



## Unorganized Women Workers in Karnataka: Understanding the Occupational Vulnerability

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***Abstract:** Unorganized sector constitutes a pivotal part of the Indian economy. More than 90 per cent of workforce and about 50 per cent of the national product are accounted for by the informal economy. A high proportion of socially and economically underprivileged sections of society are concentrated in the informal economic activities. Informal employment is generally a larger source of employment for women than for men in the developing world. In Asia, the proportion of women and men non-agricultural workers in informal employment is roughly equivalent to Women and Men in the Informal Economy. The informal economy in India employs about 86 per cent of the country's work force and 91 per cent of its women workers. Many of these women workers are primary earners for their families. Their earnings are necessary for sheer survival. Low income women workers, especially in the informal sector form one of the most vulnerable groups in the Indian economy.*

*The reasons for their vulnerability are like irregular work, low economic status, lack of control over earnings etc., Unequal gender relations play a very important role in defining their insecurities. Given their vulnerable status at home and at work, income generation alone may not improve the socio-economic status of women attached to the informal sector. The present study aims at understanding the degree of vulnerability of the unorganized women workers in India. Towards fulfilling the objective, a small study has been conducted in the State of Karnataka, to find out the realities. Results suggest that a highly visible percentage of occupational group irrespective of their monthly average income, continue to face multiple constraints which otherwise compel them to live a life full of compromises.*

**Key words:** Degree of Vulnerability, Informal Sector, Gender Discrimination, Migration, Women Workers.

## INTRODUCTION

A great majority of people in the developing nations are under the line of poverty. They are deprived of adequate access to the basic needs of life such health, education, housing, food, security, employment, justice and equality. Issues of sustainable livelihood, social and political participation of the vulnerable groups exists as the major problem in the developing nations. Governments have failed to guarantee people's right in the implementation level. People who belong to the vulnerable groups are unable to acquire and use their rights (Chatterjee & Sheoran 2007). Human right applies universally to all.

The process of identifying vulnerable groups within the health and human right generated from the pressing reality on the ground that stemmed from the fact that there are certain groups who are vulnerable and marginalized lacking full enjoyment of a wide range of human rights, including rights to political participation, health and education. Vulnerability within the right to health framework means deprivation of certain individuals and groups whose rights have been violated from the exercising agency (Yamin, 2005). Certain groups in the society often encounter discriminatory treatment and need special attention to avoid potential exploitation. This population constitutes what is referred to as Vulnerable Groups. Vulnerable groups are disadvantaged as compared to others mainly on account of their reduced access to medical services and the underlying determinants of health such as safe and potable drinking water, nutrition, housing, sanitation etc. (Chatterjee & Sheoran 2007).

Quality of employment has been one of the main concerns in labour market studies in developing countries. In India, the reported status of a worker as "employed" does not necessarily imply a reasonable level of earnings; nor does it reflect the status of living of workers. This is particularly evident from the fact that while the unemployment rate even by the highest estimate was 8.3%, the percentage of people below the poverty line was as high as 28% in 2004-05. It essentially implies that the problem in India is not only of unemployment but also of low productivity of work in which the poor are engaged. "Inclusive growth" being one of the central concerns of the growth process India is presently following, improving the quality of work and raising levels of living standards of workers occupy the central place in the overall growth process (GoI, 2010). This will definitely open up avenues towards reducing the occupational vulnerability of informal women workers at large.

### **Employment in the Informal Sector**

An important aspect of quality of employment in India is the predominance of the informal sector. The size of the organised sector, characterised by higher earnings and job security is small, it accounted for less than 6% of the total employment in 2004-05. Around two-thirds of the total organised sector employment is in the public sector. Over the years, organised sector employment has grown more slowly than the total employment, reflecting the faster growth of employment in the unorganised sector. As a result, there has been increasing informalisation of employment over the years. This informalisation has been more pronounced in the case of female workers. As a whole, about 96% of female employment is in the unorganised sector as against about 91% of males. In urban areas, the percentage of unorganised sector workers is close to 65-70%. Not all of them are poor but crude estimates suggest that close to half of this number is in dire need of occupational up-scaling.

A large proportion of the workers engaged in the urban unorganised sector is migrants from rural areas with poor educational, training and skill background and are employed in low-paying, semi-skilled

or unskilled jobs. The productivity and earning levels in most of the enterprises are low and do not often provide full time work to those engaged. For the employees, the working environment is not conducive; working hours are long and most of the conditions of decent employment (e.g. paid leave, pension, bonus, medical support and health insurance, maternity leave benefits, compensation against accident, etc.) are nearly non-existent. The past trends and all the available evidence suggest that the bulk of the growth in employment in future will come from the unorganised sector. It will be an important challenge to ensure that employment in this sector consists of jobs with safe conditions of work, decent and growing earnings and a measure of income and social security. Moreover, increasing the proportion of organised sector employment will be an important task to accomplish in the near future (GoI, 2010).

### **Categories of Workers in the Informal Sector**

Indian economy has preponderance of informal and unorganised sector both in terms of number of workers and enterprises. This segment of economy has inbuilt vulnerabilities, and the study of unorganised sector based on reliable data is important for informed decision making and addressing the problems faced (GoI, 2012). The biggest problem with the informal sector in India is that here is no precise information about the total number of workers what to say of women engaged in this sector and also their respective ratios in various diversified occupations. The Report of the National Commission for Enterprises in the Unorganised Sector highlights the existence and qualification of unorganised or informal workers, defined as those who do not have employment security, work security and social security. This universe of informal workers now constitutes 92 per cent of the total workforce. Informal wage employment is comprised of employees of informal enterprises as well as various types of informal wage workers who work for formal enterprises, households, or who have no fixed employer.

The women workers in the informal sector work as piece rate workers, self-employed workers, paid workers in informal enterprises, unpaid workers in family business, casual workers without fixed employers, sub-contract workers limited to formal enterprises. Home-based workers and street vendors are two of the largest sub-groups of the informal workforce: home-based workers are numerous but street vendors are more visible of the two. Taken together they represent an estimated 10-25 per cent of the non-agricultural workforce in developing countries and over 5 per cent of the total workforce in developed countries (World Bank, 2000). On the basis of previous researches and other reports, following categories of women workers in the informal sector have been identified:

1. **Rag Pickers:** Rag Picker is a person who salvages reusable or recyclable materials thrown away by others to sell or for personal consumption. There are millions of waste pickers worldwide, predominantly in developing countries. Forms of rag picking have been practiced since antiquity, but modern traditions of waste picking took root during industrialisation in the nineteenth century. Over the past half-century, waste picking has expanded vastly in the developing world due to urbanisation. Over the past half century, in-country migration and increased fertility rates have caused the population of cities in the developing world to mushroom. The global population of urban dwellers is expected to double between 1987 and 2015, with 90% of this growth occurring in developing countries. Much of the new population has settled in urban slums and squatter settlements, which have expanded rapidly with no central planning. The United Nations Habitat Report found that nearly one billion people worldwide live in slums, about a third of the world's urban dwellers.

**2. Domestic Workers:** In 1977-78, there were some 1.68 million female domestic workers, while the number of male workers was only 0.62 million. With the rise of the middle class in India, domestic work has emerged as an important new occupation for migrant women and girls. Some 20 million people (mainly women and girls) migrate for domestic work to Mumbai, Delhi and other large cities from the eastern states of Bihar, Orissa, Chhattisgarh, Jharkhand, Assam and Mizoram (Social Alert quoted in SCF 2005). Roughly 20% of these workers are under the age of 14. A study of domestic workers in Delhi (Neetha 2004) shows that although domestic work has brought higher incomes to many women and their families it is still far from decent work being characterised by long working hours, low wages and hardly any social security. Domestic workers are more vulnerable than other kinds of workers because they are not officially classified as workers at all and are therefore not covered by laws that apply to workers.

**3. Coolies:** Women coolies basically do the job of loading/unloading of packages being received at railway stations to warehouses and from warehouses/go downs to further distribution centres. Coolies do their job by lifting the packages upon their heads and compensated with 'par bag' price which is fixed by govt/private go down keepers.

**4. Vendors:** This is the most scattered category, which includes women engaged in selling different types of commodities, like broomsticks, cane baskets, utensils, petty cosmetics, bangles, vegetables and those running roadside tea stalls, etc. Nearly 40% of total vendors are women and 30% of these women are the sole earning members in their families.

**5. Beauticians:** A large number of women are employed as beauticians. A large portion of the beauty saloons/parlours fall under the unorganised sector and are characterised by informal employment. According to a study on Human Resource and Skill Requirements in the Unorganised Sector: mapping of human resource skill gaps in India till 2022 carried out by National Skill Development Corporation, Mumbai, the demand for personal care/body care would drive the demand for beauticians. Those workers are further divided in two categories, those who are having their own body fitness centre and multi gyms attached to their dwelling places, those working as helpers to the main beauticians within tastefully decorated/air conditioned parlours. They provide services like dressing the hair, waxing the hands and legs, doing facials, dying the hair, make ups and Mehdi, threading the eyebrow and face etc.

**6. Construction Labourers:** The construction industry provides direct employment to at least 30 million workers in India (Chen, 2007) but recent expansions (before the economic crisis) has resulted in a higher number : trade unions estimate that there were roughly 40 million migrant construction workers in India in 2008 (Sarde, 2008). Construction attracts both skilled workers (masons, carpenters) and unskilled workers and although there is some scope for upward mobility, poorer and lower caste/tribe migrants tend to remain in low-paid unskilled jobs. This is because of discrimination which deprives them of opportunities to gain skills. Women work mainly as unskilled workers.

**7. Garment Workers:** The garment industry is a sub-sector of the textile industry and also generates many jobs for migrant workers. India's readymade garment exports increased significantly as a share of total exports (12% or Rs 254,780 million in 2001-2). There were 1,001,000 garment workers in 2004 (Mezzadri 2008). Those women work with some big drapers, boutiques and stores. Here too the same bias is evident. The women work as helpers to male/female tailors (called as masters). These workers include those involved in knitting clothes/woollens.

In general, poorer states such as Bihar, Chhattisgarh, Jharkhand, Orissa and Uttar Pradesh have high proportion of workers engaged in casual work and very low proportion of regular employment. In contrast to this, developed states such as Maharashtra, Tamil Nadu, Punjab and Delhi have high proportion of regular employment (Table 1).

**Table 1: Classification of Major States according to Percentage of Regular Employment to total Employment 2004-05**

Percentage of Regular Employment to Total Employment			
Very low, less than 10%	Low, 10 to 15%	Medium, 15% to 20%	High, 20% and above
Bihar, Jharkhand, Chhattisgarh, Orissa, Uttar Pradesh	Rajasthan, Madhya Pradesh, Assam, Andhra Pradesh, Karnataka, Uttaranchal, Himachal Pradesh, West Bengal	Jammu and Kashmir, Kerala, Haryana, Gujarat	Tamil Nadu, Maharashtra, Punjab, Delhi

Source: NSSO Survey, 2004-05, reproduced in Annual Report to the People on Employment, GOI, Min of Labour & Employment, 01 Jul, 2010.

## METHODOLOGY

**The Survey:** In order to get a deeper understanding of the phenomenon a field survey was conducted over a period of six months in the following carefully selected Municipalities and cities of Karnataka, which is amongst the poorer districts in Karnataka: (a) Bellary Municipality (District HQ) (b) Koppal Municipality (District HQ).

**Table 1.1: Classification of Major Districts according to Percentage of Regular Employment to total Employment 2004-05**

Percentage of Regular Employment to Total Employment			
very low, less than 10%	Low, 10 to 15%	Medium, 15% to 20%	High, 20% and above
Bellary, Koppal, Bidar, Kalaburagi, Raichur, Yadgir	Bagalkot, Belgaum, Vijayapura, Gadag, Haveri, Uttara, Kannada, Chikkaballapur, Kolar, Chitradurga, Chamarajanagar	Chikkamagaluru, Hassan, Kodagu, Tumakuru, Mandya, Udupi, Davanagere, Ramanagara, Shivamogga	Bengaluru Urban, Bengaluru Rural, Dharwad, Mysore, Dakshina Kannada

In view of the above mentioned important reason, the study area has been delimited to Karnataka, Bellary and Koppal districts, where most of the self-employed workers are engaged in subsistence agriculture leading to low levels of living. Lack of regular employment is also linked with the backwardness of region. Women workers engaged in various occupations, such as, rag picking, household work,

construction work, garment making, beauticians and others were interviewed through semi structured questionnaire. These workers were interviewed on the following aspects of their occupation:

Personal information, like religion and caste, age, marital status and age at marriage, education status & level of education, type of family, family size, education of father/husband, employment status of father/husband, education of children, number of married children, working status of children, migratory status, numbers of earning members in the family, family income, structure of payment, women's contribution to the total family income, expenditure, indebtedness, sources of debts and purpose of debts etc.

Living and working conditions, like housing conditions, type of accommodation, type of house, number of living rooms, ventilation in the house, separate kitchen facility, water supply conditions. Overall sanitation conditions, drainage of water, household waste disposal, electricity provisioning, type of work, working hours, period of occupation, condition at work place and compulsion to work etc.

Problems associated with the work, like problems at home front, conflict between household and paid work, treatment given by husband, attitude of other family members, sharing of earnings, participation in household decision making, domestic violence, attitude of employers, sexual harassment, heavy workload, low wages, leave arrangements, women's common illnesses, women's specific illnesses etc.

For collection of information semi-structured interview methods was adopted. These workers were contacted at their work place such as construction sites. The purpose was to have an exact view of the conditions of women workers engaged in various occupations. To survey the conditions of household workers, the group habitats only of these workers situated in the various parts of the cities were visited. In these habitats were found some petty retail traders as some of these poor women preferred to sell vegetables or run petty shops of miscellaneous goods near their residence instead of working in the households. The women traders sitting along the road side and selling variety of goods were also interviewed. It was not easy task to contact the beauticians as they never allow any male members into their parlours (work places), they could be reached only on personal requests wherever necessary. Women coolies were contacted with the cooperation of middlemen who provide them work.

A total of 500 workers were interviewed, including 132 rag pickers, 108 domestic workers, 79 coolies, 60 vendors, 56 beauticians, 42 construction labourers, 23 garment workers. Since the sample was theoretical and could not be used for the purpose of statistical analysis, information was also collected on the basis of unstructured interviews. Therefore qualitative analysis has been adopted to reach conclusions.

**Table 2: Profile of Women Workers in the Informal Sector**

<b>Sector/Group Employment</b>	<b>Reasons for a particular</b>	<b>Priority Issues</b>	<b>Wages</b>	<b>Organizing Challenges</b>
Rag Pickers	Economic compulsion, Unskilled, Drunkard/Non cooperating Husbands, Only job available near residence	Health & Safety, End to exploitation by middlemen	Per Kilogram (Commission)	Competition among selves, fear of losing work, Not protected by labour law

Domestic Workers	Economic compulsion, Unskilled, Drunkard/Non cooperating Husbands	Recognition as worker, better living conditions, protection against dismissal	Negotiable	Isolated & invisible in homes, Fear of employers & losing jobs, Not protected by labour laws
Coolies	Economic compulsion, Unskilled, Drunkard/Non cooperating Husbands	Identifying employer, end to exploitation by middlemen	Contractual	Often in scattered location, dominated by men in sector, child care and home care
Vendors	Economic compulsion, find the pride in being self-employed, Unskilled	Facilities- storage, shelter, toilet, water, protection against police, harassment, safety & security	Uncertain	Not regarded as workers by selves and others, No forums for bargaining
Beauticians	Find the pride of being self-employed, helping hand to husband, savings for children's higher education	Excessive overtime, lack of institutional support	Uncertain, Net Profit basis	Lack of time, child care and home care, health issues
Construction Labour	Economic compulsion, No other skills, Drunkard/non cooperating husband, No other options	Identifying employer, end to exploitation by middlemen	Daily wages	Often in scattered location, dominated by men in sector, child care and home care
Garment Workers	Economic compulsion, Can work at home	Living wage, right to organise, excessive overtime, security of employment	Work based(Commission)	Women workers are seen as "seasonal", "supplementary" wage earners, Harassment of trade unions

Source: Based on Field Survey (2015-2016)

## FINDINGS AND DISCUSSION

In India there are multiple socio-economic disadvantages that members of particular groups experience,

which limits their access to service sector provisions like health, healthcare and education. The task of identifying the vulnerable groups is not an easy one. Besides there are multiple and complex factors of vulnerability with different layers and more often than once it cannot be analysed in isolation. Basing upon the earlier derived findings (Chatterjee & Sheoran 2007) as regards to the fact that 'vulnerable groups are disadvantaged as compared to others mainly on account of their reduced access to medical services and the underlying determinants of health (safe and portable drinking water, nutrition, housing and sanitation). The present research findings are based on two significant determinants of 'vulnerability' related to informal women occupation in India: (a) migration issue (b) structural factors.

### **Vulnerability due to Migration**

Inter-district and inter-state short term migrant workers are yet another less advantaged group in labour market working for a subsistence living. Different micro studies indicated that incidence of short term migration is particularly high from states such as Bihar, Orissa, Uttar Pradesh, Rajasthan, and Madhya Pradesh. Moreover, most of the studies also indicated that over the years incidence of such migration has increased giving significant rise to urban unorganised economy. A study by Kundu (2009) notes that "all these are leading to rapid growth in urban population in several countries, most of the migrants being absorbed within informal economy".

This population is at high risk for diseases and faces reduced access to health services. In India, 14.4 million people migrated within the country for work purposes either to cities or areas with higher expected economic gains during the 2001 census period. Large numbers of migrants also work in the urban informal manufacturing construction, services or transport sectors and are employed as casual labourers, head loaders, rickshaw pullers and hawkers. The rapid change of residence due to casual nature of work excludes them from the preventive care and the working conditions in the informal work arrangements in the city debar them from access to adequate curative care (Chatterjee & Sheoran 2007). Women and child migrants are the most vulnerable. In the case of internal migration in India, women and children mostly migrate as associated migrants with the main decision to migrate being taken by the male of the household. As associated migrants, they suffer greater vulnerability due to reduced economic choices and lack of social support in the new area of destination. In the case of semi-skilled, low-skilled or unskilled women migrants, this can translate into their entry into the low paying, unorganized sector with high exposure to exploitation and abuse.

Table 3 represents the migratory status and migratory origin in respect of the study population. The data shows that 53 per cent out of the total sampled respondents have migrated to the city in search of employment and with a hope of enjoying better economic privileges in the urban informal sector. Further, out of total migrated population almost 52 per cent migrated from other districts followed by 33 per cent from the neighbouring states and 16 per cent from the adjoining locations of study areas. Amongst individual occupations, coolies and rag pickers have their highest representation in terms of being migrated (more than 90 per cent in both the cases) as compared to other occupations. Thus, in the light of the statements mentioned hitherto, there is no exaggeration in accepting the reality that migration has brought enormous plights to the already deteriorated status of informal women workers thus making their socio economic conditions more vulnerable.

### **Table 3: Migratory Status & migratory Origin of Informal Women Workers (In Percentages)**



Occupations	No of Respondents	%age Migrated	%age Not Migrated	Number Migrated	Origin of Migration(in %age)		
					Around the Study Area	Other Districts	Beyond the State
Rag Pickers	132	93.18	6.82	123	13.82	15.45	70.73
Domestic Workers	108	14.81	85.19	16	75	25	0
Coolies	79	100	0	79	0	100	0
Vendors	60	3.33	96.67	2	100	0	0
Beauticians	56	1.79	98.21	1	0	100	0
Construction Labour	42	100	0	42	21.43	78.57	0
Garment Workers	23	8.7	91.3	2	0	50	50
Total	500	53	47	265	15.09	51.7	33.21

Source: Based on Field Survey (2015-2016)

Further, the poor and unskilled migrant population on the other hand are destined to be excluded from the fabric of the host areas. For those migrant workers, the intersection of human rights and migration is a negative one, with bad experiences throughout the migratory 'life cycle', in the areas of origin and destination. The intersection of health and human rights becomes even more complex when irregular or illegal migration clashes with the interest of the area of destination. Cases of exploitation of migrants by employers, smugglers or traffickers in such cases never meet justice. Those illegal migrants often live on the margins of society, trying to avoid contact with authorities and have little or no legal access to prevention and healthcare services. They face higher risks of exposure to unsafe living and working conditions. More often they do not approach the health system of the host areas for fear of their status being discovered.

Table No 4, adequately focuses light upon the deteriorated living conditions of informal women workers across the study areas. A highly visible percentage of women workers continue to face multiple constraints, that otherwise compels them to live a life full of compromises and most of their own access in terms of right to life is subsidized.

**Table 4: Working Hour (Per Day) (In Percentages)**

No. of Sampled Respondents	1 to 4	5 to 8	9-12	>12
500	25.8	46.2	26.4	1.6

Source: Based on Field Survey (2015-2016)

**Table 5: Informal Women Workers having reported Common Illnesses (In Percentage)**

Informal Sectors	Res pondents having resp	illnesses & age of resp ill out of total in that sector Cough and	Cough and Cold	Diabet	Fever	Gastric Ulcer	Headache	Hypertension	Jaundice	Malaria	Piles	Restless	Skin Disease	TB	Typhoid	Weakness	Worm	Average
Rag Pkrs	125	94.7	75.76	0	75.76	9.09	45.45	0	60.61	68.18	45.45	83.33	75.76	22.73	37.88	94.7	68.8	50.86
DomWkrs	90	83.33	83.33	0	83.33	2.78	4.63	4.63	5.56	9.26	9.26	27.78	13.89	13.89	9.26	46.3	55.56	24.63
Colies	65	82.28	37.97	0	37.97	6.33	75.95	6.33	7.6	6.33	3.8	56.96	37.97	12.66	31.65	82.28	31.65	10.48
Beauticians	19	33.93	28.57	3.57	12.5	1.79	21.43	17.86	0	1.79	3.57	26.79	3.57	0	1.79	33.93	0	10.48
Const. Lbrs	37	88.1	76.19	0	76.19	11.9	50	0	23.81	50	69.05	33.33	73.81	59.52	59.52	88.09	71.43	49.52
GrmtWrkrs	15	65	43.48	13.04	43.48	0	39.13	13.04	4.35	4.35	21.74	21.74	0	4.35	4.35	65.22	8.7	4.4
Total	391	78.2	63.6	1.4	61.8	5.2	35	6.2	21	25.8	22.2	45.8	37.2	16.2	22.8	66.2	41.8	31.48

Source: Based on Field Survey (2015-2016)

The informal women workers most of them belonging to the low economic strata, are extremely vulnerable to ailments and diseases. Poor housing, and sanitation, lack of adequate and portable water supply; unhygienic surroundings of the living and working area are some of the factors that affect the health of the respondents. Table 6 shows some of the frequently reported common illnesses by women respondents. Most of them reported weakness (66 per cent), cough and cold (64 per cent), malaria (26 per cent), Skin diseases (37 per cent), gastric ulcer (5 per cent), worm (42 per cent) Jaundice (21 per cent). These diseases are the result of poor environmental conditions both at living and working place and bad dietary habits and malnutrition. Very few of them reported of occurrence of diseases related to high life styles like diabetes (1.4 per cent) and hypertension (6.2 per cent). Occupation wise prevalence and distribution of common illnesses are presented in the same table.

### **Vulnerability due to Structural Discrimination**

Structural discrimination refers to rules, norms, generally accepted approaches and behaviours in institutions and other social structures that constitute obstacles for subordinate groups to the equal rights and opportunities possessed by dominant groups. Such discrimination may be visible or invisible, and it may be intentional or unintentional. Women workers in informal sector within the class of workers treated as inferiors, determined by structural factors to their social status and economically productive strata to which they belong to. In India, women workers in informal sector experience structural discrimination that impact their health and access to healthcare. Women workers face double discrimination being member of specific caste, class or ethnic group apart from experiencing gendered vulnerabilities. In India, early marriage and childbearing affects women's health adversely. About 28 per cent of girls in India get married below the legal age and experience pregnancy [13]. These have serious repercussions on the health of women.

A perusal of table 6 shows that most of the women workers reported of suffering from anaemia (15 per cent), PID (Pelvic Inflammatory Diseases, 5 per cent), UTI (Urinary Tract Infection, 53 per cent), DUB (Dysfunctional Uterine Bleeding, 9 per cent), Septic (8 per cent), backache (62 per cent), Infant Mortality (0.6 per cent), Prolapse (6 per cent). Very few reported suffering from breast cancer (0.6 per cent). Their ignorance regarding these diseases was mainly due to illiteracy and also because women workers never visit qualified doctors for regular check-ups. Occupation wise distribution of reported women specific illnesses is shown in the same table.

**Table 6: Informal Women Workers having Women Specific Illnesses (In Percentages)**

Informal Sectors	No of sample respondents	No of sample respondents	% of total resp in that sector	DUB	PID	UTI	Backache	Septic	Anaemia	Infant Mortality	Prolapse	Breast Cancer	Average
Rag Pickers	132	95	71.97	13.64	4.55	71.97	70.45	6.06	23.48	0	7.58	0	21.97
Domestic Workers	108	80	74.07	13.89	4.63	74.07	55.56	6.48	9.26	0.93	5.56	0	18.93
Coolies	79	60	75.95	11.39	75.95	63.29	7.59	18.99	2.53	6.33	10.13	0	21.8
Vendors	60	40	66.67	0	5	25	66.67	11.67	13.33	0	6.67	0	14.26
Beauticians	56	17	30.36	0	1.79	0	30.36	5.36	3.57	0	5.36	1.79	5.36
Construction Labour	42	35	83.33	4.76	4.76	35.71	83.33	14.29	11.9	0	2.38	0	17.46
Garment Workers	23	15	65.22	4.35	4.35	0	65.22	13.04	8.7	0	13.04	8.7	13.04
Total	500	342	68.4	9	5.2	53	62	8	14.6	0.6	6.4	0.6	17.71

Source: Based on field survey (2015-2016)

Pregnancy can mean serious problems to many informal women workers because of their low socio-economic status, low intake of balanced diet, illiteracy and ignorance, social and traditional biases, consulting unqualified persons like dhai (midwife) no antenatal check-ups by qualified doctors etc. Table 8 shows that 60 per cent women workers reported of not going for antenatal check-ups. Monthly antenatal check-ups for them mean loss of the day's work and wage. Most deliveries and abortions are conducted at home by dhai (59 per cent). Due to this India have a high mortality rate and many women die due to pregnancy related causes. The major causes of maternal mortality were anaemia, haemorrhage, sepsis, obstructed labour, abortions etc.

## ANALYSIS

Women workers in informal sector, on account of their poor and unhygienic living and working environment bear the inordinate share of health burden. There is no exaggeration in accepting the fact that women workers in informal sector are vulnerable. However an attempt has been made to group the informal women workers under three different heads according to the degree of vulnerability : (i) Most Vulnerable (ii) More Vulnerable (iii) Vulnerable.

This grouping has been made by analysing the level of poor living and working conditions and the level of health status as reported by the informal women respondents in the study area. The "most vulnerable group" comprises of those informal sectors whose constituent respondents satisfy the following two criterions simultaneously: (i) more than 60 per cent of them reported of having poor living and working conditions; (ii) more than 20 per cent of them reported of having poor health status. This group hence comprises of rag pickers, construction workers, coolies and Domestic Workers. The "more vulnerable" group comprises of those informal sectors whose constituent respondents satisfy the following two criterions simultaneously: (i) more than 30 per cent but less than 60 per cent of them reported of having poor living and working conditions; (ii) more than 8 but less than 20 per cent of them reported of having poor health status. This group hence comprises of Vendors and Garment Workers. The "vulnerable group" comprises of those informal sectors whose constituent respondents satisfy the following two criterions simultaneously. (i) more than 3 per cent but less than 30 per cent of them reported of having poor living and working conditions; (ii) more than 7 per cent but less than 8 per cent of them reported having poor health status. This group hence comprises of women beauticians only. Data for vulnerability analysis are presented in the following table:

**Table 7: Vulnerability of Informal Women Workers (In Percentage)**

Category	Percentage of women workers	Informal Sectors
<b>I- Most Vulnerable Rag Pickers,</b>		
Workers Poor Living & working conditions	>60	Construction Labourers, Coolies, Domestic
Health Effects	>20	
<b>II-More Vulnerable</b>		
Poor Living & Working Conditions	>30 but <60	Vendors, Garment Workers
Health Effects	>8 but <20	
<b>III-Vulnerable</b>		
Poor Living and Working Conditions	>3 but <30	Beauticians
Health Effects	>7 but <8	

**CONCLUSION**

Unorganised sector work is characterised by low wages that are often insufficient to meet minimum living standards including nutrition, long working hours, and hazardous working conditions, lack of basic services such as first aid, drinking water and sanitation at the work sites. Findings show that poverty is a multidimensional concept implying not only lack of adequate income, but a host of other facts such as lack of choice, sense of powerlessness, vulnerability, and lack of assets, insecurity and social exclusion. In the light of the above considerations, the present study, across the cross cutting occupational response based on the findings, infers that socio-economic determinants like education, health and healthcare are descriptive about basic minimum access to development by the stakeholders irrespective of the type of occupation adopted by them. Contextually, we find that a highly visible percentage of women workers continue to live a life full of subsistence, compromises and most of their own access in terms of right to life is subsidized. The most important determining factor to such inaccess and denial primarily evolves out of poor literacy and lack of awareness resulting in self-exclusion from the mainstream opportunities.

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## A study on Social Media Usage Habits among Kuvempu University Students

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***Abstract:** The lives of everyone is affected by social media. Our perception of the world and the information we consume are shifting as a result of its growing significance. Roughly 90% of teens, according to the majority of surveys, use social media. The goal of this study was to examine how postgraduate students used social networking applications and how they were feeling about them. It has been discovered that practically everyone actively uses at least one social networking platform. Sixty-two percent of them use their smartphones for more than ninety minutes a day, making them the most favored gadgets to access. The study material that the respondents obtained from such sites caught their interest, and they believed that the adverts were highly pertinent. In general, they expressed the opinion that social media information is beneficial to their social lives and that they play an important role in their lives.*

**Key words:** Degree of Vulnerability, Informal Sector, Gender Discrimination, Migration, Women Workers.

## INTRODUCTION

Social media refers to digital technology that facilitates the exchange of ideas and information via online communities and networks, including text and images. "A collection of Internet-based applications that expand upon the conceptual and technological underpinnings of Web 2.0, and that facilitate the production and dissemination of user-generated content" is the definition of social media. Moreover, social media rely on web- and mobile-based technology to build highly interactive platforms that let people share, co-create, discuss, and edit user-generated content with communities and individuals. Social media sites frequently feature user-generated content that promotes engagement through likes, shares, comments, and conversations.

They introduce substantial and pervasive changes to communication between business organizations, communities, and individuals. These changes are the focus of the emerging field of techno self studies. Social media are different from traditional or industrial media in many ways, including quality, reach,



frequency, usability, immediacy, and permanence. Social media operates in a dialogic transmission system. This is in contrast to traditional media that operates under a monologic transmission model. There are many effects that stem from internet usage.

Social media first served as a platform for communication between friends and family, but it quickly grew to be used for a wide range of activities. The first network to hit one million active monthly members was MySpace in 2004. The introduction of Facebook and Twitter (now known as the X platform) in the years that followed caused an explosion in the use of social media. Companies flocked to these channels in order to rapidly connect with a worldwide audience.

With the onset of the COVID-19 pandemic, however, internet use diversified at a swift rate. With an almost total shift to the digital ecosystem, there was an increase in the use and frequency of streaming videos and music, consuming news, playing games, and ordering groceries and food online. With affordable data plans and budget brands across companies, smartphones remained the key device to the online world.

Social media access: As of October 2023, there were 5.3 billion internet users worldwide, which amounted to 65.7 percent of the global population. With over around 900 million internet users, India was the second largest online market in the world, behind China. Despite the large number and a consistent increase in accessibility, internet penetration in the country was just under 50 percent, below the worldwide average.

According to Internet Live Stats, India has 16.5 percent of the world's internet users, which is 48.7 percent of India's population (2023). According to Statista, India is the second largest online market in the world, with 692 million internet users. However, internet penetration in India is just under 50 percent which is below the global average. In 2023, India is having 692 million internet users, which is 48.7% of the population. As of 2022, the average data consumption per user per month in India was at 19.5 gigabytes. Given the latest survey available, in India there are about 470.1 million active social media users (Log in at least once in a month) in 2022. This is about 33.4 percent of the addressable demographics. Also, Through out 2021 to 2022, the number of users has grown 4.2 percent.

According to Boateng & Amankwaa (2016), social media has encouraged academic stakeholders such as students, teachers, and other educators to collaborate in order to advance knowledge production in instruction. Because of this, McLoughlin & Lee (2007) claim that using social media platforms has improved people's lives by fostering diversity among various social groups. Social media use is now widespread. Among the most widely used social media networks are Facebook, Instagram, WhatsApp, Twitter, LinkedIn, and others. Academics and institutions are always experimenting with social media tools for teamwork and knowledge creation. In today's higher education institutions, social media serves as a platform for students to interact with their teachers, fellow students, and researchers worldwide.

## REVIEW OF LITERATURE

Social media applications are coming up with creative methods to integrate social media into people's daily lives, whether it be for communication, education, entertainment, or some other reason because of how big of an influence they have on people. Many research on social media have been conducted to learn more about user behaviour, impacts, addiction, and mediating effects.

Zedd, E.(2003) opined that Virginia college students frequently, and voluntarily, suck themselves into

the never-ending web of social media ads. More than 98% of students in college use social media. Because of this, businesses find the age group to be a very profitable target. The rise of social media began in 2009 and has continued unabated. Students at college, who are typically between the ages of 18 and 22, are the first generation to grow up in a society where social media is pervasive. A CNN survey states that 12.6 is the average age at which youngsters begin using social media. This implies that businesses have been monitoring the data of college-age individuals since before they were even teens.

According to the Balamurugan and Thanuskodi (2019) survey, the most popular social networking sites to use are Facebook, which is cited by 34.9% of respondents, followed by WhatsApp (24.4%), and YouTube (12.9%), Instagram (9.2%), Twitter (7.4%), LinkedIn (5.5%), Pinterest (1.8%), Google+ (3.7%), among respondents. The study on how Tamil Nadu university students utilise social networking sites reveals that 27.7 percent respondents use SNS for learning/ academic work, followed by 10.5 for obtaining information, 22 percent to share information, 12 percent to pass leisure time. Academic materials are used on social media to achieve academic excellence. Around 70 percent students opined SNS helps in participating in political discussions, volunteering with civil society.

An investigation was undertaken by Punjab University's Singh and Kumar (2013) to determine how often their research students used social networking. The investigation's findings show that a greater proportion of the respondents were noted to be aware of and to use social media in their research. Their investigation also reveals that, among the exploration researchers, Facebook is the most popular social networking site. According to Manjunatha (2013), 80% of students use social networking sites on a regular basis, which is an astounding amount of energy. The majority of Indian students (62.6%) used social networking sites for up to 10 hours per week, and it appears that 17.5% of students used them for more than 10 hours per week.

In order to determine if social networking sites are a benefit or a curse for the modern world, Sachdev (2015) gave a paper titled "Impact of social networking sites on the youth of India: A bird's Eye View." The study's conclusions demonstrated that identity, privacy, ownership and authorship, credibility, and participation are the five main concerns with regard to new social networking medium. Social networking sites allow us a platform to communicate with our loved ones, but they also pose a threat to Indian culture. A study by S Vanithamani (2021) in Coimbatore found that, around 40 percent respondents preferred facebook at first place and 51 percent are using 3 SM platforms. The reasons for use are ranked from 1 to 5 like this: decreasing communication skills, strong effect is there on academic performance, gathering information, education and problem faced on usage of social media.

The goal of Arora and Okunbor's (2015) study, "Social Networking Addiction; Are the Youth of Indian and United States Addicted?" was to look at how often individuals use Facebook and engage with social media sites. The percentage technique was employed for data analysis. It was discovered that respondents in both categories had accessed Facebook more than three times. The study came to the conclusion that using social networking sites excessively isn't regarded as a good thing. Phony self-image, body dysmorphic disorder, and cyberbullying are a few psychological effects of overuse of social media.

## METHODOLOGY

Literature revealed that youth and student communities are heavily depended on social media for their various needs. The present study mainly intended to identify the trends in social media apps usage among the student community of Kuvempu University. Specific objectives are like this,

- To understand the usage patterns of social media applications.
- To find the utility aspect of social media apps among students.
- To measure the gratification aspects of social media apps usage among the respondents.

Study employs quantitative research technique i.e., survey method to examine the research objectives. Post graduate students of the Kuvempu University, situated at Shankaraghatta, Shimoga Dist. form the universe of the study. In 2022-23 academic year, 1756 students enrolled to the Post graduation departments located at Jnanasahyadri main campus. A sample size of 100 were taken where 50 male and 50 female respondents are drafted for the study which comprises of more than 5 percent of the population. Many of the studies which were taken a sample of 5 percent were successful in getting the accurate results. By using simple random sampling technique respondents were selected and a questionnaire was employed to collect the data. Responses were coded and decoded and presented with the help of percentage share under findings section.

The study uses the survey method, a quantitative research tool, to look at the goals of the research. The study's universe consists of postgraduate students (age group 19-22) at Kuvempu University, which is located in Shankaraghatta, Shimoga District. A questionnaire was used to gather data, and respondents were chosen using a simple random sample procedure. 1756 students registered in the post-graduation departments at Jnanasahyadri Main Campus for the 2022–2023 academic year. A sample size of 100 people was selected, representing more than 5 percent of the population, with 50 male and 50 female respondents selected for the study. Many of the research that used a 5% sample size were effective in obtaining precise results.

## FINDINGS AND DISCUSSION

The study intended to understand the social media apps usage patterns among the Kuvempu University students, hence it researched conducted a survey to decode the trends. Study analyzed the preferred social media platforms, amount of time spent on it, purpose of usage and its gratification etc., In the following paragraphs results are interpreted along with discussion.

1. Social media usage patters: Study first approached respondents to know weather they are using smartphone to access internet and social media. It is found that all the participants (100 percent) are using smartphones, 95 percent of them were android operating system based phones. Most preferred (42 percent) network was Jio in the Kuvempu University campus and the reason they provided is better coverage than its rivals. 89 percent of the respondents are accessing social media with their own internet data pack and rest are with university Wi-Fi.

The researcher asked respondents a few closed-ended questions in order to gain an understanding of the usage habits of social networking apps. Just 17 members use laptops or desktop computers, while smartphones account for the majority of respondents' preferred device (82%) for checking social media. Eight percent of the respondents get their internet via their own data packs. And just 17 percent of students used the free Wi-Fi that is offered around the campus.

Ninety-five percent of Kuvmepu University's postgraduate students who were chosen for the study check social media applications more than four times a day. The largest percentage (47%) checks seven to ten times a day, while 27 percent checks social media sites more than ten times a day.

Table 1: Social media apps usage patterns

Particulars	Male	Female	Total
	No. of Respondents	No. of Respondents	No. of Respondents
Device used to access social media			
Smartphone	38	44	82
Computer	11	6	17
Tab	1	0	1
Other	0	0	0
Source of internet to use SM apps			
Data pack	38	42	80
Wi-Fi	10	7	17
Others	2	1	3
How often you check social media apps			
Once in a day	1	0	1
2-3 times	3	2	5
4-6 times	12	8	20
7-10 times	22	25	47
More than 10 times	12	15	27
Approx. amount of time spends on social media in a day			
Up to 30 mins	2	1	3
31-60 mins	5	3	8
61-90 mins	12	15	27
91-120 mins	21	25	46
121-150 mins	6	2	8
More than 150 mins	4	4	8

(Source: Survey data)

When the participants were asked how long they often spend on social media, the researchers found that more than half (50%) shared an average of over 90 minutes, and another 27 percent shared an average of between 61 and 90 minutes. 60 percent of the respondents said they used social networking sites for more than 90 minutes a day on average. Smartphones are the most widely used device for social media access, and sample respondents time spending on social media is very close to the nation's average i.e., 2.3 hours per day. But according to the journal of Social and Clinical Psychology, for improved physical and mental health, it is advised to utilise social media for not more than thirty minutes per day.

2. Utility aspects: Respondents are asked to identify the reason(s) for which they use social media the most in order to study the utility patterns of social media. According to a study, WhatsApp (99%) is the most widely used and favoured social media app, with Facebook (89%), YouTube (87%), Instagram (70%), and Twitter (27%), following closely behind. More than half of the respondents use social media for entertainment (58%), followed by keeping in contact with friends (54%), gathering

research materials (40%) and exchanging audio and video (28%). When it comes to using social media for academic purposes, 61% of respondents said they pay attention to information on studies that they come across.

Table 2: Preferred social media platforms and purposes

Particulars	Male	Female	Total
	No. of Respondents	No. of Respondents	No. of Respondents
Most using social media app by respondents			
Facebook	41	48	89
X (Twitter)	19	8	27
Instagram	32	38	70
WhatsApp	49	50	99
YouTube	45	42	87
Other	3	9	12
Purpose behind social media usage			
To be in touch with friends	26	28	54
To collect study materials	22	19	41
Sharing video/ audio	12	16	28
Entertainment	32	26	58
For Job related information	06	03	09
To become popular	06	03	09
Other reasons	02	01	03
Paid attention to study material in the apps			
Yes	33	28	61
No	17	32	49

3. Gratification obtained: Research conducted to find out what type of satisfaction respondents are receiving from using social media. 38 percent of the respondents share the content with friends and groups, and over half of the respondents use the "like" option on social networking applications. Just 22% of the sample make issue-related comments.

Updates from people flood social media platforms. Here, respondents are asked if they intend to post or share their own updates or status. Fifty-five percent of those surveyed use social media updates as a means of emotional expression. Almost one-third of the sample uses it as a way to draw attention from others. Just 16% of respondents said they update to let people know what they are up to. It demonstrates that the primary motivation for utilising social media, in addition to like other people's posts and excellent work, is to express one's inner thoughts.

Table 3: Activity carried out in social media apps

Particulars	Male	Female	Total
	No. of Respondents	No. of Respondents	No. of Respondents
Kind of activity you like to do for others posts			

Like	24	28	52
Comment	13	9	22
Share	16	22	38
Other	5	3	8
	Reasons behind sharing self's status/updates in the SM apps		
To grab others attention	17	14	31
To show off	5	1	6
Tell what you are doing	5	11	16
Express your feeling	23	22	45

Eighty-two percent of the respondents felt that social media platforms are harmful because individuals may misuse them easily, and forty-five percent of them have seen offensive comments or information there.

Table 4: Respondents attitude towards social media apps

Particulars	Male	Female	Total
	No. of Respondents	No. of Respondents	No. of Respondents
	Do you agree people misuse SM platforms		
Yes	42	41	82
No	8	7	17
	Have you received any vulgar messages/content		
Yes	31	14	45
No	19	36	55
	How do you rate ads in the social media platforms		
Useful	19	27	46
Not useful	9	7	16
Disturbing me while using app	17	13	30
They misguide	5	3	8

Meanwhile, 46 percent of respondents said that social media advertisements are helpful. However, a sizable portion 30 percent reported that advertisements interfere with their ability to utilise applications, and 16 percent said they are useless.

Table 5: Significance of social media applications

Particulars	Male	Female	Total
	No. of Respondents	No. of Respondents	No. of Respondents
	Do you think social life is better because of social media apps		
Yes	32	36	68
No	16	13	29
Don't know	2	1	3

	How important are social media apps		
Very Important	16	10	26
Important	26	30	56
Not so Important	8	10	18
Unimportant	0	0	0

More than two thirds (68%) of respondents said that the support of social media networks had improved their social lives. Just 30% of respondents declined this question. Of the postgraduate students, over half (56%) said social media networks were useful, and 26 percent said apps were very important to their lives. That indicates that 82 percent of respondents thought social media applications were important to their lives.

## CONCLUSION

The goal of the study was to determine how young people used social media applications and how they felt about them. It was discovered that most of the participants were using their cellphones to access social media and were using them for over ninety minutes per day. Facebook and YouTube were the next most popular sites among the respondents, after WhatsApp. However, there appears to be a fierce competition for users' attention around these sites. The goals of utilising social networking sites were to be entertained and stay in touch with pals. Young people view social media as a platform for self-expression and utilise it as such. A significant percentage also recognised the risks associated with social media use, but they still believed that social media had a positive role in improving social interactions and overall quality of life. Also the sample post graduate students are getting and paying attention towards the study material that they come across during the social media usage.

According to the study, social media has benefited respondents' and students' lives. They are making use of it to feel at ease. Additionally, respondents' expectations and updates of their personal information are growing on such networks. Social media is a gift, but if young people don't set limits on how much of it they use, it might become a curse. It's important to keep one's balance when scrolling through feeds. Study found that, teenagers in the nation need to be made more aware of how to use social media platforms so they may use them more effectively and productively.

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## Role of Community Organization Practice in Empowering Unorganized Labours

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***Abstract:** In India, a significant majority of workers, approximately 93%, are employed in the unorganized sector. Currently, the responsibility of implementing social security schemes for these workers lies with various Ministries/Departments under Schedule II of the "Unorganized Workers Social Security Act (UWSSA), 2008". These schemes aim to provide welfare benefits to unorganized workers, but they are administered at the state level by different agencies, each with its own set of eligibility criteria, enrollment processes, and benefits. It is important to note that community organization practices have a primary objective of empowering individuals within a sustainable social environment. These practices focus on all sectors of society, including the unorganized labor sector. The unorganized sector faces numerous challenges and problems, and therefore, requires assistance and support to ensure their well-being and sustainability within the social sector. The relationship between the unorganized labor sector and community organization practices is interdependent, as community organizations contribute to the development of all sectors within society. The empowerment of unorganized labor is based on the effective practice of community organization. This study aims to elaborate on the role of community organization practices in empowering the unorganized labor sector. The data collected for this study includes secondary sources such as books, articles, and websites related to the subject. The findings of this study highlight the significance of community organization practices in empowering the unorganized sector and their contribution to the well-being of social sectors.*

**Keywords:** Community organization, Empowerment, Modification, sustainability, Unorganized sector.

### INTRODUCTION

The term "unorganized worker" has been defined in the Unorganized Workers' Social Security Act of 2008. It encompasses individuals who work from home, those who are self-employed, and wage workers in the unorganized sector. Additionally, it includes workers in the organized sector who are not

covered by any of the Acts listed in Schedule-11 of the Act. These Acts include the Employee's Compensation Act of 1923, the Industrial Disputes Act of 1947, the Employees' State Insurance Act of 1948, the Employees Provident Funds and Miscellaneous Provision Act of 1952, the Maternity Benefit Act of 1961, and the Payment of Gratuity Act of 1972. (Annual Report, Ministry of Labour and Employment 2015)

According to the survey conducted by the National Sample Survey Organization in 2011-12, the total employment in both the organized and unorganized sectors of the country amounted to 470 million. Out of this figure, approximately 80 million individuals were employed in the organized sector, while the remaining 390 million were part of the unorganized sector. The unorganized sector accounts for over 90 percent of the country's total employment. Many of these workers are involved in home-based occupations such as beedi rolling, agarbatti making, papad making, tailoring, and embroidery work. (Kamala Kantha 2012).

Unfortunately, the unorganized workers face various challenges including irregular employment patterns, lack of formal employer-employee relationships, and absence of social security benefits. To address some of these issues, several legislations have been enacted, either directly or indirectly applicable to the workers in the unorganized sector. These include the Employee's Compensation Act of 1923, the Minimum Wages Act of 1948, the Maternity Benefit Act of 1961, the Contract Labour (Abolition and Prohibition) Act of 1970, the Building and Other Construction Workers (Regulation of Employment & Conditions of Service) Act of 1996, and the Building and Other Construction Workers Welfare (Cess) Act of 1996, among others. (Annual Report, Ministry of Labour and Employment 2015).

### **Challenges Faced by Unorganized Workers**

According to the National Sample Survey Organization's survey conducted in 2011-12, the total employment in India encompassed approximately 470 million individuals, encompassing both the organized and unorganized sectors. Of this figure, around 80 million individuals were employed in the organized sector, while the remaining 390 million were engaged in the unorganized sector. (Chatterjee, Subhasish. 2016). The unorganized sector accounts for over 90 percent of the country's total employment. A significant portion of these unorganized workers are involved in home-based occupations, including beedi rolling, agarbatti making, papad making, tailoring, and embroidery work. (Marshall 1961).

The unorganized workforce endures the recurring patterns of extreme seasonality in employment, absence of formal employer-employee relationships, and the lack of social security safeguards. Various legislations, such as the Employee's Compensation Act of 1923, the Minimum Wages Act of 1948, the Maternity Benefit Act of 1961, the Contract Labour (Abolition and Prohibition) Act of 1970, the Building and Other Construction Workers (Regulation of Employment & Conditions of Service) Act of 1996, and the Building and Other Construction Workers Welfare (Cess) Act of 1996, have direct or indirect implications for workers in the unorganized sector as well.

The Ministry of Labour also administers Welfare Funds for specific groups of workers in the unorganized sector, such as beedi workers, cine workers, and certain non-coalmine workers. These funds are utilized to provide a range of welfare activities for the workers, including healthcare, housing, education assistance for children, and water supply. In India, the terms "unorganized sector" and "informal sector" are used interchangeably in research literature. (satya rajul989) However, the term "unorganized sector" is commonly employed in official records and analyses. It refers to the portion of

the economy that is not part of the organized sector. On the other hand, the term "organized sector" is typically used when referring to enterprises or employees where ten or more individuals work together. Various methods are employed to assess employment data in the organized sector, such as the Annual Survey of Industries (ASI) and the Employment Market Information (EMI) program. However, these methods, along with those used to assess overall employment, such as the decennial population census and surveys conducted by the National Sample Survey Organisation (NSSO), have their own limitations. The unorganized sector poses challenges in terms of underestimation and inadequate analysis, which in turn affect the accuracy of estimates for this sector. (Ministry of Information and Broad casting, India, 2014).

### **Share of Labor input in Unorganized Sector**

India's labor force comprises approximately 487 million individuals, making it the second largest in the world, trailing only China. The majority of these workers, over 94 percent, are engaged in unincorporated and unorganized enterprises, which encompass a wide range of activities from street vendors to home-based diamond and gem polishing operations. On the other hand, the organized sector includes individuals employed by the government, state-owned enterprises, and private-sector companies. In 2008, the organized sector provided employment to 27.5 million workers, with 17.3 million working for government or government-owned entities. (Asthana, S., 2019).

### **Special legislation pertaining to unorganized labor refers to laws and regulations**

1. The Contract Labour (Regulation & Abolition) Act of 1970 has the objective of overseeing the utilization of contract labor in establishments that employ twenty or more workers. Additionally, it seeks to address the abolition of contract labor under specific circumstances.
2. The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act of 1979 aims to facilitate the employment of inter-State migrant workmen and establish regulations for their working conditions.
3. The Cine-workers Welfare Fund Act of 1981 is a legislation aimed at providing financial support for initiatives that promote the well-being of specific individuals involved in the cinema industry. According to this act, a "cine-worker" refers to an individual who has been employed in the production of at least five feature films, either as an artiste (such as an actor, musician, or dancer) or in any other capacity, be it skilled, unskilled, manual, supervisory, technical, artistic, or otherwise. The act also specifies that the remuneration received by such cine-workers should not exceed 1600/- per month for monthly payments or Rs. 8000/- for lump sum payments in each of the five feature films.
4. The Iron Ore Mines, Manganese Ore Mines, and Chrome Ore Mines Labour Welfare Fund Act of 1976 is a legislation aimed at funding initiatives that enhance the well-being of individuals employed in iron ore mines, manganese ore mines, and chrome ore mines.
5. The Limestone and Dolomite Mines Labour Welfare Fund Act of 1972 is a law that mandates the imposition and collection of a cess on limestone and dolomite. The funds generated from this cess are utilized to support activities that promote the welfare of individuals working in limestone and dolomite mines.
6. The Mica Mines Labour Welfare Fund Act of 1946 establishes a fund dedicated to financing initiatives that enhance the welfare of laborers employed in the mica mining industry.

7. The Beedi Workers Welfare Fund Act of 1976 is an act designed to provide financial support for measures aimed at promoting the welfare of individuals engaged in beedi establishments.

8 The Unorganised Workers' Social Security Act, 2008 has been enacted in India to provide social security to workers in the Unorganised Sector. Despite opposition from trade unions, worker organizations, and civil society, the government passed the bill on social security for unorganised workers in the Lok Sabha on December 17, 2008. This act allows both the Central and State Governments to develop schemes and provides funding for central government schemes. To achieve its goals, the act establishes a Board at the State level and requires the funding of State Government Schemes for record keeping by district administration and the establishment of a workers facilitation centre. Additionally, the act empowers the Central and State Governments to create rules. All unorganized sector workers above the age of 14 are eligible to register themselves and receive a 'smart' identity card.

9. The Building and other Construction Workers (Regulation of Employment and conditions of service) Act, 1996 is a legislation aimed at governing the employment and working conditions of construction workers, as well as ensuring their safety, health, and welfare. It also addresses other related matters and incidental issues.

### **Social security programs**

1. Life and Disability coverage is provided through the Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY) and is accessible to individuals aged 18 to 50 years who have a bank/post office account and consent to join/enroll in auto debit. In the event of the insured's death, regardless of the cause, the scheme offers a risk coverage of Rs. 2.00 lakh at an annual premium of Rs. 436, which will be automatically debited from the subscriber's bank/post office account.

2. the Pradhan Mantri Suraksha Bima Yojana (PMSBY) is also available to individuals aged 18 to 70 years with a bank/post office account who consent to join/enroll in auto debit. The scheme provides a risk coverage of Rs. 2.00 lakh in case of accidental death or total permanent disability, and Rs. 1.00 lakh for partial permanent disability due to an accident. The premium for this coverage is Rs. 20 per annum, which will be deducted from the account holder's bank/post office account through auto-debit.

3. The Ayushman Bharat-Pradhan Mantri Jan Arogya Yojana (ABPMJAY) offers a yearly health coverage of Rs. 5 lakhs for each qualifying family, specifically for secondary and tertiary care hospitalization encompassing 1949 treatment procedures across 27 specialties. This scheme operates in a completely cashless and paperless manner. The families eligible for benefits under AB-PMJAY have been selected based on the Social Economic Caste Census (SECC) of 2011, considering 6 deprivation and 11 occupational criteria in both rural and urban regions.

4. The Government of India introduced the Pradhan Mantri Shram Yogi Maan-Dhan (PM-SYM) pension scheme in 2019 with the aim of offering old age protection. This scheme provides a monthly pension of Rs. 3000/- to individuals who have reached the age of 60. Eligible participants are workers between the ages of 18-40, earning a monthly income of Rs. 15000/- or less, and not affiliated with EPFO/ESIC/NPS (Government-funded programs). Those who meet the criteria can enroll in the PM-SYM Scheme. The beneficiary is responsible for contributing 50% of the monthly amount, while the Central Government matches this contribution. The Government's contribution is managed by LIC, the fund manager for the scheme.

5. The Government had launched e-Shram portal in August 2021 with an objective to create National Database of Unorganised Workers and to facilitate delivery of Social Security Schemes/Welfare schemes to the unorganised workers including vendors and streetside sellers.

6. In order to facilitate benefit of social security schemes to the eShram registrants, e-Shram portal is integrated with Pradhan Mantri Shram-Yogi Maandhan (PM-SYM) portal. E Shram registrants can seamlessly take benefits of PMSYM pension scheme through this integration. The e-Shram portal is also integrated with National Career Service (NCS) Portal. The e Shram registrants can seamlessly register on NCS portal and search for suitable job opportunities.

## REVIEW OF LITERATURE

### Classification of Unorganized (informal) workers

1. **By Occupation:** This category encompasses individuals involved in various occupations such as small and marginal farmers, landless agricultural laborers, share croppers, fishermen, those engaged in animal husbandry, beedi rolling, labeling and packing, building and construction workers, leather workers, weavers, artisans, salt workers, workers in brick kilns and stone quarries, as well as workers in saw mills and oil mills, among others.

2. **Nature of Employment:** Individuals falling under this category are characterized by the nature of their employment, which includes attached agricultural laborers, bonded laborers, migrant workers, as well as contract and casual laborers.

3. **Service Category:** The service category comprises of professionals such as midwives, domestic workers, fishermen and women, barbers, vegetable and fruit vendors, news paper vendors, and others who provide various services.

4. **Special Category:** The special category includes individuals with unique occupations such as toddy tappers, scavengers, and carriers of head loads, drivers of animal-driven vehicles, as well as loaders and unloaders.

Apart from these four classifications, there is a substantial segment of unstructured workforce comprising cobblers, Hamals, Handicraft artisans, Handloom weavers, Lady Tailors, Physically handicapped self-employed individuals, Rickshaw pullers, Auto drivers, Sericulture workers, Carpenters, Tannery workers, Power loom workers, and Urban poor.

### Community organization in the Labor welfare sector

Community organization is one of the method in social work, involves various organization and institutions to meet the basic needs of the community people. as a method used to make efforts and directed towards community needs. It develops integration within the community and helps the people to cooperate each other. It is a democratic method which belief is the equality of all men and women and dignity provide to individuals. It scope have wide range covers many field like organised and unorganized. It's motivated the people and inculcates the idea of promotion and progress is community level and society level (Meenakshi G,2007) Community organization development means the adjustment of resources and needs with one another. These organizations are those welfares which are undertaken by the members of that community for the use of resources and needs fulfillment.

During field work practice in industrial setting a social worker plays several roles, First, social worker collects baseline information of all member of the organization from management. This baseline information includes basic personal information to professional information. Collected information always helps him to understand the dynamics of industry i.e human behaviors, group activities and

organisational functioning.

Community organization is a means of bringing unorganised people together to address problematic social conditions. As a purposeful collective effort, organizing requires sound analytical, political, and interactional skills. An important aspect of those skills for professional organizers involves a continuous pattern of systematic planning, "doing", reflecting again (theorizing) and acting strategically to build a group that can achieve its aims. Like life satisfaction and labour empowerment (Meenu Agrawal 2012).

Community organization deeply rooted in the reform traditionally unorganized peoples became in their field, its create such values as self-determination, self-sufficiency, empowerment, and social justice. Therefore this community organization is particularly relevant to direct practice with and advocacy for disempowered unorganized labour. The methods community organization is aimed at who seek to expand and refine their skills in unorganized sector its provide-building and collective action through its approaches. It builds on foundation knowledge and skills from the prerequisite introductory level practice in the labour sector promoting the organised structures and dynamics, power structure and dynamics, empowerment, advocacy, helps to improve small group dynamics leadership qualities in the unorganized labours Community Organizer is the person who acts as liaison between the legal system and beneficiaries as well. Employees' Provident Fund & Miscellaneous Provisions Act, 1952- to help employees save a fraction of their salary every month so that he can use the same in an event that the employee is temporarily or no longer fit to work or at retirement. Employers and employees both contribute 12% of wages in contribution accounts. The benefit of this act is limited to organized labour. (Meenakshi G2007).

## METHODOLOGY

**Statement of the Problem:** The unorganized sector pertains to household-based manufacturing activities as well as small-scale and tiny sectors of industry. This sector lacks stability in terms of profits or gains and operates within a limited geographical area. It requires less manpower and investment compared to the organized sector. Various industries such as handicrafts, artisan professions, khadi and village industries, handloom sector, beedi making, agarbatti making, hand paper manufacturing, and matchbox production can be found within the unorganized sector of the Indian economy. (Gupta N 1982) This sector is characterized by easy entry, smaller scale of operations, local ownership, uncertain legal status, labor-intensive methods, and the use of lower technology-based approaches. Additionally, it is associated with flexible pricing, less sophisticated packaging, absence of brand names, limited storage facilities, and a less efficient distribution network. Furthermore, individuals working in this sector often face challenges in accessing government schemes, finance, and aid. Entry barriers for employees are relatively low, and there is a higher proportion of migrant workers who receive lower compensation rates.(HDI report-2012)

### Objectives of the study.

- To bring out the issues and challenges of unorganized labours
- To understand the need of community organization method for unorganized labours
- To analyze activity of program for unorganised Labours.
- To study the Welfare and Social Security Provisions for Unorganised Labours

**Research approach and data collection:** Descriptive research technique was adopted to carry out detailed study on the concept. This study has made use of secondary data to collect information with

regard to unorganized sector workers, problems of unorganized sector, Social Security Schemes for Workers in Unorganized Sector and some activities of central board for unorganised workers etc. It mainly referred data from the reports of various government bodies working at local to international level, books, articles, journals and government bodies, websites.

## FINDINGS AND DISCUSSION

1. **Social Security problems:** In India, various social security legislations have been implemented, but unfortunately, these legislations only apply to organized labor due to their collective strength and unionism. As a result, both social assistance and social insurance remain inaccessible to the unorganized labor force.
2. **Compensation Problem:** The issue of compensation is of utmost importance for every employee, as they seek job security and reimbursement for the expenses they have incurred. Regardless of whether a company is small or large scale, it is imperative for them to fulfill this requirement. The success of a company heavily relies on its employees, thus emphasizing the significance of safeguarding their well-being and safety. Consequently, India introduced a significant law known as "The Employees Compensation Act, 1923" (formerly known as the Workmen Compensation Act, 1923). This legislation ensures that workmen in the organized sector receive compensation in cases of industrial accidents or occupational diseases resulting in disability or death. However, due to the overwhelming number of unorganized laborers, they are exempted from the provisions of this law.
3. **Insecurity of job:** The lack of job security is a significant issue faced by the unorganized sector, primarily due to the casual nature of employment. As mentioned earlier, these acts are initially applicable to the unorganized sector as well. However, due to the limited number of workers in any organization, unorganized workers are exempted from these laws. Social security can be defined as the provision of benefits to households and individuals through public or collective arrangements, aimed at protecting against a decline in the standard of living caused by various risks and needs. There are numerous instances of individuals losing their jobs in the unorganized sectors for trivial reasons. While several legal obligations have been established to prevent such humiliation in employment, the majority of these legal provisions are only applicable to organized sectors.
4. **Low wages and have no power of bargaining:** The issue of low wages and the lack of bargaining power is prevalent among workers in the unorganized sector. Minimum wages, for the most part, apply to laborers working within the purview of organized or formal sectors. Another labor law, known as "The Minimum Wages Act, 1948," addresses the concern of ensuring the security of basic needs for laborers. Although this act is legally non-binding, it holds statutory significance. Any payment of wages below the minimum wage rate is considered as forced labor, which is a violation of labor rights.
5. **No Trade Union to put their demands:** The majority of informal workers lack awareness regarding the existence and regulations of labor unions, resulting in their inability to voice their demands through such organizations. However, a significant number of workers from unorganized sectors, including agricultural workers, brick workers, hosiery workers, construction laborers, fish and forest workers, domestic workers, Biri rollers, sex workers, and liquor shop employees, have united under the platforms of Shramajivi Swikriti Manch and Asanghathit Kshetra Shramik Sangrami Mancha. This collective effort aims to bring together the unorganized sector workers and address their concerns collectively.
6. **A considerable portion of workers endure unhygienic living conditions, residing in areas plagued by**

unsanitary conditions, sewer seepage, overflowing drainage systems, and vulnerability to flooding and storms. These workers often reside in slum areas where basic facilities such as washing, urinal, and toilet facilities at their workplaces are substandard. It is evident that industries have failed to provide adequate facilities to their workers. In contrast, organized laborers benefit from the provisions outlined in "The Factories Act, 1948," specifically Section 11, which mandates cleanliness within factory premises. This section ensures that factories maintain cleanliness and remain free from any unpleasant odors emanating from drains, privies, or other nuisances.

7. The unorganized sector in India commonly subjects its workers to extended hours of work without adhering to labor and regulatory norms. Unlike the agricultural sector, which lacks fixed working hours due to the absence of specific guidelines for agricultural laborers, "The Factories Act, 1948" stipulates regulations for adult workers (those aged 18 and above). According to this act, adult workers should not exceed 48 working hours per week and 9 working hours per day. Additionally, Section 51 of the Act emphasizes that the spread over (the duration between the start and end of work) should not exceed 10 and a half hours.

8. Sexual harassment remains a significant concern within the workplace. Despite the legal right for women to have a safe working environment, this issue has been largely neglected. Women continue to endure various physical and psychological ailments as a result of eve-teasing and sexual harassment. Despite the implementation of the 2013 Act, women are still being subjected to assault within their workplaces.

9. Individuals are hired as seasonal employees, meaning they are only employed for a specific period and remain jobless for the rest of the year. This type of employment typically lasts for approximately 3-4 months. In India, the Mahatma Gandhi National Rural Workers Employment Guarantee Act of 2005 aims to provide employment security by guaranteeing a minimum of 100 days of work in the most underdeveloped districts of the country for those who are capable of manual labor.

10. Insecurity Caused by Natural Disasters: Natural disasters such as floods, droughts, earthquakes, and famines have a devastating impact on the informal sector. Not only do these disasters disrupt the productive foundation of the informal sector, but they also affect the limited household assets of its owners

## CONCLUSION

The unorganized sector has experienced both growth and limitations throughout the years. In India, the term "unorganized sector" is commonly used in official records and analyses. The challenges and difficulties faced in this sector are diverse in nature. The unorganized sector plays a crucial role in the Indian economy and therefore requires special attention. Consequently, efforts have been made to identify and address the issues and obstacles faced by unorganized workers, aiming to provide them with at least a basic level of social security. Numerous problems and challenges are encountered by individuals working in this sector. This is primarily due to the disorderly nature of labor relations and the absence of formal employer-employee relationships, which are often of a casual nature, if they exist at all.



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## An Analytical Study of Social Themes in Director Mansore's Kannada Films

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***Abstract:** This research article examines the recurring social themes in the films of Director Mansore, a critically acclaimed Kannada filmmaker known for his bold and thought-provoking narratives. Through close analysis of his four feature films - Harivu (2014), Nathicharami (2018), Act 1978 (2020) and 19.20.21 (2023) - the article argues that Mansore consistently champions the voice of the marginalized, exposing social injustices and challenging societal norms. By exploring the impact of Mansore's films on Kannada cinema and society, this study contributes to the broader discourse on the intersection of cinema and social consciousness in the context of regional Indian filmmaking. A qualitative content analysis is used in this study to reveal the different ways in which Director Mansore approaches and investigates societal challenges.*

**Keywords:** Activism, Bureaucracy, Caste, Gender, Kannada cinema, Social themes.

### INTRODUCTION

Kannada cinema is a regional film industry, serving the movies throughout the world. It is one of the most prolific and oldest film industries in India, with more than 150 films produced annually. Filmmaker Mansore has been a prominent figure in the Kannada film industry and his works often address social issues relevant to the region.

Director Mansore has emerged as a powerful voice in Kannada cinema, challenging the status quo with his unflinching portrayal of social realities. His films are not merely entertainment oriented; they are searing indictments of systemic inequalities, sparking conversations about caste, gender, and the struggle for justice. This article delves into Mansore's oeuvre, dissecting the recurring social themes that bind his films together and analyzing his unique approach to cinematic storytelling.

### LITERATURE REVIEW

The article “Impact of films: changes in young people’s attitudes after watching a movie” explores the impact of films on young people's attitudes towards social concerns, focusing on attitudes towards older individuals. Results show postgraduate students have more positive attitudes towards older individuals after watching a video, influenced by age and past interactions. However, these changes are not long-lasting (Kubrak T. 2020).

The article “Representation of social issues in films” explores the role of films in addressing social issues highlighting their role as entertainment, sociological documents, and cultural documents. It also discusses the history and impact of Indian cinema, highlighting its potential to create social change and dialogue (Vineeth Koul, 2014).

In a research on “American Social Issues Reflected by the Movie Joker”, the researcher says that the video focuses on the maltreatment of mental patients as well as the protest culture that emerges as a result of social injustice situations. The article recommends that the best way to address these concerns is through peaceful civil disobedience (Xuhao Zhang, 2021).

The article “Film as a development communication medium: an analytical study of selected Kannada movies” discusses the use of film as a medium for development communication, focusing on two Kannada films, "Bangarada Manushya" and "Bhoothayyana Maga Ayyu." It explores how these films address social issues and promote social change. The article also highlights the historical significance of Kannada cinema in promoting societal development. The study analyzes the content of the selected films, emphasizing themes such as the importance of farming, rural development, casteism, social unity, and family values. The films are seen as examples of how cinema can effectively address social concerns and reach a wide audience (N J Sachin, 2023).

The article “Cinema, Race, and Justice: A Qualitative Analysis of Selected Themes” analyzed seven crime and justice films, including 12 Angry Men, A Family Thing, American History X, American Me, Crash, Shawshank Redemption, and Traffic, using content analysis to assess characters' actions and themes, revealing restorative justice and peacemaking perspectives (Katherine Clay Thompson, 2007).

The research article “Social media activities impact on the decision of watching films in cinema” explores the influence of social media on Thai film audiences' decision-making process, focusing on promotional programs, platform activities, trailer assessments, and movie decisions. Results indicate that social media significantly influences film consumption, with promotional programs and social media activities playing a crucial role. The study suggests exploring strategies to boost cinema movie-watching frequency (Montajula Suvattanadilok, 2021).

## METHODOLOGY

This research article delves into the potent social commentary woven into the cinematic tapestry of Director Mansore's Kannada films. Through a meticulous analysis of his four feature-length works – Harivu (2014), Nathicharami (2018), Act 1978 (2020), and 19.20.21 (2023), the study exposes Mansore's unwavering commitment in amplifying the voices of the marginalized and challenging societal norms. A qualitative content analysis is used in this study to analyse the director Mansore films.

## FINDINGS AND DISCUSSION

At first researcher reviewed social themes that were observed in the Mansore Films. Under this category it is found that director effectively portrayed the systemic oppression, corruption, women sexuality, gender inequalities and role of media and its responsibilities.

### Social Themes

#### Harivu (2014)

- **Systemic Oppression:** Harivu delves into the systemic oppression faced by the marginalized sections of society. The film portrays the bureaucratic system and the corruption that plagues it, as the protagonist and his son face numerous obstacles in their journey for medical care.
- **Urbanization:** The movie "Harivu" explores the theme of urbanization by depicting the challenges faced by individuals in the process of urban migration and the impact of urban life on rural communities. It portrays the struggles of a farmer who brings his son to Bengaluru for medical treatment, highlighting the disconnection and alienation experienced in the urban environment. The film delves into the contrast between rural and urban life, shedding light on the societal and emotional implications of urbanization.
- **Bureaucracy and Corruption:** The movie "Harivu" portrays the impact of bureaucracy and corruption on the common man. The protagonist, a farmer, faces numerous challenges in taking his son's body back home due to bureaucratic hurdles and corruption. The movie highlights the struggles of ordinary people in the face of systemic obstacles and the misuse of rules and regulations by the bureaucracy for their own benefit. The film makes an uncompromisingly sharp statement on the sordid self-serving proclivity of the bureaucracy.

#### Nathicharami (2018)

- **Female Desire and Sexuality:** The film boldly delves into the often-silenced issue of female desire, particularly for widows. Gowri, the protagonist, grapples with the societal stigma against a woman expressing her sexual needs after losing her husband. The film challenges these norms and encourages dialogue about female sexuality and the right to personal fulfillment.
- **Gender Inequality and Double Standards:** Nathicharami sheds light on the glaring gender inequalities present in society. Men's sexual urges are readily accepted, while women are expected to repress theirs and face harsh judgment for any transgression. The film critiques this hypocrisy and advocates for equal rights and acceptance of female desire.
- **Societal Taboos and Morality:** The film tackles issues like premarital sex and relationships outside marriage, which are often considered taboo in Indian society. By presenting these topics without judgment, Nathicharami encourages viewers to reconsider traditional notions of morality and embrace individual autonomy.
- **Widows and Social Ostracization:** The film sheds light on the plight of widows who are often ostracized and treated as lesser members of society. Gowri's journey highlights the emotional and practical challenges faced by widows and calls for greater empathy and support for this marginalized group.
- **Breaking Free from Societal Chains:** Ultimately, Nathicharami is a story about individual liberation and breaking free from societal constraints. Gowri's transformation as she embraces her desires and chooses her own path serves as an inspiration for women and anyone seeking to live life on their own terms.

**Act 1978 (2020)**

- **Bureaucracy and Corruption:** The film revolves around Geetha, a pregnant widow navigating the labyrinthine bureaucracy to claim government compensation rightfully due to her. The narrative exposes the rampant corruption, red tape, and apathy within the system, highlighting the struggles of ordinary citizens against an indifferent and sometimes hostile apparatus.
- **Power Dynamics and Abuse of Power:** The film portrays the power dynamics within the bureaucracy, revealing how lower-level officials exploit their positions for personal gain. This abuse of power further marginalizes Geetha and amplifies her frustrations.
- **Gender Inequality and Vulnerability:** Geetha's struggles as a pregnant woman facing a patriarchal system are central to the film. The narrative highlights the additional vulnerabilities faced by women in such situations, particularly in their interactions with male officials.
- **Socioeconomic Injustice and Marginalization:** Geetha's story represents the broader issue of socioeconomic inequality and the struggles of marginalized communities in accessing basic rights and entitlements. The film critiques the systemic biases that perpetuate this inequality.
- **Individual vs. System Conflict:** Geetha's desperate act of strapping a bomb to herself becomes a stark symbol of the individual's struggle against a flawed system. The film raises questions about the limits of individual resistance and the consequences of such actions.
- **Media and Social Responsibility:** The film delves into the role of the media in highlighting social issues and bringing pressure on authorities. It explores the potential for media to amplify marginalized voices and contribute to social change.
- **Human Dignity and the Right to Respect:** Ultimately, "Act 1978" is a powerful plea for human dignity and the right to be treated with respect. Geetha's story resonates with anyone who has ever felt powerless or marginalized by a system that should serve them.

**19.20.21 (2023)**

- **Tribal marginalization and exploitation:** The film highlights the struggles of the Malekudiya tribe, facing poverty, lack of basic infrastructure like roads and schools, and discrimination due to their tribal identity, and It exposes the power dynamics at play, where dominant groups often exploit tribal communities for resources or label them as "extremists" to quell their demands for basic rights.
- **Caste and class discrimination:** The film subtly addresses the underlying issues of caste and class discrimination faced by tribal communities, contributing to their marginalization and vulnerability, and it prompts viewers to consider the intersectionality of various social issues and their impact on different groups within society.
- **Importance of speaking up and fighting for justice:** 19.20.21 is a powerful story of resilience and resistance against injustice. It encourages viewers to speak up against oppressive systems and fight for the rights of marginalized communities.
- **Misuse of draconian laws:** The movie portrays how stringent laws like the Unlawful Activities (Prevention) Act (UAPA) can be misused to target activists and dissenters from marginalized communities, and it raises questions about due process and the burden of proof when individuals from underprivileged backgrounds are accused under such laws.
- **Importance of education and legal rights:** This movie emphasizes the power of education in empowering individuals and communities to fight for their rights. Vittala's education plays a crucial role in understanding legal procedures and challenging his wrongful accusation. The Film Showcases the importance of legal representation and access to justice for marginalized communities. Advocate

Suresh Hegde's tireless fight for Vittala's release showcases the role of dedicated lawyers in upholding individual rights.

### **Cinematic Techniques**

Mansore's films are not solely driven by social commentary; they employ powerful cinematic techniques to amplify the emotional impact of his narratives. His films are characterized by:

- **Realistic storytelling:** Mansore's films often adopt a docu-drama style, blurring the lines between fiction and reality. This approach lends authenticity to his narratives and immerses viewers in the lived experiences of his characters.
- **Non-linear narratives:** Mansore's films often employ non-linear narratives, challenging traditional storytelling structures. This technique allows him to explore different facets of his themes and offer a more nuanced understanding of the issues at hand.
- **Powerful visuals:** Mansore's films are visually stunning, employing evocative imagery and symbolism to complement his social commentary. This visual language adds depth and complexity to his narratives.

### **CONCLUSION**

Director Mansore stands tall as a leading voice for social justice in Kannada cinema. His films courageously tackle sensitive social issues, giving voice to the marginalized and challenging societal norms. Through his powerful storytelling and masterful use of cinematic techniques, Mansore forces audiences to confront uncomfortable truths and inspires them to fight for a more just and equitable society. His work serves as a testament to the power of cinema to spark dialogue, ignite change, and champion the voices of those often silenced.

Mansore's contribution to Kannada cinema is notable, particularly in his portrayal of social issues and historical events. His films have been praised for their ambition in addressing important societal matters. However, some critiques have pointed out challenges in effectively weaving real-life material into impactful storytelling.

Mansore's work in Kannada cinema has made significant strides in addressing social and political themes, and his films have sparked important conversations about the portrayal of such issues in the industry. Mansore's Kannada movies would encapsulate these achievements and the impact of his work on the cinematic landscape of Karnataka.

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## A Study on Post Covid19 Impact on Migrant families with Special reference to Slums of Bengaluru metropolitan city

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***Abstract:** Bangalore is a hub of special economic zones of technology, educational institutions, commercial establishments and as a result of this many migrants migrating to city for the sake of job, as they were unskilled they will easily get into the unorganized sector especially domestic work and construction work. Researcher has randomly taken 4 slums of Bangalore. During the month of March 2022, migrant families of Hennur AK Colony, HRBR Layout, Byrathi Bunde and from Nagenahalli struggling for their livelihood as no work, some of them though had work but they were not allowed do due to social distancing. They were daily wage workers. In addition to this, along with BIRDS staff researchers visited the migrant families for the study as well as support their livelihood. The study has tried to understand the socio-economic and health issues concerned with migrant families due to Post-Covid19 impact on slums. It is found that migrant workers faced lot of problems from many angles. During the post pandemic period, there was a dire need of professional social workers to understand the issues concerned with migrant families in slums as they were more prone to the difficulty of survival.*

**Keywords:** Livelihood, Migrant Families, Post Covid19, Slums, Socio-economic Status,

### INTRODUCTION

Migrant families of slums were struggling for their daily livelihood as no job no wages. Their family members consist of elders, infants, kids, youths and women starving and not able to cope up with the current situation. According to official employment estimation, Indian industries had more than 100 million migrant workers.

Due to lockdown, migrant workers living in shelters, sleeping on footpaths, near sewerage or under flyovers, and tired of restrictions to be getting eased. But after the opening of lockdown, they were lacking work, savings running out; they decided to return to their village. But due to lack of transportation services, many migrants started departing back to their villages by walk or cycle with their luggages. But



it was a great risk for infants, children, pregnant women and mainly elderly people, few walked bare foot, ended with big bubbles on their feet. They were down with psychological anxiety, frustration, nervousness, having suicidal tendencies, along with physical pain of walking in hot sun, on roadside cooking; facing lots of struggles during each day routines especially adolescent girls during their menstrual cycle period, elders were lacking medicine for their general age based illnesses.

**Review of Literature:** Researcher has reviewed certain articles, studies related to the migrant workers situation during pandemic and review for the present study. Few such studies were illustrated here for clear understanding of Migrant Workers issues.

Mucormycosis is a disease that is rare but poses an important burden on immune compromised patients. Newly developed medications have several pathogenesis but cure to mucormycosis is still a challenge (P K K, 2021). Investigators coined about to avoid starvation of migrant workers through Public Distribution System, government has provided food grains to all even who was holding just Aadhar card instead of Ration card (R.B.Bhagat, 2020).

(Randhwa, 2020) Investigator emphasis on during sudden lockdown due to Pandemic outburst in India, how migrant workers face issues during on the way to their home, how they spend time with government provided shelters, given food, drinking water facility and sanitation facilities provided on the roadsides was analyzed .

(Siddharth Agarwal, 2016) Study emphases on Migrant adolescent girls are married or unmarried in the context of slums in India are not decision makers in their migration experience. Health, adolescent sex education, menstrual hygiene, prenatal and postnatal issues need to be addressed immediately by the primary health centers.

(Organisation, 2020) ILO policy brief on migrant workers protection during pandemic Covid19 recommends displaced migrant workers in country and outside country including refugees face many issues with regard to workplace, gender, race, region wise regarding health and pandemic impacts.

(Praveen S.V., April 2021) A collective effort of the public, authorities, mental health workers and policy makers to analyze such information and work for a proactive environment can add a positive mental health among general public.

## METHODOLOGY

Researcher used descriptive research study design for the current study. This paper is confined to understand the socio-economic and health issues of migrant families in slums and to find the various ways to overcome from the issues and improve the livelihood of the migrant families.

**Universe and sampling design of the Study:** Migrant families from 4 slums adopted by the BIRDS NGO in Bangalore metropolitan city as selected for the study. The study was undertaken from the slums under BIRDS Organization, randomly selected 4 slums such as Hennur Bande AK Colony, Nagaiahna Palya, Sanjay Nagar and from Gajendra Nagar from each slum 50 Migrant Families were selected, so overall 200 Migrant families were taken as sample and applied census method for collection of data.

Tabel 1: Distribution of universe and sample size in selected slums

Name of the Slum	Total Population of the selected slum	Size of the Sample
Hennur Bunde AK Colony	1023	50

Nagaiahna Palya	890	50
Sanjay Nagar	984	50
Gajendra Nagar	1156	50
<b>Grand Total</b>	<b>4053</b>	<b>200</b>

**Note:** Total Migrant Families of the selected slum as taken by the survey conducted by BIRDS Animator staff during 2018, it might vary as they were migrant workers consisting of domestic workers and construction workers. Investigator visited only 200 migrant families along with the BIRDS Animator (Field Staff) after the lockdown opens in the month of March, April end and in the month of May 2021 for data collection and for the sake of Focused Group Discussion. Sources of Data: The process of data was collected based on primary data and secondary data. Initially primary data collected from Migrant families who do domestic and construction work through structured interview schedule, focused group discussions and observation method.

Tools of Data Collection: Researcher used structured interview schedule and observation method, FGDs (Focused Group Discussion) used to collect the data. In addition to this, researcher interacted with BIRDS field staff to know more about migrant families problem in the slums as they visit and interact with them on regular basis.

### Operational Definitions

**Migrant Family:** Migrant family is a family migrated from rural area to urban area for the sake of job security and education of their children totally for the sake of better livelihood.

**Covid19:** Covid19 is the infectious disease caused by the new strain of corona virus which initially spread in December 2019 at Wuhan city of China and spread as pandemic across the universe.

**Slum:** Encyclopedia of Britannica defines “Slum is a congested urban or suburban residential district characterized by deteriorating and insanitary housing, poverty and social disorganization.”

### FINDINGS AND DISCUSSION

**Socio-demographic profile of the respondents:** Among all the 4 slums, scheduled caste consists of 57.5 percent migrant families which is more than half of the universe, 22.5 percent respondents belongs to scheduled tribe and very less universe 20 percent consists other caste respondents. Through the analysis we can make out that lower caste people stays in slums as they were from lower social strata.

**Table 2: Category and age wise respondents data**

Particulars	Frequency	Percent
<b>Category</b>		
Scheduled Caste	115	57.5
Scheduled Tribe	45	22.5
Others	40	20.0
<b>Age group</b>		
18-25 years	85	42.5
25-40 years	65	32.5
40-65 years	50	25.0

Age of respondents: With regard to age wise distribution of migrant families 18-25 years of age is 42.5 percent and 25-40 years will be 32.5 percent more compare to the age group of 40-65 years of age.

### Livelihood of Migrant Families

Data in the table 03 depicts that most of the migrant workers were depend on either domestic work 26 percent or construction work 55 percent, and remaining 19 percent will constitute other type of work.

Table 3: Respondents occupation and earnings data

Nature of Work	Approximate Salary/ Daily wage	No. of Respondents	Percentage
Domestic Work	5000 -8000	52	26
Construction Work	3000-6000	110	55
Other Work	5000-15000	38	19
<b>Total</b>		<b>200</b>	<b>100</b>

Their salary is not regular, sometimes they use to work for students who were staying in apartments they will go back to native after their study completed or job got transferred. But most of them depend on domestic or construction work which was inconsistent income. As the outburst of Covid19, they were unemployed very few employers paying for the basic amenities, it is very difficult for them to lead their daily life.

### Problems of Migrant Worker Families during Covid19

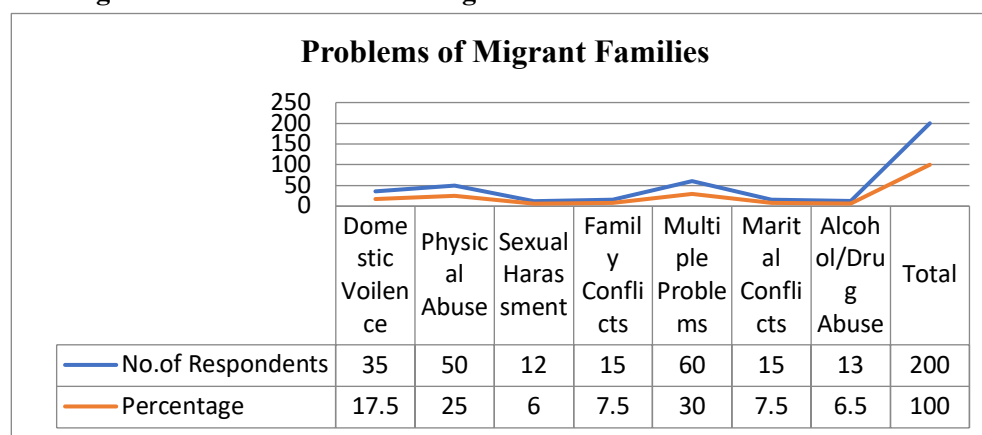


Figure 1: Different problems migrant workers undergone

Above data shows various problems faced by Migrant Families, along with their household management, unemployment, lacking livelihood, unable to support their families.

### Health problems of migrant families

Health status of migrant workers is much worsens as many of them were suffering from either physiological or psychological illness. Most of them having skin allergies as they work more with soap and water and many of them were suffering from uterus cysts due to lack of menstrual hygiene.

Table 4: Different types of health issue that migrant workers faced

Type of Illness	No. of Respondents	Percentage
Skin related illness	70	35
Abortions	12	6

Uterus Cysts	15	7.5
Menstrual and Menopause related illness	50	25
Life threatening Illness	18	9
Psychological Illness	35	17.5
<b>Total</b>	<b>200</b>	<b>100</b>

### FGD with Migrant Women

After Covid19 Lockdown has opened in Bangalore, NGOs initiated Covid19 relief works initiated, youth groups, adolescent girls group, self help groups and elders meetings also gradually started at slums under BIRDS. Investigator assisted the NGO through referring individual and corporate donors to support the migrant families. During the visit, investigator accompanied the animator in the selected 4 slums to conduct focused group discussions and discussed about their life situations during pandemic. Few of them were not able to pay their rent, electricity bill, scarcity of safe drinking water, unemployment, health insecurity and varied number of problems due to Covid19. Their life will be very convoluted and hard to lead their life because of pandemic Covid19.

### Role of Social Workers during Covid19 Pandemic Period

Creating awareness on Covid19 and preventive measures to be taken to overcome from the Covid19 infection. Networking with government and NGOs to provide Covid Relief will support their livelihood. Creating alternative jobs which can be done from home such as stitching masks, sanitizer making etc. Provide telecounselling to overcome from the fear of pandemic and suicidal tendencies. Medical Social Workers, Community Social Workers and Women activists will play various roles based on the patient flow in the hospital settings and in the community.

### CONCLUSION

Migrant workers during lockdown period, as all the family members were at home, working women only needs to manage household expenses with the fewer amounts saved or through debit. So, the migrant workers life was in pathetic condition struggling for daily bread and butter. Media portrayal of post covid period was totally different than it depicted. Slums of Bangalore were in need as how Dharavi Slum of Mumbai adopted for Mass testing and treatment for positives to increase the Herd immunity. As we all knew Bangalore is a hub of slums on each corners of the city, mass testing is required and relief work for the starved migrant is the primary need for the Government and for volunteers too.

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## Marginalization and social exclusion in unorganized sector with reference to transgender community

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***Abstract:** The World Health Organization (WHO) describes “Transgender” as an umbrella term used to identify people, whose gender identity and expressions does not conform with the norms and expectations traditionally associated with the sex assigned to them at the birth. Various factors influence transgender’s life at individual, family, community and societal level. At individual level, it leads to gender dysphoria, at family level, it leads to rejection, neglect and violence, at community level, it leads to exclusion from education, peer network, livelihood opportunities and at societal level, there is lack of legal identity, social protection and access to social welfare. Parents should not segregate transgender child, should take special care of them and treat them with normality to ensure self-esteem among transgender, which will lead to a transgender living in their families and societies with dignity. This study encompasses the persistent issue of transgender individuals facing marginalization and social exclusion within the realm of employment. The transgender community, comprising individuals whose gender identity differs from their assigned sex at birth, has long been subjected to discrimination and inequality across various facets of society, including the workplace. This study delves into the multifaceted issues, governmental policies and few suggestions that transgender individuals encounter when seeking, obtaining, and maintaining employment*

**Keywords:** Transgender, unorganized sector, labour, gender dysphoria, transgender community.

## INTRODUCTION

“Transgender” is a broad term used for people whose gender identity, expression or behaviour is different from those typically associated with their assigned sex at birth. Transgender is a biological change which make people behave differently from the stereotypes of males and females. There are various types of Transgender communities in India. The most prominent of these communities are known as Kothi (Represent themselves as male), Hijras (Biological males but reject masculine identity), Aravanis (Woman wrapped in male body), Jogappa (Serve as servant of Goddess Renukha Devi), Shiv-shaktis (Males but have feminine gender expressions). An estimated 2.5 crore people identify as Transgender worldwide, while Indian census included Transgender for the first time in 2011, it estimates total population of Transgender in India to be around 4.88 Lacs, of which most reside in state of Uttar Pradesh where the population is 1.37

Lacs. The Supreme Court of India recognized Transgender as the “Third Gender” in 2014. (Archana Rai & Kalpna Gupta, 2020). Transgenders spend their whole life without family support because their family disown in their childhood and hand over to other community (Jagannath. K, Dange & Prakasha. C, 2023).

### **Marginalization of transgenders at workplace:**

Transgender individuals often face significant marginalization and discrimination in the world of work. “Marginalization, also called social marginalization, occurs when a person or groups of people are less able to do things or access basic services or opportunities.” This marginalization can manifest in various ways and can have profound effects on transgender people's employment opportunities, job satisfaction, mental health, and overall well-being. Here are some of the key issues related to the marginalization of transgender individuals in the world of work:

- **Discrimination in Hiring and Promotion:** Transgender individuals frequently experience discrimination during the hiring process and in promotions. This discrimination can be overt or subtle, ranging from employers openly expressing bias to more covert forms such as excluding transgender individuals from consideration due to their gender identity.
- **Unequal Treatment:** Transgender employees may be subjected to unequal treatment, such as being held to different standards or experiencing workplace harassment. This can create a hostile environment and impact their job performance and emotional well-being.
- **Wage Gap:** Transgender individuals often face a wage gap compared to their cisgender counterparts. This wage gap can be attributed to factors such as discrimination, limited access to education and employment opportunities, and bias in salary negotiations.
- **Lack of Legal Protections:** In many regions, there are inadequate legal protections against discrimination based on gender identity. This lack of legal protection leaves transgender individuals vulnerable to mistreatment without recourse.
- **Healthcare Disparities:** Access to appropriate healthcare, including gender-affirming treatments and procedures, can be challenging for transgender individuals. Employers' health insurance plans may not cover necessary medical interventions, leading to additional financial and emotional stress.
- **Misgendering and Deadnaming:** Some workplaces fail to acknowledge or respect an individual's gender identity by using incorrect names and pronouns. This can contribute to a hostile and unwelcoming work environment.
- **Lack of Inclusive Policies:** Many workplaces lack policies that explicitly support transgender employees. These policies might include guidelines for transitioning in the workplace, restroom

and changing room accommodations, and anti-discrimination measures.

- **Mental Health Impact:** The stress and discrimination transgender individuals experience in the workplace can take a toll on their mental health. This, in turn, can affect their productivity, job satisfaction, and overall career trajectory.
- **Micro aggressions:** Transgender individuals may face micro aggressions—subtle, often unintentional actions or comments that demean or belittle their identity. These micro aggressions can contribute to a hostile work environment.
- **Lack of Representation:** Transgender individuals are often underrepresented in leadership positions and decision-making roles within organizations, which can limit their influence and opportunities for advancement.

Efforts to address the marginalization of transgender individuals in the world of work should focus on creating inclusive and equitable workplaces. This includes implementing anti-discrimination policies, providing gender-affirming benefits and healthcare coverage, offering diversity and inclusion training, and promoting transgender representation in leadership roles. Organizations that prioritize inclusivity stand to benefit from a more diverse and innovative workforce, improved employee morale, and enhanced public perception.

Transgender individuals often face significant challenges and social exclusion in the world of work due to various factors, including discrimination, lack of understanding, and systemic barriers. Social exclusion is the process in which individuals are blocked from (or denied full access to) various rights, opportunities and resources that are normally available to members of a different group, and which are fundamental to social integration and observance of human rights within that particular group. Social exclusion refers to ways in which individuals are cut off or are isolated from the full involvement in the wider society and enjoying the societal privileges and resources. Exclusionary framework consists of dynamic, multi-dimensional processes driven by unequal power relationships interacting across four main dimensions- economic, political, social and cultural - and at different levels including individual, household, group, community, country and global levels (Poppy, J., WHO, 2010). It is a form of discrimination (Levitas et al., 2007) perceive- Social exclusion is a complex and multi-dimensional process.

It involves the lack of or denial of resources, rights, goods and services, and the inability to participate in the normal relationships and activities, available to the majority of people in a society. It affects both the quality of life of individuals and the equity and cohesion of society as a whole. Some of the key issues they might encounter include: Transgender individuals may face discrimination based on their gender identity during the hiring process, promotions, or day-to-day interactions at work. This discrimination can be overt or subtle, and it often leads to feelings of exclusion and unwelcome. Many workplaces lack policies that specifically address transgender individuals' needs, such as restroom accessibility, dress code guidelines, and pronoun usage. The absence of such policies can make transgender employees feel unsupported and marginalized. In some cases, transgender individuals are subjected to a hostile work environment where they face harassment, bullying, or even violence from colleagues or superiors. This kind of environment can severely affect their job performance and overall well-being.

Co-workers and employers may lack awareness and understanding about transgender issues, leading to unintentional insensitivity or exclusion. Creating an inclusive environment requires education and awareness-building efforts. Access to appropriate healthcare and support during a gender transition can be a significant concern. Transgender individuals might require time off for



medical procedures and recovery, and a lack of understanding about these needs can lead to challenges at work. Transgender individuals might face challenges in advancing their careers due to biases or assumptions held by employers or colleagues about their abilities and commitment. The fear of discrimination or social exclusion might cause transgender individuals to hide their identity, leading to feelings of isolation and alienation within the workplace. Creating a more inclusive and accepting work environment for transgender individuals not only benefits the employees themselves but also contributes to a more diverse and innovative workforce overall.

#### **Transgender marginalization in Karnataka:**

In 2014, the Indian Supreme Court recognized transgender people as a "third gender" and affirmed their right to equality and non-discrimination. This was a significant step towards acknowledging the rights of transgender individuals and addressing their marginalization. In 2019, the Transgender Persons (Protection of Rights) Act was passed by the Indian Parliament. While the Act aimed to protect and empower transgender individuals, it faced criticism from activists for various reasons, including concerns about self-identification, forced certification, and lack of adequate protection against discrimination." The Karnataka state government has taken steps to address the rights and welfare of transgender individuals, acknowledging their distinct needs and vulnerabilities.

#### **Initiatives of Multinational corporations:**

Multinational corporations and private limited companies along with government have taken considerable initiatives to promote transgender people. Some of the steps taken by them as follows: Transgender working committee and a help desk to monitor; positive discrimination and reservation, Reserve all the government benefits per law, transgender children benefits from concern Government job related to person, in submitting and screening of tenders there should be no discrimination based on gender of applicants, inclusion measure in workplace, anti-discrimination desk in all the government sectors, HR Department (should have clear guidelines to measure inclusion and criteria to punish discrimination based on gender, equal pay, opportunity and benefits across all genders c. Loans and credit, all private, government, society and co-operative financial sector should provide loan on basis of legal documents (state wide), relaxation of terms and conditions for investment loan, plan of separate schemes can be drawn based on existing schemes, schemes for self-employment, yo support transgender individuals' employment, various state governments, NGOs, and private organizations also run skill development programs, job fairs, and awareness campaigns. These initiatives aim to enhance employability and create an inclusive work environment, promoting inclusivity and addressing the marginalization and social exclusion of transgender individuals in the world of work requires a multi-faceted approach involving government, educational institutions, and the public.

#### **Concluding remarks:**

It is evident that transgender individuals face multifaceted challenges that hinder their full participation and success in the world of work. The lack of legal safeguards leaves them vulnerable to discrimination, harassment, and unfair treatment, leading to lower job satisfaction, diminished mental health, and hindered career advancement. Moreover, the pervasive lack of awareness and understanding about transgender identities perpetuates harmful stereotypes and biases, which only perpetuate a cycle of exclusion. Efforts to combat transgender marginalization must be comprehensive and intersectional, addressing not only workplace policies but also societal attitudes and perceptions. Employers have a crucial role to play in fostering inclusive environments that prioritize diversity, equity, and belonging. This can be achieved through implementing inclusive

policies, providing sensitivity training, and actively promoting diversity at all levels of the organization. Collaboration among various stakeholders is key to creating lasting change. Civil society organizations, human rights activists, employers, policymakers, and transgender individuals themselves must work together to raise awareness, challenge discriminatory practices, and advocate for comprehensive legal and social reforms.

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