
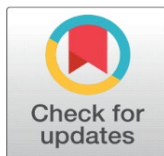


# ECONOMICS CONDITION OF UNORGANIZED WORKERS ON THE INDUSTRIES

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## ABSTRACT

Labour is hard work. It can be said that labour is the feeling of physical mental production activity. The development of the country is the power of labour. The role of labour is fundamental in every work activity.

An organization is built for the production of any item by the workers. If there is a need to produce various items in the country, then the production organization of its own item is created. Iron and magnesium in Sondur taluk of Bellary district are theirs, so the iron manufacturing industry started in the 19th century.

## 1. INTRODUCTION

Entrepreneurs and industrialists work hard every day on mental and physical basis to produce many workers. The problems faced by the workers in these industries have to be seen in two parts organized workers and unorganized workers. Thus if labour is to be measured on the basis of skill into three categories such as skilled labour, semi-skilled labour, and unskilled labour, according to the amount of skill the labour will contribute to the production of its technology.

Unorganized workers can be seen in the industries in the companies around Bellary district, not directly selected by the company or the industries, contract basis or hired by the middlemen; those workers serve in the industries in their organizations.

If we want to see their labour base, if men get 300 to 400 rupees per day for women, they give men 450 to 600 rupees as wages. So the wages given to them are very less as per Indian Labour Act or Minimum Wages Act. So it is unfortunate that Indian Labour Act does not give wages because it is on contract basis. Their wage rate is low as they get from paying them Labour efficiency Men and women are engaged in work for six to Eight hours a day, without any rest during the busy periods they take only 30 minutes for lunch and are constantly engaged in work.

However, they are not given the necessary things because the far-sighted workers will get 6,000 to 8,000 monthly as they have been getting if they work throughout the year. So we look at the basis of their earned salary, the income level is also less because the salary received by them is less, the income level is also less? It can be said that their standard of living is very low.

As they do not have the basic facilities required for our life. Their standard of living is at a low level, we are also recognized from the empirical and theoretical background.

To sum up, although the number of unorganized workers working in the Industrial establishments of Bellary district is high, it can be understood in the form of research that because their recruitment is on contract basis, they do not get the facilities they need, the income level they need, the level of enjoyment they spend and the salary they need is very backward, so they are not entitled to lead a good life.

## 2. REVIEW OF LETTUCE

1. **INIAN AND RAGU BALAN** (2018) "Issues and problems of contract labour in India of organized and unorganized sectors" on the International Journal of Pure and Applied Mathematics, Contract Labour is a tremendous and developing form of employment in numerous sorts of industries. The exploitation of contract labour is now largest problem inside the generation of globalization and liberalization. The goal of this Paper is to cognizance on the review of the contract labour gadget in India, Evolution, the analysis of the present regulation and various loopholes under the Act. This Paper also analyses the records of the contract labour Act and the way the present regulation evolved in India through referring numerous committee's tips. Child labour is the practice of having children engages in economic activity, on a part- or full-time basis. The practice deprives children of their childhood, and is harmful to their physical and mental (mind) development. Poverty, lack of good schools and the growth of the informal economy are considered to be the key causes of child labour in India. Some other causes of Child Labour in India are cheap wages and accessibility to factories that can produce the maximum amount of goods for the lowest possible price. Corruption in the government of India also plays a major role in child labour because laws that should be enforced to prevent child labour are not because of the corrupt government. As per the Child Labour (Prohibition and Regulation) Act,
2. **PARAMITA RAY** "Contract labour system in India: issues and perspectives" on the International Journal of Law and Legal Jurisprudence Studies, Contract Labour is a significant and growing form of employment in various types of industries. The exploitation of contract labour is now biggest issue in the era of globalisation and liberalisation. The aim of this Paper is to focus on the overview of the contract labour system in India, Evolution, the analysis of the present law and various loopholes under the Act. This Paper also analyses the history of the contract labour Act and how the existing law evolved in India by referring various committee's recommendations. This paper also explains judicial interpretation on some important issues of contract labour Prohibition and Abolition Act, 1970.
3. **KARIBASAMMA N** (2016) "A Study on Contract Labours Practices in JSW Steel Company Pvt. Ltd. of Ballari District in Karnataka State" on the Paripex - Indian journal of research, Contract Labour is a significant and growing form of employment. The practice of employing contract labour is observed all over the world and has been in operation since ages. Contract labour generally refers to "Workers employed by or through an intermediary on work of any establishment". Such labour can be distinguished from the direct workers in terms of employee-employer relationship and the method of wage payment. The contract system is based on triangular relationship between the user enterprises, the contractors including the sub-contractors, and the worker. The workers are recruited by an outside agency or person and are supplied to an establishment or engaged on its work. Unlike direct labour, they neither feature on the muster roll of principal employer/ establishment nor are paid directly. The establishment providing work to the contractor has no direct responsibility towards the workers appointed by the contractors. Hence the researcher passionate by the know how the working conditions is this conducive or not for contract labour by without direct intervention of employer and also know the policies of Contract labour in Ballari district JSW Steel Ltd. is one of the largest Steel producers by giving lots of employment opportunity given, this paper is going to investigates the working conditions of contract Labour in JSW Steel Ltd. and also to elucidate the provisions and policies of Contract labour and Abolition Act 1970 in India.
4. **KOLAMKAR'S** (2009-11) reports on Working Condition of Contract Workers in Petroleum Refineries and Oil Fields: the study was conducted by the Labour Bureau, Ministry of Labour and Employment Government of India Chandigarh, which was about the wage, working conditions, welfare measures and the industrial relation of the

workers. The study also found that, in some places the workers are organized and possess a strong bargaining power because of which, the trade unions and some units have own grievance redress machinery. Above the source Contract labour issue focused the but on the article Deafens contacts mention of article

### 3. OBJECTIVES

1. To study about the income and wage, efficiency situation of Industrial Unorganized workers.
- 2 To study about the unskilled impact of Industrial Unorganized workers.

### 4. RESEARCH METHODOLOGY AND SCOPE

The Research method is very basic to study the Economic condition of the Unorganized Labours working on the Industries in Bellary district. The research method of the article is prepared based on the theoretical and experimental background the study Random sample based on the primary and secondary data. The article is prepared on the basis of the Economics factors regarding the unorganized workers in the Industrial sector around Bellary district.

### 5. CONDITION OF UNORGANIZED WORKERS IN INDUSTRIES

#### 1. UNORGANIZED LABOUR EFFICIENCY

The mental and physical capacity of the unorganized workers engaged in the work in the company is measured in the efficiency measurement, how many hours a day they continuously serve their work, the nature of the worker's presidency, as per the direction of the contractor and as per the direction of the industries work in India, they perform the opposite efficiency since the work they are doing is from 9:00 AM to 5:00 PM in the companies. They constantly take part in the work activities; they are busy in the company's roads, company premises, premises, drains, cleaning of the buildings, etc. Men work in the garden areas within the company, work in the care and maintenance of trees in the area, while women are mostly involved in the rest of the work. As their working hours are continuous, only 30 minutes for lunch is limited, the remaining hours are 8 to 6 hours in a continuous day, so their efficiency is high.

They are unorganized workers and their educational level is low, so they are appointed on the basis of merit.

**1 Unorganized Labour efficiency**

Efficiency (Hours )	Frequency	Percentage
6-8	12	60
8-9	6	30
9-10	2	10
<b>Total</b>	<b>20</b>	<b>100</b>

(Flied Basic. 2024)

In the above table, on the basis of male and female non-union workers, total 20 people in the field work, on the basis of primary information, the subjects are specialized, 60 present have rendered service in a period of six to eight hours. 30 present works for 8 to 9 hours a day, 10 present work continuously from 9 to 10 hours.

Overall although their efficiency is high, they do not have regular rest periods in the middle of their efficiency according to the labour law. The disparity in the payment system is inequality is seen. Therefore, if the country's labour laws are completely neglected. Therefore central government and the state government should check these through the departments of unorganized workers and take appropriate action through these articles.

#### 2. WAGES OR SALARIES

Wages are the reward of labour physically and mentally. Wages are based on their own nature. Salary is decided on a monthly basis. non-conforming labourers are paid wages on daily basis. Rate of Wages on Basis The rate of wages for unorganized workers is stated

**2.1 Wages or Salaries**

Wages	Frequency	Percentage
250-300	8	40
350-400	6	30
400-500	4	20
500 Above	2	10
<b>Total</b>	<b>20</b>	<b>100</b>

(Flied Basic. 2024)

On the basis of the above table the information is collected on the basis of empirical data in the form of recruitment research on the basis of female and male unorganized workers who earn 250 to 300 per day. 30 present earn 350 to 400 per day. 20 present 400 to 500 both male and female pay higher wages to men 10 present more than 500 wage workers and they are male Measure based on gender based on efficiency In such companies wages to workers in these industries contract basis contractors fail to pay daily wages hence minimum wage system in India The situation needs to be created in those industries where minimum wages are required to be paid to the workers as per the Act.

### 3. UNORGANIZED LABOUR INCOME

Income can be said to be the amount earned by working throughout the year. Income is the amount earned in the form of money. their income level is low as they are hired on contract basis, their income level is also low because the contractors pay low wages, so if the income level of unorganized workers is to be increased, even if the government has taken its decision, as part of the labour laws, the wages given by the industries to them in any way to increase the income level. Will fail so the following tabulated income figures are given on the basis of fieldwork data.

**3. Unorganized Labour Income Bessie**

Income Annual Bessie	Frequency	Percentage
9000-10000	10	50
10000-12000	6	30
12000 Above	4	20
<b>Total</b>	<b>20</b>	<b>100</b>

(Flied Basic. 2024)

In the above table the monthly income of unorganized workers is given on the basis of wages earned. 50% of the workers earn between 9000-10000. 30% of the workers are earning between 10,000 to 12000 yearly. 20% of the workers are earning more than 12,000 Income of unorganized workers is very visible We can also say that the situation is impossible to live a good life with this income.

### 4. STANDARD OF LIVING

Standard of living a system can be said to be the standard of living the basic needs of workers If the income expenditure increases among the workers, their standard of living will be higher. Expenditure means the cost incurred by the workers, family expenditure; they will need to increase their standard of living. It can also be said that the standard of living is very low So if we look at the standard of living of developed countries and International level, the standard of living of the unorganized workers of our country is found at average level or reformed normal level, so they are living as workers as unorganized workers.

### 6. FINDINGS

Based on the theoretical and practical basis of the research, more experimentally based on the primary data, the results are presented as follows.

1. Average wages of non-coordinated workers are 30 to 40 present between 6,000 to 8,000.
2. It has been found in the form of research that non-industrial workers are engaged in work for six to eight hours a day so their efficiency is higher.
3. If the income of the industrial unorganized workers is to be seen on an annual basis, so it can be said that they are poor and living in poverty.
4. The standard of living of the industrial unorganized workers is at a low level.

### 7. SUGGESTS

Based on the data and factors of fieldwork as a form of research, theoretical and practical suggestions are given as follows.

1. In order to get wages on time for non-conforming workers, it should be directly credited to their account. Discrimination may occur so the company should be directly responsible to control the problems.
2. In increasing the income of the workers, if the salary is at least 1200 to 2000 per day, they will earn more than 5 lakhs annually, then if the income increases, they will be able to lead a better life.
3. Health care services should be provided to unskilled labourers as their efficiency level is increased due to continuous working.

4. Companies or industrial establishments should conduct monthly activities to improve the skills of unskilled workers and provide education and health facilities to their children.
5. The unorganized workers should be provided with the same facilities as organized workers, then in any way unequal attitude will not be seen among the workers among the unequal organized among the unorganized so if equality attitude is to be seen everyone should be recognized as workers without using the unorganized among mean workers and not using the word skill.

## **CONFLICT OF INTERESTS**

None.

## **ACKNOWLEDGMENTS**

None.

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