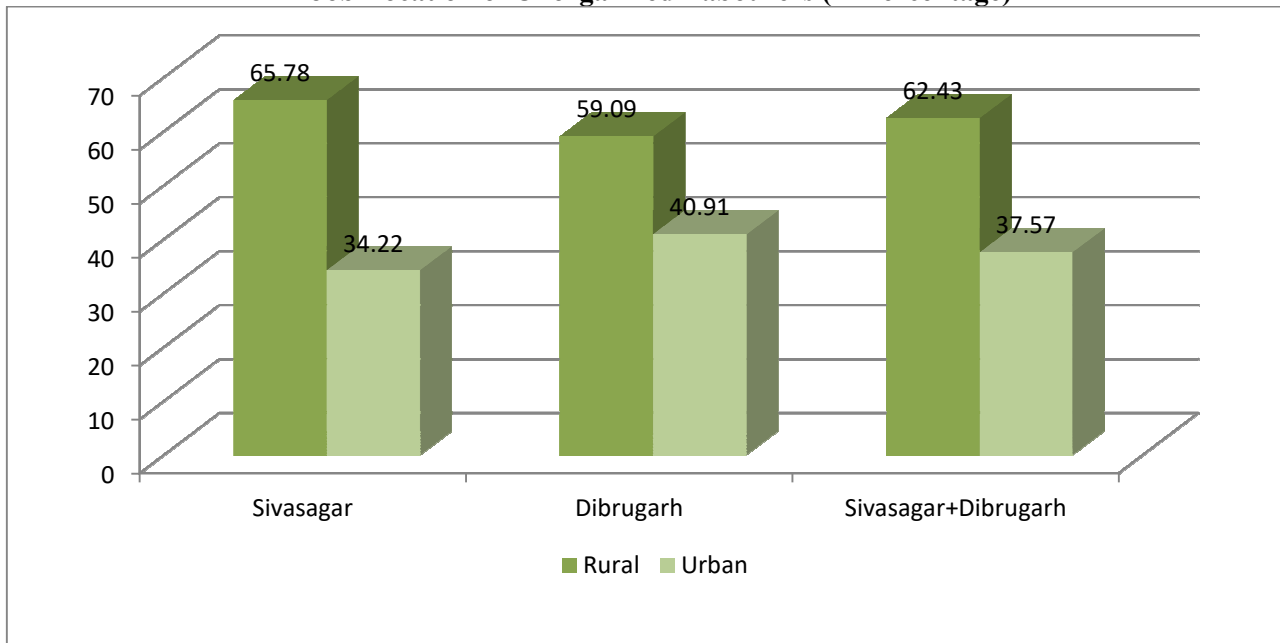
In Sivasagar district 65.78% of unorganized sector workers are working in rural areas whereas only 34.22% are working in urban areas. On the other hand, in Dibrugarh district, 59.09% labourers working in rural areas and only 40.91% are working in urban areas. In Sivasagar district the unorganized sector labourers job location in rural has been found higher than Dibrugarh district and in urban areas it is found *vice-versa*. In the survey areas the variations of income level of the unorganized labourers in accordance to their job location have been observed, where it is relatively higher in urban than rural areas.

Table – 3.20
Job Location of Unorganized Labourers of the Sample Areas (in Percentage)

Sl. No.	District	Rural	Urban
1	Sivasagar	65.78	34.22
2	Dibrugarh	59.09	40.91
3	Average	62.43	37.57

Source: Field Survey, 2016

Figure - 2.11
Job Location of Unorganized Labourers (in Percentage)



Source: Field Survey, 2016

3.9. DETERMINANTS OF INCOME IN UNORGANIZED SECTOR

Income level of unorganized workers is influenced by different factors. By analyzing NSSO various Reports it has found that many factors *viz.*, Education, Age, Sex, Principal Occupation, Job Location, etc. are the major factors that influenced the income level of unorganized labourers (Vasudeva Dutta, 2005; Himanshu, 2012). Out of all these factors in the sample areas of Sivasagar and Dibrugarh districts it has observed that the variations in income level of unorganized labourers in the sample are very low in respect to their age group. So, to identify the major factors responsible for the variation in the income level of unorganized labourers we constructed multiple regression equation by choosing only four important explanatory variables such as Education, Job Location, Principal Occupation and Gender. The function is presented as follows:

$$Y \text{ (Income)} = \beta_0 \text{ (Constant)} + \beta_1 \text{ (Education)} + \beta_2 \text{ (Job Location)} + \beta_3 \text{ (Principal Occupation)} + \beta_4 \text{ (Gender)}$$

In the estimation, the parameters estimated reveals that the entire explanatory variable chosen were significant at 5% level of significance accompanied with high values of goodness of fit. Most of the explanatory variables co-efficient value is quite high and positive showing strong and direct relationship with income. From these estimated co-efficient it can be concluded that by spreading education, changes in job location and principal occupation and gender of workers are having impact on income level of unorganized labourers.

In case of Sivasagar district, Principal Occupation is highly significant as compared to that of Dibrugarh district. Whereas, in Dibrugarh district Education is highly significant factor, that is higher than Sivasagar district. Job location has a negative impact in Dibrugarh district and in Sivasagar district it has positive impact but less significant than other factors.

In the Table-3.21 We can see that in case of Sivasagar district $F=3.70$ and linear fit with $R^2=0.056$ and $r=0.237$. This means that 5.6% of the variance has been accounted in unorganized labourers income in relation to independent variables i.e., Education, Job Location, Principal Occupation and Gender. From the Table-3.21 we can see that the independent variables with '**p=0.013**' have a highly significant relationship with the dependent variables (unorganized labourers income) at 5% level of significance. The income of the unorganized labour will be increased by 6% as his/her education increases by one level, which is significant at 1 percent level with $t=2.67$. Other determinants (job location, principal occupation and gender) were insignificant at 1 percent ($t=1.112$, 0.146 and 1.268 respectively).

On the other hand in case of Dibrugarh district, it can be seen that $F=0.341$ (lower than Sivasagar district) with $R^2=0.006$ and $r=0.077$. It implies that only 0.60% variation has been accounted for unorganized labourers income in relation to independent variables i.e., Education, Job Location, Principal Occupation and Gender in Dibrugarh district. It has also been found that the independents variables with '**p=0.795**' have a low significant relationship with the dependent

variables (unorganized labourers income) at 5% level of significance. However, t values show no significant relationship between the variables for the district.

Table – 3.21
Combined Functional Table on Unorganized Labourers of Sivasagar and Dibrugarh Districts

Data		β_0	β_1	β_2	β_3	β_4	Other Parameters
Sivasagar	Coefficient	1.122	0.066	0.109	0.004	0.198	$\alpha=0.05$, N=190, $r=0.237$, $R^2=0.056$, F= 3.70, p-value=0.013
	Standard Error	0.114	0.025	0.098	0.029	0.174	
	t-value	9.806	2.674 *	1.112	0.146	1.268	
Dibrugarh	Coefficient	1.269	0.013	-0.02	0.024	0.096	$\alpha=0.05$, N=176, $r=0.077$, $R^2=0.006$, F=0.341, p-value=0.795
	Standard Error	0.13	0.025	0.096	0.029	0.983	
	t-value	9.788	0.514	0.209	0.839	.0327	

Source: Raw data analysis through SPSS collected from sample areas.

*Significant at 1 percent

So, it can be finally concluded that the impacts of independent variables (Education, Job Location, Principal Occupation and Gender) on dependent variable (Unorganized Labourers income) are relatively more significant in Sivasagar district than that of Dibrugarh district. From our model analysis it has been found that there are differences in the significance levels of the correlations of the variables between Sivasagar and Dibrugar districts in unorganized labour market. So, the Null Hypothesis H_{01} has been rejected.

Conclusion:

As most of the unorganized sector labourers of the rural areas are engaged in the agricultural sector as Self-employed cultivators or Agricultural labourers and their low income level, uncertainty of income and their larger family size make their livelihood more dismal. In the survey most of the households of the unorganized labourers are found indebted in the hands of Self-Help Groups, Money lenders, Non-Banking Financial Institution including micro-finance provider, Regional Rural Banks, Relatives etc. In one hand low level income and on the hand indebtedness make them financially very weak. So, they could not afford adequate education and health care facilities to their children which are more important for proper Human Resource formation. In case of those workers, one quotation is more appropriate that “A country is poor because she is poor”.

Table-3.10, 3.12 and 3.14 compare the consumption level, savings and indebtedness level of workers in organized and unorganized sector in the survey areas. Significant differences have been observed in income level of organized and unorganized workers of the sample areas. Further, differences have been observed in income, consumption level and savings within different occupations of unorganized labourers as well as in respect of gender in both Sivasagar and Dibrugarh districts. It reflects existence of large scale differences in socio-economic conditions between organized and unorganized labourers in the sample areas.

The sample data indicates that in one hand, labourers in organized sector has higher average income and enjoy more social security benefits, on the other hand most of the unorganized labourers are found as low paying rural based unskilled labourers and lack of social security benefits, thus relatively more vulnerable. This has generational impact on Human resource formation among them. In comparison to organized sector, the role of unorganized sector is still not significant, irrespective of its size. If potentialities of these large sections of work force of Assam can be fully utilized and facilitated to them the basic amenities for human resource formation then the socio-economic scenario of Assam will be improved.

CHAPTER - IV
WOMEN IN UNORGANIZED LABOUR MARKET

CHAPTER - IV

WOMEN IN UNORGANIZED LABOUR MARKET

4.1. INTRODUCTION

Among the major factors for all round development of a nation, women empowerment and female work participation are considered vital. Without active participation of women in nation building process, the benefits of development would not reach all the vulnerable sections of the society and this will impede the pace of development process. When a society is in transition, it becomes necessary to improve the status of women to suit the needs of those who hold the reins of change. Nehru emphatically wrote “If you want me to tell you what a nation is like, or what a social organization is like, tell me the position of women in that country¹⁵⁶”. During the last five decades, India has witnessed tremendous change in the status of women and their work participation. The changing structure of economy and the increasing rate of women in market participation is enhancing their purchasing power as well as making them very active in household’s decision making process. An employed woman not only contributes towards progress of present economic condition of the family but also intergenerational positive impact on their earning capabilities and employability. The perception and self-confidence of a woman who earns is higher than an unemployed and dependent woman. Further, researchers found that the level of domestic violence against employed women is less than unemployed women^{157,158&159}. To improve the status of women in the society and empowered them, it is therefore very essential to increase their work participation. But, most of the female work still remains unrecognized, underestimated and undervalued. To accelerate the growth process of a country it is very essential to enhance women work participation rate and their ownership in the productive activity with dignity.

¹⁵⁶ Asem, Seromena (2011). op.cit P-1.

¹⁵⁷ Jejeebhoy, S.J. (1998). Wife –beating in Rural India: A Husband Right? Economic and Political Weekly, 33(15), 855-862.

¹⁵⁸ Bowlus, A.J. & Seitz, S. (2004). Domestic Violence, Employment and Divorce, International Economic Review, 47(4), 1113-1149

¹⁵⁹ Panda, P. & Agarwal, B. (2005). Marital Violence, Human Development and Women’s Property Status in India, World Development, 33(5), 855-862.

Amartya Sen (1999) makes a compelling case for the notion that societies need to see women less as passive recipients of help, and more as dynamic promoters of social transformation, a view strongly buttressed by a body of evidence suggesting that the education, employment and ownership rights of women have a powerful influence on their ability to control their environment and contribute to economic development.¹⁶⁰

As per the United Nations Organization (UNO)¹⁶¹, Women constituted one-half of the total world's population, performs 2/3rd of the world's work and market over 3/5th of the world's food. Moreover, women occupy 1/10th of the world's income and less than 1/100th of the world's property. So, men receive the major share of income and recognition for their economic contribution, while most of women's work remains unpaid, unrecognized and undervalued. According to ILO the preliminary estimates of female employment-to-population ratio stands at 47.8%, while male employment-to-population ratio is 72.7%. The report shows that the global gender gap in employment has increased due to the recent economic downturn¹⁶².

United Nations Development Programme (UNDP)¹⁶³ stated that 70% of the world's poor are women. It reflects the feminization of poverty (higher poverty rate among women than men) which is a very burning topic of discussion around the world. The condition of women work force in India is worse than most of the developing countries of the world. In India the majority of the people (approximately 260.3 million) living below poverty line are women.¹⁶⁴ Even after 50 years of India's independence, more than 1/3rd of the total population still continues to live in abject poverty and out of this 70% are women¹⁶⁵. Women's poverty in India is directly related to the absence of economic opportunities and autonomy, lack of access to economic resources, including credit, land ownership, inheritance, and lack of access to education and support services and their minimal participation in the decision-making process. Various other manifestations of women's poverty in India include

¹⁶⁰ Sen, A. (1999). *Development as Freedom*, Oxford University Press, London, p. 21.

¹⁶¹ UNO (1995) . op. cit.

¹⁶² ILO, (2012). *Global Employment Trends for Women*, Geneva.

¹⁶³ UNDP, 1995, p. 4.

¹⁶⁴ Kundu, Swati Lodh. "Poverty of reforms in India". 4 March, 2005. www.atimes.com/atimes/South_Asia/GC04Df07.html

¹⁶⁵ Singh, D.P. (2005). *Women Workers in Unorganized Sector*, Deep & Deep Publication. New Delhi

hunger and malnutrition, ill health, homelessness and inadequate housing, unsafe environments and their social discrimination and exclusion from the main stream.

Due to lack of diversification of economic activity and adequate employment opportunity in the organized sector, most of the women workers entered the unorganized sector. Moreover, lack of skill and proper training of women workforce makes it difficult for them to find employment in organized sector. In addition, society's attitude towards women's work, easy accessibility of unorganized sector employment and economic pressure induce majority of them to enter into unorganized sector. According to ILO women are largely employed in the unorganized sector and most of their number remains hidden or unknown¹⁶⁶.

4.2 WOMEN WORK PARTICIPATION RATE (WPR)

A report published by ILO in 2018 indicates that the female WPR of the world is estimated 48.5% which is 26.5% lower than men.¹⁶⁷ In India the size of total women work force is found 205.3 million as per the report on Empowering Women & Girls' Revolution, 2019¹⁶⁸. The female WPR in India has fallen to 26% in 2018 from 36.7% in 2005, amid lack of access to quality education and underlying social, economic barriers limiting the opportunities for women, stated in Deloitte report¹⁶⁹. As per three rounds of Annual Employment-Unemployment Survey (EUS) conducted by Labour Bureau of India in the year 2012-13, 2013-14 and 2015-16, the female workers population ratio of Assam according to Usual Status basis are 27.0%, 33.95% and 24.5% respectively¹⁷⁰. The female WPR of Assam increased from 22.46% in 2011 to 27.0% in 2012-13 and further increased to 33.9% in 2013-14. But, it declined to 24.5% in 2015-16.

¹⁶⁶ ILO (2018). World Employment Social Outlook of Women. Trends for Women, Geneva.

¹⁶⁷ ILO (2018). op. cit.

¹⁶⁸ Deloitte Report, 2019. op.cit.

¹⁶⁹ The Hindu, New Delhi, March 8, 2019.

¹⁷⁰ Press Information Bureau (March 8, 2019). Govt. of India, Ministry of Labour & Employment, New Delhi.

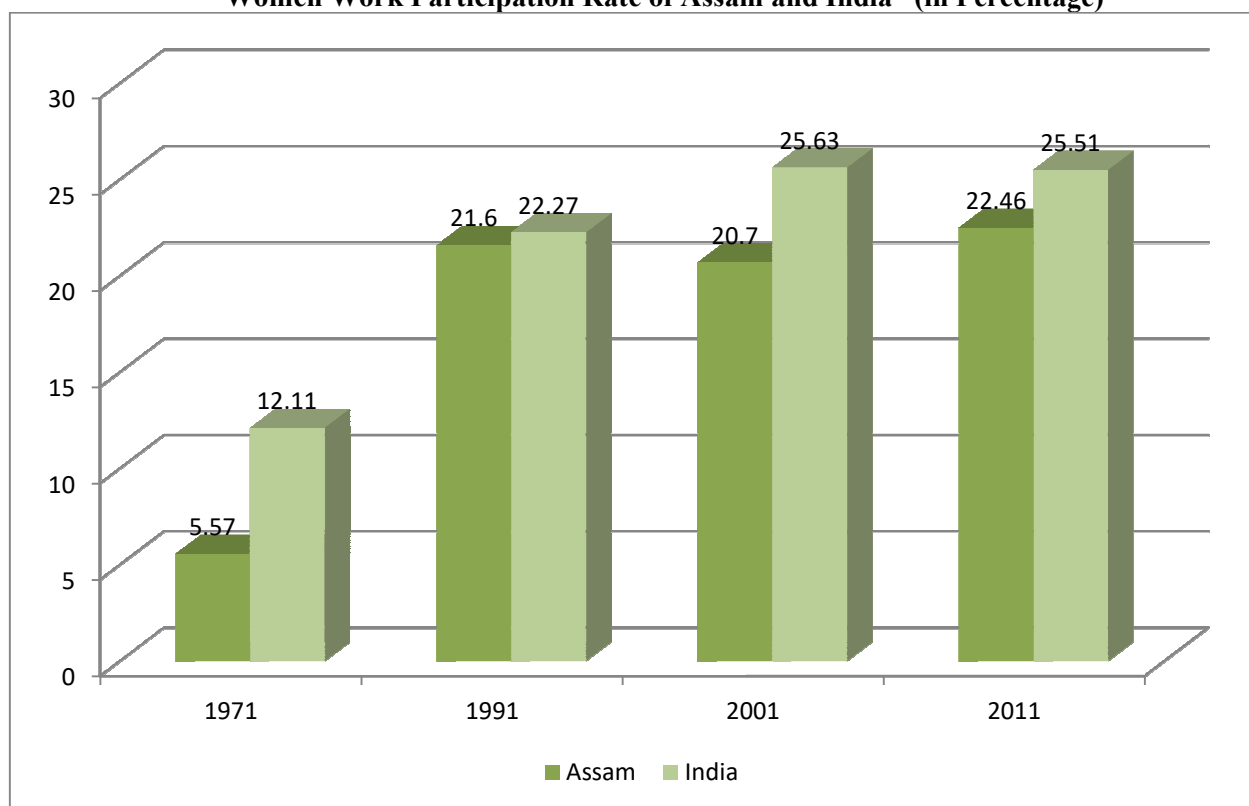
Table - 4.1
Women Work Participation Rate of Assam and India (in Percentage)

Sl. No.	Year	Assam	India
1	1971	5.57	12.11
2	1991	21.6	22.27
3	2001	20.7	25.63
4	2011	22.46	25.51

Source: Population Census of India(1971,1991, 2001 and 2011)

N.B. Data for 1981 in Assam didn't collect due to disturb situation.

Figure – 3.1
Women Work Participation Rate of Assam and India (in Percentage)



Source: Population Census of India(1971,1991, 2001 and 2011)

It is observed from the Census report, 2011 in table 4.2 that WPR in India is 39.79% (WPR in rural area is 41.8% and urban is 35.31%). The Female WPR (25.51%) is significantly lower than Male WPR (53.26%), the gap is much wider in urban area. Among the states the female WPR is highest in Himachal Pradesh (44.82%), followed by Nagaland (44.74%), Chhattisgarh (39.7%), Sikkim (39.57%) and others. On the other hand, the lowest is Delhi (10.58%) and followed by Lakshadweep (10.96%). Wide inter-state disparities are observed with respect to female WPR and large scale differences also found in between rural and urban females WPR in India. Further, female WPR is far lower than that of male in all the States in India. Especially in the state of Assam, female WPR (22.46%) is much lower than their male counterparts (53.59%) and hence comprise a marginalized section.

Table - 4.2
State-wise Work Participation Rate of India (in Percentage)

Sl. No.	State/Union Territories	Rural			Urban			Total		
		Female	Male	Total	Female	Male	Total	Female	Male	Total
1	A & N Island	17.9	59.1	39.8	17.7	60.35	40.47	17.81	59.59	40.08
2	Andhra Pradesh	44.6	58.4	51.5	19.1	54.14	36.75	36.16	56.98	46.61
3	Arunachal Pradesh	39.5	48.5	44.1	21.3	50.91	36.97	35.44	49.06	42.47
4	Assam	23.7	53.1	38.7	14.9	56.79	36.41	22.46	53.59	38.36
5	Bihar	20.2	46.7	34.0	10.4	44.9	28.62	19.07	46.47	33.36
6	Chandigarh	14.2	62.2	42.6	16.0	56.34	38.17	16.0	56.51	38.29
7	Chhattisgarh	46.3	56.4	51.3	17.4	53.09	35.66	39.7	55.59	47.68
8	Dadar & Nagar Haveli	33.4	56.8	45.9	14.7	66.51	45.48	25.25	61.57	45.73
9	Daman & Diu	15.9	58.2	38.6	14.5	75.12	53.58	14.89	71.48	49.86
10	Delhi	9.7	49.3	31.1	10.6	53.08	33.34	10.58	52.99	33.28
11	Goa	22.6	55.5	39.1	21.5	57.48	39.89	21.92	56.76	39.58
12	Gujarat	32.0	57.1	44.9	11.4	57.18	35.73	23.38	57.16	40.98
13	Haryana	20.8	50.1	36.4	12.1	51.15	32.95	17.79	50.44	35.17
14	Himachal Pradesh	47.4	59.0	53.3	19.9	55.72	39.22	44.82	58.69	51.58
15	Jammu & Kashmir	20.8	46.3	34.2	14.5	52.68	35.23	19.11	48.11	34.47
16	Jharkhand	35.0	50.8	43.0	10.1	46.72	39.26	29.1	49.76	39.71
17	Karnataka	38.8	59.8	49.4	20.8	57.81	39.66	31.87	59.0	45.62
18	Kerala	20.2	53.6	36.3	16.0	51.76	33.12	18.23	52.73	34.78
19	Lakshadweep	12.6	52.3	32.9	10.5	44.56	28.01	10.96	46.25	29.09
20	Madhya Pradesh	39.3	54.3	47.0	15.1	51.66	34.18	32.64	53.56	43.47
21	Maharashtra	42.5	56.7	49.8	16.8	55.16	36.95	31.06	56.0	43.99
22	Manipur	41.2	52.4	46.9	33.2	49.87	41.41	30.56	51.58	45.09
23	Meghalaya	35.0	47.0	41.0	23.6	47.68	35.63	32.67	47.17	39.96
24	Mizoram	41.9	53.9	48.0	31.1	50.89	40.98	36.16	52.35	44.36
25	Nagaland	52.3	55.7	54.0	25.9	47.95	37.44	44.74	53.42	49.24
26	Odisha	29.7	56.5	43.2	14.1	54.08	34.81	27.16	56.11	41.97
27	Puducherry	21.1	54.2	37.4	16.1	54.41	34.84	17.63	54.36	35.66
28	Punjab	14.3	54.9	35.6	13.2	55.51	35.75	13.91	55.15	35.67
29	Rajasthan	42.7	51.7	47.3	12.0	50.75	32.27	35.12	51.47	43.6
30	Sikkim	44.6	61.0	53.3	24.8	57.52	41.9	39.57	60.16	50.47
31	Tamil Nadu	41.2	60.0	50.7	21.8	58.54	40.16	31.08	59.31	45.58
32	Tripura	26.3	55.3	41.1	16.0	56.97	36.76	23.57	55.77	40.0
33	Uttra Pradesh	18.3	47.4	33.4	11.3	48.94	31.16	16.75	47.71	32.94
34	Uttarakhand	32.9	49.1	41.0	11.3	50.98	32.36	26.68	49.67	38.39
35	West Bengal	19.4	57.2	38.7	15.4	56.84	36.69	18.08	57.07	38.08
36	India	30.0	53.0	41.8	15.4	53.76	35.31	25.51	53.26	39.79

Source: Census 2011 data, Office of the Registrar General, India.

4.3 WOMEN WORKFORCE IN UNORGANIZED AND ORGANIZED SECTORS

In India majority of women workforces are engaged in unorganized sector. According to NSSO report in 1999-00, out of total 123.81 million women workers, 96% was in unorganized sector. In 2004-05, out of 148.54 million women workforce 96.63% was in the sector. Again in the year 2009-10 out of total 129.49 million women workforce 95.49% was in unorganized sector. According to Deloitte Report on Empowering Women & Girls' in India for the fourth Industrial Revolution, 195(95%) million women are in unorganized sector in 2018-19. The data reveal that the proportion of women workforce in unorganized sector is gradually declining during the last two decades, but still this sector engage more than 95% of the women workforce in the Country.

Table - 4.3
Women workforce in Organized and Unorganized sector(PS+SS) in India since 1999 -2000 to 2018-19 (in millions)

Year	Organized Sector	Unorganized Sector	Total
1999-2000	4.95 (4.0)	118.86 (96.0)	123.81(100)
2004-05	5.01 (3.37)	143.53 (96.63)	148.54(100)
2009-10	5.84 (4.51)	123.65 (95.49)	129.49(100)
2018-19*	10.3 (5.0)	195.0 (95.0)	205.3(100)

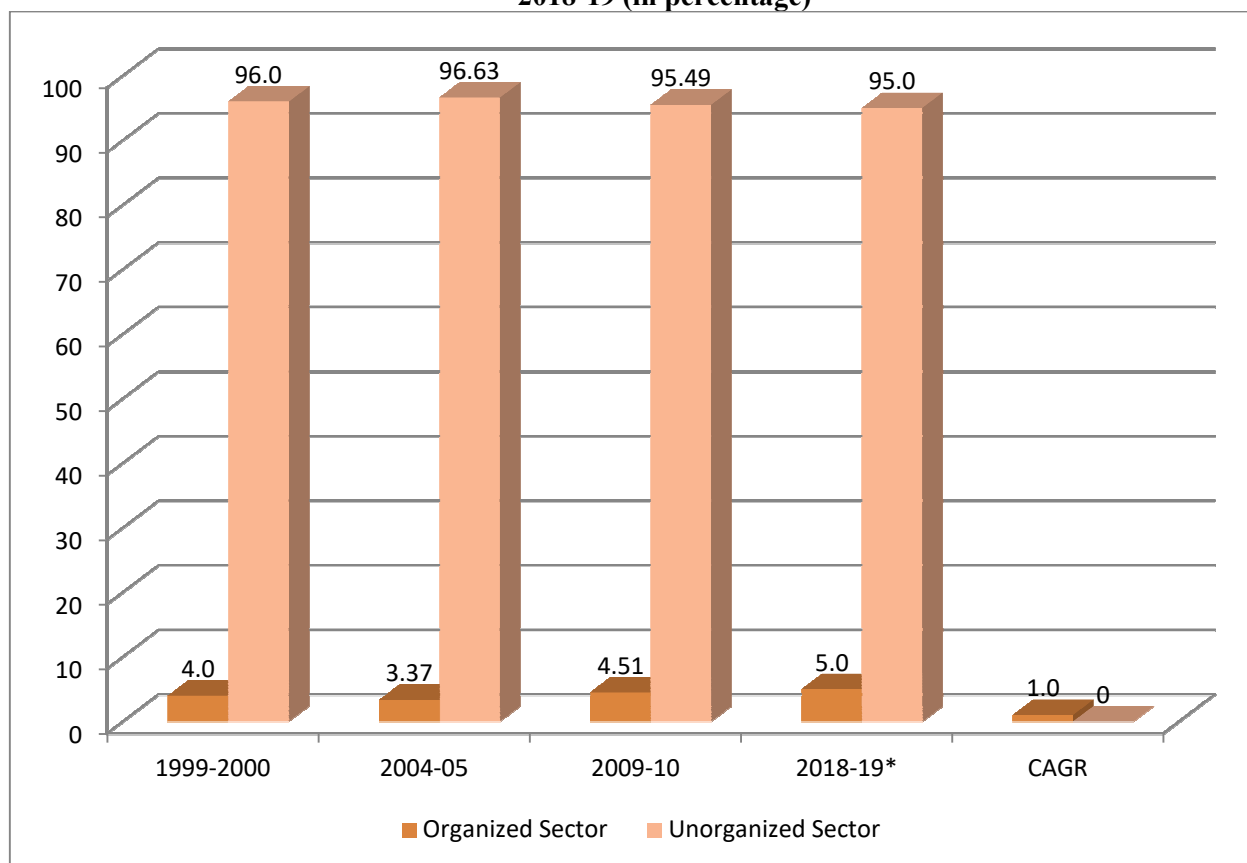
Note: To estimate the magnitude of unorganized workers residual method is use for ps+ss.

(Figures in the parentheses indicate percentages in total female work force)

Source: Computed from NSSO 55th, 61th, 66th and 68th round LFS and quarterly Employment Review of March 2000, Annual Employment Review of DGE & T. *Deloitte Report on Empowering Women & Girls' Revolution, 2019.

The dominance of unorganized sector employment among women labourers in India is seen in Figure – 3.2.

Figure – 3.2
Women workforce in Organized and Unorganized sector (PS+SS) in India since 1999 -2000 to 2018-19 (in percentage)



Source: Computed from NSSO 55th, 61th, 66th and 68th round LFS and quarterly Employment Review of March 2000, Annual Employment Review of DGE & T.

*Deloitte Report on Empowering Women & Girls' Revolution, 2019.

In the same way, in Assam most of women workforces are engaged in unorganized sector for livelihood due to limited employment opportunity in organized sector. According to NECUS report of 2013-14, in Assam 91.4% of women workers were in unorganized sector against the national average of 95.9%. Table - 4.4 further shows compounded annual growth rate of women workforce in unorganized sector of Assam, which is 1% (an increasing trend) during 2004-05 to 2013-14, whereas during the same period the organized sector exhibited a declining rate of 5% (decreasing trend).

Table - 4.4

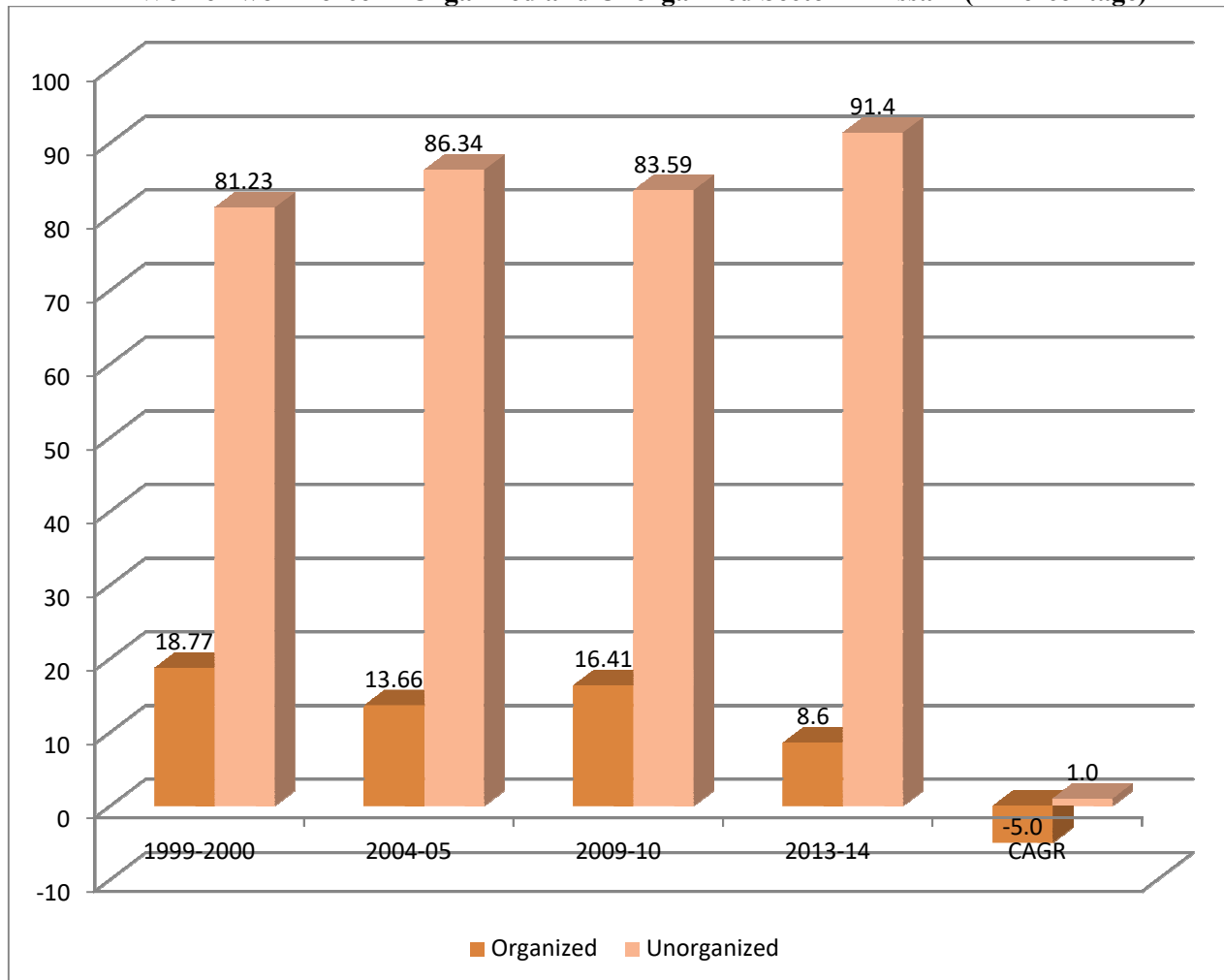
Women work force in Organized and Unorganized Sector in Assam (in Percentage)

Year	Organized	Unorganized	Total
1999-2000	18.77	81.23	100
2004-05	13.66	86.34	100
2009-10	16.41	83.59	100
2013-14	8.6	91.4	100
CAGR	-5.0	1.0	--

Source: Various NSSO Report and NECUS Report , 2013-14

Figure – 3.3

Women work force in Organized and Unorganized Sector in Assam (in Percentage)



Source: Various NSSO Report and NECUS Report, 2013-14

In the sample survey, work participation rate of women is found very low. Out of total 539 women, only 182 (33.76% of total female population) are participating in labour market; however this is higher than the State's female workers population ratio 24.5% in 2015-16 according to Annual Employment-Unemployment Survey of India. Most of the sample employed women are found in unorganized sector. Out of total 182 working women, 171 (93.96%) are engaged in unorganized sector. In Table-4.5 it has seen that in the district of Sivasagar, 93.55% women workers are in unorganized sector which is lower than Dibrugarh district of 94.38%.

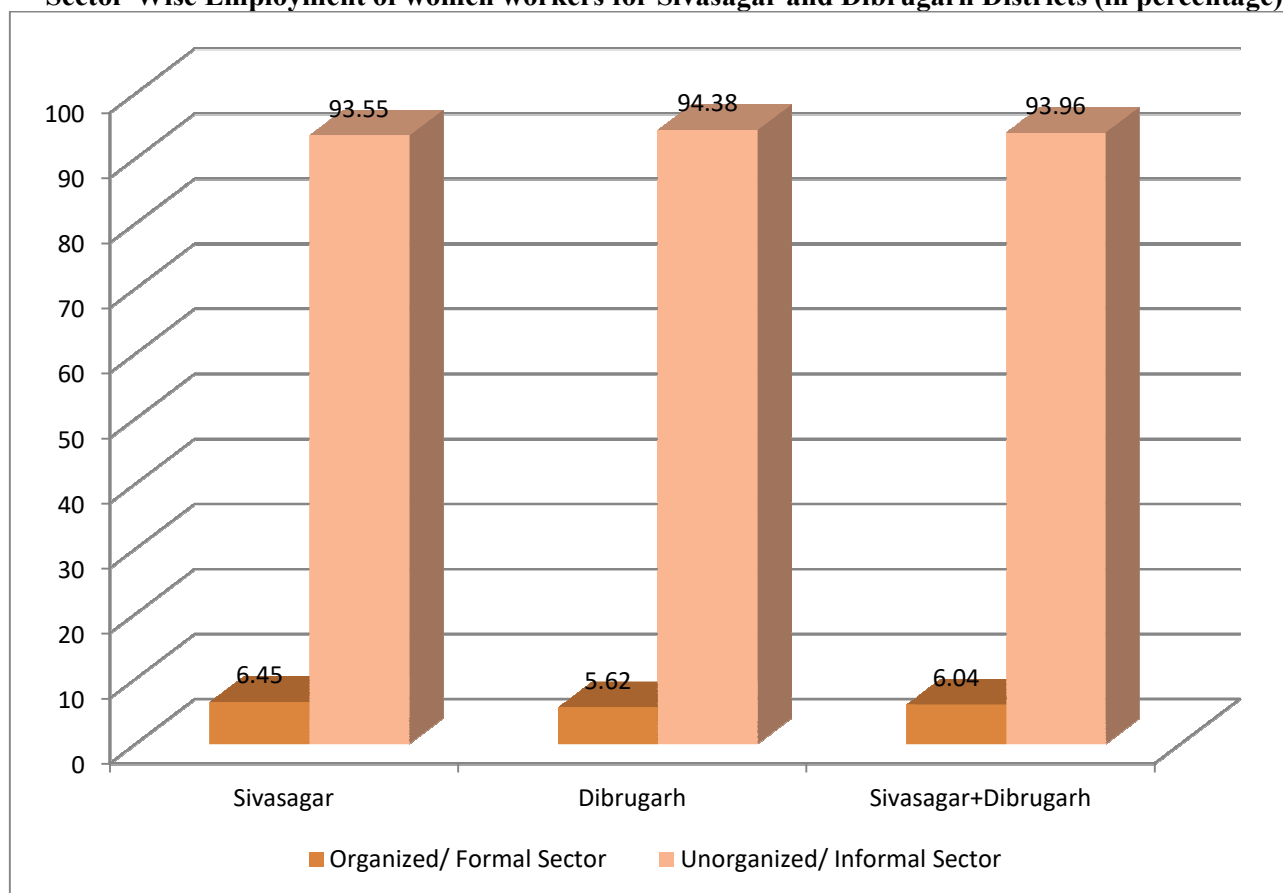
Table - 4.5
Sector-Wise Employment of women workers for Sivasagar and Dibrugarh Districts

Sl. No	District	Organized	Unorganized	Total
1	Sivasagar	6(6.45)	87(93.55)	93(100)
2	Dibrugarh	5(5.62)	84(94.38)	89(100)
3	Sivasagar+Dibrugarh	11(6.04)	171(93.96)	182(100)

Source: Field Survey, 2016

Figures in the parentheses indicate percentages in total female work force

Figure – 3.4
Sector-Wise Employment of women workers for Sivasagar and Dibrugarh Districts (in percentage)



Source: Field Survey, 2016

4.4 DISTRIBUTION OF WOMEN WORKERS IN UNORGANIZED SECTOR BY OCCUPATION

The women workers in unorganized sectors are categorized into the following five broad occupations, *viz.*, Self-employed Cultivators, Casual Labourers (other than agriculture), Agricultural Labourers, Self-employed in Business and Households Industry Workers. From the table 4.6, it has seen that most of the women workers in unorganized sector are engaged in farm activities. Cultivators (own/self employed) are dominant group (28.07%), followed by Casual Labourers (22.22%), Self-employed in Business (19.30%), Agricultural Labourers (17.54%) and Households Industry Workers (12.87%), respectively. This implies that out of total women workers in unorganized sector, farm sector alone has accounted for 45.61% (as Cultivators and Agricultural labourers combined). The

occupational-wise distribution of female unorganized workers in Sivasagar and Dibrugarh districts show that the percentages of female Self-employed Cultivators and Casual labourers have been found higher in Sivasagar than Dibrugarh district. On the other hand, the percentage of female Agricultural Labourers, Self-employed in Business and Households Industry Workers are found higher in Dibrugarh than in Sivasagar as shown in Table-4.6 and in Figure – 3.5.

TABLE- 4.6

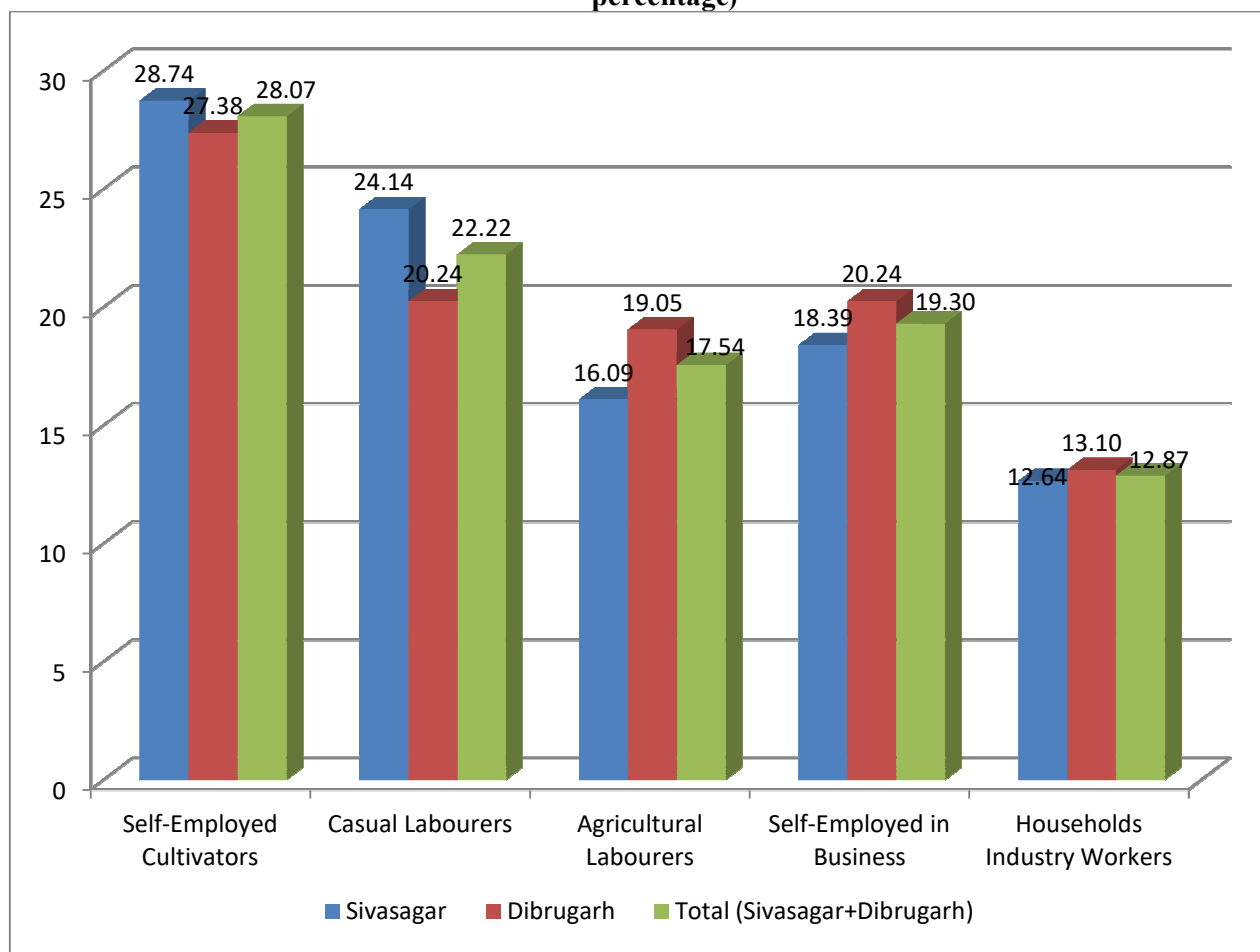
Distribution of Unorganised Women Workers in the Sample Areas Under Different Occupations/Activities

SL. NO.	Occupations	Sivasagar	Dibrugarh	Total (Sivasagar+Dibrugarh)
1	Self-Employed Cultivators	25 (28.74)	23 (27.38)	48 (28.07)
2	Casual Labourers	21 (24.14)	17 (20.24)	38 (22.22)
3	Agricultural Labourers	14 (16.09)	16 (19.05)	30 (17.54)
4	Self-Employed Businesswomen	16 (18.39)	17 (20.24)	33 (19.30)
5	Households Industry Workers	11 (12.64)	11 (13.10)	22 (12.87)
6	Total	87 (100)	84 (100)	171 (100)

Source: Field Survey, 2016

Figures in the parentheses indicate percentages in total female work force

Figure – 3.5
Distribution of Unorganised Women Workers in the Sample Areas under Different Occupations (in percentage)



Source: Field Survey, 2016

4.5 DISTRIBUTION OF WOMEN WORKFORCE IN UNORGANIZED SECTOR BY AREA

The share of rural women in the total women workforce is much higher than those in urban areas. However, women in rural India are clearly in an inferior situation in the labour market vis-à-vis their urban counterparts. This is evident from the fact that most of the rural women workers in unorganized sector are predominantly engaged in low-paying agricultural work. On the other hand, most of urban women in unorganized sector are engaged in services (related to agriculture and non-agriculture). The wage differentials between rural and urban women are also striking in the sector. Rural women earn considerably lower wages than urban women, and this wage disparity had not shown any tendency to decline. In the sample areas it has observed that due to lack of diversification of occupations especially in rural areas, most of the female workers are engaged in agriculture and its allied activities. Due to application of primitive cultivation technique in the sample areas, productivity of agricultural sector is comparatively lower than other occupations. It is the basic reason for wage differentials among the rural and urban female workers in unorganized sector.

By area-wise distribution of unorganized workforce in the survey area, it is found that major portion of workforce is comprised of rural workers. It has seen that due to lack of skill, many women are attracted to this sector trying to earn a minimum income to sustain their living. So, the engagement of women workforce in unorganized sector is found higher in rural than in urban area. In case of urban areas due to high rate of migration, the dimension of unorganized sector is increasing rapidly. Rural workforce migrated to urban areas to find better employment opportunity but due to lack of skill and training and also high rate of competition for jobs in organized sector, they end up in unorganized low paying jobs. In the sample areas most of the rural women are found in unorganized sector and have to work long hours in poor working conditions. From Table 4.7, it has seen that out total 171 women workers in unorganized sector in the survey area, 120 workers (70.18%) are engaged in rural areas and only 51 workers (29.82%) are engaged in urban areas.

Out of total 87 unorganized women workers in Sivasagar district, 72.41% are engaged in rural areas and only 27.59% are found in urban areas. On the contrary, in Dibrugarh district with 84 women workers in unorganized sector, 67.86% are in rural areas and 32.14% are found in urban

areas. It is observed that women labourers in unorganized sector in Sivasagar district are highly concentrated in rural areas as compared to Dibrugarh district. The engagement of unorganized women labourers in urban areas of Dibrugarh district (32.14%) has been found higher than Sivasagar district (27.59%). The area-wise distribution of unorganized women labourers of the sample areas under different occupations are shown in Table-4.7.

TABLE – 4.7
Area-wise Distribution of Women Labourers in Unorganized Sector under Different Occupations

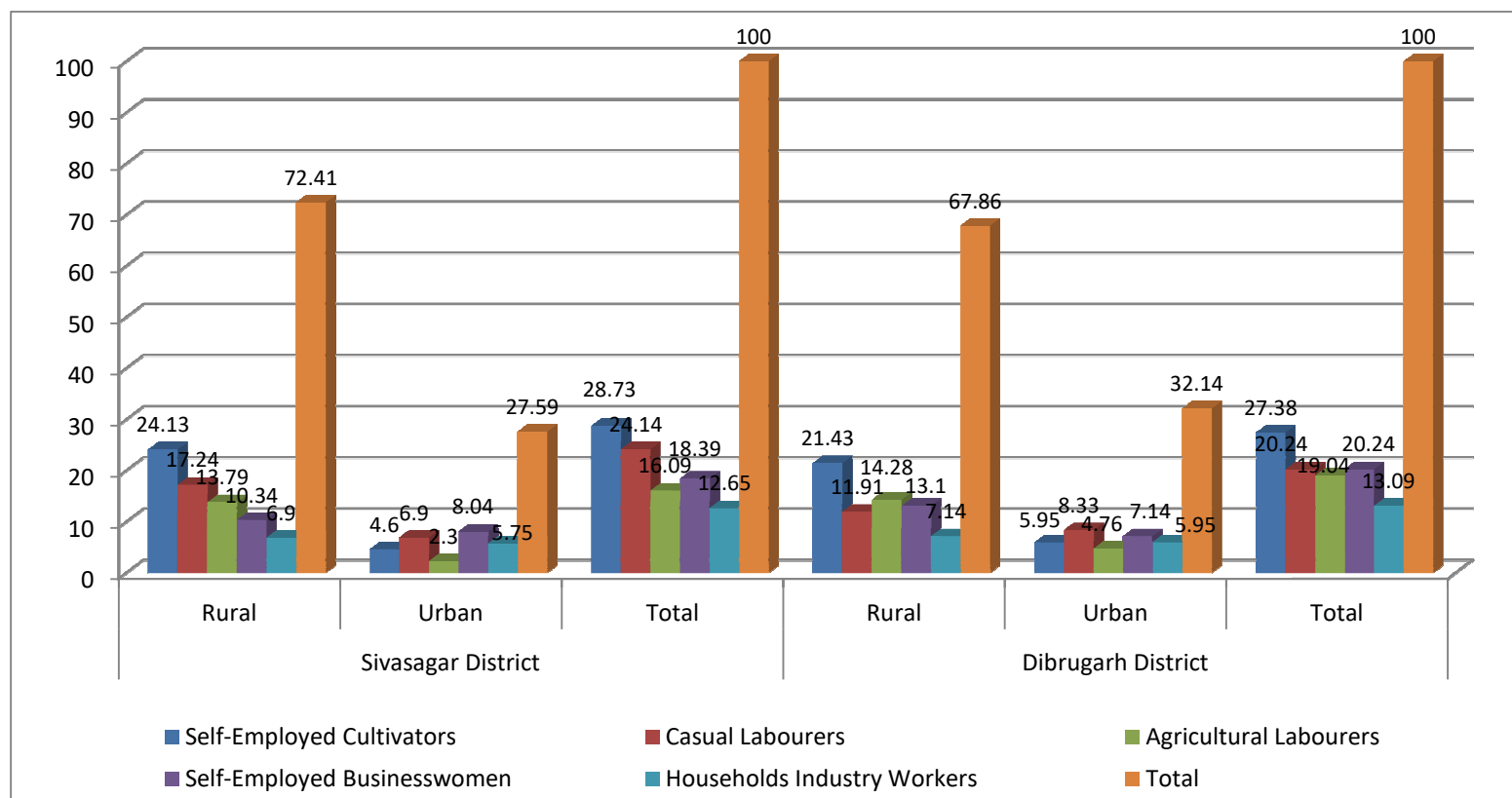
SL. NO.	Occupations	Sivasagar District			Dibrugarh District		
		Rural	Urban	Total	Rural	Urban	Total
1	Self-Employed Cultivators	21(24.13)	4(4.60)	25(28.73)	18(21.43)	5(5.95)	23(27.38)
2	Casual Labourers	15(17.24)	6(6.90)	21(24.14)	10(11.91)	7(8.33)	17(20.24)
3	Agricultural Labourers	12(13.79)	2(2.30)	14(16.09)	12(14.28)	4(4.76)	16(19.04)
4	Self-Employed Businesswomen	9(10.34)	7(8.04)	16(18.39)	11(13.10)	6(7.14)	17(20.24)
5	Households Industry Workers	6(6.90)	5(5.75)	11(12.64)	6(7.14)	5(5.95)	11(13.09)
6	Total	63(72.41)	24(27.59)	87(100)	57(67.86)	27(32.14)	84(100)

Source: Field Survey, 2016

Figures in the parentheses indicate percentages in total female work force

It is observed from the table - 4.7 that women workers in unorganized sector in **rural area** are engaged mainly in farm sector either as Cultivators or Agricultural Labourers. Accordingly, in Sivasagar district Cultivators and Agricultural Labourers combined accounted for 44.82% of its total female workers in the sector. The same in Dibrugarh is found 46.42% which is higher than Sivasagar district. Conversely, the household industrial workers constituted the lowest proportion in both the sample districts which is shown in Figure – 3.6.

Figure – 3.6
Area-wise Distribution of Women Labourers in Unorganized Sector under Different Occupations



Source: Field Survey, 2016

In **urban areas**, many unorganized female labourers are engaged in business activities relating to farm products basically in food processing activities, besides engaging in other work as casual labourer. Among the sample districts, in Sivasagar the largest proportion of urban unorganized women workers are engaged in self employed business, followed by casual labourer and household industry workers. Whereas in Dibrugarh, majority are engaged as casual labourer, followed by self employed business activities. In both the sample districts, the proportions of workers directly engaged in agriculture (as cultivator and agricultural labourer) are low in urban area for obvious reasons.

4.6 SOCIO-ECONOMIC CONDITIONS OF WOMEN WORKERS IN UNORGANIZED SECTOR

Some socio-economic status and issues of women workers in unorganized sector in the survey areas have been dealt in this section, based on both primary and secondary data. Socio-economic condition of unorganized women labourer reflects their status in the society and also empowerment level.

4.6.1 Economic Profile of Women workers in unorganized sector

(a) Per capita monthly income:

From the survey, the per capita income of women labourers in unorganized sector has been found very low in comparison to organized sector. It is observed that income inequality amongst the workers exists within the unorganized sector in regards of Sex, Area and Occupation. It has seen that average monthly income level of women labourers in unorganized sector is Rs.4,827.5, which is significantly lower than the organized counterpart income level of Rs.14,250 (Table No.-3.7), reflecting an income gap of 195%. Moreover, within the unorganized sector the average monthly income of women labourers are found lower than its male counterpart monthly average income Rs.5407.5. Among the sample districts, it is higher in Dibrugarh at Rs.4,890 than Sivasagar of Rs.4,765.

(b) Average monthly consumption expenditure per worker:

The average monthly consumption expenditure of organized women labourers in the survey is estimated at Rs.13,000 (computed from Table-3.10) which is much higher than unorganized women labourers consumption expenditure Rs.4,600. The average monthly consumption expenditure of organized and unorganized women labourers of Sivasagar districts are found at Rs.12,500 and Rs.4,530 respectively showing huge differences. On the contrary, the average monthly consumption expenditure of Dibrugarh district organized and unorganized women labourers have been found at Rs.13,500 and Rs.4,670, also shown huge differences. The differences between organized and unorganized women labourers average monthly consumption expenditure of Dibrugarh district is found higher than that of Sivasagar district. The monthly consumption expenditure of Sivasagar district unorganized women labourers (Rs.4,530) is lower than Dibrugarh district (Rs.4,670).

(c) Average Monthly Savings:

In general, higher income level leads to higher savings. Since there exists significant differences in income level between organized and unorganized women workers in the survey areas, huge differences are also observed in their savings. Due to low and irregular income level of unorganized women workers, their savings levels are found very low which is the major cause of low capital formation. The average monthly savings level of organized women labourers in the survey is estimated at Rs.1,250 and Rs.227.5 (computed from Table-3.12) in case of unorganized women labourers. In Sivasagar district the average monthly savings level of organized and unorganized women labourers are found at Rs.1,000 and Rs.235, respectively. Whereas, in Dibrugarh district the average monthly saving level of organized and unorganized women labourers are found at Rs.1,500 and Rs.220, respectively. Thus, differences in the saving levels between the sample districts and also between the sectors in the district are observed. The monthly average savings of unorganized women labourers of Sivasagar district is Rs.235, which is higher than Dibrugarh district of Rs.220.

(d) Average Monthly Indebtedness Level:

Most of the unorganized women labourers of the rural areas are engaged in the agricultural sector either as self-employed cultivators or agricultural labourers where the income level is low, uncertainty of income and large family size makes their livelihood more depressing. In the survey areas most of the households in unorganized sector are in indebted in the hands of Self-Help Groups, Private Money lenders, Micro-finance Organization, Non-Banking Financial Institution, Regional Rural Banks etc. In the one hand, low level income and on the other hand high indebtedness level make them financially very weak. So, they could not afford proper education and health care facilities to their children which are more important for human resource development. The extent of indebtedness among women labourers in unorganized sector is found higher at Rs.2,954.5 as compared to its organized sector counterpart indebtedness level of Rs.1,550 (Computed from Table-3.14). The causes behind this disparity are mainly due to differences in income level and regular and higher certain income level in organized sector and different social security benefits enjoyed by them than unorganized women labourers. In the sample areas out of total female labourers in organized sector 36.36% are found indebted whereas the percentage of indebted female labourers in unorganized sector is found 46.78%. It has observed that the organized female labourers are often taking loan for generating wealth, capital equipments and formation of proper human resources in their household level while the unorganized female labourers are found indebted for meeting their basic consumption needs. Besides this, some unproductive expenditure of unorganized female labourers of the sample areas are celebrating festival, religious activity, marriage ceremony etc. These put them into deeper level of indebtedness that has inter-generational impact on this vulnerable section of workforce.

In case of female labourers in organized sector, it is found that 33.33% and 40.0% in Sivasagar and Dibrugarh districts respectively are indebted, which shows that it is higher in Dibrugarh than Sivasagar district. In unorganized sector also, Dibrugarh district is found higher with 48.81% than Sivasagar district with 44.83%.

District-wise, it has also been observed that the indebtedness level on female labourers in both organized and unorganized sectors are found higher in Dibrugarh district than Sivasagar district despite having higher average monthly income in Dibrugarh district in comparison to Sivasagar

district in both the sectors (Computed from Table-3.7). The indebtedness level on Sivasagar district female organized and unorganized labourers are found at Rs.1,400 and Rs.2,825.5 respectively (Computed from Table-3.14). On the contrary, in Dibrugarh district the indebtedness level of organized and unorganized women labourers are found at Rs.1,700 and Rs.3083 accordingly. The differences in indebtedness level between organized and unorganized women labourers of Sivasagar district are found higher than in Dibrugarh district. Because of higher consumption expenditure and their in-economic behavior Dibrugarh district unorganized women labourers are having higher indebtedness than that in Sivasagar district.

4.6.2 Economic profile by occupations in unorganized sector:

The data in table no.4.8 show that among women workers in unorganized sector by economic occupations in the survey, the *per capita monthly income* of the self employed business women is found higher (Rs.5,187.5), followed by casual labourers (Rs.4,950) and household industrial workers (Rs.4,912.5), while the lowest is of agricultural workers (Agricultural Labours with Rs.4,612.5 and cultivators with Rs.4,475). By area, the per capita income is lower in rural than urban areas for all categories of occupation, except for households industry workers. In the occupation of household industry workers it is higher in rural area than urban area. Among the sample districts, the per capita monthly income is higher in Sivasagar than Dibrugarh for self employed business and household industry workers. While for other activities like cultivators, agricultural labourers and casual labourers, it is higher in Dibrugarh district.

As for *average monthly consumption expenditure*, it is higher for self-employed business women (Rs.4,862.5), followed by casual labourers, households industry workers, agricultural labourers and self-employed cultivators, respectively. By area concern, except for households industry workers, the average monthly consumption expenditure is higher in urban than in rural areas. Among the sample districts, it is found higher in Dibrugarh for all the categories of employment in the sector, except for household industry workers which is higher in Sivasagar.

The *average monthly saving* was meager due to low income in the sector. It was found higher among self-employed business women (Rs.325), followed by household industry workers (Rs.275) and casual labourers (Rs.195). While it was lower for agricultural labours and cultivators than the

other occupation with Rs.180 and Rs.162.5, respectively. Among the districts, it was found marginally higher in Sivasagar for all the categories of workers, except for cultivator which was higher in Dibrugarh .

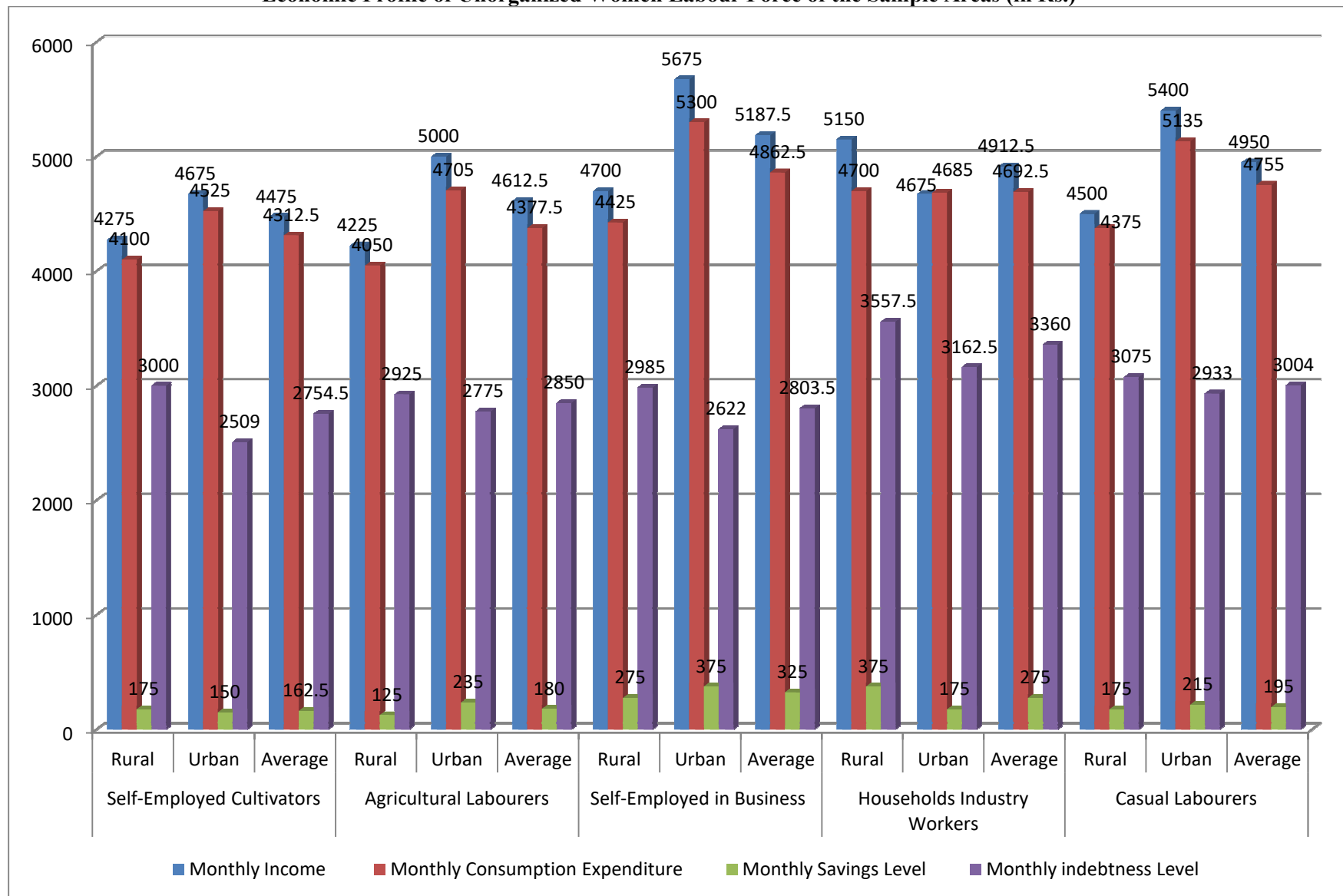
Among women workers in unorganized sector, the *indebtedness level* is remarkably high as measure up to their low per capita monthly income, which may entail that their earnings can hardly meet the daily needs and thus they borrow on monthly basis. Among the categories of activities/occupation Household Industry Workers were the highest with Rs.3,360, followed by Casual Labourers (Rs.3,004), Agricultural Labourers (Rs.2,850), Self-Employed Business (Rs.2,803.5) and Self-Employed Cultivators (Rs.2,754.5), respectively. This reveals that cultivators are less indebted although their per capita income is lower than the other categories of occupation. By area wise, indebtedness is higher among the rural than those of urban women workers under all categories of activities in unorganized sector. Among the sample districts, the extent of indebtedness is higher among women unorganized workers of Dibrugarh district than those of Sivasagar district for all the categories of occupation, except for self-employed business. The details are presented in the table 4.8 as follows and in Figure – 3.7.

TABLE - 4.8
Economic Profile of Unorganized Women Labour Force of the Sample Areas (in Rs.)

Sl. No.	Occupations	Areas	Monthly Income		Total	Monthly Consumption Expenditure		Total	Monthly Savings Level		Total	Monthly indebtess Level		Total
			Sivasagar District	Dibrugarh District		Sivasagar District	Dibrugarh District		Sivasagar District	Dibrugarh District		Sivasagar District	Dibrugarh District	
1	Self-Employed Cultivators	Rural	4,200	4,350	4,275	4,050	4,150	4,100	150	200	175	2,900	3,100	3,000
		Urban	4,400	4,950	4,675	4,350	4,700	4,525	50	250	150	2,468	2,550	2,509
		Average	4,300	4,650	4,475	4,200	4,425	4,312.5	100	225	162.5	2,684	2,825	2,754.5
2	Agricultural Labourers	Rural	4,100	4,350	4,225	3,850	4,250	4,050	150	100	125	2,700	3,150	2,925
		Urban	4,900	5,100	5,000	4,510	4,900	4,705	270	200	235	2,350	3,200	2,775
		Average	4,500	4,725	4,612.5	4,180	4,575	4,377.5	210	150	180	2,525	3,175	2,850
3	Self-Employed in Business	Rural	4,900	4,500	4,700	4,600	4,250	4,425	300	250	275	3,170	2,800	2,985
		Urban	5,500	5,850	5,675	5,100	5,500	5,300	400	350	375	2,564	2,680	2,622
		Average	5,200	5,175	5,187.5	4,850	4,875	4,862.5	350	300	325	2,867	2,740	2,803.5
4	Households Industry Workers	Rural	5,200	5,100	5,150	4,600	4,800	4,700	450	300	375	3,415	3,700	3,557.5
		Urban	4,850	4,500	4,675	5,070	4,300	4,685	150	200	175	3,025	3,300	3,162.5
		Average	5,025	4,800	4,912.5	4,835	4,550	4,692.5	300	250	275	3,220	3,500	3,360
5	Casual Labourers	Rural	4,500	4,500	4,500	4,400	4,350	4,375	200	150	175	3,050	3,100	3,075
		Urban	5,100	5,700	5,400	4,770	5,500	5,135	230	200	215	2,616	3,250	2,933
		Average	4,800	5,100	4,950	4,585	4,925	4,755	215	175	195	2,833	3,175	3,004
6	Average Level		4,765	4,890	4,827.5	4,530	4,670	4,600	235	220	227.5	2,826	3,083	2,955

Source: Field Survey, 2016

Figure – 3.7
Economic Profile of Unorganized Women Labour Force of the Sample Areas (in Rs.)



Source: Field Survey, 2016

4.6.3 Women Development Indicators in Assam:

Some indicators that reflect development of women and their empowerment level in Assam and the survey areas have been analyzed based on secondary data. These are presented as follows:

1. *Sex-ratio:*

Sex-ratio is one of the major constituents that reflect the social status of women. According 2011 population census the sex ratio (numbers of women against per thousand male populations) of Assam is 958. The sex-ratio of Dibrugarh and Sivasagar districts are 961 and 954 respectively. It may be seen that the sex-ratio of Dibrugarh district is higher than the State's and Sivasagar district sex-ratios. On the other hand, for Sivasagar district it is even lower than State sex-ratio.

TABLE - 4.9: Sex ratio, 2011

Sl. No.	State/District	Rural	Urban	Total
1	Assam	960	946	958
2	Sivasagar	959	944	954
3	Dibrugarh	967	932	961

Source: Population Census, 2011

2. *Child Sex-ratio:*

Child Sex-ratio is another important indicator of women status that shows the position of gender equality in the society. The child sex-ratio of Assam is 962, which is higher than national ratio of 914 in 2011. Dibrugarh district has the same i.e., 962 whereas Sivasagar district sex ratio is 960, which is lower than the State as well as Dibrugarh district but higher than the national child sex ratio.

TABLE - 4.10: Child Sex Ratio, 2011

Sl. No	State/District	Sex-Ratio
1	Assam	962
2	Sivasagar	960
3	Dibrugarh	962

Source: Population Census, 2011

Area-wise, the child sex-ratio in urban area in Assam is 944. Sivasagar district is in a better position (944) which is equal to the State urban Child Sex-ratio but higher than Dibrugarh (932). The rural Child-sex ratio in Assam (964) is higher than that of urban ratio. Sivasagar with 959 is lower than the State ratio as well as Dibrugarh district (967). The rural child-sex ratio in Dibrugarh is higher than that of State ratio but the urban Child Sex-ratio of Dibrugarh district is lower than the State urban Child Sex-ratio.

TABLE - 4.11: Area-wise Child Sex ratio of Assam and Sample Districts, 2011

Sl. No.	State/District	Rural	Urban	Total
1	Assam	964	944	962
2	Sivasagar	959	944	960
3	Dibrugarh	967	932	961

Source: Population Census, 2011

3. Female Literacy rate:

The female literacy rate of Sivasagar and Dibrugarh districts are 74.71% and 68.99% respectively, which rates are higher than state female literacy rate of 66.27% according to 2011 population census. Altogether, the total literacy ratio of Sivasagar and Dibrugarh districts are 80.41% and 76.05%, respectively and these are also higher than the State literacy ratio of 72.2%.

4. Maternal Mortality Rate (MMR) and Infant Mortality Rate (IMR):

In case of Maternal Mortality Rate (MMR), Sivasagar district is in a better position i.e., 342 which is lower than the State average of 390. On the other hand, Dibrugarh district shows higher MMR (i.e., 430) than the State MMR. In case of female Infant Mortality Rate (IMR) both the districts show better positions that are lower than the State female IMR. In Sivasagar district the female IMR is 60 i.e., lower than the State female IMR of 62. In Dibrugarh district also the female IMR is 57, lower than the State as well as Sivasagar district's IMR. The development indicators of women of the survey areas are shown in the Table-4.12 and Figure-3.8.

TABLE - 4.12
Other Development Indicators of Assam and the Survey Districts

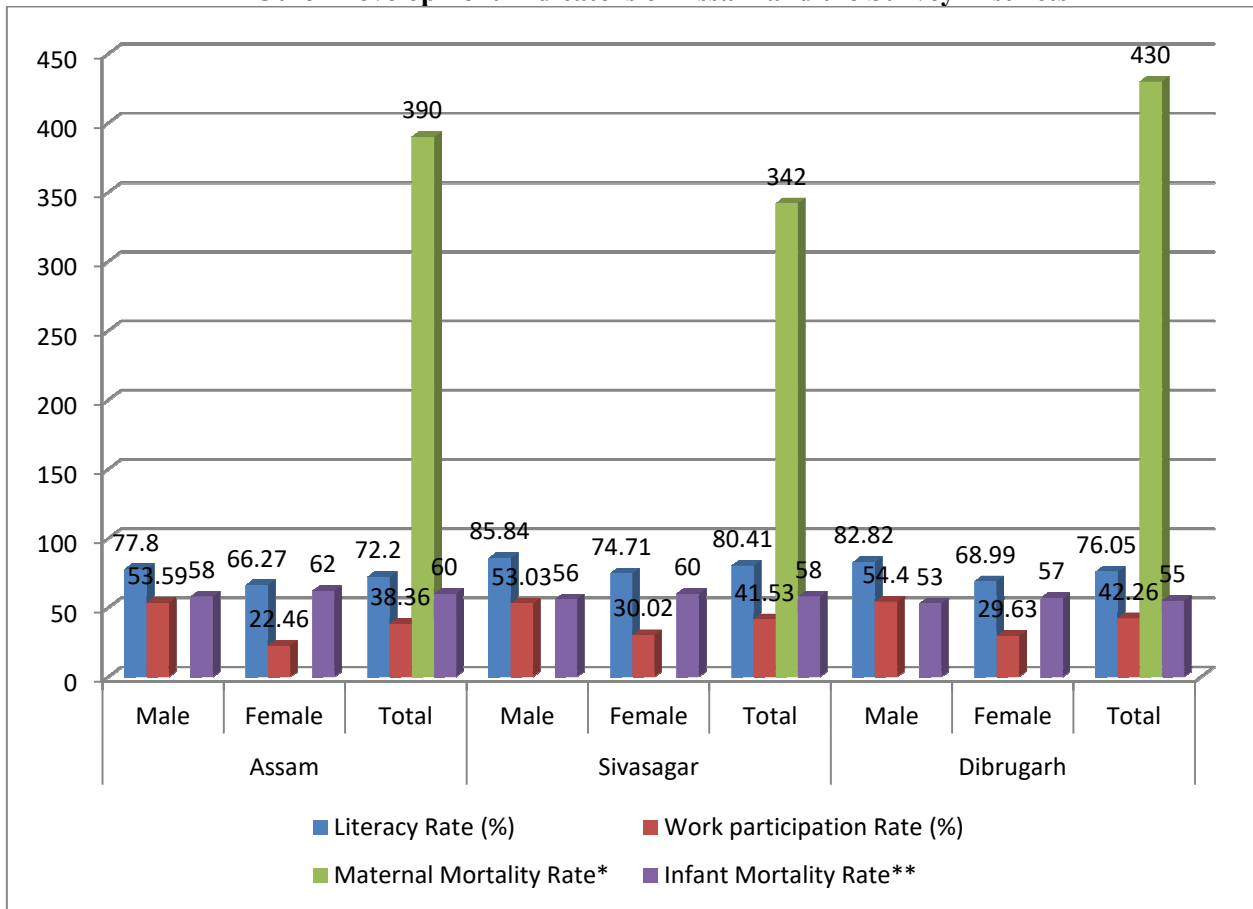
Sl. No.	Indicators	Assam			Sivasagar			Dibrugarh		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
2	Literacy Rate (%)	77.8	66.27	72.2	85.84	74.71	80.41	82.82	68.99	76.05
3	Work participation Rate (%)	53.59	22.46	38.36	53.03	30.02	41.53	54.4	29.63	42.26
5	Maternal Mortality Rate*	-	-	390	-	-	342	-	-	430
6	Infant Mortality Rate**	58	62	60	56	60	58	53	57	55

Source: Annual Health Survey, 2011.

*Per 100000 (one lakh) live births.

** Per 1000 (one thousand) live births.

Figure – 3.8
Other Development Indicators of Assam and the Survey Districts



Source: Annual Health Survey, 2011.

4.7. STATUS OF UNORGANIZED WOMEN WORKERS

4.7.1 Household Decision Making

Women participation in household decision making is very important for their empowerment and increasing economic and social status. Still all over the world, most of the women folk are out of decision making process in the society, whereas the scenario is worse in developing and underdeveloped countries. While in developed countries the empowerment levels of women are improving to some extent but in developing countries like India are lagging behind in most of the aspects relating to women empowerment.

The work participation of women is one of the key factors that highly affect the women decision making capacity. Basically, an employed woman is enabling to actively participate in decision-making process than an unemployed one. Economically self-dependent women have more access to decision making than dependent women in a households. In the present study it has seen that unorganized female labourers decision making capacities are found very unsatisfactory. As a patriarchal society most of the female workers in unorganized sector are keeping a distance in decision making process, depending on their male partner. The present study have analyzed few aspects of decision making by women labourers in unorganized sector based on primary data as shown in Table-4.13. The main focus relating to decision making capacity of unorganized women labourers are regarding Join in Labour Market, Children Education, Savings from Current Income, Spending of Income, Food Purchase, Medical Treatment and Recreation.

TABLE - 4.13

Unorganized Women Labourers and Decision Making Capacity in Household Level (in percentage)

Sl. No.	Decision Making Areas	Sivasagar			Dibrugarh			Sivasagar + Dibrugarh		
		Wife Alone	Husband Alone	Both	Wife Alone	Husband Alone	Both	Wife Alone	Husband Alone	Both
1	Join in Labour Market	10.35	12.64	77.01	19.05	11.9	69.05	14.7	12.27	73.03
2	Children Education	8.05	21.84	70.11	9.52	20.24	70.24	8.79	21.04	70.18
3	Savings from Current Income	5.75	16.09	78.16	4.76	19.05	76.19	5.26	17.57	77.18
4	Spending of Own Income	12.64	18.39	68.97	11.9	14.29	73.81	12.27	16.34	71.39
5	Food Purchase	16.09	12.64	71.26	15.48	13.1	71.43	15.79	12.87	71.35
6	Medical Treatment	3.45	17.24	79.31	7.14	10.71	82.14	5.3	13.98	80.73
7	Recreation	5.75	11.49	82.76	10.71	11.9	77.38	8.23	11.7	80.07
8	Average	8.87	15.76	75.37	11.23	14.46	74.32	10.05	15.11	74.85

Source: Field Survey, 2016

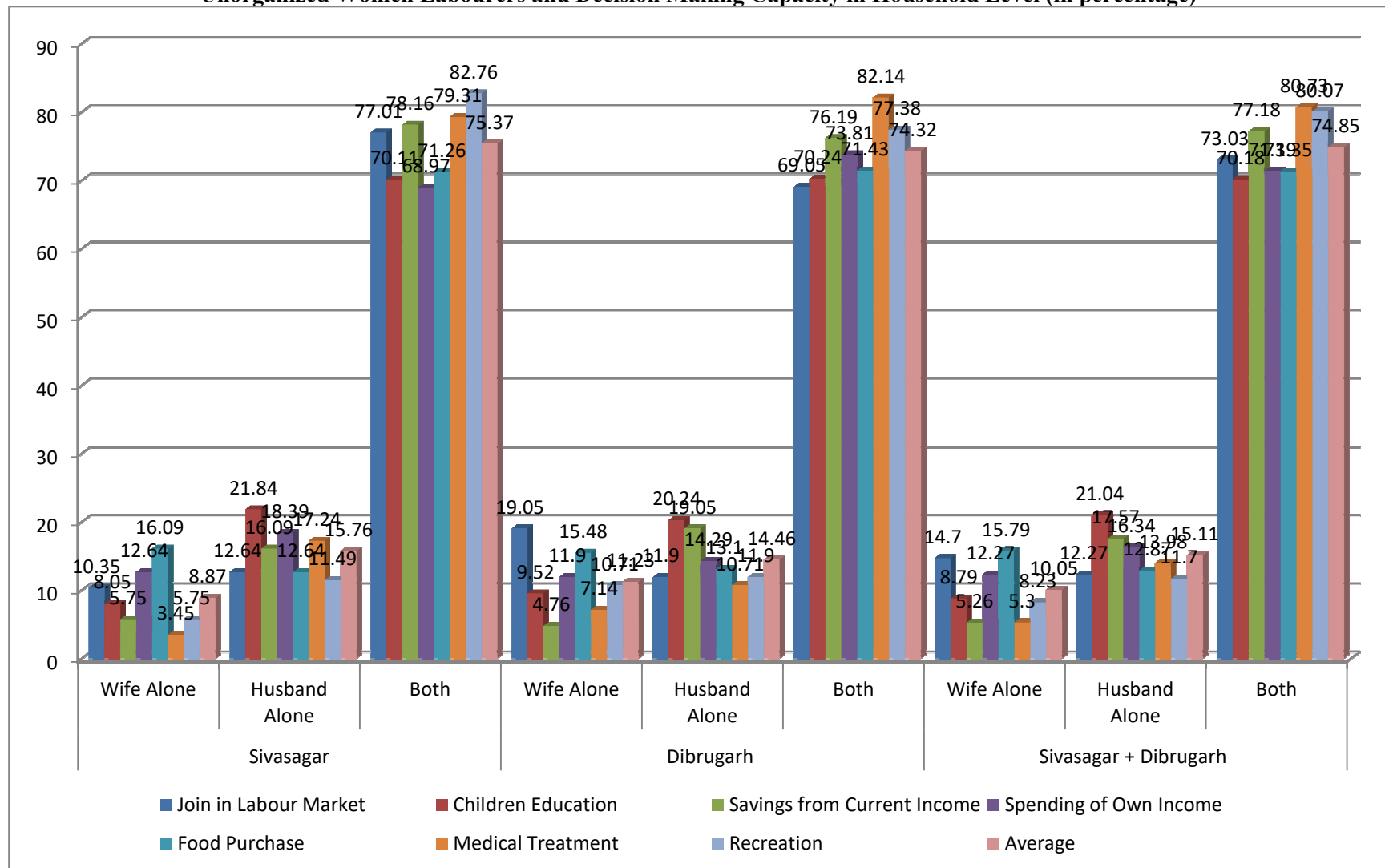
The study found that the decisions within the unorganized women households are mainly taken by three entities, i.e., *wife alone*, *husband alone* or *jointly by both of them*. Out of these entities, in both the sample districts, decision taken by ‘both husband and wife combined’ shows the largest proportion. The proportion of decisions taken by ‘wife alone’ is 10.05% of households, which is found lower than that of ‘husband alone’ 15.11% in the sample unorganized women labourers households. Most of the household’s decisions (74.85% of total unorganized women labourers households) are taken by both ‘*husband and wife combined*’ in the sample districts.

In unorganized sector, even if majority of the household decision are taken jointly by both *husband and wife*, but often husband plays a dominant role than wife and that in the name of discussion the husband tries to impose his decision on wife as happens in patriarchal society. Despite this, the higher percentage of joint decision making by the households of unorganized women labourers reflects co-operation between wife and husband and it implies equal significance of wife in households’ decision making process, which is a positive sign for women empowerment in the family.

In Sivasagar district the percentage of unorganized women labourers households where decisions are taken by wife alone is only 8.87%, which is lower than those households where the decisions are taken by husband alone (15.76%). The percentage of unorganized women labourers’ households where decisions are taken jointly by both husband and wife is found highest with 75.37%. In the district, it is seen that decisions are taken by *wife alone* is mostly for food purchasing (16.09%), followed by spending of own income (12.64%) , to join in labour market (10.35%), Child Education (8.05%), Recreation and Savings from Current Income (5.75% each) and lowest (3.45%) is found for medical treatment. The matters where the decisions are taken by *husband alone* are found highest for Children Education (21.84%) and lowest is for Recreation (11.49%). In all the matters other than Food Purchase, the percentage of unorganized women labourers households’ where decisions are taken by *husband alone* is higher than the decision taken by the *wife alone*. In joint decision making, the highest percentage is for Recreation (82.76%) and the lowest percentage is found for Spending of own income (68.97%).

On the contrary, in Dibrugarh district the average percentage of Households (unorganized working women) where decisions are taken by *wife alone* is 11.23%, which is lower than the percentage of Households where the decisions are taken by *husband alone* (14.46%). The percentage of Households where decisions are *taken jointly* is 74.32%. Among the different matters of Households decisions where decision are taken by the wife alone, the highest percentage is found for Joining in labour market (19.05%), followed by Food Purchase (15.48%), Spending of own Income (11.90%), Recreation (10.71%), Child Education (9.52%), Medical Treatment (7.14%) and lowest is for Savings from Current Income (4.76%). The cases where the decisions are taken by husband alone in the district, the highest is for Children Education (20.24%) and lowest for Medical Treatment (10.71%). Except decision in Join in Food Purchasing and Join in labour market, for all other matters the percentage of unorganized women labourers households' where decisions are taken by husband alone is higher than those by wife alone. In joint decision making, the highest percentage is for Medical Treatment (82.14%) and lowest percentage found is for Join in Labour market (69.05%). In both of the districts, it has found that in case of Food purchasing the percentage of decision taken by Wife alone is higher than those by Husband alone. Besides this, in Dibrugarh district decision taken by wife alone regarding Join in labour market is found higher than husband alone. Based on Table-4.13 and Figure-3.9 we can conclude that in Dibrugarh district unorganized women labourers are found more empowered than Sivasagar district concerning decision making capacity.

Figure - 3.9
Unorganized Women Labourers and Decision Making Capacity in Household Level (in percentage)



Source:

Field

Survey,

2016

4.7.2 Unorganized Women Workers with Resource Ownership:

As per the UNO (1995)¹⁷¹, Women constituted one-half of the total world's population, performs two thirds of the work and market over three fifth of the world's food but occupies only 1/10th of the world's income and less than 1/100th of the world's property. Women have less control over resources in India, where out of 1/3rd poverty ridden populations 70% are women. In this study data on unorganized women labourers' control over resources has also been presented. It includes control over household's income, land holdings, house, electronic gadgets and different types of vehicles etc. Altogether, 18.82% unorganized women labourers in the sample have control on resources like land, residential house, electronic gadgets, different vehicles and roughly in household's income. In rural areas, 14.24% unorganized women labourers have control on resources, whereas in urban areas it is estimated at 23.38%. This implies that urban women working in unorganized sector are having higher control over resources in sample aggregate than that of rural women.

Among the sample districts, in Sivasagar 16.77% of unorganized women labourers have control over resources which is lower than Dibrugarh district of 20.86%. In both of the districts, the urban unorganized women worker shows higher control than its rural counterpart. In rural areas of Sivasagar district, out of total unorganized women labourers only 12.7% have control over resources, whereas in urban areas the percentage is found at 20.83%. On the other hand in Dibrugarh district, out of total unorganized women labourers only 15.78% have control on resources in rural areas, whereas in urban areas it stands at 25.93%. Area-wise, unorganized women labourers in Dibrugarh district have higher rate of control on resources in both rural and urban areas than in Sivasagar district.

¹⁷¹ UNO (1995). op. cit.

TABLE - 4.14
Percentage of Unorganized Women Labourers having Controlled over Resources

District	Rural	Urban	Total
Sivasagar	12.7	20.83	16.77
Dibrugarh	15.78	25.93	20.86
Total	14.24	23.38	18.82

Source: Field Survey, 2016

4.7.2.1 Ownership of the Household's Assets:

Control over resources by the female unorganized labourers reflects their ownership rights on movable and immovable assets of their households. Out of total resource owners among female labourers in unorganized sector of the sample areas, it has observed that the ownership rights of immovable assets like land and residential house are found very low i.e., 4.68% only. Ownership rights on moveable assets like different types of vehicle viz., bicycle, two wheelers and four wheelers are found 7.60% out of which, ownership rights of four wheelers are only 1.17%. Ownership rights on electronic gadgets like Radio or Transistors, Television, Computer or Laptop and basically cell phone are 42.69%, which rate is higher in comparison to other form of assets.

District-wise, in Sivasagar ownership rights on immovable assets like land and residential house are found 3.45%, ownership rights on movable assets like bicycle, two wheelers and four wheelers are 6.90% and ownership rights on electronic gadgets are found 39.08%.

On the other hand in Dibrugarh district, the ownership rights on immovable assets land and residential house are found 5.95%, ownership rights on movable assets like bicycle, two wheelers and four wheelers are found 8.33% and ownership rights on electronic gadgets are found 46.43%. In comparison to female ownership rights on households' few movable and immovable assets, Dibrugarh district has shown higher rate than Sivasagar district.

4.7.3. Banking Habit among Unorganized Women Labourers:

Banking habit is an important component of women participation in economic activity. Less than half of the unorganized women labour force of the sample areas is shown to have banking habit. In this study an assessment of banking habit of unorganized women labourers by estimating the percentages of account holders and the operation of these accounts. In Sivasagar district out of total unorganized women labour force 43.56% are having bank account and handling them, whereas in Dibrugarh district it is found at 48.35%. In both urban and rural areas Dibrugarh district shows higher rate of banking habit than in Sivasagar district.

TABLE - 4.15
Banking Habit among Unorganized Women Labourers of the Sample Areas (in Percentage)

Sl. No	Banking Habit	Sivasagar			Dibrugarh		
		Account Holder	Handling of Account	Average	Account Holder	Handling of Account	Average
1	Rural	58.73	23.81	41.27	61.4	24.56	42.98
2	Urban	62.5	29.17	45.84	70.37	37.04	53.71
3	Total	60.62	26.49	43.56	65.89	30.8	48.35

Source: Field Survey, 2016

4.7.4. Political Participation and Women Empowerment of the Sample Areas:

According to Mahatma Gandhi “Full and balanced development of the nation is possible only when women participate actively and fully in the political deliberations of the nation”. The active political participation rate among the unorganized women labourers has been found very low. The survey result shows that among the women working in unorganized sector only 5.83% have contested in election. Further, 55.58% are only participated in voting process, 23.96% have simple membership and 14.64% have active membership. From the Table-4.16 it has observed that active participation in politics by unorganized women labourers of Sivasagar district is found little higher than Dibrugarh district.

TABLE - 4.16
Percentage of Political Participation and Unorganized Women Labourers of the Sample Areas

District	Voting	Simple Membership of any Party	Active Membership of any Party	Contesting in Election	Total
Sivasagar	54.02	25.29	13.79	6.9	100
Dibrugarh	57.14	22.62	15.48	4.76	100
Sivasagar+Dibrugarh	55.58	23.96	14.64	5.83	100

Source: Field Survey, 2016

Often the unorganized women labourers are manipulated in voting process either by their male family members (husbands) or the political big house for their benefits (73.65%). Whereas, voted on their own decision constituted 26.35% only. Illiteracy and economic dependency are the main causes for the low political participation of unorganized women labourers in the sample areas. In Sivasagar district, only 24.13% of women casted votes on own decision, which are lower than Dibrugarh district with 28.57%.

TABLE - 4.17
Political Empowerment of Unorganized Women Labourers (in Percentage)

Sl. No.	District	Decision to Vote			Total
		By Own Decision	By Husband Decision	By Other Family Members Decision	
1	Sivasagar	24.13	45.98	29.89	100
2	Dibrugarh	28.57	42.86	28.57	100
3	Total	26.35	44.42	29.23	100

Source: Field Survey, 2016

4.7.5 Access to Multi-media:

A well informed woman is far more empowered than an ignorant woman, who can make better decisions on their own. Multimedia is the device or means to get access to information. Among the women workers of unorganized sector the level of access to multi-media are found very low due to ignorance and illiteracy. They used very few devices of multimedia, mainly of television and radio for amusement normally. In recent times, the access to social media like facebook, whatsapp, twitter, blog etc. are also evident, although among very few of them.

In Dibrugarh district the access of social media by rural unorganized women labourers is 50.88% which is lower than its Sivasagar district counterpart (52.38%). In urban areas, accesses to social media by unorganized women labourers are found higher (74.07%) in Dibrugarh district than Sivasagar district (70.83%). In sample aggregate, urban women in unorganized sector have higher access than those of rural women, and in general it is 62.04%.

TABLE - 4.18
Percentage of Unorganized Women Labourers Accessing Multi-media

Sl. No.	District	Rural	Urban	Combined
1	Sivasagar	52.38	70.83	61.6
2	Dibrugarh	50.88	74.07	62.48
3	Total	51.63	72.45	62.04

Source: Field Survey, 2016

4.8. HARASSMENTS AGAINST UNORGANIZED WOMEN WORKERS

4.8.1 Harassment against Unorganized Women Workers at Workplace:

Researchers found that harassment against unorganized women workers (physically and mentally) is a common phenomenon in India. Due to ignorance and illiteracy, lack of organization among themselves and their economically weak position induce them to tolerate harassment at work place

(Pande, 2008; Deshingkar, 2009)^{172&173}. In the sample survey it has observed that the unorganized women labourers frequently faced physical and mental harassments in work place like physically abused and sexually harassed by the employers, gender discriminatory treatment and exploitation (physically, economically and socially) etc. In the survey areas it has been found that 12.05% of unorganized women labourers have suffered harassment at work place. On an average, about 15.74 per cent of urban unorganized women labourers were subjected to harassment at work place, which is found to be higher than its rural counterpart percentage of 8.36%. In Dibrugarh district rural women labourers in unorganized sector suffer more harassment (8.77%) at work place than those in Sivasagar district (7.94%). On the other hand in urban areas, Sivasagar district shows higher rate of harassment suffered by unorganized women labourers (16.67%) at their work place than those in Dibrugarh district (14.81%).

TABLE - 4.19

Harassment in Work Place among Unorganized Women Labourers (in %)

Sl. No.	District	Rural	Urban	Combined
1	Sivasagar	7.94	16.67	12.31
2	Dibrugarh	8.77	14.81	11.79
3	Total	8.36	15.74	12.05

Source: Field Survey, 2016

4.8.2 Domestic Violence against Unorganized Women Workers:

The Indian society is patriarchal that intensify the customs and traditions leading to male domination over women. The study done by Jeejebhoy (1998)¹⁷⁴ on violence against women in the states of Uttar Pradesh and Tamil Nadu revealed that in both of the states violence against women is a widely accepted form of behavior, viewed as women's due and her husband's right. In survey areas of Sivasagr and Dibrugarh districts of Assam have also been found high rate of violence against

¹⁷² Pande, R. (2008). Women and Child Workers in the old city of Hyderabad; Intersections Gender and Sexuality in Asia and the Pacific, Issue 17, July.

¹⁷³ Deshingkar, P. (2009). Extending Labour Inspection to the Informal Sector and Agriculture: Working Paper No.154, Chronic Poverty Research Centre, November.

¹⁷⁴ Jeejebhoy, J.S (2008). op. Cit.

women. The violence against rural women is found higher than its urban counterpart in the survey areas. Altogether, 12.79% unorganized women labourers are subjected to domestic violence. The average percentage of rural unorganized labourers who were subjected to domestic violence was estimated at 15.62%, which is higher than its urban areas average of 9.96%. The percentages of women unorganized labourers suffered from domestic violence both in rural and urban areas of Sivasagar district are found higher than that in Dibrugarh district.

TABLE - 4.20
Incidence of Domestic Violence faced by the Unorganized Women Labourers (in Percentage)

Sl. No.	District	Rural	Urban	Combined
1	Sivasagar	19.04	12.5	15.77
2	Dibrugarh	12.2	7.41	9.81
3	Total	15.62	9.96	12.79

Source: Field Survey, 2016

4.9 DETERMINANTS OF INCOME OF UNORGANIZED WOMEN WORKERS

As a part of unorganized labourers market, the income level of unorganized women labourers are also influenced by those factors that influenced the income level of unorganized labourer as a whole. In case of unorganized women labourers of the sample areas of Sivasagar and Dibrugarh districts it has observed that Education, Job Location and Principal Occupation are the three important factors that influenced their income level. To identify the major factors those responsible for variation in the income level of unorganized women labourers we constructed multiple regression equation by choosing three important explanatory variables such as Education, Job Location and Principal Occupation in the same way that was constructed in case of unorganized labourers in general. The function is presented as follows:

$$Y (\text{Income}) = \beta_0 (\text{Constant}) + \beta_1 (\text{Education}) + \beta_2 (\text{Job Location}) + \beta_3 (\text{Principal Occupation})$$

In this estimation also the parameters estimated reveals that the entire explanatory variable chosen were significant at 5% level of significance accompanied with high values of goodness of fit.

Most of the explanatory variables co-efficient value is quite high and positive showing significant and direct relationship with income. From these estimated co-efficient it can be concluded that by spreading Education, changes in Job Location and Principal Occupation variations are having impact on income level of unorganized women labourers. In case of Sivasagar district Principal Occupation is highly significant than Dibrugarh district. Again, in Dibrugarh district Education is highly significant factor than Sivasagar district. Job location has a negative impact in Dibrugarh district and in Sivasagar district it has positive impact and less significant than other factors. The same relationships have also been found in case of unorganized women labourers as like unorganized labourers as a whole at 5% level of significance.

In the Table-4.21 we can see that in case of Sivasagar district $F=1.730$ and linear fit with $R^2=0.059$ and $r=0.243$. This means that 5.9% of the variance has been accounted in women unorganized labourers income in relation to independent variables i.e., Education, Job Location and Principal Occupation. From the Table-4.21 we can see that the independent variables with '**p=0.167**' have low significant relationship with the dependent variable (unorganized women labourers income) at 5% level of significance.

Further, the explanatory variables i.e., Job Location, Education and Principal Occupation in Sivasagar (with $t=1.447$, 1.269 and 0.239 respectively) have shown insignificant relationship between the variables at 1% level of significance.

On the other hand in case of Dibrugarh district we can see that $F=1.209$ (lower than Sivasagar district) with $R^2=0.043$ and $r=0.208$. It implies that 4.3% variation has been accounted for unorganized women labourers income in relation to independent variables i.e., Education, Job Location and Principal Occupation in Dibrugarh district. It has also been found that the independents variables with '**p=0.312**' have low significant relationship with the dependent variables (unorganized women labourers income) at 5% level of significance.

Again explanatory variables Viz., Principal Occupation, Education and Job Location in Dibrugarh district (with $t=0.886$, 0.562 and -1.675 respectively) have also shown insignificant relationship between the variables at 1% level of significance.

Data Analysis:**Combine Functional Table for Unorganized Women Labourers**

$$Y (\text{Income}) = \beta_0 (\text{Constant}) + \beta_1 (\text{Education}) + \beta_2 (\text{Job Location}) + \beta_3 (\text{Principal Occupation})$$

TABLE - 4.21
Combine Functional Table for Unorganized Women Labour

Data		β_0	β_1	β_2	β_3	Other Parameters
Sivasagar	Coefficient	1.1	0.04	0.191	0.009	$\alpha=0.05$, N=87 , r=0.243, $R^2 = 0.059$, $\bar{R}^2=0.026$, F=1.730, p-value=0.167
	Standard Error	0.154	0.032	0.132	0.038	
	t-value	7.129	1.269	1.447	0.239	
Dibrugarh	Coefficient	1.192	0.015	-0.188	0.03	$\alpha=0.05$, N=84 r = 0.208, $R^2 = 0.043$, $\bar{R}^2=0.008$, F=1.209, p-value=0.312
	Standard Error	0.139	0.027	0.113	0.034	
	t-value	8.59	0.562	-1.675	0.886	

Source: Raw data analysis through SPSS collected from sample areas.

So, we can finally conclude that the impacts of independent variable (Education, Job Location and Principal Occupation) on dependent variable (Unorganized Women Labourers Income) are found low or insignificant in both of the districts. It has observed that the significance level in Dibrugarh district is lower than Sivasagar district at 5% level of significance. From our model analysis it has been found that significant differences existed between Sivasagar and Dibrugarh districts' unorganized women labour markets also. So, the Second Null Hypothesis (H_{02}) has also been rejected.

4.10 DETERMINANTS OF DECISION MAKING CAPACITY OF UNORGANIZED WOMEN WORKERS

Decision making capacities of unorganized women workers are understood to be influenced by different factors. It has assumed that many independent factors viz., Work Participation Rate, Income level, Education, Control on Resource, Political Participation and Assess of Multi-media influence the decision making capacity of unorganized women labourers, which directly related to their empowerment level. To identify the major factors responsible for the variation in the decision

making capacity of unorganized labourers, constructed multiple regression equation by taking the identified independent variables and the function is presented as follows:

$$Y \text{ (Decision Making Capacity)} = \beta_0 \text{ (Constant)} + \beta_1 \text{ (Work Participation Rate)} + \beta_2 \text{ (Income level)} + \beta_3 \text{ (Education)} + \beta_4 \text{ (Control on Resource)} + \beta_5 \text{ (Political Participation)} + \beta_6 \text{ (Assess of Multi-media)}.$$

In our estimation the value for Dependent variable i.e., Decision making capacity or women empowerment assumed to be (100% = 1) whereas for independent variables 100% achievement in their respective field assumed equal to 1.

In the estimation the parameters estimated reveals that the entire explanatory variable chosen were significant at 5% level of significance accompanied with high values of goodness of fit. Most of the explanatory variables co-efficient value is quite high and positive showing strong and direct relationship with decision making capacity of unorganized women labourers which reflects their empowerment level. From these estimated co-efficient it can be concluded that if any variations in explanatory variables the decision making capacity of unorganized women labourers will change which again change their empowerment level. In case of Sivasagar district Work Participation is highly significant than Dibrugarh district. Again, in Dibrugarh district Income level is highly significant factor than Sivasagar district. The explanatory variable Control on resources and Access of multi-media have negative impact in Sivasagar district and in Dibrugarh district only explanatory variable Access of multi-media has negative impact on decision making capacity of unorganized women labourers.

Data analysis on Decision making Capacity of Unorganized Women Labourers:

$Y(\text{Decision Making Capacity}) = \beta_0 (\text{Constant}) + \beta_1(\text{Work Participation Rate}) + \beta_2(\text{Income level}) + \beta_3(\text{Education}) + \beta_4(\text{Control on Resource}) + \beta_5(\text{Political Participation}) + \beta_6(\text{Access of Multi-media}).$

TABLE - 4.22
Combine Functional Table on Decision Making Capacity of Unorganized Women Labourers

Data		β_0	β_1	β_2	β_3	B_4	B_5	B_6	Other Parameters
Sivasagar	Coefficient	1.462	0.006	0.023	0.019	- 0.086	0.092	-0.026	$\alpha=0.05$, N=87, $r=0.267$ $R^2=0.036$, $\bar{R}^2=0.011$ F=2.186, p=0.0723
	Standard Error	0.506	0.012	0.08	0.315	0.062	0.11	0.085	
	t-value	4.281	0.024	0.016	1.401	- 0.148	0.563	-0.279	
Dibrugarh	Coefficient	0.954	0.037	0.008	0.034	0.059	0.61	-0.152	$\alpha=0.05$, N=84, $r=0.309$ $R^2=0.069$, $\bar{R}^2=0.025$ F=3.624, p=0.028
	Standard Error	0.276	0.085	0.092	0.071	0.064	0.891	-0.094	
	t-value	3.138	0.162	0.511	0.426	0.803	1.129	-1.203	

Source: Field survey data analyzed using SPSS

In the above Table-4.22 we can see that in case of Sivasagar district $F=2.186$ and linear fit with $R^2=0.036$ and $r=0.267$. This means that 3.6% of the variance has been accounted in unorganized women labourers decision making capacity in relation to independent variables i.e., Work Participation, Income level, Literacy Rate, Control on Resource, Political Participation and Access of Multi-media. From the Table-4.22 we can see that in Sivasagar district the explanatory variables with '**p=0.0723**' have a low significant relationship with the dependent variables (unorganized women labourers decision making capacity) at 5% level of significance.

On the other hand in case of Dibrugarh district we can see that $F=3.624$ (higher than Sivasagar district) and linear fit with $R^2=0.069$ and $r=0.309$. It implies that 6.9% variation has been accounted for unorganized women labourers decision making capacities in relation to explanatory

variables i.e., Work Participation, Income level, Education, Control on Resource, Political Participation and Access of Multi-media. In Dibrugarh district it has found that the explanatory variables with ' $p=0.028$ ' have a highly significant relationship with the dependent variables (unorganized women labourers decision making capacity) at 5% level of significance.

By analyzing t-values of the variables in both of the district, we can sum-up that there are no significant relationship between the variables at 1% level of significance (assigned two tailed test value).

From the above Table - 4.20 we can conclude (**depending on the “p” values**) that the explanatory variables viz., Work Participation, Income level, Education, Control on Resource, Political Participation and Access of Multi-media are more significant on dependent variables (decision making capacity of unorganized women labourers) in Dibrugarh district and less significant in Sivasgar district. It has observed that Dibrugarh district unorganized women labourers are more empowered than Sivasgar district unorganized women labourers. From our model analysis it has found that significant differences existed in between Sivasgar and Dibrugarh districts' unorganized women labourers empowerment level. So, the Null Hypothesis H_{03} has been rejected.

Conclusion: Women play a fundamental role in a balanced nation building process. For well being of a family as well as a society role of a woman is very important. An African Proverb “If you educate a Man you educate an Individual, but if you educate a woman, you educate a Nation”¹⁷⁵ reveals the role of women in a country. Last few decades witnessed the sea change in the study and policy implication on women. But in case of country like India where gender inequality existed in a large number, position of women is not changing significantly. Assam is an underdeveloped state of India, still lagging behind in the area of women empowerment and women market participation. In Assam, more than 90% women workers are engaged in unorganized sector and most of them under abject poverty. To accelerate the development process of Assam without changing the economic condition of this large section populace of unorganized sector is not possible. In Assam, Government

¹⁷⁵ Commission on the Status of Women, Fiftieth Session, 4th & 5th Meetings. —Absence of Women for Leadership Positions Undermines Democracy, Economic and Social Council, WOM/1541, 28/02/2006. www.un.org/News/Press/docs/2006/wom1541.doc.htm.

effort and people perception towards the women workforce are still not satisfactory. The key factor for increasing women market participation as well as their empowerment level is their self-realization about their potentialities and role in a society. Other-wise no one can make them empowered and economically active participator. A.K. Sen rightly characterized “empowerment as the process of removing several types of “unfreedoms” that limit individual choice and agency¹⁷⁶. Again, Government effective and dynamic policy implication in time to time is very essential to reduce gender inequalities in Assam. Other-wise beti will killed in labour room by the gender biased people. Dr. A.P.J. Abdul Kalam rightly mentioned that “Empowering Women is a prerequisite for creating a good nation, when women are empowered, society with stability is assured. Empowerment of women is essential as their value systems lead to the development of a good family, good society and ultimately good nation”¹⁷⁷. After all, it is high time to recognized, valued and accept the potentialities of women workers in the nation building process. Otherwise half of the work potentialities of this globe going to be waste and inclusive growth will be become a vain only.

¹⁷⁶ Kabeer N (2001). Reflections on the measurement of women’s empowerment. In discussing women’s empowerment-theory and practice. Sida Studies No. 3. NovumGrafiska AB: Stockholm, Sweden. 11.

¹⁷⁷ Chavan, M.V. & Murkute, A. P. (2016). Role of Women Entrepreneurship in Indian Economy, International Journal of Science Technology and Management, Vol.5, Issue 3, pp-607.

CHAPTER – V
CHILD LABOUR IN UNORGANIZED SECTOR

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CHILD LABOUR IN UNORGANIZED SECTOR

5.1 INTRODUCTION

Child labour is a major challenge confronted by the societies all over the world, which not only affects at present but also cause future economic problems. Generally, the term child labour is understood as consequence of harmful, unjust and exploitation of children. There is a tiny border line between child labour and child work. Child labourer refers as the sufferings and sacrificing of early young age potentialities for paid or unpaid work. In general, those economic activities which hamper the education, family care, cause of ill health and bottlenecks for physical and mental development of a child is called child labour. So, each and every child work cannot be termed as child labour. Because economic activities which do not affect the all round development of a child cannot be termed as child labour, instead it is referred as child work which reflects contribution of a child to the family and even sometimes it became a component for Intelligent Quotient (I.Q.) development of a child. Child Labour is a major threat for proper Human Resource formation. In this point of view one quotation by C. Chitra is more appropriate that “don't ask children to take tool, instead send them to school.”¹⁷⁸ Child Labour as major threat for human society, Noble Laureate Kailash Satyarthi rightly mentioned in the occasion of World Day Against Child Labour that "Whose children are they who toil in mines, factories and fields at the cost of their freedom and education? They are all our children. Please don't accept hospitality where children are working. Why 152 million child labourers when 210 million are adults jobless?"¹⁷⁹ As like Pandit Nehru we can say that “A healthy child will give us a healthy society.”¹⁸⁰ According to Nelson Mandela “There can be no keener revelation of a society's soul than the ways in which it treats its children.”¹⁸¹ The Hon’ble Delhi High Court observed in Court on its own Motion vs. Govt. of NCT Delhi “today’s children constituted tomorrow’s future. To ensure

¹⁷⁸ Chitra, C. (2018). A Study on Child Labour in India: Don’t ask Children to take tool, instead send them School, International Journal of Law Management & Humanities, Vol. 1, Issue 5, pp-1.

¹⁷⁹ Nobel Peace Laureate Satyarthi, K. (2019). Tweeted Question on Child Labour : [#WorldDayAgainstChildLabour](#), @k_satyarthi, 12, June.

¹⁸⁰ Proceedings of Annual Conference on Trends in Children Bureau Program (1956). U.S.A. Deptt. of Health, Education and Welfare, pp-8.

¹⁸¹ . Addressed by President Nelson Mandela at the launch of the Nelson Mandela Children's Fund, 8 May 1995, Pretoria.

a bright future of our children, we have to ensure that they are educated and not exploited. In fact, children are the most vulnerable members of any society. They are entitled to special care and assistance because of their physical and mental immaturity. The problem is more complicated in developing countries like ours, where children exist in relationship with illiteracy and poverty.”¹⁸²

According to ILO Report (2004),¹⁸³ nearly 22,000 children (twenty two thousand) are killed at work every year globally. Besides this, ILO mentioned that it is uncountable how many are toiling sever injury and falling sick in their works. According to ILO Report (2017)¹⁸⁴ 152 million children are in child labour globally which comprised 9.6% of total child population of the world. Of these, 64 million (42.11%) are girls and 88 million (57.89%) are boys. According to same report, almost one in ten of all children worldwide is in child labour. Nearly 73 million children are in hazardous work that directly endangers their health, safety, and moral development which is accounting half of the total global child labourers. Children in employment, a broader measure comprising both child labour and permitted forms of employment involving children of legal working age are estimated 218 (13.8% of total child population of the world) million. As we know child labour is totally prohibited by Indian constitution and defined as punishable offence who patronized it, therefore no question of child labour engagement in organized sector. So, child labour is entirely associated to unorganized sector and a root cause of increase supply of unskilled labour force to the economy in future.

5.2 CHILD LABOUR IN INDIA

The Indian Penal Code, the Juvenile Justice (care and protection) of Children Act-2000, and the Child Labour (Prohibition and Abolition) Act-1986 provide a basis in law to identify, prosecute and stop child labour in India (ILO, 2011)¹⁸⁵. Nevertheless, child labour is observed in almost all unorganized, small scale, informal sectors of the Indian economy (Burra, 2009)¹⁸⁶. Of the total child

¹⁸² . Writ Petition (C) No. 9767/2009; Delhi High Court.

¹⁸³ . ILO Report (2004). World Day for Safety and Health at Work - Two million work deaths a year: A preventable tragedy, 28th April, Geneva.

¹⁸⁴ . ILO Report (2017). op.cit.

¹⁸⁵ ILO (2011). National Legislation and Policies against Child Labour in India, Geneva <https://web.archive.org/web/20120809084340/http://www.ilo.org/legacy/english/regions/asro/newdelhi/ipe/c/responses/india/national.htm>.

¹⁸⁶ Burra, Neera (2009). op.cit.

labours, 60 percent are engaged in unorganized agriculture sector, and the rest in other unorganized labour markets in India (GOI, 2011)¹⁸⁷. Poverty, lack of schools, poor education infrastructure and growth of unorganized sector are considered as the most important causes of child labour in India.¹⁸⁸ As per 2011 population census in India, total number of working children of 5-14 age groups has declined to 1.01 crore from 1.26 crore in 2001 population census that witnessed 65% reduction in the child labour during the period. Such declining rate of child labour is witnessing in India because of rigorous effort by different Human Right Organization and Activist, NGOs and Government to eliminating it. The free and compulsory education scheme enacted by Govt. of India plays a major role in this direction. But it is not declining at the expected level and still India is far from child labour free society. The picture will be different if we consider the age of child up to 18 years. The slow declining rate of India's child labour is due to poor conviction rate to violators¹⁸⁹, poverty, illiteracy and people's apathy towards child labour¹⁹⁰.

According to census report, in Assam 3,51,416 children (2.77% of total country's child labour) have been working as child labour in 2001. However, it decreased to 2,84,812 in 2011 that comprised 2.81% of total country's child labour. In terms of numbers, the size of child labour has decreased considerably, but the share in national aggregate has shown marginal increase.

The data on child labour in different states of India are shown in Table no. 5.1 based on 2001 and 2011 population census. According to 2011 population census among the different states of India, Uttar Pradesh comprises of the highest numbers of child labours i.e., 21,76,706 (accounted for 21.49% of country's total child labour), followed by Bihar with 10,88,509 (10.75%). Among the union territories, Lakshdeep shows the least numbers of child labourers i.e., 81 (near about 0% of country's child labour), followed by Daman and Diu with only 881 children (0.01%) in 2011. Few states of India Viz., Chandigarh, Daman and Diu, Goa, Himachal Pradesh, Kerala, Lakshdeep, Manipur, Nagaland, Pondicherry, Uttar Pradesh and Utrakhnad are shown increased in actual number of child labourers in 2011 census in comparison to 2001.

¹⁸⁷ GOI (2011). ["National Child Labour project". Ministry of Labour and Employment, Government of India.](https://en.wikipedia.org/wiki/Labour_in_India)
https://en.wikipedia.org/wiki/Labour_in_India.

¹⁸⁸ ILO (2008). ["Child labor - causes", United Nations, Geneva.](https://www.ilo.org) <https://www.ilo.org>. Retrieved on 29.04.2020

¹⁸⁹ Rawat, M. (2019); Child Labour in India: Violators go scot-free as only 25% cases reach conviction, India Today, June 12.

¹⁹⁰ Satyarthi, K. (2012). Deccan Herald: Sept, 26.

As per the Lok Sabha Report of 2018, only 2.54 lakhs children were rescued and rehabilitated in India during the period 2014 to 2018. In Assam, 11,102 child labours were rescued and rehabilitated during the same period. As an example of low conviction rate of violators under the child labour regulation, Assam witnessed 117 cases of child rights violation, out of these only 59 cases were disposed off and none of the violators were convicted. However, the positive outcomes are rescued and rehabilitation of 11,102 child labourers¹⁹¹ in the State during the period. The rate of rescue and rehabilitation of child labour is very less in the survey areas also. Only six child labourers are consulted by NGOs in the sample population and four of them were rescued. But due to lack of proper rehabilitation it has observed that the rescued child labourers re-entered into the labour market. Besides this the prosecution on the violators of child labour laws and the conviction rate against such violators are observed to be insignificant. So, such low rate of prosecution and conviction under the child law reflects the ineffectiveness of the Government towards implementation of different child labour laws and policies. Whereas, the United Nation's Sustainable Development Goals (SDG) targeted to eradicate forced labor, modern slavery and end of child labour in all its forms by 2025 from the entire world.¹⁹² Therefore, the States must strive towards achieving this goal in the country.

¹⁹¹ Rawat, M. (2019). op.cit.

¹⁹² United Nations (2015). 2030 Sustainable Development Goals (SDGs), Target-8.7. https://www.ilo.org/wcmsp5/groups/public/---ed_norm/declaration/documents/publication/wcms_450718.pdf

Table – 5.1
State-wise working children in the age group of 5-14 years in 2011 and 2001

Sl. No.	Name of State/ UT	2001	2011	2001(in Percentage)	2011(in percentage)
1	Andaman & Nicobar Island	1,960	1,672	0.02	0.02
2	Andhra Pradesh	13,63,339	6,73,003	10.76	6.64
3	Arunachal Pradesh	18,482	17,029	0.15	0.17
4	Assam	3,51,416	2,84,812	2.77	2.81
5	Bihar	11,17,500	10,88,509	8.82	10.75
6	Chandigarh (UT)	3,779	4,322	0.03	0.04
7	Chattisgarh	3,64,572	2,57,773	2.88	2.54
8	Dadar & Nagar Haveli	4,274	2,055	0.03	0.02
9	Daman and Diu (UT)	729	881	0.01	0.01
10	Delhi (UT)	41,899	36,317	0.33	0.36
11	Goa	4,138	10,009	0.03	0.10
12	Gujarat	4,85,530	4,63,077	3.83	4.57
13	Haryana	2,53,491	1,23,202	2.0	1.22
14	Himachal Pradesh	1,07,774	1,26,616	0.85	1.25
15	Jammu & Kashmir	1,75,630	1,14,923	1.39	1.13
16	Jharkhand	4,07,200	4,00,276	3.21	3.95
17	Karnataka	8,22,615	4,21,345	6.49	4.16
18	Kerala	26,156	45,436	0.21	0.45
19	Lakshadweep (UT)	27	81	0.0	0.0
20	Madhya Pradesh	10,65,259	7,00,239	8.41	6.91
21	Maharashtra	7,64,075	7,27,932	6.03	7.19
22	Manipur	28,836	34,086	0.23	0.34
23	Meghalaya	53,940	44,469	0.43	0.44
24	Mizoram	26,265	7,778	0.21	0.08
25	Nagaland	45,874	63,790	0.36	0.63
26	Odisha	3,77,594	3,34,416	2.98	3.3
27	Pondicherry (UT)	1,904	2,173	0.02	0.02
28	Punjab	1,77,268	1,76,645	1.40	1.74
29	Rajasthan	12,62,570	8,48,386	9.97	8.38
30	Sikkim	16,457	10,390	0.13	0.10
31	Tamil Nadu	418,801	2,84,232	3.31	2.81
32	Tripura	21,756	13,560	0.17	0.13
33	Uttar Pradesh	19,27,997	21,76,706	15.22	21.49
34	Uttarakhand	70,183	82,431	0.55	0.81
35	West Bengal	8,57,087	5,50,092	6.77	5.43
36	Total	1,26,66,377	1,01,28,663	100	100

Source: Population Census 2001 & 2011.

5.3 CHILD LABOUR IN ASSAM

5.3.1. Children population (0-14 year age group):

As per 2011 population census, the child population in the age group of 0-14 years constituted 32.84% of the State total population, which is decreased from 37.4% in 2001. In 2001 population census, the highest child population in the age group of 0-14 was found in Nagaon district with 9,09,862 and the lowest was in Dima Haso district with 68,839. In 2011 population census also Nagaon district with 10,05,396 children continues to top the list and lowest was Dima Hasao with 71,717 children.

The percentage of children in the district's total population was found highest in Dhubri with 47.33% and lowest was in Nalbari with 25.93% as per 2001 population census. In 2011 population census, Dhubri district with 38.83% continues to be the highest and the lowest was 23.46% in the district of Kamrup (Metro). Except for Nalbari and Baksa, all the districts in Assam have witnessed decreasing trend of proportion of children in district population during the decade 2001 to 2011, which is shown in Table – 5.2.

Table – 5.2
District-wise Child Population (0-14 Age Group) in Assam during 2001 & 2011 Census

Sl. No.	District	2001			2011		
		Child Population	Total Population	Percentage to Total Population	Child Population	Total Population	Percentage to Total Population
1	Kokrajhar	3,61,259	8,43,243	42.84	3,00,837	8,87,142	33.91
2	Dhubri	6,98,136	15,66,396	44.57	7,56,856	19,49,258	38.83
3	Goalpara	3,39,032	8,22,035	41.24	3,64,072	10,08,183	36.11
4	Barpeta	6,60,167	13,94,755	47.33	6,16,865	16,93,622	36.42
5	Morigaon	3,15,353	7,76,256	40.62	3,52,359	9,57,423	36.8
6	Nagaon	9,09,862	23,14,629	39.31	10,05,396	28,23,768	35.6
7	Sonitpur	6,18,760	16,65,125	37.16	6,19,731	19,24,110	32.21
8	Lakhimpur	3,36,400	8,89,010	37.84	3,47,073	10,42,137	33.3
9	Dhemaji	2,27,082	5,71,944	39.7	2,34,979	6,86,133	34.25
10	Tinsukia	4,13,379	11,50,062	35.94	4,12,121	13,27,929	31.03
11	Dibrugarh	4,01,004	11,85,072	33.84	3,77,478	13,26,335	28.46
12	Sivasagar	3,47,870	10,51,736	33.08	3,22,790	11,51,050	28.04
13	Jorhat	3,21,112	9,99,221	32.14	2,92,950	10,92,256	26.82
14	Golaghat	3,37,710	9,46,279	35.69	3,16,314	10,66,888	29.65
15	Karbi Anglong	3,28,280	8,13,311	40.36	3,35,890	9,56,313	35.12
16	Dima Hasao	68,839	1,88,079	36.6	71,717	2,14,102	33.5
17	Cachar	5,16,404	14,44,921	35.74	5,58,371	17,36,617	32.15
18	Karimganj	3,89,304	10,07,976	38.62	4,42,151	12,28,686	35.99
19	Hailakandi	2,17,280	5,42,872	40.02	2,38,838	6,59,296	36.23
20	Bongaigaon	3,55,596	10,45,726	34.0	2,53,247	7,38,804	34.28
21	Chirang				1,65,148	4,82,162	34.25
22	Kamrup(Rural)	8,32,519	23,71,276	35.11	4,59,410	15,17,542	30.27
23	Kamrup (Metro)				2,94,198	12,53,938	23.46
24	Nalbari	4,01,146	15,47,000	25.93	2,21,795	7,71,639	28.74
25	Baksa				2,88,656	9,50,075	30.38
26	Darrang	5,73,848	15,18,604	37.79	3,38,391	9,28,500	36.44
27	Udalguri				2,61,266	8,31,668	31.41
28	Assam	99,70,342	2,66,55,528	37.4	1,02,48,899	3,12,05,576	32.84

Source: Population Census 2001 & 2011.

* Kamrup Metropolitan district created in 2003.

** Chirang, Baksa and Udalguri districts created in 2004 those are in BTAD area.

5.3.2 District-wise magnitude of child workers in Assam in 2001 & 2011 population census:

As per 2011 population census, the incidence of child labour in Assam is found 2,84,812, which is decreased from 3,51,416 in 2001 census. In Assam, 99,512 children were main child workers according to 2011 census, which declined from 1,35,667 in 2001. The total marginal child labourers in 2011 and 2001 population census are 1,85,300 and 2,15,749 , respectively .

The district-wise distribution of main child labourers in Assam shows that the highest number of main child workers was found in Kamrup district with 12,026 children (8.86% of state total child labourers), followed by Lakhimpur district with 11,631 children (8.57%) in 2001 census. The lowest was found in the district of Dima Hasao with 545 children (0.4%) in 2001.

As per 2011 population census, the highest was found in the district of Nagaon with 9,487 children (9.53%) working as child labourers and found lowest in Dima Hasao district with 740 children (0.74%). It has seen from table-5.3 that all the districts in Assam have shown decreasing trend of proportion of main child workers in State's main workers during the last decade (2001-2011), except marginal increase in Dima Hasao district. The data shows no relation between the children population and the number of child labour among the districts in Assam.

Table - 5.3
District-wise Main Workers of Child Population (in 5-14 Age Group)

Sl. No .	District	2001			2011		
		Child Labour	Percentage to State Child Labourers	Percentage to State Main Workers	Child Labour	Percentage to State Child Labourers	Percentage to State Main Workers
1	Kokrajhar	4,842	3.57	2.06	4,127	4.15	1.63
2	Dhubri	9,481	6.99	2.38	7,785	7.82	1.54
3	Goalpara	4,995	3.68	2.38	3,540	3.56	1.33
4	Barpeta	8,858	6.53	2.17	5,384	5.41	1.22
5	Morigaon	5,407	3.99	2.7	4,573	4.6	1.75
6	Nagaon	11,322	8.34	2.0	9,487	9.53	1.3
7	Sonitpur	7,307	5.39	1.57	6,590	6.62	1.18
8	Lakhimpur	11,631	8.57	4.04	2,819	2.83	0.99
9	Dhemaji	3,275	2.41	2.11	2,136	2.15	1.06
10	Tinsukia	4,915	3.62	1.41	3,750	3.77	0.91
11	Dibrugarh	4,778	3.52	1.39	3,450	3.47	0.88
12	Sivasagar	4,096	3.02	1.42	2,686	2.7	0.84
13	Jorhat	4,060	2.99	1.42	3,495	3.51	1.03
14	Golaghat	3,733	2.75	1.38	3,511	3.53	1.06
15	Karbi Anglong	5,112	3.77	2.21	3,371	3.39	1.29
16	Dima Hasao	545	0.4	0.99	740	0.74	1.09
17	Cachar	5,292	3.9	1.45	4,654	4.68	0.98
18	Karimganj	3,654	2.69	1.56	3,088	3.1	1.05
19	Hailakandi	2,897	2.14	2.1	1,955	1.97	1.18
20	Bongaigaon	4,511	3.32	1.93	1,796	1.8	0.93
21	Chirang**				2,292	2.3	1.64
22	Kamrup(Rural)	12,026	8.86	1.72	4,488	4.51	1.06
23	Kamrup (Metro)*				3,643	3.66	0.89
24	Nalbari	4,444	3.28	1.53	1,494	1.5	0.76
25	Baksa**				2,905	2.92	1.04
26	Darrang	8,496	6.26	2.11	3,344	3.36	1.38
27	Udalguri**				2,409	2.42	0.95
28	Assam	1,35,677	100	1.91	99,512	100	1.15

Source: Population Census 2001 & 2011.

* Kamrup Metropolitan district created in 2003.

** Chirang, Baksa and Udalguri districts created in 2004 those are in BTAD area.

5.3.3. Work Participation Rate (WPR) of children by Gender and Area:

The WPR of children of 5-14 years age group in Assam has been decreasing continuously in the last three consecutive population census i.e., 1991, 2001 and 2011 population census which is a positive sign to the socio economy of the state. In 1991 the children WPR was 5.5% which decreased to 5.1% in 2001. Further, it decreased to 3.4% in 2011 population census. The male children WPR was 5.0% in 1991 and it decreased to 4.6% in 2001. Again, it decreased to 4.4% in 2011. The decreasing rate of female children WPR is found higher than that of male children. The Female children WPR was 6.0% in 1991 which decreased to 5.7% in 2001 and further declined to 2.3% in 2011. The decreasing trend of children WPR has found higher in rural areas than urban areas of Assam in the last three consecutive censuses which are shown in Table – 5.4 and Figure – 4.1.

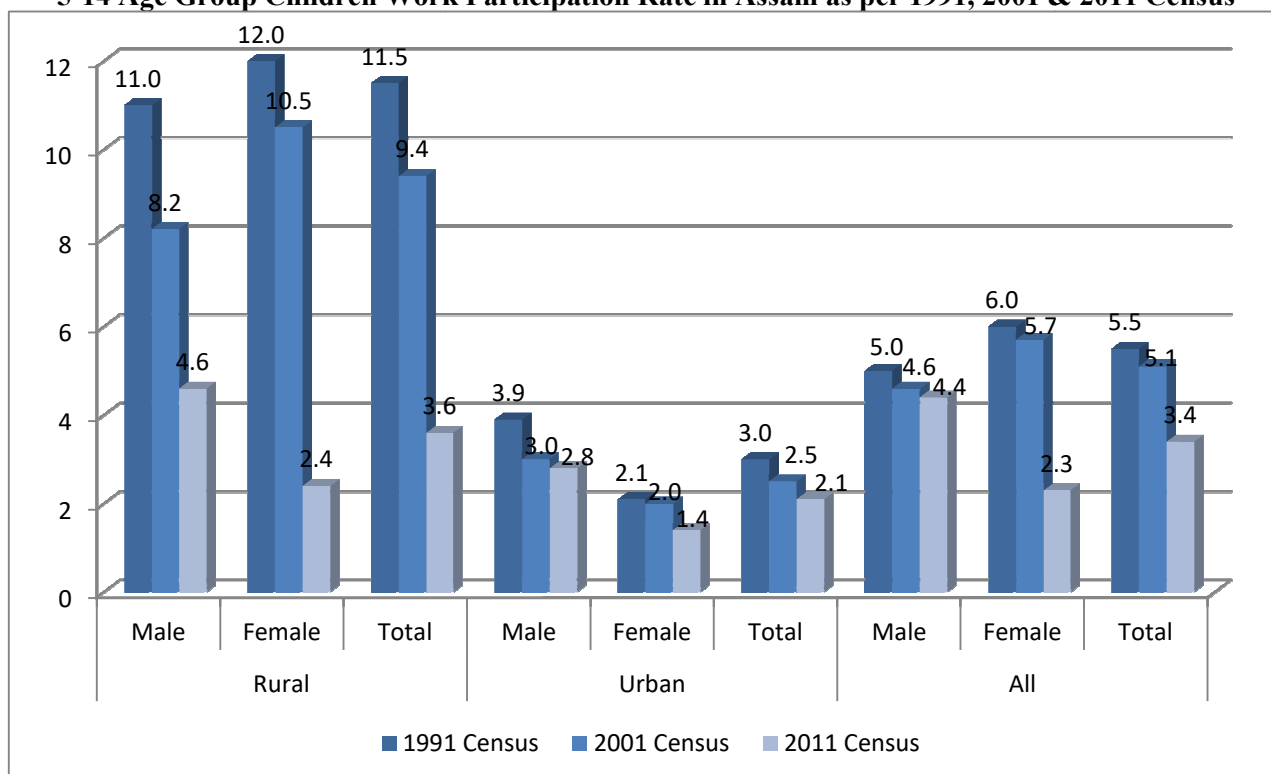
Table - 5.4
Children Work Participation Rate in Assam (5-14 Age Group)

Sl. No.	Year	Rural			Urban			All		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
1	1991	11.0	12.0	11.5	3.9	2.1	3.0	5.0	6.0	5.5
2	2001	8.2	10.5	9.4	3.0	2.0	2.5	4.6	5.7	5.1
3	2011	4.6	2.4	3.6	2.8	1.4	2.1	4.4	2.3	3.4

Source: Census of India (1991, 2001 & 2011 Census), GOI

Figure – 4.1

5-14 Age Group Children Work Participation Rate in Assam as per 1991, 2001 & 2011 Census



Source: Census of India

5.3.4. Occupational distribution of child labourers in Assam:

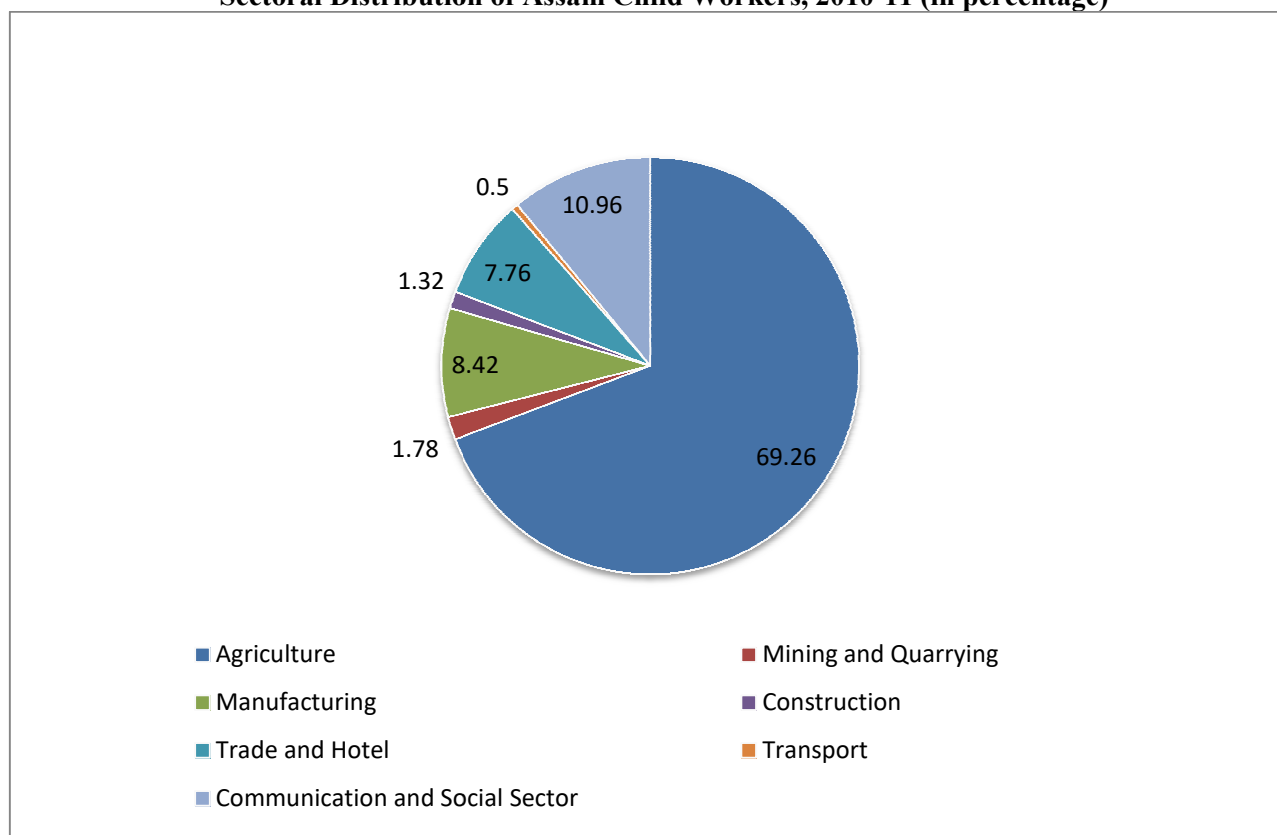
The occupational distribution of child labourers in Assam shows that most of child labourers are found in Agricultural sector which comprised 69.26% of total child labourers in Assam, followed by Communication and Social Sector with 10.96% in 2010-11. The engagement of child labourers in the occupations of Manufacturing, Trade and Hotel, Mining and Quarrying, Construction and Transport are found 8.42%, 7.76%, 1.78%, 1.32% and 0.5% respectively which is shown in Table – 5.5 and in Figure – 4.2. More or less 20% child labourers are found in Hazardous work in the occupations of Mining and Quarrying, Manufacturing, Construction, Trade and Hotel, Transport and Communication and Social sector.

Table - 5.5
Sectoral Distribution of Assam Child Workers in 2010-11

Sl. No.	Occupations	Percentage
1	Agriculture	69.26
2	Mining and Quarrying	1.78
3	Manufacturing	8.42
4	Construction	1.32
5	Trade and Hotel	7.76
6	Transport	0.5
7	Communication and Social Sector	10.96

Source: Estimated from Unit Level Records of NSSO, 2010-11

Figure – 4.2
Sectoral Distribution of Assam Child Workers, 2010-11 (in percentage)



Source: Estimated from Unit Level Records of NSSO, 2010-11

5.4 CHILD LABOUR IN SAMPLE AREAS:

India is the soil of largest depositor of child labour¹⁹³ and Assam a poverty ridden state is no exception of it. The sample areas of Sivasagar and Dibrugarh districts of Assam have shown the existence of child labour, which rate is higher than that of national and the State averages. In the survey areas of Sivasagar and Dibrugarh districts, out of total 195 child population 18 children (9.23%) are found to be active child labourers which are higher than the percentage of the National and the State child labour of 3.93% and 3.4%, respectively. In Sivasagar district out of total 96 children belonging to age group 5-14 years, 8 children (i.e., 8.33% of total child) are working as active labourers. Again in Dibrugarh district, out of 99 children belonging to 5-14 age groups, 10 children (10.10%) are working as active labourers. The magnitude of child labour in the sample areas would have been further higher if we consider the child age up to 18 years.

The distribution of child labour by area, gender, age groups, social groups, level of education and occupation/activities are highlighted as follows:

5.4.1 Magnitude of Child Labour by Area and Gender:

In India, the child labours are commonly found in rural based agricultural sector. But, the magnitude of child labour in urban areas (non agricultural unorganized activities) is increasing in recent years. The following Table – 5.6 shows the details of child labour of the sample survey data according to sex-wise and area-wise distribution. Out of total 18 child labourers, 11 of them are male (61.11%) and only 7 are female (38.89%). In Sivasagar district out of total child labourers 62.5% are found male and 37.5% are female. On the other hand in Dibrugarh district 60% are male child labourers and 40% are female. The percentage of male child labour is found higher in Sivasagar district than Dibrugarh district and in case of women child labour it is found higher in Dibrugarh district.

¹⁹³UNICEF, Children's Issues – Picture in India, at <http://www.unicef.org/india/children.html>. Figure taken from the 2001 Census.

Table- 5.6
Magnitude of Child Labour of the Survey Areas

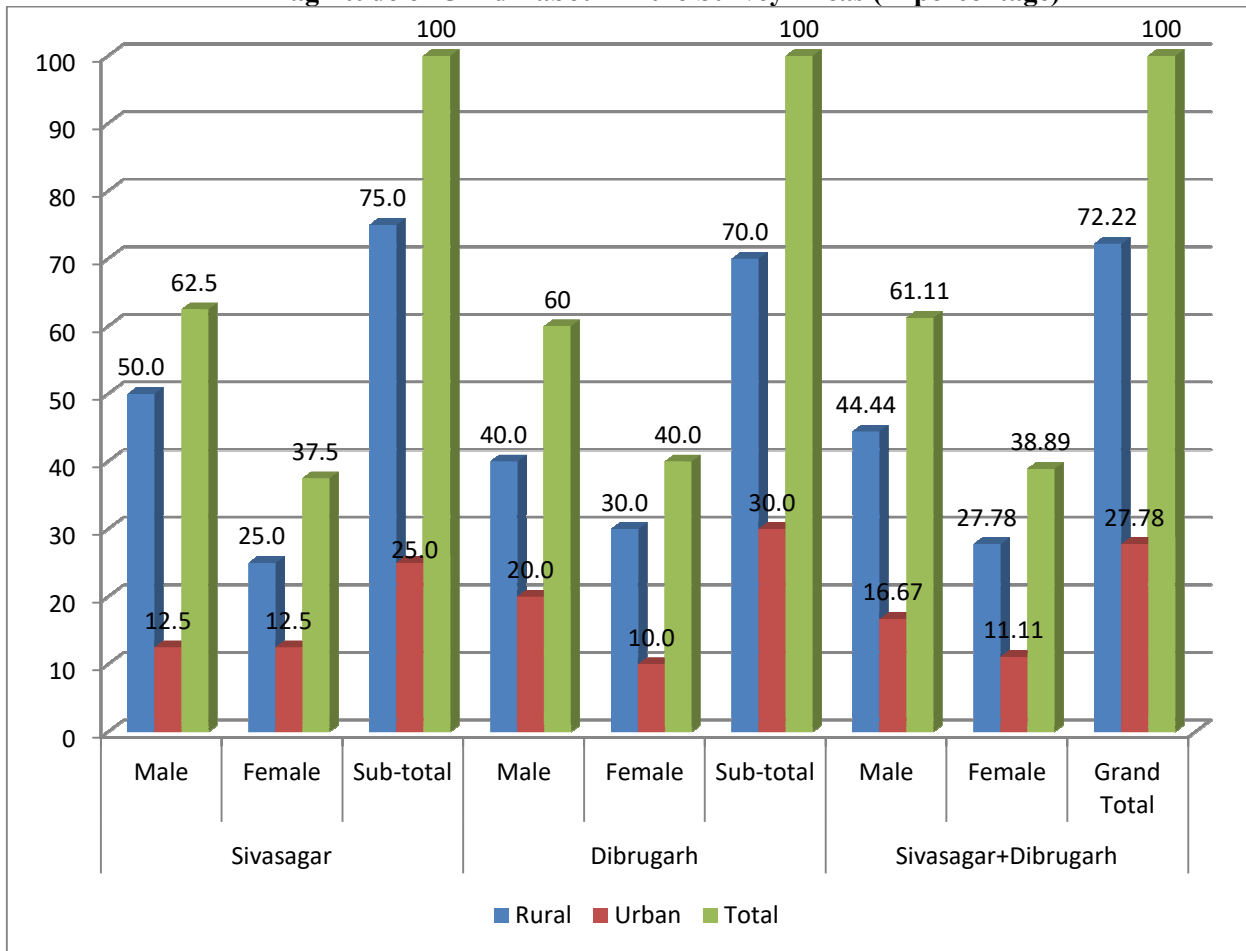
Sl. No.	Areas	Sivasagar			Dibrugarh			Total (Sivasagar+Dibrugarh)		
		Male	Female	Sub- total	Male	Female	Sub- total	Male	Female	Grand Total
1	Rural	4(50.0)	2(25.0)	6(75.0)	4(40.0)	3(30.0)	7(70.0)	8(44.44)	5(27.78)	13(72.22)
2	Urban	1(12.5)	1(12.5)	2(25.0)	2(20.0)	1(10.0)	3(30.0)	3(16.67)	2(11.11)	5(27.78)
3	Total	5(62.5)	3(37.5)	8(100)	6(60.0)	4(40.0)	10(100)	11(61.11)	7(38.89)	18(100)

Source: Field Survey, 2016.

The sample survey data shows that majority of the child labourers are engaged in rural areas than urban area. Out of total 18 child workers, 13 (72.22%) are engaged in rural areas and only 5 (27.78%) are engaged in urban areas. In Sivasagar district 75.0% child laboureres are found in rural areas and only 25.0% in urban areas. Similarly, in Dibrugarh district 70.0% are found in rural areas and 30% in urban areas.

It shows that the percentage of rural child labourers is found higher in Sivasagar district than Dibrugarh district, whereas in case of urban areas the percentage of child labourers is found higher in Dibrugarh than Sivasagar which is shown in Figure – 4.3.

Figure – 4.3
Magnitude of Child Labour in the Survey Areas (in percentage)



Source: Field Survey, 2016.

5.4.2. Distribution of Child Labourers by Age Group:

For child labour basically the adolescent 10-14 years of age groups are targeted by the employers. In the survey areas most of the child labourers are found within the 12 to 14 years of age group. More than half of the child labourers (i.e., 55.56%) have been accounted from this age group. Following this, the age group 9 to 11 years consisted 27.78% of total child labourers. The age group 5 to 8 years consisted only 16.67% of total child labourers of the sample areas. It has reflected that most of the incidence of child labourers has been found in between the age group of 12 to 14 years. In

sample districts, the percentages of child labour belonging to 12 to 14 years age group are found 60.0% in Dibrugarh district which is higher than that in Sivasagar district of 50.0%.

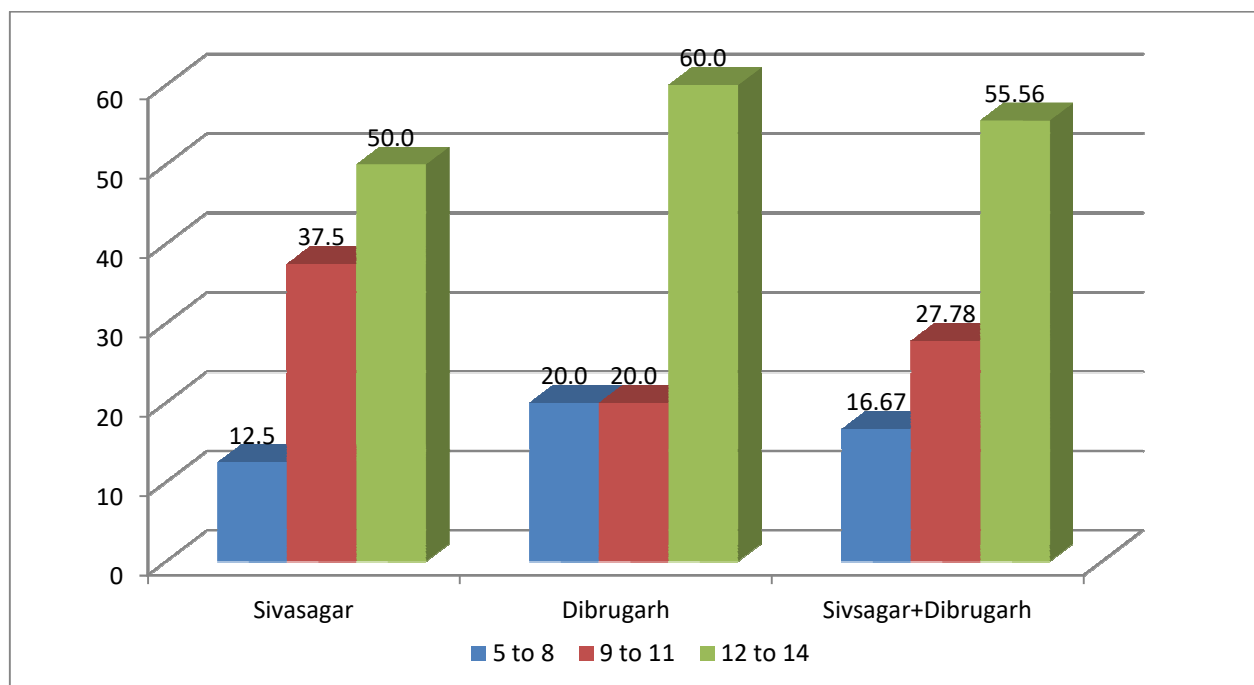
Table- 5.7
Age-wise distribution of Child Labourers of the Sample Areas

Sl. No.	Age	Sivasagar			Dibrugarh			Grand Total
		Male	Female	Sub-Total	Male	Female	Sub-Total	
1	5 to 8	1(12.5)	0(0)	1(12.5)	1(10.0)	1(10.0)	2(20.0)	3(16.67)
2	9 to 11	2(25.0)	1(12.5)	3(37.5)	1(10.0)	1(10.0)	2(20.0)	5(27.78)
3	12 to 14	2(25.0)	2(25.0)	4(50.0)	4(40.0)	2(20.0)	6(60.0)	10(55.56)
4	Total	5(62.5)	3(37.5)	8(100)	6(60.0)	4(40.0)	10(100)	18(100)

Source: Field Survey, 2016.

Figures in the parentheses indicate percentages

Figure – 4.4
Age-wise distribution of Child Labourers of the Sample Areas (in percentage)



Source: Field Survey, 2016.

5.4.3 Distribution of Child Labourers by Social Groups:

The study found that the Schedule Tribe (ST) community is the main reservoir of child labourers as a consequence of their family apathy towards the child labour and their customs and traditional nature of occupation. Regarding the social group of the child labourers in the survey, most of the child labourers belong to ST as they engaged in traditional manual occupation. Out of total child labourers 50.0% belongs to ST category followed by Schedule Cast (SC) community consisted of 27.78%, Other Backward Class and More Other Backward Class (OBC and MOBC) comprised 16.67% and the General Category consisted only 5.56% of total child labourers of the survey areas.

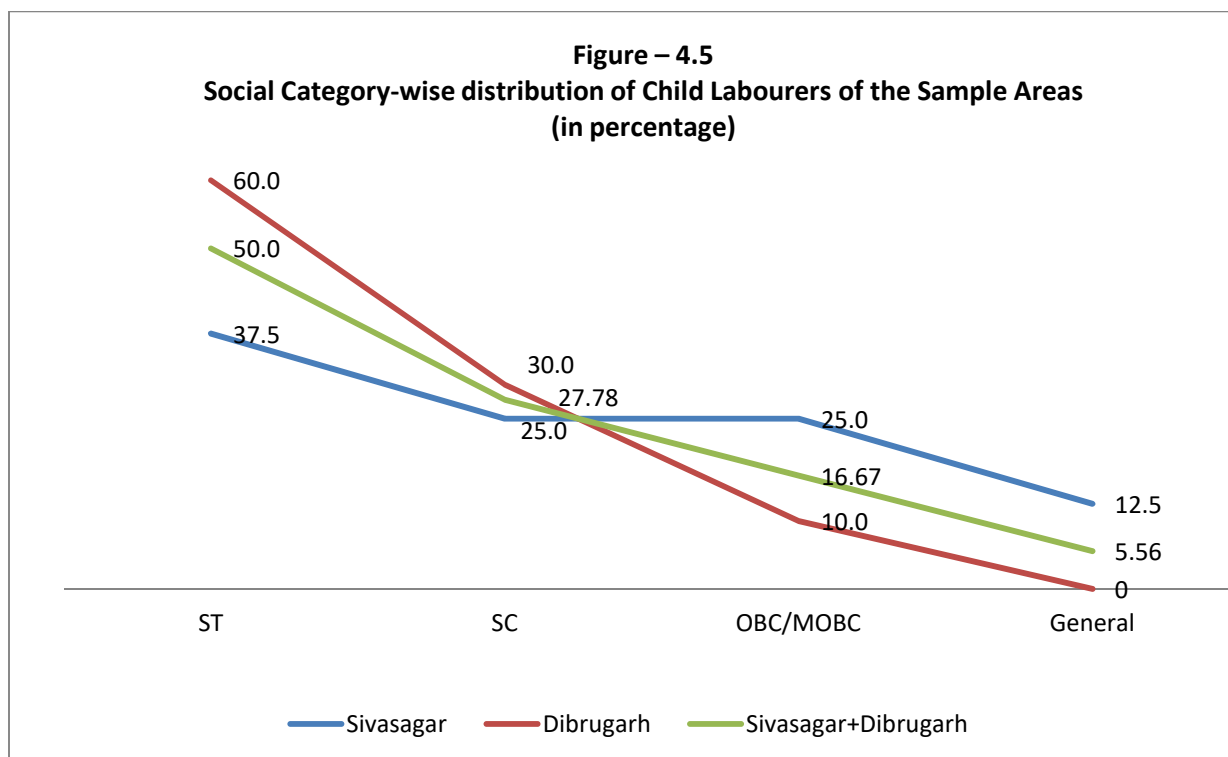
In Dibrugarh district the percentages of child labourers that belong to Schedule Tribe and Schedule Caste categories are found 60.0% and 30.0% accordingly, those are higher than Sivasagar district 37.5% and 25.0% in these respective categories. But, the percentage of OBC and MOBC category is found higher in Sivasagar district than Dibrugarh district. Again in Dibrugarh district no child labour has been found in General Category, whereas in Sivasagar district 12.5% child labourers are found in General Category.

Table- 5.8
Social Category-wise distribution of Child Labourers of the Sample Areas

Sl. No.	Social Category	Sivasagar			Dibrugarh			Grand Total
		Male	Female	Sub-Total	Male	Female	Sub-Total	
1	ST	2(25.0)	1(12.5)	3(37.5)	3(30.0)	3(30.0)	6 (60.0)	9(50.0)
2	SC	1(12.5)	1(12.5)	2(25.0)	2(20.0)	1(10.0)	3(30.0)	5(27.78)
3	OBC/MOBC	2(25.0)	0(0.0)	2(25.0)	1(10.0)	0(0.0)	1(10.0)	3(16.67)
4	General	0(0.0)	1(12.5)	1(12.5)	0(0.0)	0(0.0)	0(0.0)	1(5.56)
5	Total	5(62.5)	3(37.5)	8(100)	6(60.0)	4(40.0)	10(100)	18(100)

Source: Field Survey, 2016

Figures in the parentheses indicate percentages



Source: Field Survey, 2016

5.4.4 Distribution of Child Labour by levels of Education:

There is an inverse relationship between child labour and educational enrollment ratio. If the child is enrolled in education and continuing schooling then there is less possibility to involve in labour market.

In the survey it has found that many of child labourers are either illiterates or drop-outs. The dropout rates among the child labourers are found to be very high, either at the primary level or in the intermediate level. Some of the child labourers are still continuing school despite the burden of works and for that they have to sacrifice their schooling hours which ultimately will make them drop outs. The following Table – 5.9 shows the details about the educational attainment level of child labour of the survey areas. Out of the total child labourers 38.89% are found to be illiterates and 61.11% are found to be literate. The percentage of illiteracy among child labourers is found higher in Dibrugarh district (40.0%) than in Sivasagar district (37.5%). Literate child labourers in the survey are enable to

read and write and also able to make arithmetical calculations for their wages. Among the child labourers, 44.44% have attained intermediate (middle school) level and 11% were of primary level and only 5.56% are found under matriculate (enrolled up to High School Level).

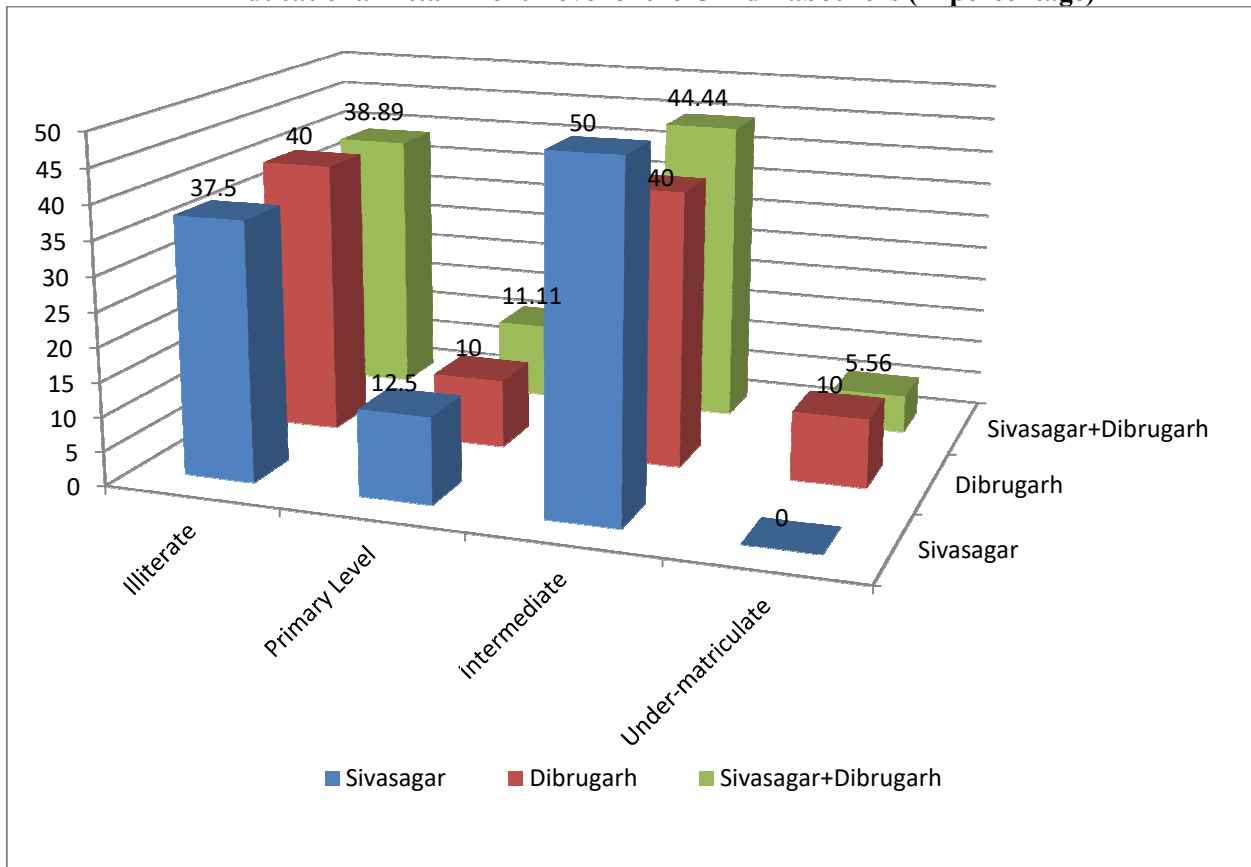
Table- 5.9
Educational Attainment Level of the Child Labourers

Sl.No.	Educational Attainment Level	Sivasagar			Dibrugarh			Grand Total
		Male	Female	Sub-Total	Male	Female	Sub-Total	
1	Illiterate	2(25.0)	1(12.5)	3(37.5)	3(30.0)	1(10.0)	4(40.0)	7(38.89)
2	Primary Level	1(12.5)	0(0.0)	1(12.5)	1(10.0)	0(0.0)	1(10.0)	2(11.11)
3	Intermediate	2(25.0)	2(25.0)	4(50.0)	2(20.0)	2(20.0)	4(40.0)	8(44.44)
4	Under-matriculate	0(0.0)	0(0.0)	0(0.0)	0(0.0)	1(10.0)	1(10.0)	1(5.56)
6	Total	5(62.5)	3(37.5)	8(100%)	6(60.0)	4(40.0)	10(100)	18(100)

Source: Field Survey, 2016.

Figures in the parentheses indicate percentages

Figure – 4.6
Educational Attainment Level of the Child Labourers (in percentage)



Source: Field Survey, 2016

5.4.5 Distribution of Child Labour by Occupations:

As a source of low cost labour supply, child labourers are seen in various occupations of unorganized labour market. Basically child labour are found as cheap labour force in activities such as Agricultural, Carpet Industry workers, Brick Kilns, Beedi and Cigar Industry, Incense stick making Industry, Crackers making industry, Salesmen, Helper in restaurants and Construction works etc. where those low paying unskilled child labourers can produce huge quantities and give the producer bumper benefits.

The sample survey identified nine categories of occupation where child labourers are engaged such as, Self-employed Cultivators (working in own field), Agricultural Child Labourers,

Households Industry Workers, Plantation, Livestock, Fishing, Forestry, Hunting and Allied Activities, Mining and Quarrying, Manufacturing and Construction, Trade and Hotel, Transport, Storage and Communications etc. Out of these nine categories, child labourers in Self-employed Cultivation comprised of 33.33% and followed by Agricultural Labourers 22.22% of total child labourers (agricultural based is 55.55%). Following these occupation Manufacturing and Construction sector comprised 16.67% of total child labourers. Other occupations like Households Industry Workers, Plantation, Livestock, Fishing, Forestry, Hunting and allied activities, Mining and Quarrying, Trade & Hotel, Transport, Storage and Communications are comprised of 5.56% each.

Table-5.10
Category-wise Level and Magnitude of Child Labour of the Survey Areas

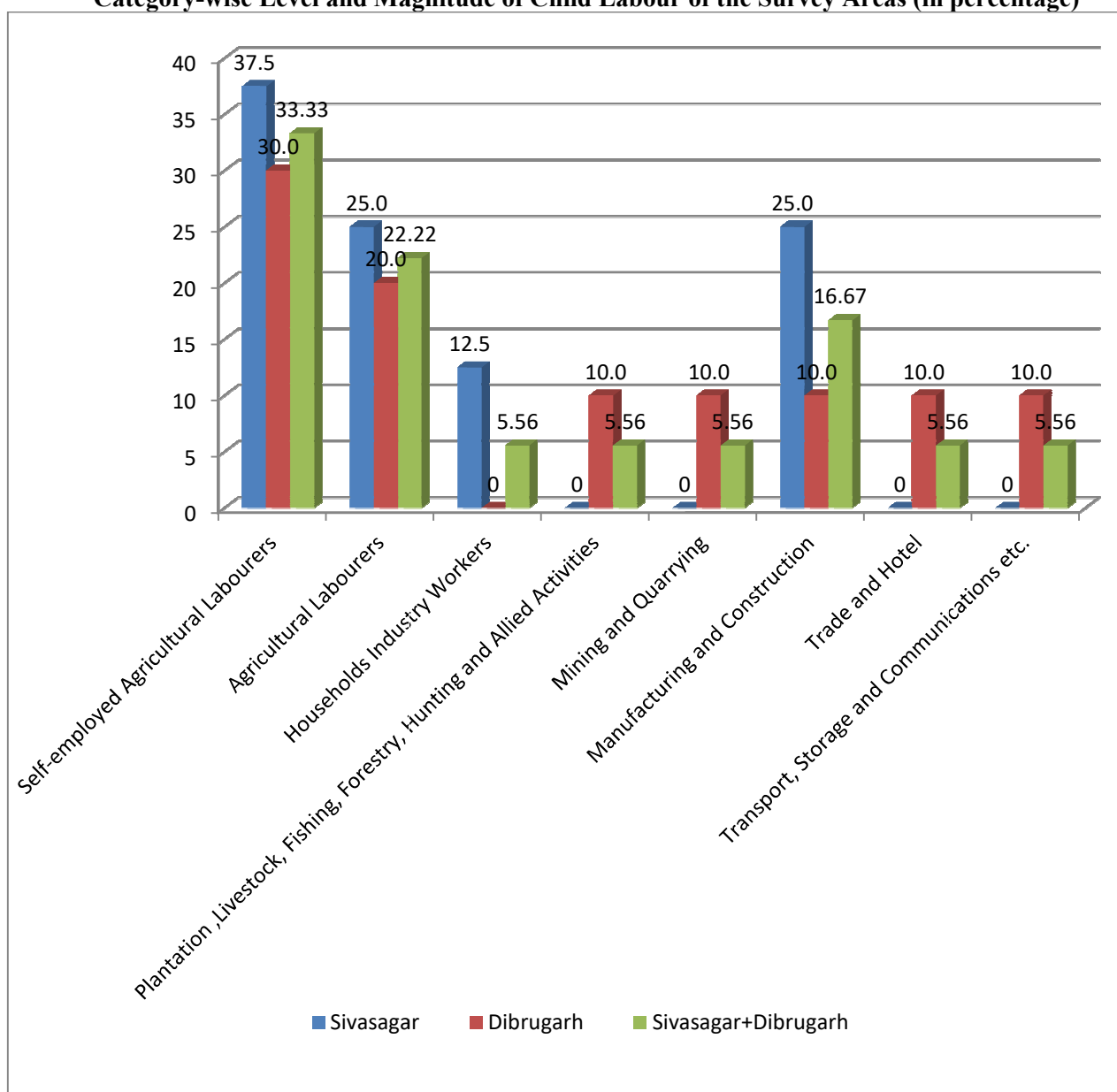
Sl. No.	Category	Sivasagar			Dibrugarh			Grand-total
		Male	Female	Sub-total	Male	Female	Sub-total	
1	Self-employed Agricultural Labourers	2(25.0)	1(12.5)	3(37.5)	2(20.0)	1(10.0)	3(30.0)	6(33.33)
2	Agricultural Labourers	1(12.5)	1(12.5)	2(25.0)	1(10.0)	1(10.0)	2(20.0)	4(22.22)
3	Households Industry Workers	1(12.5)	0(0)	1(12.5)	0(0)	0(0)	0(0)	1(5.56)
4	Plantation ,Livestock, Fishing, Forestry, Hunting and Allied Activities	0(0)	0(0)	0(0)	1(10.0)	0(0)	1(10.0)	1(5.56)
5	Mining and Quarrying	0(0)	0(0)	0(0)	0(0)	1(10.0)	1(10.0)	1(5.56)
6	Manufacturing and Construction	1(12.5)	1(12.5)	2(25.0)	0(0)	1(10.0)	1(10.0)	3(16.67)
7	Trade and Hotel	0(0)	0(0)	0(0)	1(10.0)	0(0)	1(10.0)	1(5.56)
9	Transport, Storage and Communications etc.	0(0)	0(0)	0(0)	1(10.0)	0(0)	1(10.0)	1(5.56)
10	Total	5(62.5)	3(37.5)	8(100)	6(60.0)	4(40.0)	10(100)	18(100)

Source: Field Survey, 2016

Figures in the parentheses indicate percentages

The sample areas data show the characteristics of rural based agricultural prone workforce amongst child labourers. The percentages of farm sector (working in own family farm as Self-employed Cultivators and Agricultural Labourers) are found higher in Sivasagar district (62.5%) than that in Dibrugarh district (50.0%).

Figure – 4.7
Category-wise Level and Magnitude of Child Labour of the Survey Areas (in percentage)



Source: Field Survey, 2016

5.5 CAUSES OF CHILD LABOUR

Researches reveal a variety of the causes of child labour. Out of these the common root causes are Poverty, Illiteracy, Social Custom and Traditional Attitude, Parental Loss, Migration etc. In the survey areas it has found that most of the incidence of child labour occurred due to Poverty (38.89%), followed by Illiteracy (27.78%), Parental Loss (16.67%), Social Custom and Traditional Attitude (11.11%) and Migration (5.56%). So, it is found that economic weakness is the major cause behind the incidence of child labour.

Table – 5.11
Causes for Child Labour (in Percentage)

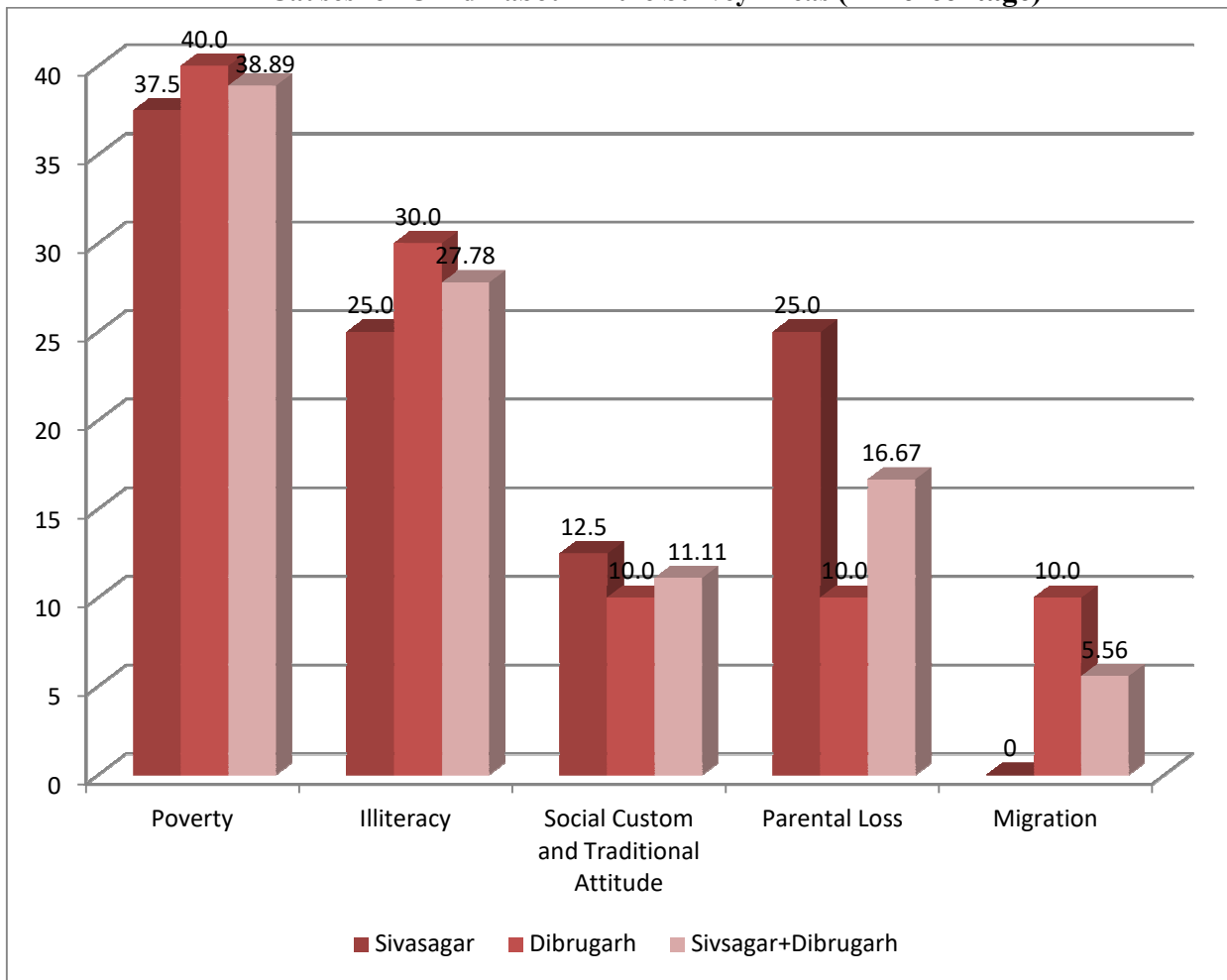
Sl. No.	Causes	Sivasagar			Dibrugarh			Grand Total
		Male	Female	Sub-total	Male	Female	Sub-total	
1	Poverty	2(25.0)	1(12.5)	3(37.5)	2(20.0)	2(20.0)	4(40.0)	7(38.89)
2	Illiteracy	1(12.5)	1(12.5)	2(25.0)	2(20.0)	1(10.0)	3(30.0)	5(27.78)
3	Social Custom and Traditional Attitude	0(0.0)	1(12.5)	1(12.5)	1(0.0)	0(0.0)	1(10.0)	2(11.11)
4	Parental Loss	2(25.0)	0(0.0)	2(25.0)	0(0.0)	1(10.0)	1(10.0)	3(16.67)
5	Migration	0(0.0)	0(0.0)	0(0.0)	1(10.0)	0(0.0)	1(10.0)	1(5.56)
6	Total	5(62.5)	3(37.5)	8(100)	6(60.0)	4(40.0)	10(100)	18(100)

Source: Field Survey, 2016

Figures in the parentheses indicate percentages

In both Dibrugarh and Sivasagar districts, economic reasons (poverty and parental loss combined) are found to be the major factors for incidence of child labour, this is followed by illiteracy. Social Custom & Traditional Attitude and Migration factors have less influence on the incidence of child labour in the sample area as indicated in the table 5.11 and in figure-4.8.

Figure – 4.8
Causes for Child Labour in the Survey Areas (in Percentage)



Source: Field Survey, 2016

5.6 EXPLOITATION OF CHILD LABOUR

5.6.1 Paid and Unpaid Child Labourers:

A large section of child labour is found to be working as unpaid domestic as well as household industry workers. Even in other occupations most of the child labourers are working for long hours of hard work only for their meal without getting a penny, which is clear evidence of exploitation of child labour by the employers. In the survey areas it has found that most of the child labourers are rural based agricultural labourers and a large section of them are working as unpaid

workers. Out of total child labourers of the sample areas, 22.22% are working as unpaid workers and the rest 77.78% are working as paid workers. Some other problems like long working hours, physical and mental harassment by the employers and unhygienic dingy working conditions have been observed in this study in generally toiled by the child labourers. In Sivasagar district 75.0% child labourers working as paid child labourers and 25.0% child are working as unpaid workers. In Dibrugarh district the percentage of paid and unpaid child labourers are found 80.0% and 20.0% respectively. In Table-5.12 it has seen that the presence of unpaid child labourers is higher in Sivasagar district (25.0%) than Dibrugarh district (20.0%).

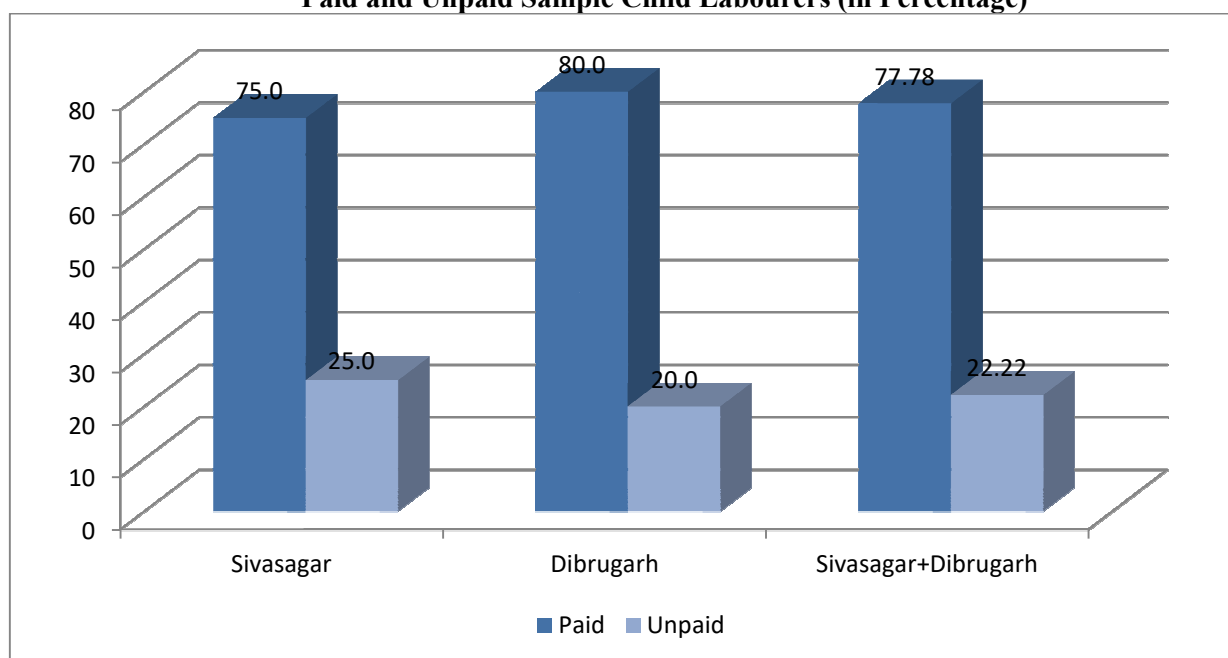
Table – 5.12
Paid and Unpaid Sample Child Labourers

Sl. No.	Category	Sivasagar			Dibrugarh			Grand Total
		Male	Female	Sub-Total	Male	Female	Sub-Total	
1	Paid	4(50.0)	2(25.0)	6(75.0)	5(50.0)	3(30.0)	8(80.0)	14(77.78)
2	Unpaid	1(12.5)	1(12.5)	2(25.0)	1(10.0)	1(10.0)	2(20.0)	4(22.22)
4	Total	5(62.5)	3(37.5)	8(100)	6(60.0)	4(40.0)	10(100)	18(100)

Source: Field Survey, 2016

Figures in the parentheses indicate percentages

Figure – 4.9
Paid and Unpaid Sample Child Labourers (in Percentage)



Source: Field Survey, 2016

The sample survey observed that even if paid, the child labourers are earning very low income per month. Among the paid child labourers, 35.71% are earning less than Rs.1,000 in average per month, while 50.0% earns between the Rs.1,000 and Rs.3,000 and only 14.29% are earning more than Rs.3,000 per month. In Sivasagar district 83.33% child labourers are found in the income groups of less than Rs.1,000 to Rs.3,000 per month, whereas in Dibrugarh districts 87.5% child labourers are found in the bottom two income groups. Within income group of Rs.3,000 and above, Sivasagar district has higher proportion (16.67%) than Dibrugarh district (12.25%).

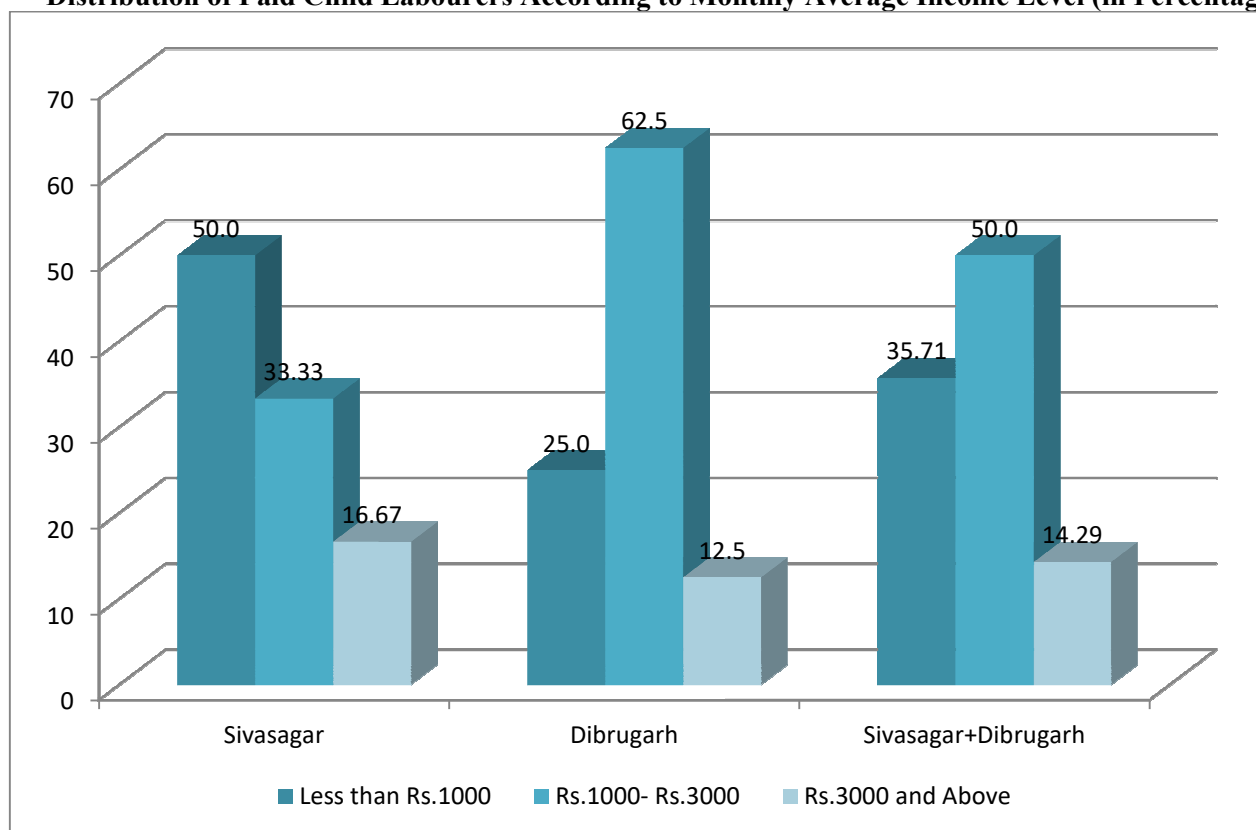
Table - 5.13**Distribution of Paid Child Labourers According to Monthly Average Income Level**

Sl. No.	Income Level	Sivasagar			Dibrugarh			Grand Total
		Male	Female	Sub-Total	Male	Female	Sub-Total	
1	Less than Rs.1,000	2(33.33)	1(16.67)	3(50.0)	1(12.5)	1(12.5)	2(25.0)	5(35.71)
2	Rs.1,000-Rs.3,000	1(16.67)	1(16.67)	2(33.33)	3(37.5)	2(25.0)	5(62.5)	7(50.0)
3	Rs.3,000 and above	1(16.67)	0(0)	1(16.67)	1(12.5)	0(0)	1(12.5)	2(14.29)
4	Total	4(66.67)	2(33.33)	6(100)	5(62.5)	3(37.5)	8(100)	14(100)

Source: Field Survey, 2016

Figures in the parentheses indicate percentages

Figure – 4.10
Distribution of Paid Child Labourers According to Monthly Average Income Level (in Percentage)



Source: Field Survey, 2016

5.6.2 Child Labour in Hazardous Work:

Hazardous work means that type of work which affects the mental and physical ability of a child i.e., long hours of works, night hours works and unhealthy working environment, use of unsafe equipment, heavy load, dangerous location and abuse by the owner. Again morally degradable activity like slavery, use for prostitution, pornography, forced bagging and stealing are also called hazardous work. It also includes school hour's consumption and age of child labour and type of works where he or she is involved¹⁹⁴. Around the world many children sacrifice their lives for work and lots of toiling severs injuries which make them differently able person for entire life. Basically child labourers those are working in mining and quarrying and manufacturing sector are frequently

¹⁹⁴ ILO Convention No.182 (1999). Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, Article 3(d).

encountered by severe injuries and have to sacrifice their life for work in the early age. The study found that 38.89% of child labourers are working in numerous hazardous works and they were toiling life threats every day in work place. Even in the sample areas it has found that few of the female child labourers are facing life threats for sexual exploitation. Out of total child population, 61.11% child labourers are working in non-hazardous work.

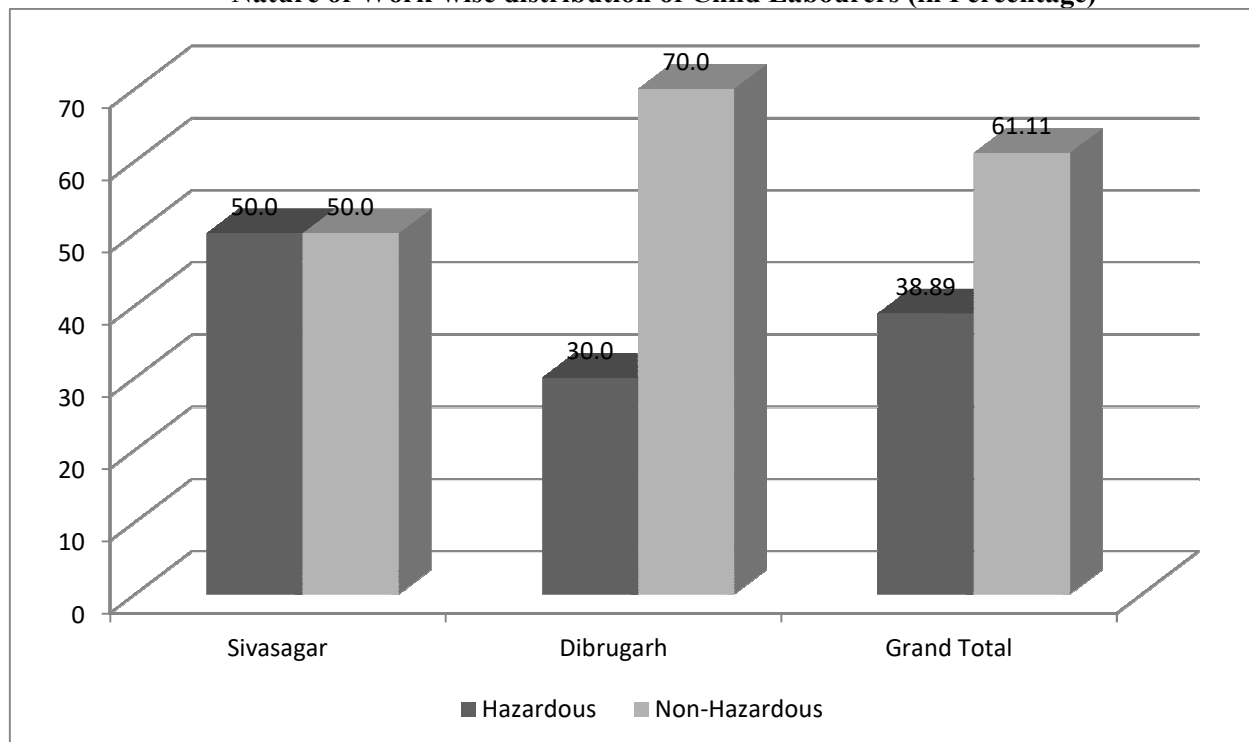
Table- 5.14
Nature of Work-wise distribution of Child Labourers

Sl. No.	Type of Works	Sivasagar			Dibrugarh			Grand Total
		Male	Female	Sub-Total	Male	Female	Sub-Total	
1	Hazardous	2(25.0)	2(25.0)	4(50.0)	2(20.0)	1(10.0)	3(30.0)	7(38.89)
2	Non-Hazardous	3(37.5)	1(12.5)	4(50.0)	4(40.0)	3(30.0)	7(70.0)	11(61.11)
3	Total	5(62.5)	3(37.5)	8(100)	6(60.0)	4(40.0)	10(100)	18(100)

Source: Field Survey, 2016

Figures in the parentheses indicate percentages

Figure – 4.11
Nature of Work-wise distribution of Child Labourers (in Percentage)



Source: Field Survey,

Based on nature of hazardousness relating to child work, hazardous child labourers are classified into three categories in this study. These are hazardousness relating to working hours (long hours of works, night hours works, and heavy loads), unhygienic working conditions (unhealthy working environment, use of unsafe equipment, dangerous location and abuse by the owner) and morally degradable works (prostitution, pornography, forced bagging and stealing). In the sample survey it has found that 42.86% of child labourers are facing hazardousness due to unhygienic working conditions. Hazardousness relating to working hours and morally degradable works are found 28.57% each. In Sivasagar district 50% of hazardous child labourers are found relating to working hours and hazardousness of child labourers relating to unhygienic working conditions and morally degradable works are found 25.0% each in the district. On the contrary, in Dibrugarh district 66.67% of child labourers are found in hazardousness due to unhygienic working conditions and 33.33% relating to morally degradable works.

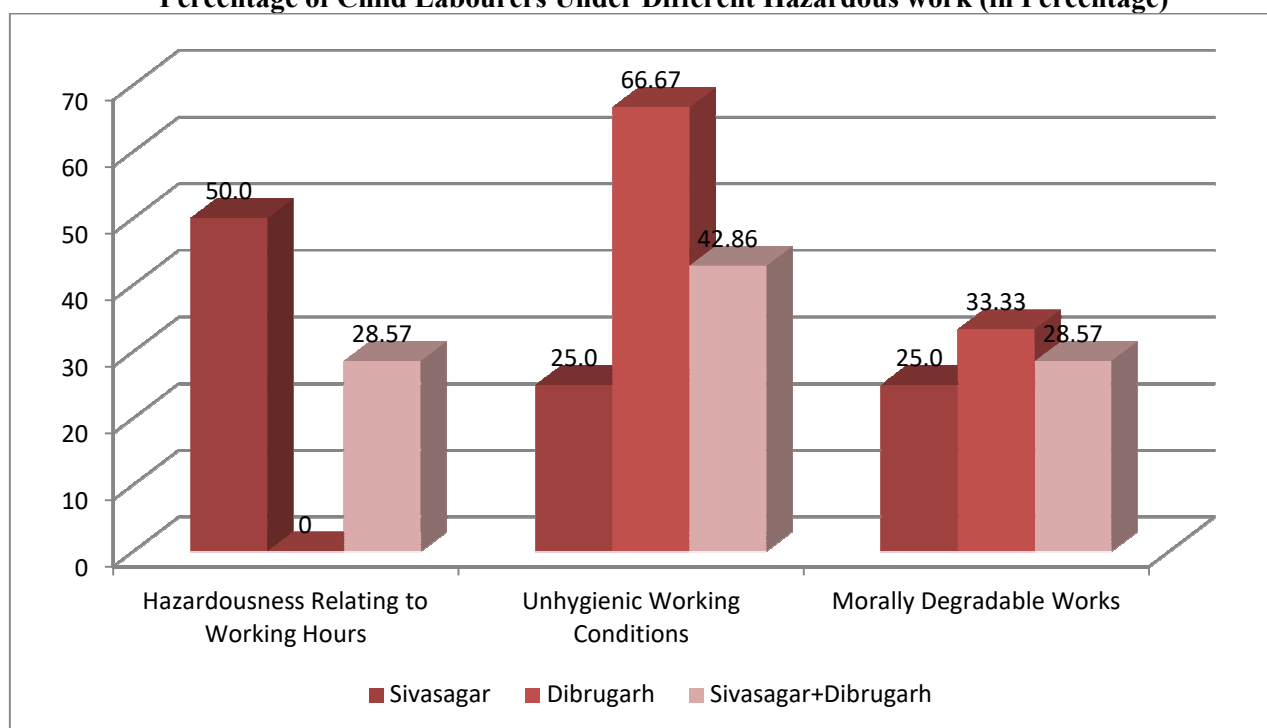
Table - 5.15
Child Labourers Under Different Hazardous work

Sl. No.	Nature of Hazardous Work	Sivasagar	Dibrugarh	Total
1	Hazardousness Relating to Working Hours	2(50.0)	0(0)	2(28.57)
2	Unhygienic Working Conditions	1(25.0)	2(66.67)	3(42.86)
3	Morally Degradable Works	1(25.0)	1(33.33)	2(28.57)
4	Total	4(100)	3(100)	7(100)

Source: Field Survey, 2016

Figures in the parentheses indicate percentages

Figure – 4.12
Percentage of Child Labourers Under Different Hazardous work (in Percentage)



Source: Field Survey, 2016

5.7. POLICY IMPLICATION ON CHILD LABOUR AND THEIR EFFECT

In global level ILO and UNO enacted different policies and regulations time to time to curb the child labour and to eliminate such heinous problems from this globe. But, it is not an easy task as it is a source of cheapest, traditional and easily assessable source of labour. Indian Govt. as signatory authority of ILO and UNO implemented different policies and regulations to drive the problem out from the society. Somehow few laws and policies are effective in this direction but yet to achieve their goal and still lots of modification and additions are necessary in this mission. In the survey areas it has found that policy implemented by the Central and the State Govt., Local Govt. Bodies and Statutory Agencies, NGOs, Social Activist, UNICEF have been effective in curbing the practice of child labour but remains a portion of society unreached by the policies due to parents apathy and ignorance about the harmful effect of child labour. Out of all the efforts, it has seen that under the Right to Education Act, Sarva Siksha Abhijan (SSA) has a tremendous effect. The free and compulsory educations sharply reduce the child labour rate in the survey areas. Basically mid-day

meal scheme attracted more malnourished child to school. Again, the policies on awareness program taken by the UNICEF and NGOs have significant effect for child labour elimination. As we know child labour in India is a history long problem we can classify the major laws enacted by Indian Govt. on child labour are as follows:

Pre- Independence Period Labour laws in India

- 1) Factories Act, 1881
- 2) Mines Act, 1901
- 3) Indian Ports Act, 1908
- 4) Assam Labour Emigration Act, 1901 and the Tea District Emigration Labour Act, 1932
- 5) Children Act, 1933
- 6) Employment of Children Act, 1938

Post - Independence Period Labour laws in India

- 1) The Minimum Wage Act, 1948
- 2) Amendment of Factories Act of 1948
- 3) Amendment Employment of Children Act, 1938
- 4) The Plantation Labour Act, 1951
- 5) Amendment Mines Act, 1952
- 6) The Merchant Shipping Act of 1958
- 7) The Apprentices Act of 1961
- 8) The Beedi and Cigar Workers (Condition of Employment) Act of 1966.
- 9) The Shops and Commercial Establishment Act
- 10) The Motor Transport Act, 1961
- 11) The Contract Labour Act, 1970
- 12) The Child Labour (Prohibition and Regulation) Act of 1986.
- 13) National Child Labour Project, 1988
- 14) International Program for Elimination of Child Labour, 1992
- 15) Juvenile Justice (Care and Protection of Children) Act, 2000
- 16) Right to Education Act, 2009.
- 17) The Child Labour (Prohibition and Regulation) Amendment Bill of 2016, 22th July.

All the above mentioned laws play significant role in decreasing the rate of child labour in India as well as in Assam. Most importantly in the survey areas it has been noticed that the effect of the Child Labour (Prohibition and Regulation) Amendment Bill passed by Indian Parliament on 22th July of 2016 and Right to Education Act, 2009 are significant and playing a crucial role in curbing child labour in these areas.

CONCLUSION

In the words of our first Prime Minister Pandit Nehru for a prosperous and healthy society we must care about a healthy environment for our children. To make a nation bright need to shape the future of child right. If majority of the population always struggle to jump from 'have not to have' with rampant poverty, how the quality of human resource can be enhanced and formed. In India where out of ten children, a child is engaged in child labour a sound society and a sound economy is still far away. Without proper measures, withdrawn a child from his existing child labour will make the entire family to starve. Such deep rooted problem became a major obstacle for our future economic development. To make our country strong, first of all we have to overcome such stumbling block in the nation building process. To eliminate such major threats of our nation we need to change the apathy of the people towards child labour and Govt. policies should revamp in such a way that would curb the child labour in every sphere that is created by Globalization. In the state of Assam, the child labour still prevails in a large extent and they are working in very deplorable conditions. It is a matter of concern for shaping a healthy society and prosperous economy of Assam in near future. Without drive out such cavernous problems from our society, the dreams for a developed and powerful nation will be vanished.

CHAPTER- VI

FINDINGS AND SUGGESTIONS

CHAPTER- VI

FINDINGS AND SUGGESTIONS

6.1 INTRODUCTION

The changing trends of Indian labour market scenario enhanced the importance of the study on unorganized labour force to address the prospects and problems of these working masses of our country that are increasing widely in the era of globalization. The present study is an attempt to understand the plight of the workers in unorganized labour market of Assam, which has national as well as regional importance. Numerous studies have been done so far on nature and conditions of unorganized labour market at national level but for the State of Assam such broad study covering all the aspects of unorganized labour market, including women empowerment and issues of child labourers is yet not done. The present study has made an earnest effort in this direction. The factors that influence the different aspects of unorganized labourers with the emphasis on women empowerment and child labourers are analyzed expansively and findings of the study are summarized as follows:

6.2 SOCIO-ECONOMIC PROFILE

The socio-economic profile of Assam in general and Sivasagar and Dibrugarh district in particularly including sample population have been discussed extensively in Chapter-II and the basic findings are as follows.

6.2.1 Demographic composition of the State and the sample districts (Sivasagar and Dibrugarh):

(i) Population and Density:

The total population of Assam is 3,12,05,576 as per 2011 census which increased from 2,66,55,528 in 2001. The density of population of Assam is 398 persons per sq. km. in 2011, which is higher than the national density of 382.

Sivasagar had a total population of 11,51,050, comprised 3.69% of the State's total population with a density of 431 persons per sq. km, which is higher than the State and National density as per 2011 census. The total population of Dibrugarh district is 13,26,335 as per 2011 population census, with a density of 392 people per sq. km., which is higher than national density but lower than that of State and Sivasagar district as well.

(ii) Decadal Growth Rate:

The decadal growth of the State's population was 17.07% during 2001-2011 as against 17.7% for the country as a whole. The population of Assam since 1901 to 2011 has witnessed nominal decadal growth rates varying between 16.99% to 24.24% except for the decades of 1951-61 and 1961-71 (with 34.98% and 34.95%, respectively). During 1951-71 large population influx from East Pakistan, now Bangladesh has taken placed.^{195&196} The decadal growth rate of population in Sivasagar district with 9.44% and Dibrugarh district with 11.92% during 2001-2011 have been found lower than that of the State.

(iii) Distribution of population and Sex-ratio:

Out of total population of Assam, 51.08% were male and 48.92% female population as per 2011 population census. During the same period, Sivasagar district had 51.19% of male and 48.81% of female population. Dibrugarh district was constituted by 51.0% of male populations and 49.0% of female.

The sex-ratio in Assam according to 2011 population census is 958 (male per thousand females). In Sivasagar and Dibrugarh districts the ratios are 954 and 961 respectively, indicating a lower ratio in Sivasagar district than the State but a higher ratio in Dibrugarh district.

¹⁹⁵ Sarma, M. (2015). "A Study of Migration from Bangladesh to Assam, India and Its Impact", thesis abstract, University of Adelaid, Adelaid, SA 5005, Australia.

¹⁹⁶ Kimura, M. (2013). The Nellie Massacre of 1983: Agency of Rioters, SAGE Publications India Pvt. Ltd. New Delhi-110044, India.

(iv) Area-wise distribution of Population:

The proportion of rural population in Assam is 85.90% and 14.10% are urban population. The proportion of rural population of Assam is higher than national average 68.84% while the urban proportion is lower as per 2011 population census.

In Sivasagar district the proportion of rural population is 90.44% and only 9.56% are urban population. In Dibrugarh district 81.62% are rural and 18.38% are urban population as per 2011 population census. The data reveals that Dibrugarh district is relatively more urbanized than Sivasagar district and the State as a whole.

(v) Social Category-wise distribution of the population:

The proportion of Schedule Tribe (ST) populations (12.45%) is lower than Schedule Caste (SC) population (7.15%) as per 2011 population census, while the majority belongs to OBC in the State. The percentages of ST and SC population in Sivasagar (4.26% and 3.68%, respectively) and in Dibrugarh districts (7.76% and 4.44%, respectively) are much lower than the percentage of OBC population (80% and 70%, respectively). Both the districts showed higher percentage of OBC population than the State OBC population.

(vi) Educational Attainment Level:

The average literacy rate in Assam is 72.2% which is lower than national average of 74.04% as per 2011 population census. Male literacy rate 77.85% is higher than female literacy rate of 66.27%.¹⁹⁷ The urban literacy rate 88.5% is higher than rural literacy rate of 69.3%.

The Literacy rate in Sivasagar district 80.41% is higher than Dibrugarh district of 76.05%. In both the districts, urban literacy is higher (90.92% and 90.11%, respectively) than that of rural literacy rate (79.27% and 72.75%, respectively). Moreover, male literacy is higher (85.84% and 82.82%, respectively) than female literacy rate (74.71% and 68.99%, respectively). It is observed that

¹⁹⁷ Census of India, 2011; Districts Census Handbook (Sivasagar), op. Cit.

Sivasagar district is better in terms of literacy rates at all levels than that of Dibrugarh, also both the districts are better than the State as a whole as far as literacy is concerned.

6.2.2 Economic Profile:

Industrially, Assam state is the most developed among the eight states of North Eastern Region (NER) having abundant natural resources and thus witnessing remarkable growth in industry and service sectors. The state is producing 50% of Indian on-shore production of OIL and Natural Gas and 53% of national Tea production.

Gross State Domestic Product (GSDP): The Gross State Domestic Product (GSDP) of Assam during 2016-17, at current prices, was Rs.2,49,801 crore, which was 10.5 percent higher than that of Rs.2,25,971 crore in 2015-16 provisional estimates. The Gross State Domestic Product, at constant (2011-12) prices for 2016-17 was Rs.1,92,400 crore as against Rs.1,80,166 crore in 2015-16 showing an increase 6.8% growth over the previous year. The sectoral contributions to GSDP at current prices in 2016-17 were 19.34% by Agriculture and Allied activity, 28.72% by Industry sector and Service Sector including taxes and subsidies was 51.95%.

Per Capita State income: At current prices Per Capita Net State Income is estimated at Rs.65,698.0 during 2016-17 as against Rs.60,526.0 in 2015-16, registering a growth of 8.55 percent. The Per Capita Income at 2011-12 constant prices is estimated at Rs.51,040.0 in 2016-17 as against Rs.48,725.0 in 2015-16, showing a growth rate of 4.75 percent. In pre-independence period of India, the per capita income of Assam was higher than national per capita income. But in the post independence period it gradually became lower than national average.

6.2.3 Workers and Non-workers:

Out of the total population of Assam as per 2011 census, 38.36% are workers and 61.64% are non-workers. The percentages of male and female worker are 53.59% and 22.46%, respectively. The percentage of female non-workers is 77.54% which is much higher than its male counterpart 46.41% in 2011. It means work participation of male in Assam is higher than its female counter part.

In Sivasagar district, the percentage of workers is 42.20% of the district's total population whereas 57.80% are non-workers in 2011. Dibrugarh district also show more or less a similar situation with 42.26% of working population against 57.74% of non working population. The percentage of female non-worker is higher in both the districts (71.41% and 70.37%, respectively) than the male non-workers (44.83% and 45.60%, respectively).

Work Participation Rate: The male work participation rate in Assam is increased to 53.59% in 2011 from 49.46% and 49.89% from 1991 and 2001, respectively. The female WPR of Assam increased from 20.7% in 2001 to 22.46% in 2011 to 27.0% in 2012-13 and further increased to 33.9% in the year 2013-14. But, it again declined to 24.5% in the year 2015-16.

The percentage male and female work participation rate in Sivasagar district are 55.17% and 28.59% accordingly. The male and female work participation rates in Dibrugarh district are 54.40% and 29.63% accordingly. The female work participation is much lower in comparison to its male counterpart in both the districts as well as in the state.

6.2.4. Population distribution by Employment:

The proportion of **main workers** in total work force of Assam declined to 72.58% in 2011 from 74.58% in 2001, while the proportion of **marginal workers** has increased to 27.42% in 2011 from 25.42% in 2001.

Occupation-wise, out of total workers in the state 33.94% are cultivators, agricultural labourers comprised 15.42%, household industries workers accounted for 4.1% and majority constituted by other workers i.e., 46.55% as per 2011 census. The shares of all occupations in total workforce show increasing trend between the periods of 2001 to 2011, except for cultivators.

Out of total workers in Sivasagar district only 27.71% are main workers and 14.49% are marginal workers as per 2011 census. The distribution of total work force in Sivasagar district in

2011 are composed of 28.43% Cultivators, 9.98% Agricultural Labourers, 2.99% Workers in Household Industry and highest 58.60% Other Workers. Likewise, out of total workers in Dibrugarh district, 29.52% are main workers and 12.74% are marginal workers in 2011. Sector-wise in Dibrugarh district total work force are comprised by 24.12% Cultivators, 10.92% Agricultural Labourers, 2.56% Household Industries workers and 62.40% as Other Workers in 2011.

6.2.5. Employment and Unemployment:

The employment rate of in the state of Assam was 38.36% in 2011 which is lower than that of National Employment rate 39.79% for the same period according to Directorate of Census Operation of Assam (2011). As per Periodic Labour Force Survey of 2017-18, the unemployment rate in the state of Assam was 8.1%, of these, 8.3% was in rural areas and 6.3% in urban areas. The unemployment of the country was 6.1% as per usual status (ps+ss), of these, 6.2% was rural unemployment and 5.7 was urban unemployment according 2017-18 PLFS.

Employment by Sector-Wise (Organized and Unorganized):

The NECUS report in 2013-14 shows that 90.2% of the total workers in Assam under unorganized sector whereas only 9.80 are under organized sector. In unorganized sector, 89.8% of total male workers and 91.4% of total female workers are employed. According to same survey report of NECUS out of total workers in India 92.4% are under unorganized sector and only 7.6% are in organized sector. The percentages of respective total male and female workers in unorganized sector of the country were 90.7% and 95.9% respectively in 2013-14. According the NECUS, unorganized sector itself contributes 50% to Gross Domestic Product (GDP) in India.

As per 68th NSSO survey report out of total 472.9 million workers in India, 94.39% are engaged in unorganized sector and only 5.61% are under organized sector. The percentage of female unorganized labourers (95.19%) is higher than that of male unorganized labourers (94.26%). In Assam 90.22% labourers are in unorganized sector and only 9.78% are in organized sector. The share of unorganized sector workers is larger in India than the state of Assam in all categories. Moreover, in Assam, the share of unorganized sector has slightly increased from 89.77% in 2009-10 to 90.22% in

2011. According to various report of NSSO, the percentage of females' workers in unorganized sector is higher than its male counterpart in India while in the state of Assam the percentage of male workers in the unorganized sector is higher than its female counterpart.

It has also been observed that the employment opportunity in the organized sector has remained more or less stagnant while it has increased in unorganized sector in the state of Assam, which is higher than the national level in between 1999-2000 to 2011-12.

6.3. SURVEY AREA:

6.3.1. (i) Demography:

The sample survey covered 200 households comprising 100 households from each of Sivasagar and Dibrugarh districts. The total population belonging to those 200 sample households is 1109, with 5.54 average family sizes. Out of total sample households, 90.5% of households are male headed while 9.5% households are headed by female. Out of total population, 51.40% are male and 48.60% are female.

In Sivasagar district total population in the sample is 565, of which 51.50% are male and 48.50% are female. On the other hand in Dibrugarh district the total sample population are 544, of these 51.29% are male and 48.71% are female. The sex-ratio of Sivasagar district is estimated 941 while in Dibrugarh district the sex-ratio is 949 which are higher than Sivasagar district sex-ratio.

The percentage of households headed by male in Sivasagar district is 92% and only 8% households are headed by female. On the contrary in Dibrugarh district 89% households headed by male and 11% are headed by female. The average size of family is found 5.65% in Sivasagar district which is bigger than Dibrugarh district 5.44%.

(ii) Population by Religion: Hindu is the dominant religion that accounted for 81.76% of total population of the sample, followed by Muslim (9.83%), Christian (5.24%), Sikh (1.54%), Jain (1.45%) and Buddhist (only 0.18%), respectively. Similar population composition of religion has been observed in both the sample areas.

(iii) Population by Social Group: Majority of the sample population belong to Other Backward Category (OBC) constituting about 60.23% of the total population. The percentages of Schedule Caste (SC) and Schedule Tribes (ST) are found significantly high that constituted 12.89% and 15.71% respectively. More Other Backward Class (MOBC) is comprised 6.13% and General category comprised 5.05% of the total sample population. Similar composition of population by social groups has been observed in both the sample area, with the exception that the percentage of ST and SC population in Dibrugarh district is found marginally higher than the Sivasagar district.

(iv) Migration: Out of total sample population 34.17% are migrated due to economic reasons in recent years characterized by rural to urban migration. The migration rate in Sivasagar is found 34.51% of the total sample population which is higher than Dibrugarh district 33.82%.

(v) Type of Family: Out of total 200 sample households, 53.0% were living in joint family structure whereas 47.0% were in nuclear family. In both of the sample districts more than half of the sample households reside in joint family, which is the common social norm in the State.

6.3.2. Literacy Rate:

The literacy rate of the sample population is found at 76.79%, which is higher than the State's average of 72.2% and national average of 74.04%. This implies only 23.21% are illiterate in the sample population. The male literacy rate of 79.14% is higher than the female literacy rate of 74.34%. The sample areas male and female literacy rates are found higher than State's male and female literacy rates of 77.85% and 66.27% accordingly.

The literacy rate of Sivasagar district (77.87%) is higher than Dibrugarh district (75.70%), which is higher than the State and national literacy rates. The male and female literacy rates in Dibrugarh district are comparatively lower than that of Sivasagar district.

6.3.3. Household Economic Profile:

The average monthly income of the sample households is estimated at Rs.10,371.5 and monthly consumption expenditure is Rs.9,325.25. The comparatively higher average monthly consumption expenditure in relation to average monthly income level is a major cause of lower average monthly savings level among the households which is found at Rs.1,046.13. The average indebtedness level of per households in the survey areas is found at Rs.2,130.

6.3.4. Land Holding:

The average size of land holding per sample households is 1.60 acres and average size of cultivated land per family is 1.48 acres. The average size of land holdings and cultivated land per sample households are found higher in Dibrugarh district (1.63 acres and 1.50 acres respectively) than in Sivasagar district (1.57 and 1.45 acres respectively).

6.3.5. Employed and Unemployed:

The employment rate among sample population is estimated 35.89% which is lower than the State and national employment rate of 38.36% and 39.79%, respectively. The employment rate in Sivasagar district is 36.28% which is higher than Dibrugarh district of 35.48%.

The unemployment rate of the sample population is found 9.92% that is higher than state and country's unemployment rate 8.1% and 6.1% according to PLFS in 2017-18. The unemployment rate of Sivasagar is estimated 9.20% which are lower than Dibrugarh districts 10.66%. Gender-wise data show that out of total employed person in the sample areas 54.27% are male and 45.73% are female. In both the sample districts the proportion of male is higher than that of female.

Out of total sample population, 24.70% are currently attending schools. Among those currently attending school, the percentage of male (52.92%) has found higher than female population (47.08%). The percentage in Sivasagar district is found little higher than Dibrugarh district.

6.3.6. Age Composition of Sample Population:

Assam has a similar dependent ratio to that of the country (37.2% and 37.5%, respectively). The average dependent ratio in the sample data is 32.54% which is relatively favourable than the national and the state average. For Sivasagar district is estimated at 32.92% which is higher than Dibrugarh district 32.16%. The dependency rate in Dibrugarh district is found more favourable than Sivasagar.

6.4. SECTOR-WISE EMPLOYMENT IN THE SAMPLE AREAS:

The sector-wise distribution of labourers is extensively discussed in Chapter-III and the main findings are as follows.

Out of total employed person of the sample areas 54.27% are male and 45.73% are female. It indicates higher rate of male Work Participation Rate (WPR) than female WPR rate in the sample areas. Further, in the survey areas 91.96% are working in unorganized sector whereas only 8.04% working in organized sector.

Out of total employed persons, in Sivasagar district 92.68% are found in unorganized sector and 91.19% in Dibrugarh district. That work participation rate in unorganized sector is found higher in Sivasagar than in Dibrugarh district. The percentage of female labourers engaged in unorganized sector is found to be higher than its male counterpart. Of total employed female labourers, in Sivasagar district 93.55% are found in unorganized sector which is higher than its male counterpart (91.96%) engagement in this sector. Similarly, in Dibrugarh district, 94.38% are of female working population are found in unorganized sector, that is higher than its male counterpart engagement in this sector (88.46%). The percentage of male labourers in unorganized sector is found higher in Sivasagar than Dibrugarh district, whereas in case of female unorganized labourers it is found higher in Dibrugarh.

6.4.1. Unorganized Labour force by activities: Unorganized sector labourers of the sample areas are basically found in five categories according to their occupations. Those are Self-employed Cultivators, Agricultural Labourers, Self-employed Businessman, Households Industry Workers and Casual Labourers.

In sample aggregate the total unorganized sector workers are comprised by 31.97% of Self-employed Cultivators, followed by 24.86% Casual Labourers, 17.21% Agricultural Labourers, 16.67% Self-Employed Businessman and 9.29% are Households Industry Workers. Self-employed Cultivators is found as dominant unorganized sector workforce in the sample areas. It has also been observed that the employment relating to farm sector comprises near about half i.e., 49.18% of the total unorganized sector labourers of the sample areas (as Self-employed cultivators and Agricultural labourers combined).

In Sivasagar district the pattern of occupational distribution of unorganized labourers are as 33.16% of Self-employed Cultivators, 25.79% Casual Labourers, 17.89% Self-Employed Businessman, 14.74% Agricultural Labourers and 8.42% as Households Industry Workers. In Dibrugarh district the occupational patterns are as 30.68% Self-employed Cultivators, followed by 23.86% Casual Labourers, 19.89% Agricultural Labourers, 15.34% Self-Employed Businessman and 10.23% as Households Industry Workers.

In comparison of occupation pattern of unorganized labourers between the two sample districts, the percentages of Self-employed Cultivators, Casual Labourers and Self-employed Businessman are found higher in Sivasagar district than Dibrugarh district whereas the percentages of Agricultural Labourers and Households Industry Workers are found higher in Dibrugarh district than Sivasagar district.

Significance differences have been observed in occupational distribution between Sivasagar and Dibrugarh district sample areas unorganized labourers.

6.4.2. Sex-wise distribution of workers by Categories of occupation in unorganized sector in Survey Areas:

Among sample male labourers in unorganized sector, highest 35.38% are found in the occupation of Self-employed Cultivators, followed by 27.18% as Casual labourers, 16.92% in the occupation of Agricultural Labourers, and 14.36% as Self-employed Businessman and lowest 6.15% are found as Households Industry Workers.

Among sample female unorganized labourers, most of them are Self-employed Cultivators with 28.07%, followed by 22.22% in Casual Labourers, 19.30% in Self-employed Businessman, 17.54% in Agricultural Labourers and lowest 12.87% found as Households Industry Workers.

In the occupation of Self-employed Cultivators and Casual Labourers the participation of sample male unorganized labourers are found higher than its female counterpart whereas the participation of female unorganized labourers found higher in the occupations of Agricultural Labourers, Self-employed Business and Households Industry Workers.

In Sivasagar district the male participations in the occupations of Self-employed Cultivators (36.89%) and Casual Labourers (27.18%) are higher than its female counterpart participation in these occupations 28.74% and 24.14% respectively. On the other hand the participation of female unorganized labourers are found higher in the occupations of Agricultural Labourers (16.09%), Self-employed Businessman (18.39%) and Households Industry Workers (12.64%) in against of their male counterpart participation in these occupations 13.59%, 17.48% and 4.85% respectively.

In Dibrugarh district the participation of sample male unorganized labourers in the occupation of Self-employed Cultivators (33.69%), Casual Labourers (27.17%) and Agricultural Labourers (20.65%) are higher than their female counterpart participation in these occupations 27.38%, 20.24% and 19.05% accordingly. On the other hand the participation of sample female unorganized labourers in the occupations of Self-employed Businessman (20.24%) and Households Industry Workers (13.10%) are higher than their male counterpart participation these occupations (10.87% and 7.61% respectively).

6.4.3. Area-wise Distribution of different occupation Unorganized Labour Force: Out of total sample unorganized labourers 69.40% are found in rural areas and only 30.60% are found in urban areas. Gender-wise 68.72% of total male sample unorganized labourers are found in rural areas and only 31.28% are in urban areas. On the other hand out of total sample female unorganized labourers 70.18% are found in rural areas and only 29.82% are in urban areas.

In Sivasagar district, 71.05% sample unorganized labourers are found in rural areas and only 28.95% nos. are found in urban areas. Gender-wise, 69.90% male unorganized workers are found in rural areas whereas only 30.10% are in urban areas in the district. Again, out of total female unorganized labourers 72.41% are found in rural areas and only 27.59% are found in urban areas.

On the other hand, in Dibrugarh district out of total sample unorganized labourers 67.61% are found in rural areas and only 33.39% are in urban areas. Gender wise, 67.39% male unorganized labourers are found in rural areas and only 32.61% are found in urban areas. Out of female unorganized labourers of the district 67.86% are found in rural areas and only 32.14% are found in urban areas. Sivasagar district shows higher rate of unorganized workers engaged in rural areas than that in Dibrugarh district and in case of urban areas the picture is *vice-versa*.

6.4.4. Economic Profile of Organized and Unorganized labourers of Sample areas population:

(a)Monthly average Income by sector: The monthly average income of organized labourers are estimated at Rs.15,625 which is much higher than the unorganized labourers monthly average income of Rs.5,118. In organized sector, the male labourers monthly average income is found at Rs.17,000 which is higher than its female counterpart monthly average income of Rs.14,250. The monthly average income of unorganized male is found at Rs.5,407.5 which is higher than its female counterpart monthly average income Rs.4,827.5. Large scale differences are found between organized and unorganized sector labourers average monthly income and between the gender within the sector itself.

The average monthly income of organized labourers in Sivasagar district is found at Rs.15,000 whereas for the unorganized sector labourers it is estimated at Rs.5,038 only. In Dibrugarh district for organized labourers is found at Rs.16,250 and unorganized labourers is estimated at Rs.5,198.

Gender-wise, the organized and unorganized male labourers of monthly average income in Sivasagar district are found at Rs.16,500 and Rs.5,310, respectively, which shows huge differences between the sectors. The female organized and unorganized labourers average monthly incomes are found at Rs.13,500 and Rs.4,765 respectively in the district.

Whereas, in Dibrugarh district the monthly average income of male and female in organized sector are found at Rs.17,500 and 15,000 respectively, those are much higher than the average monthly income of unorganized labourers of Rs.5,505 and Rs.4,890 accordingly in the district.

Comparatively, Dibrugarh district has exhibited 3.17% higher average monthly income of unorganized sector than Sivasagar district. The income gap across gender is wider in Dibrugarh (12.57%) than Sivasagar (11.43%) district in unorganized sector. In organized sector also, Dibrugarh district shows higher average monthly income as compared to Sivasagar.

(b) Per Capita Income of Workers by Area-wise: Differences have been observed in the monthly average income level between gender in terms of area (urban and rural). The monthly income level of male unorganized labourers in rural area is found at Rs.5,205, which is lower than their urban counterpart average income of Rs.5,610. On the other hand, the female rural unorganized labourers monthly average income is found at Rs.4,570, which is lower than their urban counterpart income of Rs.5,085. Further, the differences have been observed within the organized sector also. The male organized labourers in rural area the average monthly income is estimated at Rs.14,500 per month, which is lower than its urban counterpart income of Rs.19,500. In the same way, the rural female organized labourers monthly income is found at Rs.12,000 which is lower than its urban counterpart average income of Rs.16,500 per month.

For Unorganized Sector, in Sivasagar district, the monthly income of male labourers is estimated at Rs.5,100 and Rs.5,520 for rural and urban areas, respectively. The same for the female stood at Rs.4,580 and Rs.4,950 accordingly in the district. Again, in Dibrugarh district the monthly average income of male are found at Rs.5,310 and 5,700 for rural and urban areas, respectively. For the female are estimated at Rs.4,560 and 5,220 accordingly in the district.

The income gap across gender of rural and urban unorganized labourers in the sample data are found higher in Sivasagar district than Dibrugarh district.

(c) (i) Monthly average income by Occupation in Unorganized sector: Out of five categories of occupation *viz.*, Self-employed Cultivators, Casual Labourers, Agricultural Labourers, Self-employed Businessman and Households Industry Workers, the highest monthly average income is found in the occupation of Self-employed Businessman at Rs.5,481.25 and found lowest in the occupation of Self-employed Cultivators at Rs.4,693.75.

In Sivasagar district also, the highest monthly average income of unorganized labourers are found in the occupation of Self-employed Businessman (Rs.5,450) and found lowest in the occupation of Self-employed Cultivators (Rs.4,550). In Dibrugarh district the highest is found in the occupation of Casual Labourers (Rs.5,550) and lowest in the occupation of Self-employed Cultivators (Rs.4,837.5).

(ii) Average consumption expenditure by Sector: The monthly consumption expenditure of per organized labourers of the sample areas are found at Rs.13,938 and per unorganized labourers consumption expenditure is found at Rs.4,795. The consumption expenditure of Sivasagar district organized labourers is found at Rs.13,250 which is much higher than that of unorganized sector workers of Rs.4,667. In Dibrugarh district organized sector per workers consumption expenditure is found at Rs.14,625 and found Rs.4,923 in unorganized sector. Dibrugarh district shows higher level of consumption expenditure by per worker in both organized and unorganized sector than Sivasagar district. Again, the consumption expenditure in unorganized sector in both the districts is much lower than the organized sector.

(iii) Unorganized sector labourers' monthly average consumption expenditure by activities: The highest monthly average consumption expenditure of unorganized labourers is found in the occupation of Casual Labourers at Rs.5,084 and lowest in the occupation of Self-employed cultivators at Rs.4,437.5. In Sivasagar district, the average monthly consumption expenditure of per unorganized labourers is found highest in the occupation of Households Industry Workers at Rs.4,942.5 and found lowest in the occupation Self-employed Cultivators i.e., at Rs.4,337.5. On the other hand in Dibrugarh district, it is found highest in the occupation of Casual Labourers at Rs.5,350 and lowest in the occupation of Self-employed Cultivators at Rs.4,537.5.

(iv) Average monthly savings of workers in unorganized and organized sectors: The average monthly savings level of sample organized labourers is found at Rs.1,687.5 which is comparatively higher than sample unorganized labourers monthly average savings level of Rs.322.75. Gender-wise, differences have been observed in monthly average savings level in both organized and unorganized sector. District wise, in Sivasagar district it is estimated at Rs.1,750 for organized sector whereas in unorganized sector it is very low at Rs.370.5. In Dibrugarh district the same is stood at Rs.1,625 for organized sector and only Rs.275 in unorganized sector.

(v) Average monthly savings of unorganized workers by occupations: Occupation-wise, the highest monthly savings is done by Self-employed Businessman at Rs.483 and lowest in the occupation of Agricultural labourers at Rs.240.5 only. In Sivasagar district, the highest monthly average savings is done by the Self-employed Businessman at Rs.615 and lowest by Self-employed Cultivators at Rs.212.5 only. Also in Dibrugarh district, the highest savings level found in the occupation of Self-employed Businessman at Rs.350 but lowest was in the occupation Casual Labourers at Rs.200 only.

In comparison between the two sample districts regarding monthly savings, only the savings level of Self-employed Cultivators is higher in Dibrugarh district than Sivasagar district. Whereas, in all other categories Sivasagar district have been found higher than Dibrugarh district.

(vi) Indebtedness Level of the Organized and Unorganized Labourers: The indebtedness level of organized labourers during survey period is found lower than the unorganized labourers. High consumption expenditure in comparison to low income level of unorganized labourers make their indebtedness level very high in comparison to organized sector.

The indebtedness level of sample organized labourers is found at Rs.1,137.5 which is lower than the unorganized sector labourers indebtedness level at Rs.3,097.5.

In Sivasagar district, the average indebtedness level on per worker in unorganized sector is estimated at Rs.3,118.5 and the same in organized is found at Rs.1,125. In Dibrugarh district, the

indebtedness levels on unorganized and organized labourers have been found at Rs.3,076 and Rs.1,200 respectively.

It has observed that the worker's indebtedness level in unorganized sector is higher in Sivasagar than that in Dibrugarh and found *vice versa* for organized sector. In organized sector, male indebtedness level is relatively lower than female in both of the districts. However, in unorganized sector, male exhibits a higher level than female in Sivasagar, whereas it is slightly higher among female in Dibrugarh. Further, in Sivasagar district rural indebtedness level is higher than that of urban in both the sectors. Whereas in Dibrugarh, only in unorganized sector, rural indebtedness level is higher than urban; but in organized sector it is higher in urban area.

(vii) Indebtedness Level of the Unorganized Labourer by activities: Occupation-wise highest indebtedness on unorganized labourers is found in the occupation of Households Industry Workers which stood at Rs.3,424 and lowest in the occupation of Self-employed Businessman estimated at Rs.2,919.5. Area-wise, the indebtedness level on rural male and female sample unorganized labourer are found higher than their urban counterpart in most of the occupations.

In Sivasagar district the indebtedness level on sample unorganized labourers found highest in the occupation of Households Industry Workers at Rs.3,435 and found lowest on Agricultural Labourers stood at Rs.2,800. Again in Dibrugarh district, among the different occupations the Households Industry Workers are found highest at Rs.3,412.5 and lowest in the occupation Self-employed Businessman at Rs.2,682.

(viii) Sources of Loan: Due to higher consumption expenditure in relation to income level of sample unorganized sector labourers compel them to take loans and come under the debt trap in critical financial conditions. Out of total sample unorganized labourers, more than half of them (62.30%) were found indebted and of these 53.07% are male and 46.93% are female.

In Sivasagar the percentage of loanee unorganized labourers is found 53.45% which is little higher than Dibrugarh district 52.68%. In case of female unorganized labourers, Dibrugarh district

shows higher indebtness (47.32%) than Sivasagar district (46.55%) while in case of male unorganized Sivasagar district shows higher indebtness level (53.45%) than Dibrugarh (52.68%).

It has observed that among the main sources of loan, the role of Self-help group is found very significant and it has favorable impact on sample unorganized labourers purchasing power whereas the role of Micro-finance organization have to be analyzed as their profit motive and harsh recovery system is affecting the productive capacity of this vulnerable section of the society.

6.4.5. Educational attainment of Unorganized Labourers of the Sample Areas: The literacy rate of sample unorganized labourers are found lower in comparison to national and state level average literacy ratio. The average literacy rate of unorganized labourers is found 72.13%. There is only 0.06% post graduate degree holder and 2.73% graduate among the unorganized labourers. In Sivasagar district 25.26% of unorganized labourers are illiterate which is lower than Dibrugarh district 30.68%. In case of graduation and Diploma course Dibrugarh district shows higher achievement than Sivasagar district.

The literacy rate of sample unorganized labourers of Sivasagar district is found 74.74% which is higher than Dibrugarh district literacy rate 69.32%. Both the districts show lower attainment level in higher education.

In the sample areas highest 45.90% of unorganized labourers are found in income group of Rs.4000 to 6000 and 28.96% is found in the income group of Rs.4000 and less. Lowest 25.14% sample unorganized labourers is found in the income group of Rs.6000 and above. It has observed that lower educational attained sample unorganized labourers are basically found in the lower income groups. This is true in both the sample districts.

6.4.6. Nature of Employment of unorganized Labourers in the Sample Areas: In the sample areas most of the unorganized labourers are found self-employed and temporary in nature than permanent nature. Out of total sample unorganized labourers 52.23% working as self-employed labourers in nature, 36.81% temporary in nature and only 10.96% is found as permanent labourers. In Sivasagar and Dibrugarh districts majority of the workers in unorganized sector are Self-employed Labourers

(51.05% and 53.41%, respectively), followed by Temporary workers (38.95% and 34.66%, respectively) and very few are permanent workers (10% and 11.93%, respectively).

6.4.7. Availability of Social security in Unorganized Sector: The percentage of sample unorganized labourers those are enjoying social security benefits such as ration, paid leave, bonus, housing facilities, transportation facilities, medical facilities etc. is found 9.06% only, whereas 90.94% sample unorganized labourers are not covered by any social security benefits. In Sivasagar district, only 7.89% unorganized labourers are covered by social security benefits whereas in Dibrugarh district it is 10.23%, which is somewhat higher than Sivasagar district.

6.4.8. Job Location of Unorganized Sector workers: In sample total, 62.43% of the unorganized workers job locations are in rural area while only 37.57% are in urban area. In Sivasagar district 65.78% of unorganized sector workers job location is found in rural areas whereas only 34.22% are found in urban areas. On the other hand, in Dibrugarh district, 59.09% in rural areas and only 40.91% are found in urban areas.

6.5. Determinants of income in unorganized sector:

The explanatory variables *Viz.*, Education, Job Location, Principal Occupation and Gender are significant in determining the income level unorganized labourers, whereas the variations in their income level not found remarkable in respect to Age groups.

In the estimation, it has found that the impact of entire chosen explanatory variable were significant on dependent variables at 5% level of significance accompanied with high values of goodness of fit. Most of the explanatory variables co-efficient value is quite high and positive showing strong and direct relationship with income.

Principal Occupation is the highly significant explanatory variables in Sivasagar as compared to Dibrugarh district while Education is highly significant factor in Dibrugarh district than Sivasagar. Job location has a negative impact in Dibrugarh district and in Sivasagar district it has positive impact but less significant than other factors.

In Sivasagar district the income level of unorganized labourers has shown 5.6% variation in relation to explanatory variables. The variations in Dibrugarh district unorganized labourers income level in relation to explanatory variables is found only 0.60%.

The value of “**p**” in the estimations shows that the impact of explanatory variables on dependent variables is more significant in Sivasagar district than Dibrugarh district. The values of “**t**” also showed same result in the estimation. We can conclude that between Sivasagar and Dibrugarh district unorganized labour market significant differences are existed, especially in terms of income determination. So, the null hypothesis H_{01} has been rejected.

6.6. WOMEN IN UNORGANIZED LABOUR MARKET

The analysis on women labourers in the unorganized sector are presented in the Chapter-IV. Basically this section of the study dealt with the extent of gender inequalities in the labour market of Assam and examined empowerment level of unorganized women labour force.

Secondary data shows foremost role of women in nation building process and they hold the reins of social change and transition. It also highlighted that without women empowerment inclusive growth as well as accelerated growth rate are impossible. Still most of the women works are devalued, unpaid and unrecognized. As per the United Nations Organization (UNO)¹⁹⁸, Women performs 2/3rd of the world’s work and market over 3/5th of the world’s food and occupies only 1/10th of the world’s income and less than 1/100th of the world’s property. Developing country like India, the deprivation of women is a common reality. The ILO report 2012 shows that the global gender gap in employment has increased day by day. Researchers estimated that in India approximately 260.3 million people living below poverty line and majority of them are women, mostly working in unorganized sector under very pathetic conditions.

6.6.1. Work Participation Rate: ILO in 2018 indicates that the female WPR of the world is estimated 48.5% which is 26.5% lower than men. The size of total women work force in India is

¹⁹⁸ UNO (1995) ; Statistical Book on Women, New York.

found 205.3 million as per Deloitte Report on Empowering Women & Girls' Revolution, 2019. The female WPR in India has fallen to 26% in 2018 from 36.7% in 2005. The report stated that due to lack of access to quality education and underlying social, economic barriers limiting the opportunities to women and it hampers diversification of occupations to them.

As per the three rounds of Annual Employment-Unemployment Survey (EUS) conducted by Labour Bureau of India in the year 2012-13, 2013-14 and 2015-16, the Female Work Participation Rate of Assam according to Usual Status basis are found at 27.0%, 33.95% and 24.5% respectively. The secondary data shows that female WPR of Assam has been fluctuating over the past years.

According to 2011 Census report WPR in India is 39.79% (WPR in rural area is 41.8% and urban is 35.31%). The Female WPR (25.51%) is significantly lower than Male WPR (53.26%), the gap is much wider in urban area. Among the states the female WPR in 2011 census is found highest in Himachal Pradesh (44.82%), followed by Nagaland (44.74%), Chhattisgarh (39.7%), Sikkim (39.57%) and others. The lowest women WPR is found in Delhi (10.58%) and followed by Lakshadweep (10.96%). Wide inter-state disparities with respect to female WPR and large scale differences in between rural and urban females are found in India. Further, female WPR is far lower than that of male in all the States in India. Especially in the state of Assam, female WPR (22.46%) is much lower than their male counterparts (53.59%) and hence comprise a marginalized section.

6.6.2. Women Workforce in Unorganized and Organized Sectors

In India the participation of women workers in unorganized sector are found more than 95% since 1999-2000 to 2018-19 (Table-4.3). As per 2013-14 NECUS report in Assam 91.4% women were in the unorganized sector which is found lower than the national average of 95.9%. The various report of NSSO and NECUS shows that in Assam the participation of women labourers in unorganized sector increased 1% while decreased 5% in the organized sector employment during the period 1999-2000 to 2013-14.

In the sample survey, out of total women labourers 93.96% are found in unorganized sector. In Sivasagar district, 93.55% women workers are in unorganized sector which is lower than Dibrugarh district of 94.38% in this sector.

6.6.3. Distribution of Unorganised Women Workers in the Sample Areas by Occupations: In general, women labourers in unorganized sector in sample areas are engaged in the following five broad categories of economic occupations, viz., Self-employed Cultivators, Casual Labourers (other than agriculture), Agricultural Labourers, Self-employed in Business and Households Industry Workers. It has found that most of the women in unorganized sector are engaged in the farm sector. Cultivators (own/self employed) are dominant group (28.07%), followed by Casual Labourers (22.22%), Self-employed in Business (19.30%), Agricultural Labourers (17.54%) and Households Industry Workers (12.87%), respectively. It shows that farm sector alone has comprised 45.61% (as Cultivators and Agricultural labourers combined) of the total unorganized women labour force.

The comparison in occupational-wise distribution of Sivasagar and Dibrugarh district unorganized women labourers has shown that the percentages of female Self-employed Cultivators and Casual labourers are found higher in Sivasagar than Dibrugarh. On the contrary, the percentage of female Agricultural Labourers, Self-employed in Business and Households Industry Workers are found higher in Dibrugarh district than Sivasagar.

6.6.4. AREA-WISE DISTRIBUTION OF WOMEN WORKFORCE IN UNORGANIZED SECTOR: In the sample survey most of women unorganized labourers are found in rural low paying agricultural activities due to lack of skills and thus large scale wage differences between the rural and urban unorganized women labourers have been observed. Recently the size of unorganized women labourers in urban areas are increasing rapidly for the cause of high migration of rural workforce to urban areas in search of better employment opportunity. But, rural unorganized sector engages a larger proportion of women workers (70.18%), whereas urban area engages only 29.82% of women workers in the sample.

Among the unorganized women workers in the sample, in Sivasagar district 72.41% are in rural areas and only 27.59% are working in urban area. On the contrary, in Dibrugarh district 67.86%

are in rural areas and 32.14% are found in urban areas. It reveals that Dibrugarh district has higher proportion of urban women labours in unorganized sector than that of Sivasagar district. While Sivasagar has higher proportion of rural women labours in unorganized sector than that of Dibrugarh.

6.6.5. SOCIO-ECONOMIC CONDITIONS OF WOMEN WORKERS IN UNORGANIZED SECTOR

Socio-economic conditions of unorganized women labourers reflected their empowerment level. Some socio-economic indicators of unorganized women labourers based on primary and secondary data are as follows.

6.6.6 Economic Profile of the Women workers in unorganized sector:

(i) *Per capita monthly income:* The monthly average income of unorganized women labourer of the sample areas are found at Rs.4,827.5 which is much lower than their organized sector counterpart of Rs.14,250. This reflects 195% gap in income between organized and unorganized sector. It has also been observed that large scale income inequalities existed in respect of Sex, Area and Occupation among women labourers within the unorganized sector. The monthly average income level of women labourers in unorganized sector is found lower than its male counterpart monthly average income of Rs.5,407.5. Among the sample districts, Dibrugarh shows higher average monthly income of unorganized women labourers of Rs.4,890 than Sivasagar of Rs.4,765.

(ii) *Per Capita Average monthly consumption expenditure:* Per worker average monthly consumption expenditure level of unorganized women labourers are found at Rs.4,600, that their income can hardly meet their basic necessities of day to day life and found much lower than its organized sector counterpart per worker average monthly consumption expenditure of Rs.13,000.

District-wise, in Dibrugarh district the monthly consumption expenditure of organized and unorganized women labourers (Rs.13,500 and Rs.4,670, respectively) are found higher than that of Sivasagar district (Rs.12,500 and Rs.4,530, respectively).

(iii) Average Monthly Savings: As the differences in organized and unorganized women labourers average monthly income and consumption expenditure, huge differences have also been observed regarding their savings level. As a result of low income level and higher consumption expenditure of unorganized women labourers, their monthly average savings level are also found lower at Rs.227.5 than their organized counterpart savings level at Rs.1,250.

In Sivasagar district the average monthly savings level of organized and unorganized women labourers are found at Rs.1,000 and Rs.235, respectively. Whereas, in Dibrugarh district the average monthly saving level of organized and unorganized women labourers are found at Rs.1,500 and Rs.220 accordingly. Thus, differences in the saving levels between the sectors within and across the districts are observed. The monthly average savings of unorganized women labourers of Sivasagar district is marginally higher than Dibrugarh district.

(iv) Average Monthly Indebtedness Level: As majority of the unorganized women labourers are engaged in low paying rural agricultural sector where high degree of income uncertainty and irregularity existed, which makes them indebted in the hand of Self-Help Groups, Private Money lenders, Micro-finance Organization, Non-Banking Financial Institution, Regional Rural Banks etc. for their large size family maintenance. The extent of indebtedness of unorganized women labourers in the survey is found higher at Rs.2,954.5 as compared to its organized sector counterpart indebtedness level of Rs.1,550. Proper social security benefits avail to the organized sector labourers, also their certain and regular wages make the differences wider between the sectors. As for unorganized women labourers, there are no provisions of social security benefits and not having regular and certain sources of income. In the sample areas out of total female organized labourers only 36.36% are found indebted whereas the percentage of indebted female in unorganized sector is found 46.78%.

District-wise, in Sivasagar district the indebtedness level of organized and unorganized women labourers are found at Rs.1,400 and Rs.2,825.5 respectively. On the contrary, in Dibrugarh district the indebtedness level of organized and unorganized women labourers are found at Rs.1,700 and Rs.3083. The differences in indebtedness level between organized and unorganized women labourers of Sivasagar district are found higher than in Dibrugarh district. It has observed that due to

higher consumption expenditure and their uneconomic behavior Dibrugarh district unorganized women labourers are highly indebted than that in Sivasagar district.

(v) Economic profile by occupation in unorganized sector: In the sample areas, the per capita monthly income of self employed business women is found higher (Rs.5,187.5) than other activities/employment, followed by casual labourers (Rs.4,950) and household industrial workers (Rs.4,912.5). Whereas, the same in agricultural activities are found lower (Agricultural Labours with Rs. 4,612.5 and cultivators with Rs.4,475). By area, for all categories occupations except households' industry workers the income level is lower in rural areas than urban.

District-wise, the per capita monthly income is higher in Sivasagar for self employed business workers and household industry workers. While for other activities like cultivators, agricultural labourers and casual labourers, it is higher in Dibrugarh district.

Among the different occupations of unorganized women labourers the average monthly consumption expenditure is found highest for self-employed business women (Rs.4,862.5) and found lowest for self-employed cultivators (4,312.5). By area concern, except for households industry workers, the average monthly consumption expenditure is higher in urban than in rural areas. Among the sample districts, monthly consumption expenditure is found higher in Dibrugarh for all the categories of employment in the sector, except for household industry workers it is higher in Sivasagar.

The average monthly savings level of unorganized women labourers are found very low. Among the all occupations the monthly average savings level is found highest in the occupation of Self-Employed Business women (Rs.325) and found lowest in the occupation of Self-employed Cultivators (Rs.162.5). Among the districts, it was found marginally higher in Sivasagar for all the categories of workers, except for Cultivators which was higher in Dibrugarh.

Higher level of consumption expenditure of unorganized women labourers in relation to their income compel them to come under debt trap that has generational impact. Among the categories of activities/occupation Household Industry Workers were the highest indebtedness level with Rs.3,360, followed by Casual Labourers (Rs.3,004), Agricultural Labourers (Rs.2,850), Self-Employed Business (Rs.2,803.5) and Self-Employed Cultivators (Rs.2754.5), respectively. This reveals that

cultivators are less indebted although their per capita income is lower than the other categories of occupation.

By area wise, indebtedness is higher among the rural than those of urban women workers under all categories of activities in unorganized sector. Among the sample districts, the extent of indebtedness is higher among women unorganized workers of Dibrugarh district than those of Sivasagar district for all the categories of occupation, except for Self-Employed Business.

6.7. Development Indicators of Women in Assam:

Some development indicators of unorganized women labourers of Assam have been analyzed based on secondary as well as primary data to find out the actual picture of their status in society as well as their empowerment level.

1. Sex-ratio as a Development Indicator of Assam and the Survey Areas: Sex ratio is an important ingredient for accessing status of women in society. The sex ratio of Assam is 958 that higher than national average 940 in 2011. The sex-ratio of Dibrugarh and Sivasagar districts are 961 and 954 respectively. Dibrugarh district sex-ratio shows higher rate than national as well as state sex ratio whereas Sivasagar district shows higher sex ratio than national level but shows lower than that of state sex ratio.

2. Child Sex-ratio as a Development Indicator of Assam and the Survey Areas: Child Sex-ratio is another important indicator of women development which reflects the position of gender equality in the society. The child sex-ratio for the state of Assam and Dibrugarh district are the same i.e., 962 according to 2011 population census. Whereas the same for Sivasagar district is 960, that is lower than the State as well as Dibrugarh district's Child sex-ratio.

Regarding area-wise Child sex-ratio, Sivasagar district is in a better position in urban areas (944) which is equal to the State urban Child Sex-ratio (944) but shows lower position in case of rural Child-sex ratio (959) than the State rural Child Sex-ratio (964). On the other hand in Dibrugarh

district rural Child Sex-ratio (967) is higher than the State rural Child-sex Ratio (964). However, the urban Child Sex-ratio of Dibrugarh district (932) is lower than the State urban Child Sex-ratio (944).

3. Women Literacy rate: The female literacy rate of Sivasagar and Dibrugarh districts are 74.71% and 68.99% respectively and that are higher than state female literacy rate of 66.27% according to 2011 population census. Altogether, the total literacy ratio of Sivasagar and Dibrugarh districts are 80.41% and 76.05%, respectively and these are also higher than the State literacy ratio of 72.2%.

4. Work Participation Rate (WPR), Maternal Mortality Rate (MMR) and Infant Mortality Rate (IMR): Higher female market participation is very important for accelerating economic growth process. The female WPR rate of Sivasagar and Dibrugarh district are 30.02% and 29.63% respectively those are higher than the State's female WPR 22.46%.

In case of Maternal Mortality Rate (MMR), Sivasagar district is in a better position i.e., 342 shows lower than the State average of 390. On the other hand Dibrugarh district shows higher MMR (i.e., 430) than the State MMR. In case of female Infant Mortality Rate (IMR) both of the districts show better positions that are lower than the State female IMR. In Sivasagar district the female IMR is 60 i.e., lower than the State female IMR of 62. In Dibrugarh district also the female IMR is 57, lower than the State as well as Sivasagar district's IMR.

6.8. STATUS OF UNORGANIZED WOMEN WORKERS

The primary data shows that the empowerment level of unorganized women labour forces are in very low level.

6.8.1. Household Decision Making: Women market participation is one of the key factors that influenced their empowerment level and determining their status in the society. It has observed that employed women are participated more in household's decision making process than an unemployed one. But in the patriarchal society of India most of the employed women also keep distance in decision process of the households and in case of unorganized it is quite high. The thrust areas of decision making capacity of unorganized women labourers in household's level are analyzed in this

study are relating to Join in Labour Market, Children Education, Savings from Current Income, Spending of Income, Food Purchase, Medical Treatment and Recreation.

In the sample areas it has seen that households decisions of unorganized women labourers are taken by mainly three forces, those are Wife alone, Husband alone and Both husband and wife jointly. Decision regarding above mentioned households matters in the sample areas have found that in aggregate only 10.05% decisions are taken by wife alone which is lower than the 15.11% decision taken by the husband alone. Most of the decisions (74.85%) of the households of unorganized women labour force are taken by jointly both husband and wife. But, in joint decision making process also male domination are found common and women are just participator of decision making process without strong command on it.

In Sivasagar district only 8.87% decision on above mentioned household's matters of unorganized women labourers are taken by wife alone whereas 15.76% decisions are taken by husband alone. The average percentage of households where decisions are taken jointly by both husband and wife is found highest with 75.37%.

In Dibrugarh district 11.23% decisions on unorganized women labourers household's matters are taken by wife alone and 14.46% decisions are taken by husband alone. The percentage of Households where decisions are taken jointly is found 74.32% in the district.

In aggregately decision making capacity of unorganized women labourers are found higher in the matters of food purchasing, join in labour market and spending of their income than the other matters. By analyzing the decision making capacity of unorganized women labourers of the sample districts it has seen that Dibrugarh district unorganized women labourers are found more empowered than Sivasagar district.

6.8.2. Resource Controlled by the Unorganized Women Workers:

As per the UNO (1995) statistical book Women constituted one-half of the total world's population, performs 2/3 of the world's work and market over 3/5th of the world's food occupies only 1/10th of the world's income and less than 1/100th of the world's property. Women have less control

over resources in India and out of total 1/3th poverty ridden populations of the country 70% are women.

In the sample areas only 18.82% women unorganized labourers are having control on resources. It has found that urban women in unorganized sector are having more control over resources than rural unorganized women labourers in the sample areas. In rural areas only 14.24% unorganized women labourers are having control on resources whereas in urban areas it is estimated at 23.38%.

District-wise in Sivasagar 16.77% of unorganized women labourers are having control over resources which is lower than Dibrugarh district of 20.86%. In both of the districts, the urban unorganized women worker shows higher control on resources than its rural counterpart. In rural areas of Sivasagar district only 12.7%, unorganized women labourers are having control on resources, whereas in urban areas it has found at 20.83%. On the contrary in Dibrugarh district out of total unorganized women labourers only 15.78% having control on resources in rural areas, whereas in urban areas it stands at 25.93%. Dibrugarh district unorganized women labourers are having higher rate of control on resources in both rural and urban areas.

6.8.3 Ownership of the Household's Assets:

The control on resources by sample unorganized women labourers is found very low which shows their lower ownership rights on resources. The ownership rights in the hand of unorganized women labourers of the sample areas are generally found on household's income, land holdings, house, electronic gadgets and different types of vehicles etc.

The ownership rights of sample unorganized women labourers on immovable assets like land and residential house are found very low i.e., 4.68%. On the other hand ownership rights on moveable assets like different types of vehicle viz., bicycle, two wheelers and four wheelers are found 7.60% and ownership rights on four wheeler are shown very negligible i.e., 1.17% only. Ownership rights on electronic gadgets like Radio or Transistors, Television, Computer or Laptop and basically cell phone are found 42.69% which has shown higher rate in comparison to other assets ownership.

District-wise in Sivasagar district ownership rights on immovable assets like Land and Residential house are found 3.45%, ownership rights on movable assets like bicycle, two wheelers and four wheelers are found 6.90% and ownership rights on electronic gadgets are found 39.08%.

On the other hand in Dibrugarh district the ownership rights on immovable assets i.e., Land and Residential house are found 5.95%, ownership rights on movable assets like bicycle, two wheelers and four wheelers are found 8.33% and ownership rights on electronic gadgets are found 46.43%. In comparison to ownership rights on households few movable and immovable assets Dibrugarh district has shown higher rate than Sivasagar district.

6.8.4. Banking Habit among Unorganized Women Labourers:

Banking habit is an important component of women participation in economic activity. In the sample areas it has found that only less than 50% unorganized women labourers are having banking habit in terms of account holders and the operation of these accounts. In Sivasagar district 43.56% unorganized women labourers are having bank account and handling them, whereas in Dibrugarh district it is found at 48.35%. In both urban and rural areas Dibrugarh district shows higher rate of banking habit than Sivasagar district.

6.8.5. Political Participation and Women Empowerment of the Sample Areas:

Active participation of women in politics is very essential for full and balanced development of a nation. In the sample survey active participation of women in politics found very low level. Only 5.83% unorganized sector women are found as contesting in election. Rest of 55.58% women workers are only participating in voting process whereas 23.96% are having simple membership, 14.64% are shown active membership.

Only 26.35% unorganized women labourers are casting their votes on own decision and rest 73.65% are manipulated in voting process either by their male family members (husbands) or the political big house for their benefits. Illiteracy and economic dependency are found as the root causes for the low political participation and lack of autonomy in election process of unorganized women

labourers in the sample areas. In Sivasagar district, only 24.13% of women casted votes on own decision, which are lower than Dibrugarh district 28.57%.

6.8.6. Access to Multi-media and Women Empowerment: Multimedia is the device or means to get access to information and a necessary ingredient for women empowerment. In aggregates, only 62.04% sample unorganized women labourers are accessing Multimedia, of these 51.63% in rural and 72.45% are in urban areas.

District wise 62.48% unorganized women labourers of Dibrugarh district accessed Multimedia which is higher than Sivasagar district 61.6%. In Dibrugarh district the access of social media by rural unorganized women labourers are found 50.88% which is lower than its Sivasagar district counterpart (52.38%). On the contrary in urban areas, accesses to social media by unorganized women labourers are found higher in Dibrugarh district (74.07%) than Sivasagar district (70.83%).

6.8.7. HARASSMENTS AGAINST UNORGANIZED WOMEN WORKERS

Facing Physical and mental harassment in the working place are common phenomenon among the unorganized women labourers of the sample areas. The main reason behind the harassment of unorganized women labourers in the work place are found basically their ignorance and illiteracy, lack of organization among themselves and their economically weak position.

In the survey areas it has been found that altogether 12.05% of unorganized women labourers have suffered harassment at work place. On an average, about 15.74 per cent of urban unorganized women labourers were subjected to harassment at work place, which is found to be higher than its rural counterpart average percentage of 8.36%. In Dibrugarh district rural women labourers in unorganized sector suffer more harassment (8.77%) at work place than those in Sivasagar district (7.94%). On the other hand in urban areas, Sivasagar district shows higher rate of harassment suffered by unorganized women labourers (16.67%) at their work place than those in Dibrugarh district (14.81%).

6.8.8. DOMESTIC VIOLENCE AGAINST UNORGANIZED WOMEN WORKERS

Domestic violence against women in Indian patriarchal society is common and violence against them is a widely accepted type of behavior in Indian society as their due's and husband rights. Altogether, 12.79% unorganized women labourers are subjected to domestic violence. The average percentage of rural unorganized labourers who were subjected to domestic violence was estimated at 15.62%, which is higher than its urban areas average of 9.96%.

District wise, the percentages of women in unorganized labourers subjected to domestic violence in Sivasagar district (15.77%) are found higher than Dibrugarh district (9.81%). The percentage of unorganized women labourers those are suffered from domestic violence both in rural and urban areas of Sivasagar district (19.04% and 12.5%) are found higher than that of Dibrugarh district (12.2% and 7.41%).

6.8.9. DETERMINANTS OF INCOME OF UNORGANIZED WOMEN WORKERS

Unorganized women labourers constituted a large segment of total unorganized labourers market in the sample areas. In case of unorganized women labourers of the sample areas of Sivasagar and Dibrugarh districts it has observed that Education, Job Location and Principal Occupation are the three important factors that influenced their income level as like these factors have impact on the unorganized labour force as whole of the sample survey.

In this estimation also the parameters estimated reveals that the entire explanatory variable chosen were significant at 5% level of significance accompanied with high values of goodness of fit.

In the estimation it has found that 5.9% of the variations in Sivsagar district unorganized women labourers income in relation to variations in independent variables i.e., Education, Job Location and Principal Occupation.

While in Dibrugarh district 4.3% variation has been accounted for unorganized women labourers income in relation to variations in the chosen explanatory variables.

Depending on the “p” values we can conclude that explanatory variables are less significant in both of the district, while in comparison between the districts Sivasagar district shows more significance of explanatory variables (**with ‘P’ value 0.167**) than Dibrugarh district (**with ‘P’ value 0.312**). Differences in significance level of explanatory variables are found between the districts. Differences have also been observed between unorganized women labour markets of Sivasagar and Dibrugarh district in different socio-economic aspects. So, null Hypothesis H_{02} has rejected.

6.8.9.1 DETERMINANTS OF DECISION MAKING CAPACITY OF UNORGANIZED WOMEN WORKERS

Decision making capacities of unorganized women workers are found to be influenced by different factors. It has assumed that many independent factors *viz.*, Work Participation Rate, Income level, Education, Control on Resource, Political Participation and Assess of Multi-media influence the decision making capacity of unorganized women labourers, which are directly related to their empowerment level.

In the estimation the parameters estimated reveals that the entire explanatory variable chosen were significant at 5% level of significance accompanied with high values of goodness of fit.

In Sivasagar district 3.6% of the variance has been accounted in unorganized women labourers decision making capacity in relation to independent variables i.e., Work Participation Rate, Income level, Literacy Rate, Control on Resource, Political Participation and Access of Multi-media.

On the other hand in Dibrugarh district 6.9% variation has been accounted for unorganized women labourers decision making capacities in relation to chosen explanatory variables i.e., Work Participation, Income level, Education, Control on Resource, Political Participation and Access of Multi-media.

By analyzing t-values of the variables in both of the district, we can sum-up that there are insignificant relationship between the variables at 1% level of significance (assigned two tailed test value).

Based on 'p' values we can conclude that the explanatory variables are more significant on dependent variables in Dibrugarh district **with 'p' value 0.028** and less significant in Sivasagar district **with 'p' value 0.723** at 5% level of significance. By analyzing decision making capacities and other related women development indicators of the sample districts, it has observed that Dibrugarh district unorganized women labourers are more empowered than Sivasagar district unorganized women labourers. It reflects significant differences in between Sivasagar and Dibrugarh districts' unorganized women labourers empowerment level. So, the Null Hypothesis H_{03} has also been rejected.

6.9. CHILD LABOUR IN UNORGANIZED SECTOR

The Child labour is a very chronic problem of the world over. The issue of child labour is discussed in Chapter V and findings are as follows:

ILO Report in 2017 stated that 152 million children are in child labour globally that comprised 9.6% of total child population of the world. Nearly 73 million children in absolute terms are in hazardous work that directly endangers their health, safety, and moral development which is accounting half of the total global child labourers.

6.9.1. Child Labour in India:

As per the 2011 population census in India, total number of Working children of 5-14 age groups has declined to 1.01 crore as per 2011 population census from 1.26 crore in 2001 that witnessed 65% reduction in the child labour during the period. The Lok Sabha Report of 2018 shows that only 2.54 lakhs children were rescued and rehabilitated in India during the period 2014 to 2018. In Assam, 11,102 child labours were rescued and rehabilitated during the same period.

Among the different states of India, Uttar Pradesh comprised the highest numbers of child labours comprised 21.49% of country's total child labour, followed by Bihar with 10.75%. Among the states and union territories, Lakshadweep shows the least numbers of child labourers with near about

0% of country's child labour, followed by Daman and Diu with only 0.01% in 2011. Few states of India *Viz.*, Chandigarh, Daman and Diu, Goa, Himachal Pradesh, Kerala, Lakshadweep, Manipur, Nagaland, Pondicherry, Uttar Pradesh and Uttarakhand are shown increased in actual number of child labourers in 2011 census in comparison to 2001.

6.9.2. CHILD LABOUR IN ASSAM:

(i) District-wise magnitude of main child workers in Assam:

The total incidence of child labour in Assam is 2,84,812 in 2011 population census which decreased from 3,51,416 in 2001 census. This comprised 2.81% of total country's child labour in the year 2011, which proportion was increased from 2.77% in 2001. Thus, in absolute terms the size of child labour has decreased considerably, but its share in national aggregate has shown marginal increase.

The main child workers in Assam is 99,512 as per 2011 census that declined from 1, 35,667 in 2001. District-wise distribution of main child labourers in Assam shows that in 2011 population census, the highest proportion was in Nagaon with 9.53% of child labourers in the State and the lowest in the Dima Hasao district with 0.74%. Besides marginal increase in Dima Hasao district, all the districts of Assam has shown decreasing trend of main child workers in the decade 2001-2011.

(ii) Work Participation Rate (WPR) of children by Gender and Area:

In the last three consecutive population censuses i.e., 1991, 2001 and 2011, it has seen that the WPR of children in Assam between the age groups of 5-14 has been decreasing continuously which is a positive sign to the economy of the state. In 1991 the children WPR was 5.5% which decreased to 5.1% in 2001. Further, it decreased to 3.4% in 2011 population census. The male children WPR was 5.0% in 1991 and it decreased to 4.6% in 2001. Further it decreased to 4.4% in 2011. The declining rate of female children WPR is found 5% during the period 1991 to 2011 which is higher than 1% declining rate of male children WPR in the same period. The decreasing trend of children WPR in rural areas (i.e., 6.0%) is found higher than urban areas (2.0%) of Assam in the last three consecutive censuses.

(iii) Occupational distribution child labourers of Assam:

In occupational distribution, most of the child labourers in Assam are in Agricultural sector which comprised 69.26% of total child labourers, followed by Communication and Social Sector 10.96% in the year 2011. The percentages of child labourers of Assam in the occupations of Manufacturing, Trade and Hotel, Mining and Quarrying, Construction and Transport are found 8.42%, 7.76%, 1.78%, 1.32% and 0.5% respectively. Approximately, 20% child labourers in Assam are found in Hazardous work in the occupations of Mining and Quarrying, Manufacturing, Construction, Trade and Hotel, Transport and Communication and Social sector.

6.9.3. CHILD LABOUR IN SAMPLE AREAS:

In the sample survey there are 195 child population, out of which 18 children (9.23% of total child populations) are found to be active child labourers which are higher than the National and the State child labour percentages 3.93% and 3.4%, respectively. District wise, 8.33% in Sivasagar district is lower than Dibrugarh district with 10.10% active child labourers.

6.9.3.1. Magnitude of Child Labour by Area and Gender: The Child labours in India are commonly found in rural based agricultural sector. Out of total child workers in the sample, 72.22% are found in rural areas and only 27.78% are in urban areas. The percentage of rural child labourers is found higher in Sivasagar district than Dibrugarh district, whereas in case of urban areas it is found higher in Dibrugarh.

Out of total child labourers in the sample survey, 61.11% are found male and 38.89% are female. District wise comparison, in both the district more of male than female child is engaged in work. The percentage of male child labour is found higher in Sivasagar district than Dibrugarh district. On the other hand, the percentage female child labourers are found higher in Dibrugarh district than Sivasagar district.

6.9.3.2. Distribution of Child Labourers by Age Group: Employers basically targeted adolescent 10-14 age groups for child labourers. Most of the child labourers in the sample survey i.e., 55.56%

have been accounted from the age group of 12-14 followed by 27.78% of total child labourers in the age group of 9-11 years. The age group 5 to 8 years consisted only 16.67% of total child labourers of the sample areas. In Dibrugarh district 60.0% child labourers are found in the age group of 12-14 whereas in Sivasagar district 50.0% child labourers are found in this age group.

6.9.3.3. Distribution of Child Labourers by Social Groups: Most of the child labourers are Schedule Tribe (ST) community as a consequence of their family apathy towards the child labour and their customs and traditional nature of occupation. Out of total child labourers 50.0% belongs to ST category followed by Schedule Cast (SC) community consisted of 27.78%, Other Backward Class and More Other Backward Class (OBC and MOBC) comprised 16.67% and the General Category consisted only 5.56% of total child labourers of the survey areas. The percentages of child labourers that belong to Schedule Tribe and Schedule Caste categories are found higher in Dibrugarh district than Sivasagar.

6.9.3.4. Distribution of Child Labour by levels of Education: In the sample survey the inverse relationship between educational attainment level and child labour has been observed as like in general. Drop out students are identified as main reservoir of child labourers in the survey areas. In the study, 38.89% child labourers are found illiterates and 61.11% are found to be literate. The illiteracy among child labourers is found higher in Dibrugarh district (40.0%) than in Sivasagar district (37.5%). Among the child labourers, 44.44% have attained intermediate (middle school) level and 11% were of primary level and only 5.56% are found under matriculate (enrolled up to High School Level).

6.9.3.5. Distribution of Child Labour by Occupations: In the sample survey basically found nine categories of child labourers such as Self-employed Cultivators (working in own field), Agricultural Child Labourers, Households Industry Workers, Plantation, Livestock, Fishing, Forestry, Hunting and Allied Activities, Mining and Quarrying, Manufacturing and Construction, Trade and Hotel, Transport, Storage and Communications etc. Out of these nine categories child labourers rural based Self-employed Cultivators has comprised highest 33.33% and lowest in the occupations of Households Industry Workers, Plantation, Livestock, Fishing, Forestry, Hunting and allied activities,

Mining and Quarrying, Trade & Hotel, Transport, Storage and Communications that all these occupations comprised equal share to total child labour i.e. 5.56% each.

The sample data show the characteristics of rural based agricultural prone workforce among the child labours. The percentages of farm sector are found higher in Sivasagar district (62.5%) than in Dibrugarh district (50.0%).

6.9.4. CAUSES OF CHILD LABOUR:

The common causes of child laborers in the sample survey are Poverty, Illiteracy, Social Custom and Traditional Attitude, Parental Loss, Migration etc. In the survey areas it has found that most of the incidence of child labour occurred due to Poverty (38.89%), followed by Illiteracy (27.78%), Parental Loss (16.67%), Social Custom and Traditional Attitude (11.11%) and Migration (5.56%). So, it is found that economic weakness is the major cause behind the incidence of child labour. In both the sample districts, economic reasons (poverty and parental loss combined) are found to be the major factor for incidence of child labour.

6.9.4.1. EXPLOITATION OF CHILD LABOUR: High level exploitations are observed on the child labourers of the sample areas in the form of unpaid work, toiling hazardous work, long hours of work, mental and physical harassment, unhygienic working conditions etc.

6.9.4.2. Paid and Unpaid Child Labourer: Out of total child labourers of the sample areas, 22.22% are working as unpaid workers and the rest 77.78% are working as paid workers. Presence of unpaid child labourers is found higher in Sivasagar district (25.0%) than Dibrugarh district (20.0%).

The monthly average earnings of child labourers are found very low in the sample areas. Among the paid child labourers, 35.71% are earnings less than Rs.1,000 per month, 50.0% earnings between the Rs.1,000 and Rs.3,000 and only 14.29% are earnings more than Rs.3,000 per month. In Sivasagar district 83.33% child labourers are found in the lowest income groups of 'Less than Rs.1,000' to Rs.3,000' per month, whereas in Dibrugarh districts 87.5% child labourers are found in these lowest income groups.

6.9.4.3. Child Labour in Hazardous Work: In the sample survey 38.89% child labourers are found in Hazardous works and they are toiling life threats every day in work place. These children are subjected to various forms of threats including sexual exploitation. Out of total child workers, 61.11% are working in non-hazardous work.

In the sample survey basically three types of hazardous child works have been observed as like in general such as relating to working hours (long hours of works, night hours works, and heavy loads), unhygienic working conditions (unhealthy working environment, use of unsafe equipment, dangerous location and abuse by the owner) and morally degradable works (prostitution, pornography, forced bagging and stealing). Out of those working under hazardous condition, it has found that 42.86% are facing hazardousness due to unhygienic working conditions and hazardousness found relating to working hours and morally degradable works are found with 28.57% each.

District wise, in Sivsagar district 50% of hazardous child labourers are found relating to working hours whereas hazardousness of child labourers relating to unhygienic working conditions and morally degradable works are found 25.0% each in the district. On the contrary, in Dibrugarh district 66.67% of child labourers are found in hazardousness due to unhygienic working conditions and 33.33% relating to morally degradable works.

6.9.5. Policy Implication on Child Labour and their Effect: Indian Govt. as signatory authority of ILO and UNO implemented different policy and regulations to curb the child labour and drive it out from the society. As child labour in India is a history long problem the major laws enacted by Indian Govt. on child labour can be classified into two broad categories in this study *viz.*, pre-independence and post-independence period labour laws of India. All the laws and regulation implemented by ILO, Indian Govt. and the Assam state Govt. from time to time having less or more impact on child labourers. In some extent few laws and policy are effective in this direction but these laws and policy are yet to achieve their goal and still lots of modification and additions are necessary in this mission. Out of numerous laws and regulations the effect of the Child Labour (Prohibition and Regulation) Amendment Bill passed by Indian Parliament on 22th July of 2016 and Right to Education Act, 2009 which has provision of free and compulsory educations and mid-day meal scheme to malnourished

child are found significant and playing a central role in curbing the menace of child labour in the sample areas.

Assam has witnessed low conviction and prosecution rate against the child rights violators under the child labour regulation. Similarly, the rate of rescue and rehabilitation of child labour is also found very less in the sample survey. Besides this the prosecution on the violators of child labour laws and the conviction rate against such violators are found very low. Low rate of prosecution and conviction under the child law reflects Government failures to proper implementation of different child labour laws and policies in the survey areas as well as in the country as a whole. States must give special effort towards achieving United Nation's Sustainable Development Goals (SDG) targeted to eradicate forced labor, modern slavery and end of child labour in all its forms by 2025 from the entire world.

6.9.6. SUMMARY:

From the analysis it has clear that most of the work force are working under unorganized sector in Assam, and in sample districts as well. Although unorganized labour force consist majority of the work force, they are working in poor conditions in comparison to its organized sector. Insecurity of employment, low level of wage, unhygienic working conditions, long hours of works, lack of social security benefits, and irregularity of incomes are the common problems faced by these vulnerable sections of work force. Despite the problems, they are contributing significantly to the economy of Assam.

Marked differences are found between organized and unorganized sector labour force in the sample areas in the income level as compared to organized sector and within unorganized labourers in respect of their gender, areas and occupations.

Most of the women labourers of the sample areas are found in unorganized sector and they are working under more pathetic conditions than their organized counterpart. Prevalence of gender inequality is common in terms of physically, economically and socially in the unorganized sector

which is a major cause of underutilization of sample unorganized women workforce and their unsatisfactory empowerment level.

Existence of child labour which is one of the major obstacles for human resource development and formation of skill labour force are prevalent in the survey areas. Child labour is a problem which not only violates the child rights but also cause of future unexpected economic consequences. So, eliminating such chronic problem is very important for future progress of the economy. Significance differences have been observed between the sample district in regards of level and magnitude, hazardousness and income level of child labourers.

6.9.7. Suggestions: The following policy implications may dramatically change the socio-economic conditions of unorganized labour force of Assam. The change in socio-economic conditions of these working masses will have significant effect in the economy Assam.

1. Comprehensive estimation of the size of unorganized labour force for proper data base. Still different estimations showed different size of unorganized labour force in our country. But for proper policy implication on them it is very essential to know their exact level and magnitudes.
2. Long term single window policy for improving their skills and efficiency are very essential that would bring permanent solutions for improving socio-economic conditions of these vast sections of work force in Assam. In short, make them proper human resources rather than providing temporary benefits.
3. For existing unskilled unorganized labour force of Assam, the coverage of unorganized sector labourers by all social security benefits schemes in transparent manner is very essential.
4. The central Govt. policy on unorganized sector should be made easily understandable and accessible to the common people of remotest countryside. The initiative taken by central Govt. for estimation of unorganized sector labourers to provide them pension after 60 years of age should be effective and inclusive covering all the remote areas.

5. Direct disbursement of monetary benefits of different Govt. social security schemes to the unorganized sector beneficiaries are necessary to curb the corruption that existed in the process of disbursement of benefits to the actual tillers by the officials.
6. Effective and inclusive implementation of Assam Govt. flagship scheme on unorganized sector labourers as well as on the Economically Weaker Sections (EWS) named 'Arunodoi' which is introduced in the budget 2020-21 is very important as it has the direct monetary benefits disbursement provision to the beneficiaries with variations of the benefits level in time to time.
7. Improvement of women empowerment level through value education is very essential which would enhance their self-realization capacities about their potentialities. Skill development programs and training in different field may help to improving their self confidence by realizing their hidden talent.
8. It is high time to recognized and valued the women works and increasing their work participation rate by creating adequate employment opportunities to them which may boost up the economic growth of the state of Assam.
9. Ensuring proper and strict implementation of laws and regulation on women rights are very important to fight against their deprivation. To increase empowerment level of women rectification of existing laws and regulations are very important that should be up to date level. Again, at the same time Govt. should take measures to protect misuse of women empowerment policies.
10. Govt. should continue to arrange the provisions of free and compulsory education which indirectly reduce the child labour.
11. To eliminate the child labour from our society strict and effective implementation of existing laws and regulations with extreme prosecution and conviction rate are necessary.
12. Need to ensure active participation of Social Activist, NGOs, Voluntary Organizations and Govt. to eliminate Child labour from our society. At the same time family and society's attitudes towards child labour need to change.

6.9.8. Conclusion: As majority of labour force in India as well as in the state of Assam are working under unorganized sector so if at least minimum working environment can be provide to these working masses that would have significant effect on the economy of India. If their skills and capabilities increased by providing the basic amenities for human resource formation i.e., education, training and other social security benefits the economic progress of India will be rapid and robust. As like poverty ridden state of Assam where the availability of unskilled and untrained laborers are in abundant, it is very imperative to cope up unorganized sector in the priority basis so as to absorb this vast work force and increase their purchasing power that would enhanced the economic growth rate of Assam.

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Annexure – I

DEPARTMENT OF ECONOMICS NAGALAND UNIVERSITY

Interview Schedule for Ph. D Degree

Under the Supervision of
Prof. B. Kilangla Jamir
Deptt. of Economics
Nagaland University

By
Sri Dina Gogoi
Research Scholar
Deptt. of Economics
Nagaland University

Schedule - I

EMPLOYMENT AND UNEMPLOYMENT

I. Descriptive Identification of sample household						
1	State		11	Religion		
2	District		12	Social Group	SC/ST/OBC/MOBC/ General/Others	
3	Town		13	Land Owned (in Bighas)		
4	Village		14	Land Cultivated (in Bighas)		
5	Ward/Block		15	Other Assets		
6	Name of head of the Household(h/hs)		16	Total Family Income	Monthly	
					Annually	
7	Sex of the Head of h/hs		17	Savings of the H/hs	Daily	
					Weekly	
					Monthly	
					Quarterly	
					Annually	
8	H/hs size		18	Who got worked at least 60 days under public work in last 365 days	Male	
					Female	
9	Principal occupation		19	Monthly consumption Expenditure		
10	Household type		20	If migrated If yes : place from year: Reason for Migration	Yes/ No	

Schedule-II

II. Demographic Particulars of Household members

Sl. No.	If participated, specified industry group (Nature of Work).						
	without remuneration in production of goods and services (Yes/No) NGO-1, Community-2,	1					
	Whether currently registered with employment exchanged (Yes/No) <small>Persons under welfare age do not</small>	0					
	employed, mention what type of occupation are	9					
	beneficiary of any training programme, Yes/No, If	Period of the training (in month/days)	8				
	Name of the scheme	7					
For age group of 15 to 60 (Employed person)	Source	6					
	Source From	5					
	Duration	4					
	Field Training	3					
	Vocational Training received/receiving	2					
Education Level	Employed/ Unemployed	1					
	Type of Institution	0					
	Status of current attendance						
	Technical						
	General						
	Marital Status						
	Age (Year)						
	Sex (M/F)						
	Relation to Head						
	Name of Members	2					
1. No.							

Schedule-III

[illegible]

Schedule-IV

[illegible]

Schedule-V

V. Women Labour Force

[illegible]

Schedule -VI

VI.Economic Empowerment of women Labourers(Unorganised Sector) and their problems																		
L. NO.	Name of female members(employed)	Economic contribution to the family(in Rs.)	Participation and Autonomy in Decision-making at household level (Self - 1, 2- Husband, Both - 3, Other Family Members- 4)					Participation in electoral process			Participation in women organisation	Participation in agitation	How do you feel about the status of women in your locality?	Use of Media				
			Child ren Education	Joining the labour market	Joining in a current earnings in a month	Spending of income/	Food purchase on	Medical Treatment	Clothing	Purchase of				Recreation	Voting	Not Voting	Executive Election - 1, 2- 3- 4- 5- 6- 7- 8- 9- 10- 11- 12- 13- 14- 15- 16- 17- 18- 19- 20- 21- 22- 23- 24- 25- 26- 27- 28- 29- 30- 31- 32- 33- 34- 35- 36- 37- 38- 39- 40- 41- 42- 43- 44- 45- 46- 47- 48- 49- 50- 51- 52- 53- 54- 55- 56- 57- 58- 59- 60- 61- 62- 63- 64- 65- 66- 67- 68- 69- 70- 71- 72- 73- 74- 75- 76- 77- 78- 79- 80- 81- 82- 83- 84- 85- 86- 87- 88- 89- 90- 91- 92- 93- 94- 95- 96- 97- 98- 99- 100- 101- 102- 103- 104- 105- 106- 107- 108- 109- 110- 111- 112- 113- 114- 115- 116- 117- 118- 119- 120- 121- 122- 123- 124- 125- 126- 127- 128- 129- 130- 131- 132- 133- 134- 135- 136- 137- 138- 139- 140- 141- 142- 143- 144- 145- 146- 147- 148- 149- 150- 151- 152- 153- 154- 155- 156- 157- 158- 159- 160- 161- 162- 163- 164- 165- 166- 167- 168- 169- 170- 171- 172- 173- 174- 175- 176- 177- 178- 179- 180- 181- 182- 183- 184- 185- 186- 187- 188- 189- 190- 191- 192- 193- 194- 195- 196- 197- 198- 199- 200- 201- 202- 203- 204- 205- 206- 207- 208- 209- 210- 211- 212- 213- 214- 215- 216- 217- 218- 219- 220- 221- 222- 223- 224- 225- 226- 227- 228- 229- 230- 231- 232- 233- 234- 235- 236- 237- 238- 239- 240- 241- 242- 243- 244- 245- 246- 247- 248- 249- 250- 251- 252- 253- 254- 255- 256- 257- 258- 259- 260- 261- 262- 263- 264- 265- 266- 267- 268- 269- 270- 271- 272- 273- 274- 275- 276- 277- 278- 279- 280- 281- 282- 283- 284- 285- 286- 287- 288- 289- 290- 291- 292- 293- 294- 295- 296- 297- 298- 299- 300- 301- 302- 303- 304- 305- 306- 307- 308- 309- 310- 311- 312- 313- 314- 315- 316- 317- 318- 319- 320- 321- 322- 323- 324- 325- 326- 327- 328- 329- 330- 331- 332- 333- 334- 335- 336- 337- 338- 339- 340- 341- 342- 343- 344- 345- 346- 347- 348- 349- 350- 351- 352- 353- 354- 355- 356- 357- 358- 359- 360- 361- 362- 363- 364- 365- 366- 367- 368- 369- 370- 371- 372- 373- 374- 375- 376- 377- 378- 379- 380- 381- 382- 383- 384- 385- 386- 387- 388- 389- 390- 391- 392- 393- 394- 395- 396- 397- 398- 399- 400- 401- 402- 403- 404- 405- 406- 407- 408- 409- 410- 411- 412- 413- 414- 415- 416- 417- 418- 419- 420- 421- 422- 423- 424- 425- 426- 427- 428- 429- 430- 431- 432- 433- 434- 435- 436- 437- 438- 439- 440- 441- 442- 443- 444- 445- 446- 447- 448- 449- 450- 451- 452- 453- 454- 455- 456- 457- 458- 459- 460- 461- 462- 463- 464- 465- 466- 467- 468- 469- 470- 471- 472- 473- 474- 475- 476- 477- 478- 479- 480- 481- 482- 483- 484- 485- 486- 487- 488- 489- 490- 491- 492- 493- 494- 495- 496- 497- 498- 499- 500- 501- 502- 503- 504- 505- 506- 507- 508- 509- 510- 511- 512- 513- 514- 515- 516- 517- 518- 519- 520- 521- 522- 523- 524- 525- 526- 527- 528- 529- 530- 531- 532- 533- 534- 535- 536- 537- 538- 539- 540- 541- 542- 543- 544- 545- 546- 547- 548- 549- 550- 551- 552- 553- 554- 555- 556- 557- 558- 559- 560- 561- 562- 563- 564- 565- 566- 567- 568- 569- 570- 571- 572- 573- 574- 575- 576- 577- 578- 579- 580- 581- 582- 583- 584- 585- 586- 587- 588- 589- 590- 591- 592- 593- 594- 595- 596- 597- 598- 599- 600- 601- 602- 603- 604- 605- 606- 607- 608- 609- 610- 611- 612- 613- 614- 615- 616- 617- 618- 619- 620- 621- 622- 623- 624- 625- 626- 627- 628- 629- 630- 631- 632- 633- 634- 635- 636- 637- 638- 639- 640- 641- 642- 643- 644- 645- 646- 647- 648- 649- 650- 651- 652- 653- 654- 655- 656- 657- 658- 659- 660- 661- 662- 663- 664- 665- 666- 667- 668- 669- 670- 671- 672- 673- 674- 675- 676- 677- 678- 679- 680- 681- 682- 683- 684- 685- 686- 687- 688- 689- 690- 691- 692- 693- 694- 695- 696- 697- 698- 699- 700- 701- 702- 703- 704- 705- 706- 707- 708- 709- 710- 711- 712- 713- 714- 715- 716- 717- 718- 719- 720- 721- 722- 723- 724- 725- 726- 727- 728- 729- 730- 731- 732- 733- 734- 735- 736- 737- 738- 739- 740- 741- 742- 743- 744- 745- 746- 747- 748- 749- 750- 751- 752- 753- 754- 755- 756- 757- 758- 759- 760- 761- 762- 763- 764- 765- 766- 767- 768- 769- 770- 771- 772- 773- 774- 775- 776- 777- 778- 779- 780- 781- 782- 783- 784- 785- 786- 787- 788- 789- 790- 791- 792- 793- 794- 795- 796- 797- 798- 799- 800- 801- 802- 803- 804- 805- 806- 807- 808- 809- 810- 811- 812- 813- 814- 815- 816- 817- 818- 819- 820- 821- 822- 823- 824- 825- 826- 827- 828- 829- 830- 831- 832- 833- 834- 835- 836- 837- 838- 839- 840- 841- 842- 843- 844- 845- 846- 847- 848- 849- 850- 851- 852- 853- 854- 855- 856- 857- 858- 859- 860- 861- 862- 863- 864- 865- 866- 867- 868- 869- 870- 871- 872- 873- 874- 875- 876- 877- 878- 879- 880- 881- 882- 883- 884- 885- 886- 887- 888- 889- 890- 891- 892- 893- 894- 895- 896- 897- 898- 899- 900- 901- 902- 903- 904- 905- 906- 907- 908- 909- 910- 911- 912- 913- 914- 915- 916- 917- 918- 919- 920- 921- 922- 923- 924- 925- 926- 927- 928- 929- 930- 931- 932- 933- 934- 935- 936- 937- 938- 939- 940- 941- 942- 943- 944- 945- 946- 947- 948- 949- 950- 951- 952- 953- 954- 955- 956- 957- 958- 959- 960- 961- 962- 963- 964- 965- 966- 967- 968- 969- 970- 971- 972- 973- 974- 975- 976- 977- 978- 979- 980- 981- 982- 983- 984- 985- 986- 987- 988- 989- 990- 991- 992- 993- 994- 995- 996- 997- 998- 999- 1000- 1001- 1002- 1003- 1004- 1005- 1006- 1007- 1008- 1009- 1010- 1011- 1012- 1013- 1014- 1015- 1016- 1017- 1018- 1019- 1020- 1021- 1022- 1023- 1024- 1025- 1026- 1027- 1028- 1029- 1030- 1031- 1032- 1033- 1034- 1035- 1036- 1037- 1038- 1039- 1040- 1041- 1042- 1043- 1044- 1045- 1046- 1047- 1048- 1049- 1050- 1051- 1052- 1053- 1054- 1055- 1056- 1057- 1058- 1059- 1060- 1061- 1062- 1063- 1064- 1065- 1066- 1067- 1068- 1069- 1070- 1071- 1072- 1073- 1074- 1075- 1076- 1077- 1078- 1079- 1080- 1081- 1082- 1083- 1084- 1085- 1086- 1087- 1088- 1089- 1090- 1091- 1092- 1093- 1094- 1095- 1096- 1097- 1098- 1099- 1100- 1101- 1102- 1103- 1104- 1105- 1106- 1107- 1108- 1109- 1110- 1111- 1112- 1113- 1114- 1115- 1116- 1117- 1118- 1119- 1120- 1121- 1122- 1123- 1124- 1125- 1126- 1127- 1128- 1129- 1130- 1131- 1132- 1133- 1134- 1135- 1136- 1137- 1138- 1139- 1140- 1141- 1142- 1143- 1144- 1145- 1146- 1147- 1148- 1149- 1150- 1151- 1152- 1153- 1154- 1155- 1156- 1157- 1158- 1159- 1160- 1161- 1162- 1163- 1164- 1165- 1166- 1167- 1168- 1169- 1170- 1171- 1172- 1173- 1174- 1175- 1176- 1177- 1178- 1179- 1180- 1181- 1182- 1183- 1184- 1185- 1186- 1187- 1188- 1189- 1190- 1191- 1192- 1193- 1194- 1195- 1196- 1197- 1198- 1199- 1200- 1201- 1202- 1203- 1204- 1205- 1206- 1207- 1208- 1209- 1210- 1211- 1212- 1213- 1214- 1215- 1216- 1217- 1218- 1219- 1220- 1221- 1222- 1223- 1224- 1225- 1226- 1227- 1228- 1229- 1230- 1231- 1232- 1233- 1234- 1235- 1236- 1237- 1238- 1239- 1240- 1241- 1242- 1243- 1244- 1245- 1246- 1247- 1248- 1249- 1250- 1251- 1252- 1253- 1254- 1255- 1256- 1257- 1258- 1259- 1260- 1261- 1262- 1263- 1264- 1265- 1266- 1267- 1268- 1269- 1270- 1271- 1272- 1273- 1274- 1275- 1276- 1277- 1278- 1279- 1280- 1281- 1282- 1283- 1284- 1285- 1286- 1287- 1288- 1289- 1290- 1291- 1292- 1293- 1294- 1295- 1296- 1297- 1298- 1299- 1300- 1301- 1302- 1303- 1304- 1305- 1306- 1307- 1308- 1309- 1310- 1311- 1312- 1313- 1314- 1315- 1316- 1317- 1318- 1319- 1320- 1321- 1322- 1323- 1324- 1325- 1326- 1327- 1328- 1329- 1330- 1331- 1332- 1333- 1334- 1335- 1336- 1337- 1338- 1339- 1340- 1341- 1342- 1343- 1344- 1345- 1346- 1347- 1348- 1349- 1350- 1351- 1352- 1353- 1354- 1355- 1356- 1357- 1358- 1359- 1360- 1361- 1362- 1363- 1364- 1365- 1366- 1367- 1368- 1369- 1370- 1371- 1372- 1373- 1374- 1375- 1376- 1377- 1378- 1379- 1380- 1381- 1382- 1383- 1384- 1385- 1386- 1387- 1388- 1389- 1390- 1391- 1392- 1393- 1394- 1395- 1396- 1397- 1398- 1399- 1400- 1401- 1402- 1403- 1404- 1405- 1406- 1407- 1408- 1409- 1410- 1411- 1412- 1413- 1414- 1415- 1416- 1417- 1418- 1419- 1420- 1421- 1422- 1423- 1424- 1425- 1426- 1427- 1428- 1429- 1430- 1431- 1432- 1433- 1434- 1435- 1436- 1437- 1438- 1439- 1440- 1441- 1442- 1443- 1444- 1445- 1446- 1447- 1448- 1449- 1450- 1451- 1452- 1453- 1454- 1455- 1456- 1457- 1458- 1459- 1460- 1461- 1462- 1463- 1464- 1465- 1466- 1467- 1468- 1469- 1470- 1471- 1472- 1473- 1474- 1475- 1476- 1477- 1478- 1479- 1480- 1481- 1482- 1483- 1484- 1485- 1486- 1487- 1488- 1489- 1490- 1491- 1492- 1493- 1494- 1495- 1496- 1497- 1498- 1499- 1500- 1501- 1502- 1503- 1504- 1505- 1506- 1507- 1508- 1509- 1510- 1511- 1512- 1513- 1514- 1515- 1516- 1517- 1518- 1519- 1520- 1521- 1522- 1523- 1524- 1525- 1526- 1527- 1528- 1529- 1530- 1531- 1532- 1533- 1534- 1535- 1536- 1537- 1538- 1539- 1540- 1541- 1542- 1543- 1544- 1545- 1546- 1547- 1548- 1549- 1550- 1551- 1552- 1553- 1554- 1555- 1556- 1557- 1558- 1559- 1560- 1561- 1562- 1563- 1564- 1565- 1566- 1567- 1568- 1569- 1570- 1571- 1572- 1573- 1574- 1575- 1576- 1577- 1578- 1579- 1580- 1581- 1582- 1583- 1584- 1585- 1586- 1587- 1588- 1589- 1590- 1591- 1592- 1593- 1594- 1595- 1596- 1597- 1598- 1599- 1600- 1601- 1602- 1603- 1604- 1605- 1606- 1607- 1608- 1609- 1610- 1611- 1612- 1613- 1614- 1615- 1616- 1617- 1618- 1619- 1620- 1621- 1622- 1623- 1624- 1625- 1626- 1627- 1628- 1629- 1630- 1631- 1632- 1633- 1634- 1635- 1636- 1637- 1638- 1639- 1640- 1641- 1642- 1643- 1644- 1645- 1646- 1647- 1648- 1649- 1650- 1651- 1652- 1653- 1654- 1655- 1656- 1657- 1658- 1659- 1660- 1661- 1662- 1663- 1664- 1665- 1666- 1667- 1668- 1669- 1670- 1671- 1672- 1673- 1674- 1675- 1676- 1677- 1678- 1679- 1680- 1681- 1682- 1683- 1684- 1685- 1686- 1687- 1688- 1689- 1690- 1691- 1692- 1693- 1694- 1695- 1696- 1697- 1698- 1699- 1700- 1701- 1702- 1703- 1704- 1705- 1706- 1707- 1708- 1709- 1710- 1711- 1712- 1713- 1714- 1715- 1716- 1717- 1718- 1719- 1720- 1721- 1722- 1723- 1724- 1725- 1726- 1727- 1728- 1729- 1730- 1731- 1732- 1733- 1734- 1735- 1736- 1737- 1738- 1739- 1740- 1741- 1742- 1743- 1744- 1745- 1746- 1747- 1748- 1749- 1750- 1751- 1752- 1753- 1754- 1755- 1756- 1757- 1758- 1759- 1760- 1761- 1762- 1763- 1764- 1765- 1766- 1767- 1768- 1769- 1770- 1771- 1772- 1773- 1774- 1775- 1776- 1777- 1778- 1779- 1780- 1781- 1782- 1783- 1784- 1785- 1786- 1787- 1788- 1789- 1790- 1791- 1792- 1793- 1794- 1795- 1796- 1797- 1798- 1799- 1800- 1801- 1802- 1803- 1804- 1805- 1806- 1807- 1808- 1809- 1810- 1811- 1812- 1813- 1814- 1815- 1816- 1817- 1818- 1819- 1820- 1821- 1822- 1823- 1824- 1825- 1826- 1827- 1828- 1829- 1830- 1831- 1832- 1833- 1834- 1835- 1836- 1837- 1838- 1839- 1840- 1841- 1842- 1843- 1844- 1845- 1846- 1847- 1848- 1849- 1850- 1851- 1852- 1853- 1854- 1855- 1856- 1857- 1858- 1859- 1860- 1861- 1862- 1863- 1864- 1865- 1866- 1867- 1868- 1869- 1870- 1871- 1872- 1873- 1874- 1875- 1876- 1877- 1878- 1879- 1880- 1881- 1882- 1883- 1884- 1885- 1886- 1887- 1888- 1889- 1890- 1891- 1892- 1893- 1894- 1895- 1896- 1897- 1898- 1899- 1900- 1901- 1902- 1903- 1904- 1905- 1906- 1907- 1908- 1909- 1910- 1911- 1912- 1913- 1914- 1915- 1916- 1917- 1918- 1919- 1920- 1921- 1922- 1923- 1924- 1925- 1926- 1927- 1928- 1929- 1930- 1931- 1932- 1933- 1934- 1935- 1936- 1937- 1938- 1939- 1940- 1941- 1942- 1943- 1944- 1945- 1946- 1947- 1948- 1949- 1950- 1951- 1952- 1953- 1954- 1955- 1956- 1957- 1958- 1959- 1960- 1961- 1962- 1963- 1964- 1965- 1966- 1967- 1968- 1969- 1970- 1971- 1972- 1973- 1974- 1975- 1976- 1977- 1978- 1979- 1980- 1981- 1982- 1983- 1984- 1985- 1986- 1987- 1988- 1989- 1990- 1991- 1992- 1993- 1994- 1995- 1996- 1997- 1998- 1999- 2000- 2001- 2002- 2003- 2004- 2005- 2006- 2007- 2008- 2009- 2010- 2011- 2012- 2013- 2014- 2015- 2016- 2017- 2018- 2019- 2020- 2021- 2022- 2023- 2024- 2025- 2026- 2027- 2028- 2029- 2030- 2031- 2032- 2033- 2034- 2035- 2036- 2037- 2038- 2039- 2040- 2041- 2042- 2043- 2044- 2045- 2046- 2047- 2048- 2049- 2050- 2051- 2052- 2053- 2054- 2055- 2056- 2057- 2058- 2059- 2060- 2061- 2062- 2063- 2064- 2065- 2066- 2067- 2068- 2069- 2070- 2071- 2072- 2073- 2074- 2075- 2076- 2077- 2078- 2079- 2080- 2081- 2082- 2083- 2084- 2085- 2086- 2087- 2088- 2089- 2090- 2091- 2092- 2093- 2094- 2095- 2096- 2097- 2098- 2099- 2100- 2101- 2102- 2103- 2104- 2105- 2106- 2107- 2108- 2109- 2110- 2111- 2112- 2113- 2114- 2115- 2116- 2117- 2118- 2119- 2120- 2121- 2122- 2123- 2124- 2125- 2126- 2127- 2128- 2129- 2130- 2131- 2132- 2133- 2134- 2135- 2136- 2137- 2138- 2139- 2140- 2141- 2142- 2143- 2144- 2145- 2146- 2147- 2148- 2149- 2150- 2151- 2152- 2153- 2154- 2155- 2156- 2157- 2158- 2159- 2160- 2161- 2162- 2163- 2164- 2165- 2166- 2167- 2168- 2169- 2170- 2171- 2172- 2173- 2174- 2175- 2176- 2177- 2178- 2179- 2180- 2181- 2182- 2183- 2184- 2185- 2186- 2187- 2188- 2189- 2190- 2191- 2192- 2193- 2194- 2195- 2196- 2197- 2198- 2199- 2200- 2	

Continued Schedule – VI

[illegible]

Schedule - VII

[illegible]

Continued Schedule – VII

[illegible]

Schedule - VIII

[illegible]

Continued Schedule – VIII

[illegible]

Continued Schedule – VIII

Sl No.	Name of the Members / Respondents	Plantation Labour Act, 1951									
		Did your name register by the authority	Housing Facilities Provided or not	drinking water facility is available or not in the work	Separate urinal facilities are available or not (for both male and female)	Education al institution available or not	compensation provided or not due to collapse of house provided by the	Maternity benefit available or not	Percentage of bonus in the time of festival and is the authority pay in due course of time	Provident Fund Facilities are available or not	Payment of Gratuity
		0	1	2	43	4	5	6	5	6	7