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ABSTRACT

India is now considered a major power and is turning into a developed country from a developing country, but still a large section of its population belong to the poorest of the poor. Great efforts are directed towards the advancement of small scale industries as these are considered to be the engine for their economic growth. Over 1000 million people worldwide are employed in unorganized sector (WHO 1997).

The definition of unorganized sector as adopted by the fifteenth International Conference of labour statisticians in 1993, is regarded as a group of household enterprises or unincorporated enterprises owned by households that includes informal own-account enterprise, which may employ contributing family workers and employees on an occasional basis and enterprises of informal employers, which employ one or more employees on a continuous basis.

The first Indian National commission on labour (1966-69) defined the ‘unorganized sector work force’ as “those workers who have not been able to organize themselves in pursuit of their common interest due to certain constraints like casual nature of employment, ignorance of illiteracy, small and scattered size of establishments”.

“As per the recent NCEUS (2008) estimations, out of the total 457.5 million workers in India, 422.6 million (92.4%) are engaged in the informal employment. Of this workforce, 393.5 million workers are engaged in the informal employment in the unorganized sector and 29.1 million workers are in informal employment in the organized sector. This national level pattern of informal workers occupying around 90 percent of the workforce is more or less similar in the case of most of the prominent states in the country. According to the National Accounts Statistics, the workers in the unorganized sector contribute over 62 percent to the NDP.”

Well-being or welfare is a general term used to represent the positions that of an individual or group attain in various aspect of social, economic, psychological, spiritual or medical state. Well-being can be understood as a dynamic process which represent a sense of peoples about how were their lives were going, with the interaction between their circumstances, activities and psychological resources.

Physical and psychological well being are two vital aspects of any individuals' life. In the present era of increasing competitive World, the working culture has been changed, today the productivity of the workers has an important role in the development of industry and sectors, these changes in the environment has enhanced the workload and psychological pressure on the workers, ultimately the worker perceives the problems related to health, and ultimately which leads to stress. Physical well being “is the ability to maintain a healthy quality of life that allows us to get through our daily activities without undue fatigue or physical stress. The ability to recognize that our behaviors have a significant impact on our wellness and adopting healthful habits (routine checkups, a balanced diet, exercise, etc.) while avoiding destructive habits (tobacco, drugs, alcohol, etc.) will lead to optimal Physical Wellness.” The level of physical well being may influence the psychological wellbeing of the workers as the core concept of psychological well being comprises of self-acceptance, positive relations with others, personal growth, environmental mastery, purpose in life, and autonomy (Ryff, 1989; Ryff & Keyes, 1995).

Globalization and Industrialization has changed the scenario of employment, where in the increased migration from rural areas is a pivotal factor. Migration plays an imperative role in

the process of economic development and social transformation. Most of these migrant workers are working in unorganized sectors, which include the construction workers, handloom workers, sanitary workers, brick kiln workers and other works where the demand of employment exists. Migrant workers are provoked by lack of opportunities at home as well as at work places. Indian unorganized sector produces over 340 million workers contributing to 60 % of national economic output (Mohanraj & Manivannan, 2013). Lack of facilities at home and work leads to stress among these workers. In the present complex and competitive environment, stress level is increasing among unorganized sector workers due to various sectors. Stress can affect both mind and body.

Along with the living and working conditions, wages paid to them also has a great influence on the perceived stress among these workers.

In lieu of impact of various external and internal factors leading to increase in stress among the workers in unorganized sectors, the researcher tried to explore the important factors to enhance the physical and psychological well being of these workers. The socioeconomic condition of these workers was studied and the influence of these conditions on their well being was explored.

Migrant workers form a substantial proportion of the unorganized work force. They usually do not have a fixed place of work and keep shifting from one place to the other. Physical and psychological well being of these workers will enhance the quality of life of their families, decrease the level of stress and encourage them to participate in enhancing the Indian economy as a whole through better work output.

The present study was taken up to study the physical and psychological stress perceived by these workers to assess the physical and psychological well being. An attempt is also made to correlate their socio economic conditions on their well being. Enhancement in the well being of this section of the society, which may be the major contribution to economy through exploring various interlinking parameters, was envisaged to be vital and hence, the present study was taken up with the following objectives-

OBJECTIVES OF THE STUDY

- 1." To explore the socio-economic profile of the workers in various unorganized sector.
- 2." To assess the physical well being of the respondents.
- 3." To study the body discomfort among the workers in unorganized sector.
- 4." To analyze the self reported health problems of the workers in unorganized sector.
- 5." To determine psychological well-being of workers in unorganized sector.
- 6." To determine the interaction of various demographic parameters on physical and psychological well-being of workers in unorganized sector.

For the purpose of meet out above objectives of the study primary data was collected from the workers of, construction, sanitary, ornamental, chikankari, and brick kilns industry at their different working sites in Lucknow city. For the purpose of the selection of the sample for the present study, multistage random sampling technique was adopted. Interview technique was adopted and information regarding the socio-economic status, physical well being and psychological well-being of the workers were recorded. Socio-economic scale developed by Bharadwaj, R.L. (2005) National Psychological Corporation Agra, India was used to assess the socioeconomic status of the respondents.

Physical well being of the workers was assessed using modified version of occupational stress scale developed by Srivastava A.K. (1976), factor loading of the said scale was analyzed through principal component analysis and five factors were identified and used to analyze physical well being. Psychological well being was measured using the psychological well being scale developed by the Sisodia & Choudhary (2005), National Psychological Corporation Agra India. Scale was prepared comprising of 50 statements with a view to measure several aspects of well being like Satisfaction, Efficiency, Sociability, Mental health, interpersonal relations. Along with physical wellbeing & psychological well being postural discomfort and general health of the workers was also assessed. The demographic variables gender, literacy level, marital status, family size, family type, working conditions etc, were recorded with the help of self made questionnaire; the respondents were personally interviewed by the researcher at their working sits. Collecting the data using the well developed scale increased the authenticity of the data and hence the issue of the validity and reliability were reduced, but as there were some statement related to

physical well being introduced by the researcher therefore the reliability of the instruments was done using statement wise Cochran-Alpha technique and its value was 0.725 and standardized alpha coefficient was 0.777 which indicated that the scale used for the recording of the responses is reliable as it is greater than the alpha value of 0.60.

The collected data was analysed with the help of different kinds of statistical tools such as mean, standard deviation, one way ANOVA, t-test, Chi-square test, regression, and factor analysis, for the purpose of drawing inferences form and full fill the objectives of the study.

The result of the study revealed that workers of selected five sectors belongs to the two major category of the socio-economic status one is upper lower class and second was lower class. The majority of the workers engaged in different works were young and energetic as the work demands majority of these workers belongs to the age group of 20-30 and most of them were married.

Majority of the workers were suffering from moderate and mild pain at the shoulder, lower back, neck, joint pain, headache, which clearly indicates that the workers were facing higher risk of musculoskeletal disorder as the symptoms were permanent and long lasting effects, where as the other problems like vomiting, scalp, skins were not much frequent happening and long lasting effects. Further, it was observed that the workers working at different places do not use the safety instruments even though some time these instruments were provided by the employers, and although the case of damage due to slipping and cutting sometimes is very high.

Study depicts that male and female ornamental workers belong in the age group of 30-40 were possessing highest physical stress and body discomfort, i.e. the level of physical wellbeing is lowest among the workers of this age group, chikankari workers belonging to the age group of 30-40 were bearing lowest physical stress where as brick kiln workers belonging to age group of 20-30 were possess lowest body discomfort. The results revealed that chikankari and sanitary worker were showing the similar level of physical stress and body discomfort across the workers of different age group.

Assessment of psychological wellbeing of workers and its interactions with the demographic variables revealed that ornamental workers were perceiving the lowest level of all psychological wellbeing in comparison to other workers. Chikankari workers exhibited the

highest level of psychological wellbeing. The workers belonging to the age group of 40-50 were showing the highest amount of satisfaction, efficiency, sociability. The worker belonging to the age group of 50-60 were possessing the lower level of sociability in comparison to others age groups.

The direct linear relationship of psychological wellbeing with physical well being and other factors has been studied and results indicated 18% changes in psychological well being with the help of physical stress, body discomfort, age and work experience, as physical stress had highest significant negative coefficient followed by body discomfort which clearly indicated that psychological wellbeing would be negatively influenced by physical discomfort. Further physical well being (5%) was explained through the measurement of duration of break, years of experience, number of break, number of working hours and age as independent variables explained (50%) of the physical wellbeing. The result indicated that these factors proved to be the robust measurement of the physical and psychological well being.

The study revealed that the physical well being perceived by the workers were different as according to the demographic factors of age, marital status, gender, socioeconomic status, and types of works and majorly rooted from the stress due to the works, whereas the level psychological wellbeing perceived by the workers also differed in accordance to their demography, and other factors related to the working conditions. The psychological wellbeing and physical wellbeing are positively associated as results clearly indicate that the higher the physical wellbeing the higher will be psychological wellbeing.

For the purpose of the enhancing the productivity, employer as well as the workers has to give due importance to being physically and psychologically fit. Therefore, to reduce the level of stress and better physical and psychological wellbeing, the employers have to understand their responsibility of concentrating on health and safety issues of the workers and adopt the practices of regular assessment of physical health, in consultancies with the expert doctors. Changes in the work station, avoiding awkward postures for longer duration, proper scheduling of works and breaks also may enhance the physical as well as psychological well being of the workers in unorganized sector. Implementation of legal enactments & policies pertaining to the workers of unorganized sector has to be checked to provide favorable work environment to the workers.

SUMMARY

Today's competitive world enforces human beings to work hard for the betterment of their survival, everybody has a challenge to find an appropriate job or work which fulfill needs of them and their families. Other than which, an individual have also thrust to find out the opportunity to earn more in comparison to others of their respective socio-economic classes. The socioeconomic status and employment status of individuals have positive influence on the well being. The activities performed during any particular job have on regular basis has put the performer physical health at risk. Poor physical health, workload and working conditions increases the level of stress which directly influences psychological well being of the individuals, on the other side not only individuals but his whole family have to suffer from any kind of causality if occurs due to these. In developing economies, employment is big challenge it is very difficult to get an appropriate job according to skills and compensation as desired. Unorganized sector offers large number of employment in India. Unorganized sectors comprises different categories of jobs, each one have its benefits and disadvantages, there are several jobs which can be performed sitting at home, beedi, carpet, chikankari can be the examples of these type of unorganized works which gain a significant importance in terms of employment of workers and contribution to the national GDP. On the other hand, there are several other jobs in the unorganized sector which require specific tools and environment, particular place of performance, for which the workers have to migrate from their native place to work place like construction and brick kilns industry etc., which attract and provide employment to the large number of workers.

The unorganized sector provides job opportunities and flexible desired working places which tends to be fruitful to the workers, whereas at the same time it threaten the workers health and earnings. It creates an opportunity to the employers for negotiations in earnings as they exploit the resources, and get their work at lowest cost and ultimately reduce their production cost. During this whole process, the workers have to face the problem of harassment and continuous degradation in their values and skills. The workers, who work from their homes sacrifices the proper valuation of their skills, other than these they also face the problems of work life balance as they have to make adjustment between work and

housework. On the other side the workers who work outside have to face the adjustment problems related to feeding, lodging and health. The workers of labour intensive industries, like construction have to work several hours in different awkward body postures, dealing with different kinds of materials and tools, which may be hazardous to their health. The materials and tools, working environment also puts pressure on the workers, leading to increasing physical discomfort, such as high risk of musculoskeletal disorders, stress, depression, anxiety and some time, behavioral changes. Researchers in the past has conducted several researches addressing the different issues related to the workers working in different jobs in unorganized sectors covering several industries. Psychological & physical well being, working conditions, physical health and hazards, musculoskeletal disorders, occupational stress, are some important key issues among the workers, as identified by the researcher. Several measures has been developed by the researchers in past to measure psychological well being, occupational stress, physical health. In pursuit of these issues, the study entitled **“Physical and Psychological Well Being of Workers in Unorganized Sector”**, has been conducted by the researcher with focus on the assessment and examination of the prevalence of the physical and psychological wellbeing, among the workers belonging to construction, brick kilns, sanitary, ornamental and chikankari sectors and also exploring the nature of interactions among the different identified dependent and independent variables of the study. The research was carried out with the following objectives-

- 1." To explore the socio economic profile of the workers in various unorganized sector.**
- 2." To assess the physical well being of the respondents.**
- 3." To study the body discomfort among the workers in unorganized sector.**
- 4." To analyze the self reported health problems of the workers in unorganized sector.**
- 5." To determine psychological wellbeing of workers in unorganized sector.**
- 6." To determine the interaction of various demographic parameters on physical and psychological well being of workers in unorganized sector.**

The endeavor of the study was to assess the physical and psychological well being of the workers of unorganized sector. The interaction of these two well beings, physical stress and

socio-economic status has been tested for the purpose of enhancement in the well being of this section of the society.

CHAPTER WISE SUMMARY -

The present study has been accomplished in five different chapters. Each of the chapter is full of exposure of its importance towards the fulfillment of the objectives pursued by the study.

The presentation of the document has its first chapter as introduction, which truly reflect the scenario of the jobs provided by the unorganized sectors and importance in the India, with the help of several reports, the evolution of the unorganized sectors around worldwide, and the status of this sectors in context of India, further it highlights the issues related to the workers of unorganized sectors with special reference to Lucknow city, the state capital of Uttar Pradesh, India. The rationale of the study has been clearly defied the importance of pursuing the present study, followed by formulation of the major objectives and testable hypotheses.

Chapter 2 of the present study dealt with literature review of the relevant works conducted by different researchers, available in the form of research articles, reports, theories, concepts and established models, related to the physical and psychological well being, and its interactions with the demography and socio-economic status of the workers in unorganized sector. There were significant research gaps in the past researches, and there were several measurement scales which were developed in the past, but the assessments of the physical and psychological well being in new dimensions and musculoskeletal disorders, yet require to be explored, which clearly indicates that the pursuance of the study in order to full fill these gaps were important.

Chapter 3 of the document explained the appropriate methodology adopted for the accomplishment of the objectives of the study. The chapter provide the blue print for conducting the whole research, i.e. a short introduction of the research methods, sampling procedure, statistical tools for the analysis and testing the developed hypotheses along with, scales for the measurement of the physical and psychological wellbeing, socio-economic status, and techniques used for the purpose of data collection.

In chapter 4, as per the objectives and hypotheses, with the help of different statistical tests the results of the various tests and analysis has been interpreted and discussed in detail. Various factors related to physical stress has been identified through factor analysis and extracted five components of physical stress and the body discomfort was also measured, to assess the physical well-being, psychological wellbeing has been assessed using a standardised scale and the influences of the socio-economic status and demography of the workers on physical and psychological well-being also were analyzed and tested with the help of t- test, analysis of variance (ANOVA), where as for the purpose of testing the kinds of associations among the different factors the chi-square test has been used. The interaction of the physical and psychological well being with the situational factors has been analyzed with the help of regression analysis and the same were documented and discussed in chapter-4.

5. MAJOR FINDINGS OF THE STUDY

The findings of the research work carried out are presented in the following sections-

5.1. DEMOGRAPHIC PROFILE OF THE RESPONDENTS-

The basic demography of the workers of all the five different type of the workers on which the whole study has been conducted found to have significant influence on the physical and psychological well-being which was the core objective pursued by the study. The demographic composition of the sample was found to be as under-

- 50% male and 50% female respondents were selected from four sectors, except chikankari where 100% female respondents were selected, therefore the final sample for the present study comprised of 40% male and 60% female respondents.
- Of the total respondents, 77.6 % respondents were married and 22.4% were unmarried.
- Majority (50.8%) of the respondents belonged to the age group of 20-30 yrs.
- Forty eight percent of the respondents selected from all five sectors were found to be illiterate.

- 83% respondents were from nuclear family, and 17% belonged to joint family, further the family composition of 34.4% respondents was below 4 members, 58% had a family size of 4-6 members.

5.2. SOCIO-ECONOMIC PROFILE OF THE WORKERS IN VARIOUS UNORGANIZED SECTOR

H₀1: There is no significant association in socio-economic status and types of works, among the workers of different unorganized sector.

It was observed from the table no. 4.2, that null hypothesis of no significant association between socio-economic status and types of work was partially rejected, and simultaneously proven.

- All the workers came under the groups of middle & upper lower class in case of social and economic status, separately, where as the workers were grouped into upper lower class and lower class, while assessing the socio-economic status.
- Socio-economic classes of the workers was not associated with the types of work. 56.8% of workers belonged to upper & lower socio-economic class and the remaining 43.2% of the workers belonged to the lower socio-economic class. Highest percent (59%) of workers working in construction, chikankari sector, belonged to the upper lower socio-economic classes, alternatively lowest percentage (41%) of the workers, working in construction, chikankari sector belonged to the lower socio-economic class.

H₀2: There is no significant association in socio-economic status and age of the workers.

It was observed from the table no. 4.3 that, null hypothesis of no significant association between socio-economic status and age was partially accepted and simultaneously proven.

- The socio economic status, when assessed revealed that, workers belonging to all the age group, in majority belongs to upper lower class. Socio-economic status of the workers is not associated with the gender of the workers.

From the above assessment of socio-economic status of the workers of selected sectors, it can be concluded that the socio-economic status of the workers was found to be poor as

were majority belongs lower class. Majority of the workers engaged in the different works were found to be young as the work demands as majority of these workers belongs to the age group of 20-30 and most of them were married. The social status of the sanitary workers as hypothesised was found to be low in comparison to all other workers, even though the differences were nonsignificant.

5.3"PHYSICAL WELLBEING OF THE RESPONDENTS

The physical well-being of the workers was assessed through assessment of physical (occupational) stress and body discomfort analysis.

5.3.1. ASSESSMENT OF PHYSICAL/ OCCUPATIONAL STRESS (FACTOR ANALYSIS)

- The study identified the major underlying sub dimensions of the physical stress measured through the scale developed by Srivastava (1976), using factor analysis. All the 17 statements of the scale has been grouped into five different components, physical discomfort, family related stress, injuries history, seasonal stress, and effect of working environment and tools, and found that, these five components were able to explain 64.7% variance of the total variance in the physical stress, i.e. using scale, a reasonable portion of the physical stress has been measured and explored.

5.3.2."ASSESSMENT OF PHYSICAL STRESS BASED ON THE FACTORS EXTRACTED

H₀3: There is no significant difference in different domains of physical stress among workers involved in different sectors.

From the table no. 4.11, the null hypothesis of no significant difference in physical stress, family related stress, injuries history, seasonal stress, among different type of workers were rejected whereas for the domain of working environment and tools were accepted.

- Level of physical stress of four domains, physical discomfort, family related stress, injuries history, seasonal stress, perceived by the workers of different sectors brick kilns, sanitary, chikankari, ornamental, construction workers, were different, whereas

the workers of the different sectors possess same amount of stress related to working environment and tools.

H₀4: There is no significant difference in physical stress across gender.

From the table no. 4.12, the null hypothesis of differences in domains of physical discomfort, injuries history, seasonal stress were rejected across the gender whereas for family related stress, effects of the working environment and tools, domains of physical stress were accepted.

- Family related stress is greater among females in comparison to males which is stressing upon the fact of multiple roles adopted by women in Indian society. Surprisingly the physical discomfort and injuries history is more among male workers in comparison to female workers.

H₀5: There is no significant influence of age on different domains of physical stress.

From the table no. 4.13, the null hypothesis of differences in injuries history stress across different age groups were rejected whereas for other sub domains of physical stress it was accepted.

- The stress levels related to work, changes as the age of the workers changes, as stress related to domain of physical discomfort (14.43) and working environment and tools (8.57) were highest perceived, among the workers of age group of 50-60, highest mean score for the domain family related (8.40), seasonal related (6.51) was found among the workers of age group 30-40, highest score for injuries history was 12.26 in the age group of 40-50 years.

The socio-demography of the workers has significant influences on the level of the stress perceived by the workers as the workers working in to different types of work, age, gender and different family background were perceiving stress differently.

5.4. ASSESSMENT OF POSTURAL DISCOMFORT AMONG THE WORKERS IN UNORGANIZED SECTOR

- Overall it was observed that buttocks and thighs were the two body parts where almost sixty percent of the workers of all the five sectors reported no pain.

- The ornamental workers were suffering severe pain at neck, shoulder, leg in comparison the other workers.
- Highest percentage (47.2%) of workers reported moderate pain at shoulder where as the least percentage (9%) of workers reported moderate pain at buttocks.
- The highest percentage (35%) of workers reported mild pain at upper arm whereas the lowest levels of pain was reported at legs by 23.2% of the workers.

It can be concluded that majority of the workers were suffering from moderate and mild pain at the shoulder, lower back, neck, joint pain, headache. This discomfort in the body of the workers revealed that the workers were putting their body to the higher risk of musculoskeletal disorder, as the symptoms has become permanent and may have long lasting effect.

5.5." SELF REPORTED HEALTH PROBLEMS OF THE WORKERS IN UNORGANIZED SECTOR

- Majority (70%) of the workers were suffering from tension headache, whereas problem of asthma was reported by the minimum (0.4%) of the workers.
- The problems of pains in joint, irritation in eyes were reported by maximum (56.2%), (36.2%) of the workers, respectively.
- The problem of wheezing, breathlessness, tightness in chest, asthma, migraine, concentrating, seeing far objects, running eyes, blurred vision, were reported by least (0.4%) to maximum (10%) of the workers.
- Maximum (80%, 77%, 47%) of the construction, sanitary, brick kiln workers were suffering from tension headache, whereas 93% of ornamental workers and 73% of chikankari workers have reported highest problem of irritation in eyes.

Physical health related problems of the workers like vomiting, skin irritation were not much frequently occurring and therefore their impact was not having long lasting effects. Further, it was observed that the workers working at different places do not use the safety instruments even though some time these instruments were provided by the employers.

5.6." ASSESSMENT OF PHYSICAL WELL BEING BASED ON PHYSICAL STRESS AND BODY DISCOMFORT

H₀6: There is no significant difference in physical well being experienced by different type of workers.

The null hypothesis was rejected, it was proved from the table no. 4.16, that there is a significant effect of types of workers on physical well-being.

- The workers of different sectors possess different amount of physical wellbeing. Highest mean score of physical stress (53.69), was observed among the ornamental workers, and lowest mean score (41.61), among the chikankari workers, whereas highest mean score of body discomfort (33.54) was observed among the ornamental workers, and lowest score (29.12), was observed among the brick kiln workers.

H₀7: There is no significant difference in physical well being across the different age groups.

It was observed from the table no. 4.17, that the differences in the physical stress among all the five sectors of workers was found insignificant across ages i.e the null hypothesis is accepted and rest of four sectors rejects the null hypothesis for the body discomfort.

- Physical stress among all the five sectors of workers was found insignificant, therefore it can be said that physical stress do not differ among different age groups and types of work. The mean score of physical stress among the ornamental workers was observed highest (54.78) and lowest (40.4) among the chikankari workers for the age group of the 30-40 years.
- The body discomfort among the workers of construction, brick kilns, ornamental workers were different for the different age groups. i.e the workers of different age groups perceived different amount of body discomfort. Highest body discomfort (35.50) was observed among the ornamental workers for age group of 30-40, whereas the lowest body discomfort (27.73) among the brick kiln workers for the age group of 20-30.

H₀8: There is no significant difference in physical well being among married and unmarried workers.

It was observed from the table no. 4.18, that the differences in the physical stress among married and unmarried workers of all the five sectors, ornamental workers, were found

insignificant. i.e the null hypothesis is accepted and rest of three sectors rejected the null hypothesis of differences in the body discomfort among married and unmarried workers.

- The ornamental, married and unmarried workers were facing the highest physical stress and body discomfort whereas chikankari, married and unmarried workers bear lowest amount of the physical stress and brick kilns workers suffered lowest body discomfort.

H₀ 9: There is no significant difference in physical well being among male and female.

From the table number 4.19, Null hypothesis for the differences of physical well being among the male and female construction workers was rejected, whereas it were accepted for the male and female workers of other sectors.

- Physical stress and body discomfort observed among male & female workers of all the sectors, except sanitary workers were different. High stress was found among female workers in comparison to their male counterparts. Male and female workers of the ornamental workers suffered from highest physical stress, whereas female brick kiln workers suffered lowest physical stress.
- Females working in ornamental works suffer form highest level of body discomfort in comparison to rest of the workers, where as the male workers of the construction sectors suffered form highest level of body discomfort, among all the male workers. The female brick kilns workers suffered lowest level of body discomfort in comparison to all the workers of all types of work.

The study of two components of physical well-being portrays that the physical well-being perceived by the workers were significantly influenced by the demographic factors as it were found that the workers having different age, marital status, gender, socio-economic status have different level of physical well-being.

5.7.PSYCHOLOGICAL WELLBEING OF WORKERS IN UNORGANIZED SECTOR

H₀10: There exists no significant difference in psychological well-being of the workers belonging to various unorganized sectors.

It was proved by the data presented in table- 4.21, that the workers of all five sectors significantly differ in their psychological well-being and hence, the null hypothesis is rejected.

- Psychological well being was differently perceived by the workers of different type of work. Chikankari workers were more satisfied followed by brick kiln workers. The least satisfied were ornamental workers. Almost the same trend is followed for all the parameters in efficiency, sociability, mental health and interpersonal relationship.

H₀11: There exists no significant difference in psychological well-being of workers of different age groups.

The present null hypothesis is rejected and it was proved from the table no. 4.22, that there is a significant effect of age on psychological well-being of the workers.

- Psychological well-being for all domains except efficiency, were significantly different among different age groups of the workers, i.e. psychological well-being of the domains satisfaction, sociability, mental health, interpersonal relation of the workers depend upon the age of the workers.
- Highest mean score for the domain of satisfaction and efficiency was observed in the age group of 40-50 years. The workers belonging to 50-60 year, had the highest mean score for the sociability, the highest mean score of mental health was observed for the age group of 20-30 years that means the younger workers have the higher level of mental health.
- Lower score for the all the three domains except efficiency was observed for the age group of 30-40 years, the lowest score of efficiency was observed among the workers of 20-30 years age.

H₀12: There exists no significant difference in psychological well-being experienced by male and female workers.

The null hypothesis is rejected as it was proved from the table no. 4.23, that there is a significant effect of gender on psychological well-being of the workers

- Better psychological well-being was found among female workers in comparison to male workers. Satisfaction, sociability, interpersonal relation of male and female

workers were significantly different, where as the male and female workers were found to be similar in efficiency and mental health.

H₀13: There exists no significant difference in psychological well-being of married and unmarried workers.

It was observed from the table no. 4.24, that there is a significant effect of marital status on the efficiency and mental health, therefore the null hypothesis is rejected and for others hypotheses was accepted.

- Married workers had higher value for satisfaction, and efficiency in comparison to the unmarried, whereas the unmarried workers have higher level of sociability, mental health, and interpersonal relations in comparison to married workers.

H₀14: There exists no significant difference in psychological well-being among the workers belonging to different types of family.

It was observed from the table no. 4.25, that there exists no significant difference in psychological well-being among the workers belonging to different types of family, as the null hypothesis is accepted and simultaneously proven.

- Types of family do not have any impact on psychological well-being. In other words, it can be concluded that types of family do not have any influence on the psychological well being of the workers.

H₀15: There exists no significant difference in psychological well-being and size of the family.

It was observed from the table no. 4.26, that, there is a significant difference in psychological well-being of workers belonging to different family sizes as the null hypothesis is rejected and simultaneously proven.

- Family size has influence on the satisfaction, sociability, mental health, interpersonal relations. Workers belonging to different sizes of family have significantly different satisfaction, sociability, mental health and interpersonal relations. On the other hand the workers were not differentiated in efficiency.

The level of psychological well-being perceived by the workers significantly influenced by the socio-economic and demographic parameters along with the different factors related to the working environment and conditions in which they were performing the jobs as the type

of work influences the level of psychological well-being. The young female workers has showed better level of psychological well-being in comparison to the male workers.

5.8." INTERACTION OF VARIOUS DEMOGRAPHIC PARAMETERS ON PHYSICAL AND PSYCHOLOGICAL WELL-BEING OF WORKERS IN UNORGANIZED SECTOR

The interrelationship of the physical and psychological well-being has an important role in order to understand the overall well-being of the workers, the results of the study indicates that-

- The cause and effect relationship were established with the help of regression analysis. Psychological well-being as dependent variable, and age, experience, physical stress and body discomfort were used as predictor variables, only 18% of the psychological well-being was explained.
- Physical stress significantly influences the psychological well-being as its standardized coefficient was highest – 0.423, the negative sign shows that it influences negatively.
- The regression analysis performed considering as physical well-being as a dependent variable and duration of break, years of experience, number of break, number of working hours, age as independent variables shows that only 5% of the physical well-being can be understood using this relationship although all the coefficient of independent variable were insignificant.
- Age of the workers and number of working hours significantly influences the physical well-being. Positive value of standardized coefficient for the age (0.17) indicates that age has the highest impact on the physical well-being and it will contribute to 0.22 variance in total variance of the physical well-being.

Psychological well-being and physical well-being seems to be positively associated as the higher the physical well-being resulted in the higher level of psychological well-being, i.e. the psychological well-being of the workers directly influenced by the physical well-being as the physical well being was high, if the workers were perceiving lower level of the stress and good physical health, these two measurement were found to be somehow associated with the psychological well-being also but the relationship was not rigidly followed.

CONCLUSION

The unorganized sector has a significant contribution in the Indian economy, and is largest provider of job opportunities to a significant portion of the Indian population. The workers working in the chikankari, brick kilns, ornamental, sanitary and construction sectors, were highly exposed to the risks related to physical health, like moderate and mild pain at the shoulder, lower back, neck, joint pain, headache etc. These discomforts in the body of the workers indicates that the workers are putting their body to the higher level of risk of musculoskeletal disorder as they have to work in different conditions, long hours and different body posture. The problems associated with the health leads to the increase in the level of stress. The workers perceived significant physical stress due to physical discomfort, injuries, season, working environment and tools. The positive association between physical and psychological well-being, stresses upon provision of congenial environment to the workers.

The physical and psychological well-being were significantly influenced with socio-economic status and demography of the workers. For achieving the desired outcomes from the workers, employers of the unorganized sectors has to focus their policy and working culture for the betterment of economic status and health profile, as these two has power to change the social status and ultimately the better level of physical as well as psychological well-being, there were win-win situation for the both employer as well as employee.

RECOMMENDATIONS

The focus of the implications of the study are centered around the physical health and safety enhancements of physical as well as the psychological well-being among the workers of the unorganized sectors, so that the productivity can be enhanced. The major suggestions are as follows-

- As the workers were working at different body posture leading to the permanent pains at the different parts of the body which increase the chances of the musculoskeletal disorders, the workers may be advised to perform some physical exercise apart from their work and take regular advices from orthopedic consultant and the employer of the worker should have to make proper arrangement of health checkup of their workers at regular time interval and medical support in case of injuries.

- Physical well-being of the workers were originated from the physical health, tools used at the works place, family, seasonal changes, therefore to reduce the level of stress and better physical well-being, the employer as well workers were suggested that they should provide the ergonomically designed tools in case of self used tools, the worker should take care of modification in the design of the tools in the market and use latest design.
- The workers were advised that their physical health will be good if they were using the proper safety instruments such like head helmet, gloves, spectacles, either provided by the employer or they should arrange for it as occurrence of several injuries due to lack of proper safety instruments results in severe damages.
- The employer should be advised be that they should take care of the working hours and proper facility of refreshment at working sites, if not possible then it should be advised that the length of duration of break should be appropriately large enough.
- It was also advised to the workers that they should be given enough time for the family members in order to maintain a cheerful and peaceful environment in the homes and healthy interpersonal relationship may be maintained which reduces the level of stress and increases both physical as well as psychological well-being.
- It was also observed that the ornamental industry is almost in the verge of decline, the workers are stopping the work due to less attraction of the tourists towards the ornamental products as well as the shortage of the quality materials, like in place of the elephant bones the employer uses the buffalo bones which declines the quality of the products as well as the costing of the products, in light of these findings the policy maker has to encourage the industry through providing some credit facility to the entrepreneurs of these sectors.
- The government has to frame policies regarding the credit facilities to the workers of unorganized sectors in order to boost up their works and skills.
- The employer has to provide some training and development programs related to the enhancement of the skills for their workers, so that the workers has an opportunity to grow and enhances the quality of the product, which will be fruitful to the employers as well as the industry also.

- The government has to ensure the implementation of safety, health and rehabilitation policies for the welfare of the workers.

IMPLICATIONS OF THE RESEARCH

- Results of the study confirm that the physical and psychological wellbeing of the workers of unorganized sector is hampered and hence, modifications in all arenas are required.
- The work scheduling and work environment needs modification and the results may be used as guidelines.
- Ergonomic studies may be conducted based on the obtained results and requisite improvements may be made.
- The study emphasises the need of implementation of policies and laws to enhance the quality of life of these workers.

FUTURE DIRECTIONS FOR RESEARCH

The literature of the study showed that the researches related to the psychological well-being, musculoskeletal disorders (MSDS), physical health has been well developed, but the researches among the workers of unorganized sectors has been limited to selected industries. Apart from this, the researcher also has noticed that the theoretical linkage models has been least explored as the researcher has its limitation in terms of time and resources during this study, therefore the study has left some of the research for the future as-

- Ergonomic studies of the designs of the tools used by different workers in their jobs should be explored by the researchers for improvement of their quality of life.
- Linkage model of physical and psychological well-being, musculoskeletal disorders may be developed and explored.
- The physical well-being of the workers in terms of stress and discomfort was assessed in the present research, and self reported health status was also obtained but further research may be taken up through examination of health status of workers and may be correlated with well- being.