

WORKING CONDITIONS OF UNORGANISED WORKERS: ISSUES AND SOLUTIONS: A CASE STUDY OF UNORGANISED WORKERS IN ERNAKULAM DISTRICT

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ABSTRACT

Unorganised labour market constitutes a vast segment in any society, whether it is in developed or developing countries. India is an emerging economy with 460.43 million workers in 2011-12. Unorganised workers suffer from access to imperfect information and not fully aware of their legal rights. This led to the bad condition of work like long working hours, hazardous nature of work, absence of safety conditions and above all poor wage rates, 93 % of India's workforce is working as unorganised workers have not been benefited growth. Kerala constitutes a major share of unorganised workers in the country. It is identified that this sector is severely exploited in the workplace in different forms. The proposed study is to discuss the issues associated with the working condition of unorganised workers in the urban areas of the Ernakulam district of Kerala. The study also suggests viable solutions to address these issues.

Keywords: Workers, Unorganised, Issues, Developing countries, Employment

SECTION I

1.1 Introduction

Over the two decades of rapid growth, the Indian economy is generally perceived as doing very well. It is well known that the BRIC Report has predicted that India will be the third-largest economy, after the US and China by 2050. But the growth has not been homogenous across sectors. Further, the high growth is not improved living standards of all residents. A large segment of the working population is mostly in the unorganised or informal sector. Particularly the entire growth of employment during 1999-2000 to 2011-12 period was in the informal sector or unorganised sector.

Unorganised labour market constitutes a vast segment in any society, whether it is in developed or developing countries. It is estimated that the United States of America employs 53 % of the private workforce and contribute to 51 % of the gross private product. The majority of the

working population in South Asia, accounting for the range of 66.3 to 93.4 % is in the informal sector. India is an emerging economy with 460.43 million workers in 2011-12. The size of the workforce was 461.2 million in 2009-10; 457.46 million in 2004-05 and 422.61 million workers in 1999-2000. A large chunk of the workforce was engaged in the informal sector. In India, the estimated number of informal sector employment workers and informal workers in 2011-12 was 386.02 million and 423.17 million respectively. This was 91.21 percent of the informal sector employment workers are considered as informal workers. NCEUS, 2017)

1.2 Unorganised Labour: Quantification Problem

The burning issue concerning unorganised labour is its quantification or estimation. The different sources like Central statistical Organisation, National Sample Survey Organisation, and Economic Census, etc. use a different definition for informal enterprise or sector. Kulashreshtra (1997) discussed the conceptual and estimation issue of the informal sector in the context of Indian National accounts. Employment in the unorganised sector is derived as a residual of the total workers minus workers in the organised sector as reported by the Directorate General of Employment and Training (DGE&T).

1.3 Review of Literature

In India, the First National Commission on labour (1969) had recommended the need for periodic surveys to understand the problems of different types of labour in the unorganised sector, especially the working condition. The National Commission on Self-employed Women and Women Workers (1988), National Commission on Rural Labour (1991), Second national Commission on Labour (2002), and recently National Commission on Enterprise in the Unorganised Sector (2007) were all the initiatives of various governments to identify the issues faced by the unorganised sector.

There have been many studies on the trends and patterns of the unorganised sector using secondary data from NSS Rounds and Census data. There are studies at the micro-level by individual researches too these studies touch upon issues ranging from working conditions to the impact of reforms.

1.3.1 Size and Composition

The pioneering effort was made by CSO in 1977-78. According to this study, 29 % of total workers in 1977-78 were employed in the unorganised sector including agricultural workers. Later CSO, based on the origination of Domestic Product, estimated that the unorganised sector formed 0.1 % of all sectors in 1980-81. Based on the census established data of 1971, Viswakarma (1980) estimated that the share of the informal sector in India accounted for more

than 76 %. Mitra (1994) estimated the relative size of the informal sector employed in class I cities of India it ranges from 49 to 83 %.

Ajaya Kumar Naik (2006) attempted to analyze the concept of Informal sector workers and Informal workers of India. He estimated the number of informal sector workers in 2004-05 was 394.90 million in India contributing 86 % of total workers and the number of informal workers was 422 million. A cross-tabulation of informal sector workers and informal workers in 2004-05 shows that more than 99 % of informal sector workers are informal workers but only 6.2 % of formal sector workers are formal workers. A large number of workers working in the formal sector by enterprise characteristics but there is informal.

The proportion of rural informal sector workers decreased and the opposite happened in urban areas. It is observed between the study period of 1999-00 to 2004-05 that the growth rate of formal sector workers in the rural areas in all categories is higher than the growth rate in the informal sector workers but the reverse happened in the urban area. The growth rate of urban informal sector workers is higher than the formal sector workers. There is a positive and significant correlation between informal sector employment and the incidence of poverty in the states. The percentage share of informal sector workers in the poor states is more than in developed states. (Ajaya Kumar Naik, 2006)

1.3.2 Problems of Unorganised Workers

JeemolUnni (1998) analyzed the wages and employment scenario in the unorganised sector with particular reference to specific industries in Gujarat. Keeping in view the present trends towards globalisation and increasing in formalisation of the workforce, it calls for evolving meaningful wage policy for the unorganised sector workers. s. Wage is the main source of income, and profoundly influences the quality of their lives. It is thus an important labour policy issue. Wage policy has to be formulated through political compromises and consensus; so that it would not be appropriate for an individual to do anything more than indicating the issues involved. (Subesh K Das 1998)

Papola T S and Sharma, Alakh (1999) concluded that there is a marginal increase in labour force participation of women in the informal sector. There is gender discrimination for work, which is more prevalent in the informal sector. Intervention by nongovernmental organisations, governmental organisations and women activists for increasing opportunities, strengthening capabilities will reduce imbalances and bring gender equity in employment.

Martin Patrick (1998) in his study focused on the problems of the saleswomen working in registered shops and establishments in Ernakulum district of Kerala. The objective of his study is to analyze the aspects of discrimination, time allocation and migration of saleswomen. The

labour market discrimination, analyzed in terms of wages, is revealed by the fact that the saleswomen not only received a low wage packet but were also discriminated against about men of the same category. The time allocation of saleswomen, analyzed in the context of the theory of time allocation, discusses the problems of allocation about non-market time. The value of housework quantified with the help of wage earnings function and the opportunity cost of time approach exposes the household level discrimination. The analysis of the migration aspect leads to the conclusion that it is the push factor rather than the pull factor which played a major role.

1.3.3 Migration

P. Duraisamy and S. Naraimham (2000) discussed migrant labourers constitute a sizeable proportion of workers in the urban informal sector. They examined the urban-to-rural remittance behaviour of the migrants in the urban informal sector using a primary survey from the Chennai metropolitan area. It has been observed that 18 % of the urban informal sector migrants' income is remitted. The impact of the remittances on the welfare of the family and resources supplies constraints in the agricultural sector, particularly under the changing technology in agricultural production.

Duraisamy and Narasimham (1997) examined the wage differentials and discrimination between migrants and non-migrants in the urban informal sector. The findings brought from that migrants on the average earn 17 % less than non-migrants and the wage discrimination accounts for 38-56 % of the wage.

Pandey, Divya (1998) examined the nature and types of migrant workers, temporary and permanent in the light of socio-economic order and employment patterns of the female migrants from Maharashtra. It was brought forward, in the temporary type of migration, the migrant worker in the informal sector without legal protection or job security, long working hours, low wages and no facilities. These women mainly worked in the informal sector to supplement the family income and face all other hardships of life.

1.4 Statement of the Problem

Unorganised workers suffer from access to imperfect information and not fully aware of their legal rights. This led to the bad condition of work like long working hours, hazardous nature of work, absence of safety conditions and above all poor wage rates, 93 % of India's workforce is working as unorganised workers have not been benefited growth. In this context, the present study on unorganised workers in Ernakulum district is more valiant.

Kerala constitutes a major share of unorganised workers in the country. It is identified that this sector is severely exploited in the workplace in different forms. The proposed study is to discuss

the issues associated with the working condition of unorganised workers in the urban areas of the Ernakulum district of Kerala. The study also suggests viable solutions to address these issues.

1.5 Investigative question

In the light and discussion and review of the literature made above, the broad question set up in the study are

1. What is the exact size of unorganised labour in the Ernakulum district?
2. What is the problem faced by the unorganised labour in the study area?
3. To what extent the working condition affect unorganised workers?
4. What are the major issues faced by the unorganised workers?

Here this study attempt to fill gap relating to the unorganised workers along with the identification of the sector, working conditions, and problems.

1.6 Objectives

Based on the review of the literature and broad investigative question set up for the study, the following are the objectives laid down.

1. To measure the exact size of unorganised workers in the study area.
2. To determine the composition of unorganised workers in the study area.
3. To study the socio-economic background of unorganised workers.
4. To study the nature of the working condition in the unorganised workers.
5. To suggest improvement for the working condition in the unorganised workers

1.7 Methodology

The study is based on primary and secondary data. The secondary data mainly collected from NCEUS reports, Economic Survey, NSS Reports, Economic Review, and other published articles. The primary data is collected from a sample of 150 households with a population of 870 from the study area. Here we use a structured interview schedule method for collecting primary data. Analysis of data was done with tables, diagrams, arithmetic mean, etc.

1.8 Scope and Significance

The discussion on unorganised workers in regional economics like Ernakulum has to place in the historical process of industrialisation, urbanisation, and migration. The setting up of industrial concern, multi stored apartments in the construction sector and mega projects in infrastructure and consequent migration resulted in the increase of unorganised labour in the district. There is evidence that this heterogeneous group is severely exploited in the workplace in different forms such as low wage pocket, long working hours and absence of safety nets, etc.

This report is primarily used to fill the gap in the case of the working condition of unorganised workers in the district. It also identifies the most vulnerable categories among the unorganised labour and explores the major issues they faced with. The study made used by any agency for the improvement of unorganized workers and the findings of the study will also be the guidance for policymakers.

1.9 Study Area

As the highly industrialized district and the top-ranked district in terms of HDI in Kerala, labour is expected to be very dynamic in Ernakulum. The rapid changes are more argumentative in the context of migration of labor from the rest of the country. The first SEZ in Kerala is at Kochi, the LNG terminal, Kochi Metro and other growing development areas are also located at Ernakulum district.

1.10 Organization of the Paper

The paper is organised into five sections. The first section focuses on the introduction consisting of a literature survey, statement of the problem, research question, objectives, methodology, etc. While the second section takes upon a detailed discussion on unorganised labour in India. The third section depicts the profile of Ernakulum district. The analysis and interpretation of the study area in the fourth section. The final section gives findings, suggesting policy recommendation and conclusion

SECTION II

2.1 HISTORY OF INFORMAL SECTOR

In the mid-1950s, a theoretical economic development model was developed by Lewis (based on the assumption that there was an unlimited supply of labour in most of the developing countries. Those surplus labour should be involved in the capitalist areas of the country. It is simply a conversion of the system from traditional to modern.

As the traditional sector or agricultural sector comprised of petty traders, small producers and a range of casual labourers which were under in disguised unemployment. As economic development takes place in these countries, this vast pool of surplus labour would be absorbed as the modern industrial sector. The businessmen, manufacturer, and traders should be occupied or absorbed by large industrial sectors or in the ground of formal economy. In addition to that, petty traders and small producers and a large number of casual labour are suffering at the bottom of the informal sectors. They don't even get any benefits from the formal economy sector, especially in third world countries. It has crowed with the vast number of men, women, and children.

2.2 FORMAL - INFORMAL DICHOTOMY

The dualism theories of the past describe the dichotomy of traditional and modern sectors. It is still prevailing in the third world country. The dichotomy of formal and informal was started a new variation in the dualism theories.

In the colonial period, a distinction was made between the western capitalist sector and eastern non-capitalist people's economy. In post-colonial development theory, the concept of dualism was applied to the dichotomy of traditional and modern. In the most recent phase of the dualism, doctrine capitalism is the advanced segment of the urban economy characterized as the formal sector and non-capitalist is a traditional segment by low-cost modes of production in the economic ground as the informal sector. In contrast to dualism, the concept of an informal or unorganised sector began to receive worldwide attention in the early 1970s.

2.3 CONCEPTUAL FRAMEWORK

The British Economist Keith Hart in 1971 coined the term informal sector. He made a detailed study of urban Ghana in which the study reported the new entrants, particularly rural migrants, to the labour market in the urban areas were forced to work in the informal sector partly owing to their lack of skill and experience needed for the jobs in the urban formal sector.

The introduction of the informal sector concept has been a socio-economic impact. In the 19th century the movement of labour from agriculture and villages to cities and towns in the Third World. But even if the masses of migrants overflowing into urban areas were enough to establish a foothold, the vast majority of them could gain no access to the formal sector. It was still too small to cope with the continuous influx of newcomers.

2.4 DEFINITIONS OF UNORGANISED SECTOR

Some of the definitions of the unorganised sector are discussed in detail as follows:

Unorganised sector could be described as that part of the workforce who have not been able to organise in pursuit of a common objective because of constraints such as casual nature of employment, ignorance, and illiteracy, small size of establishments with low capital investment per person employed, scattered nature of establishments and superior strength of the employer operating singly or in combination.

National Commission for Enterprises in the Unorganised Sector defines the unorganised sector as follows:

Unorganised Sector: "The unorganised 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 with less than ten total workers".

Unorganised workers: "Unorganised workers consist of those working in the unorganised enterprises or households, excluding regular workers with social security benefits, and the workers in the formal sector without any employment/social security benefits provided by the employers".

Definition of Unorganised Sector and Unorganised Workers under the Unorganised Workers' Social Security Act, 2008:

'Unorganised 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.

Unorganised worker means a home-based worker, a self-employed worker or a wage worker in the unorganised sector and includes a worker in the organised sector who is not covered by any of the acts mentioned in schedule II of the Act.

SECTION III

ANALYSIS AND INTERPRETATION

As the highly industrialized district and the top-ranked district in terms of HDI in Kerala, labour is expected to be very dynamic in Ernakulam. The rapid changes are more argumentative in the context of migration of labour from the rest of the country

The study areas selected are Kakkanad, Kalamaserry, Vallarpadam, Vytillaand Thevera in the district. A complete household enumeration method has been employed to collect the data relating to employment details from the selected wards. A structured and pretested interview schedule has been used for this.

Primary data have been collected from the 150 households, consisting of a population of 870, from these areas. The total size of sample households and their population considered for the study is shown in table .4:1.

Table 4.1: Details of Sample

Ward name	Total households	Population	WPR	Percentage of main workers to total workers
KAKKANAD	30	150	39.01	84.5
KALAMASERRY	30	174	34.86	89.27
VALLARPADAM	30	201	45.57	83.16
VYTILLA	30	140	37.23	73.47
THEVERA	30	205	42.89	91.22
TOTAL	150	870	33	82

Source: Computed from Survey Data

The WPR of selected areas comes to the extent of 33.38 as against 35.97 for the district and the proportion of main workers is estimated at 82 % as against 89 % for the district.

4.2 Background Profile of Respondents

The background profile of workers is detailed in terms of religion, family details, sex, age, the present status of household members and work participation rate.

Table 4.2: Background Profile of Respondents

Background Profile of Respondents		Number of Respondents	Percentage
Religion	Hindu	70	46.6
	Christian	58	38.4
	Muslim	22	15
Sex		Population	Percentage
	Male	445	51
	Female	425	49

Age Group	0-14	80	9.1
	15-60	678	78
	Above 60	112	13
WPR	Sex	Population	Workers (WPR)
	Male	425	246(57)
	Female	445	40(8)
	Total	870	286(32)
Status	Employed Persons	286	32.9
	Unemployed Persons	111	12.8
	Housewives	145	16.7
	Students	226	26
	Others	102	11.6
	Total	870	100

Source: Computed from Primary Survey

In the table that the main group of respondents in the study areas is from the Hindu community with 46.6% and the remaining from the Christian and Muslim community with 38.4 and 15 % respectively. The average number of family members in total households is 3.79. There is no significant variation in the size of the family across the areas. The male-female ratio is almost 1:1 and hence it is comparable with state ratio.

The ratio of the economically active age group of 15-59 years in the total population is technically called Labourforce Participation Rate (LFPR). It consists of both employed and

unemployed persons. The age-wise classification of the population shows that the LFPR for the district as per the sample data is 78 % and the remaining 22.1% constitute the dependent group.

The work participation rate (WPR) is defined as the proportion of workers to the total population. It plays a vital role in explaining human development. The work participation rate in the study areas is shown that as per the 2001 census the work participation rate for Ernakulam is 36, as against 32.3 for Kerala. In the present study, it is worked out as 32% with male 57 and female 8 % respectively.

The status of the population is categorized into employed persons, unemployed persons, housewives, students, and others. The table indicates that the productive category constitutes the largest group, followed by students, housewives and unemployed categories.

4.3 Employment Details of Labourers

The employment details of labourers are to show in table 4:3.

Table 4.3: Employment Details of Labourers

Employment Details of Labourers				Workers	percentage
Employment Affiliation	Private Sector			270	94.4
	Government			7	2.4
	Semi Government			5	2.3
	Cooperatives			4	1
Nature	Permanent			204	71.3
	Temporary			82	28.7
Occupation		Male	Female	Workers	percentage
	Business	23	0	23	8
	Construction worker	46	0	46	16

	Daily wage earner	65	8	73	25.5
	Dairy farm	5	1	6	2
	Domestic worker	0	5	5	1.7
	Driver	64	2	66	23
	Farmer	6	0	6	0.4
	Mechanic	9	0	9	3.1
	Nurse	0	5	5	1.7
	Shops and commercial	24	12	36	14.9
	Tailoring	1	4	5	1.7
	Teacher	3	3	6	2
Benefits	workers without social security	223	25	248	87
	workers with social security	23	15	38	13
Monthly Income	Below 2000	1	4	5	1.7
	2000-5000	143	29	172	78.3
	5000-8000	94	5	99	17.4
	Above 8000	8	2	10	2.6
Daily Wage	200-400	75	14	89	6.2
	400-600	123	12	135	17.4

	600-800	27	8	35	32.16
	800-1000	13	4	17	40.5
	Above 1000	8	2	10	3.8
Working days	below 150	99	12	111	38.8
	150-200	104	8	112	39.1
	200-300	43	20	63	23

Source: Computed from Primary Survey

It is of interest to note that the private sector plays a significant role in employing the people. The table shows that a major chunk of the employed persons is working in the private sector (94.4%). As against the 6 % of employees engaged in the government sector and the remaining are in the semi-government and cooperative sector.

The nature of employment plays a vital role in the determination of the status of workers. The nature of employment may be divided into two: temporary and permanent. The nature of employment states that 71.3 % of the employees are temporary and the rest are permanent.

NSSO divided workers into two categories, organized workers and unorganized workers. Workers in the organized sector are permanent workers in central and state government offices, large private establishments, etc. Workers in the unorganized sector are home-based workers, construction workers, shops and commercial workers, daily wage earners, etc. The table reveals that daily wage earners constitute the largest number among the different occupational groups. Then followed by drivers, construction workers, shops and commercial establishments, mechanic, business, farmers, teachers, dairy farms, nurses, etc. In the survey, female labourers are more seen in shops and the commercial establishment and male labourers are seen in daily wage earners.

Employee benefits are non-wage compensations provided to employees in addition to their normal wages or salaries. Some of these benefits are provident fund, gratuity, insurance like ESI, pension, etc. The purpose of these benefits is to increase the economic security of the employees. The table depicts that 87% of the working force is not entitled to any benefits which give them protection. This finding leads that some workers already identified as permanent are also coming under an unorganized category. In reality, they are temporary or casual workers. Only 13 % of the workforce is entitled to social security benefits.

The table shows that the majority of the have their monthly income is found to be ranging from Rs 2000 to Rs. 5000. From the sample data, most of the workers argued that there is instability in the earnings. It is one of the crucial issues found in the workers. So here from the sample data it is found that the average monthly income of all categories of workers varies from Rs.2000 – Rs. 6000.

The table shows that 40.5 % of the workers constitute their daily wage ranges from Rs.800-1000 per day. As against 32.1 % have wage ranges from Rs600-800. While 17.1 %, 6.2 % and 3.1 % of the workers have waged in-between Rs.400-600, Rs.200-400 and above 1000. Most of the workers argued that their wages vary in the situation to situation. Here we have to see that there is a mismatch between daily wage and monthly income of the workers. The reason is that there is a debt trap is one of the crucial issues of this category.

The table shows that the majority of the workers both male and female categories have got 150-200 days of employment per year, but they are not getting continuous employment. The average number of working days per year is 165. But a large portion of the female labourers has got less than 150 days of employment.

4.4 Migration

The process of migration is part of urbanization. Ernakulum and Kochi city, in particular, grows at an alarming rate. The labourers are migrated from other parts of the state like Tamil Nadu, Orissa, Uttar Pradesh, West Bengal, etc.

Table 4.4: Distribution of Workers by Migration

Place	Workers	Percentage
Tamil Nadu	4	30
West Bengal	4	30
Orissa	2	15
Bihar	2	10
Andhra Pradesh	1	5
Maharashtra	1	5
Haryana	1	5
Total	15	100
Total Workers	286	5

Source: Sample Survey

The table shows that 5% of the workers are migrated from other states. It is found that the migrated laborers are from like Tamil Nadu, West Bengal, Bihar, Maharashtra, Uttar Pradesh, Andhra Pradesh, Orissa, and Haryana.

4.5 Reasons for Migration

The reasons for the migration are shown in table 4:5.

Table 4.5: Migrated Population by Reasons

Reasons	Workers	Percentage
Job	10	67
Poverty	3	20
Better wage	2	13
Total	15	100

Source: Sample Survey

The table shows the reasons for the migration of the population from other states. The study reveals that 67 % of the population are coming from other states for seeking a job. Other major reasons followed by the job are poverty and better wage respectively.

4.6 Problems Faced by the labourers

The study has looked into the major problems faced by the workers. Some of the problems identified through the field survey are discussed below.

1. Lack of a permanent job is a major problem in the selected wards. In each ward selected for the study, we can see the percentage share of the temporary job is higher than that of the permanent jobs.
2. Low salary has been cited by many as a grave issue.
3. Another problem located is relating to health.
4. The problems faced by the migrated labour force have become an issue for authorities. While the migrated labourers complain about the difficulty to stay in a dilapidated rented house provided by the employers, authorities are fed up with problems like beggary and anti-social activities created by a group of them. They also complained about overtime work with less remuneration, absence of job and social security, etc.

FINDINGS SUGGESTIONS AND CONCLUSION

Unorganised labourers themselves are mostly fragmented and are not organised into unions. They suffer from access to imperfect information and are not fully aware of legal rights. This led to bad conditions of work, absence of safety conditions and above all poor wages.

5.1 Findings of the Study

The study has come out a lot of findings of unorganised workers in Ernakulum district. We can evaluate the findings in order of the objectives stated in the study.

1. In the study, primary data have been collected from 150 households, consisting of a population of 870.
2. The WPR of selected areas comes to the extent of 39 as against 35.97 for the district.
3. The proportion of main workers is estimated at 82 % as against 89 % for the district.
4. The main group of respondents in the study areas is from the Hindu community with 46.6 % and the remaining from the Christian and Muslim communities with 38.4 and 15 % respectively.
5. The average number of family members in total households is 3.79. There is no significant variation in the size of the family across the areas.
6. From the study male-female ratio is almost 1:1 and hence it is comparable with the state ratio.
7. LFPR for the district as per the sample data is 78 % and the remaining 22.1 % constitute the dependent group.
8. In the present study, the work participation rate is worked out as 39 % with male 54 and female 10 % respectively.
9. The status of the population is categorized into employed persons, unemployed persons, housewives, students, and others. The study indicates that the productive category constitutes the largest group, followed by students, housewives and unemployed categories.
10. It is of interest to note that the private sector plays a significant role in employing the people.
11. The major chunk of the employed persons is working in the private sector (94.4%). As against the 6 % of employees engaged in the government sector and the remaining are in the semi-government and cooperative sector.
12. The nature of employment states that 71.3 % of the employees are temporary and the rest are permanent.
13. Under the employed persons, daily wage earners constitute the largest number among the different occupational groups. It comes to 25.5%. Then followed by drivers (23%), construction workers (16%), shops and commercial establishments (14.9%), mechanic, business, farmers, teachers, dairy farms, nurses, etc.

14. From the employed persons in the study area, 87% of the working force is not entitled to any benefits which give them protection. This finding leads that some workers already identified as permanent are also coming under an unorganized category. In reality, they are temporary or casual workers. Only 13 % of the workforce is entitled to social security benefits.
15. The process of migration is part of urbanization. Ernakulum and Kochi city, in particular, grows at an alarming rate. The labourers are migrated from other parts of the state like Tamil Nadu, Orissa, Uttar Pradesh, West Bengal, etc. From the study 5 % of the workers are migrants.it is higher than state ratio
16. From the study, we identified that the reasons for the migration of population from other states are for seeking jobs, poverty and a better wage.
17. From the sample data, it is found that the average monthly income of all categories of workers varies from Rs.2000 – Rs.6000.
18. The majority of the workers i.e. 40.5 % of the workers constitute their daily wage ranges from Rs.800-1000 per day. Most of the workers argued that their wages vary in a situation to situation. Here we have to see that there is a mismatch between daily wage and monthly income of the workers. The reason is that there is a debt trap is one of the crucial issues of this category.
19. The majority of the workers in all categories have got 150-200 days of employment per year, but they are not getting continuous employment.
20. The study has looked into the major problems faced by the workers. Some of the problems identified through field surveys are lack of a permanent job, low salary, poor working conditions, absence of social security and health problems.
21. The problems faced by the migrated labour force have become an issue for authorities. While the migrated labourers complain about the difficulty to stay in a dilapidated rented house provided by the employers, authorities are fed up with problems like beggary and anti-social activities created by a group of them. They also complained about overtime work with less remuneration, absence of job and social security, etc.

5.2 Suggestions

1. To make a few suggestions were carried out by with trade unions leaders, experts, activists, academicians, etc. the suggestion for the study are mentioned below:
2. To implement social security effectively, It has to be handled under a single department
3. Social security schemes and welfare measures to be restructured and introduced with a clear perspective.
4. There should be government intervention to have legal advisors to inform workers about work contracts and legal issues

5. Non-governmental organisations can help in supporting workers at the destination.
6. The state government has to strengthen the implementation of health insurance for the poor.
7. The government has to provide financing for self-employment in the informal sector.
8. Trade unions should function as social institutions providing entitlements such as education and training to the workers and empowering them through awareness programme and solidarity.

CONCLUSION

In India, 93 % of the workforce is working as informal workers and is not benefited even by the inclusive growth, the objective of the 11th Plan. Working and living conditions are a major problem for most informal workers. Poor infrastructure and lack of basic services result in poor working conditions. Improvements in working conditions can be achieved through better infrastructure and better basic services to informal workers. The organization among informal workers will help to address problems concerning their working conditions since they can take self-help initiatives. About the improvement of the chances for the application of labour legislation in the informal sector, steps should be taken to improve understanding of the temporary nature of employment relations as well as to make the necessary revision of labour legislations in the line with conditions of the informal sector. Strategizing collective action needs a combination of both rights-based and demand-based approach. the trade unions and other voluntary organizations have to design their activities in innovative ways for initiating new paths of resistance for the workers.

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