

CHAPTER - 1

INTRODUCTION

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 informalisation of the jobs has emerged as challenging issue since early nineteen as India has adopted the liberalization policy and opened its economy for global. The LPG polices has a basic characteristic of increasing the competition in global market with limited resources, which lead to the emergence of the unorganized sector. Unorganized sector has important role in the government policy as number of the employment of resources increased which helps to grow the economy with the growth of poor working population.

As per the estimate of the “World Bank”, ninety percent of the women working in the informal sector are not included in the official statistics and their work is undocumented and considered as disguised wage work, unskilled, low paying and do not provide benefits to the workers. Statistics shows that majority of Indian work is agriculture where 55 percent of the populations are female agricultural workers and 30 percent of the men are labourers and not cultivators (Sengupta).

The rate of growth of employment declined sharply from 2.04 percent during 1988-94 to only 0.98 percent per year during 1984 to 2000. This is while the labour force increased roughly by 2.5 percent. Survey conducted by the NSSO in 1999-2000 revealed that out of a total workforce of 397 million, only 28 million workers are employed in the organized sector and the remaining 93 percent are employed in the unorganized sector. The informal sector thus provides income earning opportunity to a large work force and a large number of workers are getting their livelihood from the informal sector (National Sample Survey Organization, 1999-2000).

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 and illiteracy, small and scattered size of establishments” etc.

In developing countries like India, ninety percent of employment constitutes the informal sector, in fact this sector is very important for manufacturing activities. Informal sector plays important as well as controversial role, on one side it provides jobs and reduces unemployment and poverty too, but on the other hand in many of the cases jobs are low paid with poor job security. The ratio of urban jobs is higher so as the ratio of unskilled workers. The investment is also very low so as the productivity and this is the major obstacle in the development of this sector. As far as the unorganized sector is concerned the condition of work is not safe due to hazardous, unhealthy poor lighting, no proper ventilation, less pace, long hours of work etc. The workers are living in pathetic conditions. These poor, unsafe and unhealthy working and living conditions not only accelerate health related problems like stress, strain, fatigue and injuries due to accident at work place but also it reduces the productivity, because unhealthy work environment results in unhealthy workers.

Women workers in the unorganized sector the farm workers, vendors, casual construction labour, domestic help, home based workers are even far more neglected and uneconomy for part of the informal.

Women work mainly for economic independence, for economic necessity as some women are qualified enough to work, for a sense of achievement service to the society. Most Indian women by and large undertake “Productive work” only under economic compulsion. Most of the women are found to be employed in agricultural activities and in the unorganized

sector the employment of women is high in the unorganized sector, such as part time helpers in household construction centre, tanneries (Setting, parting and dying) match and beedi industries etc. Women working in some industries like construction, brick kilns, electronics industry, agriculture, salt industries etc. suffer from gynecologic problems miscarriage, premature deliveries etc and babies with low birth weight or birth defects.

Modernization, Industrialization and Globalization has paved a way to the construction industry. Small towns and cities became more urbanized and the construction sector too has got a boost.

Apart from old/ traditional /urban/ industrial centers, new industrial/ urban centers have appeared on the map where construction works are going in large scale and due to this expanding and fast growing construction sector and in general shortage of greater employment opportunities elsewhere has attracted large number of workers in this sector.

There are more than 20 million of construction workers in India at present Cities like Lucknow alone has around more than 10-12 thousand of them. Migration from one state to other states in India and also from rural to urban areas has now become so common that it has a tremendous impact on every aspect of life. Migration has become a way of life for many, who are unskilled and semi skilled and find difficult to get better jobs within their natives and locality. Construction labour are labourers who are migrated from different regions and states leaving their native villages in search of daily job.

These labourers are engaged in huge industrial constructions, residential flat constructions, road constructions, city beautification works. These construction labourers, as a part of unorganized work force remain the most exploited ones even after six decades of independence. Most of the construction labourers who migrate to cities and metros are from poor families and are illiterate. Their lack of education and skill make their choice very limited when they come to big cities, and have to face number of problems because of their inexperience and lack of skill.

India emerged as a fast growing economy all around the world in the 21st century and it will continuously grow towards the developed country from the developing countries. India has the largest market and human resources. The major focus of the Indian government is

towards the human development. India has strategic advantages over the cheap human resources in comparison to other countries, but the technological advancements and capital were the other components of development where India lacks. India was facing the problem of employment from the several decades. Several efforts has been incorporated by the government for the encouragement of small scale industry so that the disparity in income distribution among the population should be reduced, and the larger section of the society gets employment.

According to the report on employment and unemployment survey 2009-10, the participation rate of labour force were 359 persons out of 1000, whereas this rate for rural and urban sectors were 365 and 340 respectively. The employed populations were further divided in two categories of self employment and regular wages. Out of 1000 persons employed, 439 persons are self employed, 168 persons are regular wage/salaried and the rest 393 persons are employed as casual labour. The facts show that the informal sector is the largest sector which offers the employment to the larger population in India.

The term “informal economy” is a new one, used synonymously with “informal sector” or “unorganized sector” used to represent the workers who do not have any protection of the labour laws. But, later scholars from various countries and International Labour Organization agreed to the fact that the informal sector also contributes to the economy of a country. Moreover, there is a strong relationship between the formal sector and informal sector and most of the works of the formal sector are outsourced to the informal sector. According to the Central Statistical Organization, all unincorporated enterprises and household industries (other than organized ones) which are not regulated by law and which do not maintain annual accounts or balance sheet constitute the unorganized sector.

“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 which 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 of the NDP.”

The growth of formal employment in the country has always been less than that of total employment, indicating a faster growth of employment in the informal sector.

Table No:-1. Formal and Informal Employment in Organized and Unorganized Sectors (in millions)

Sectors/ Years	Employment		
	Formal	Informal	Total
2011-2012			
Unorganized	1.39	390.92	392.31
Organized	37.18	44.74	81.92
Total	38.57	435.66	474.23
2009-10			
Unorganized	2.3	385.1	387.3
Organized	30.7	42.1	72.9
Total	33.0	427.2	460.2
2004-05			
Unorganized	1.4	393.5	394.9
Organized	33.4	29.1	62.6
Total	34.9	422.6	457.5
1999-2000			
Unorganized	1.4	341.3	342.6
Organized	33.7	20.5	54.1
Total	35.0	361.7	396.8

Source:- Adopted from 12th Plan Planning Commission, Srija & Shrinivas, 2014

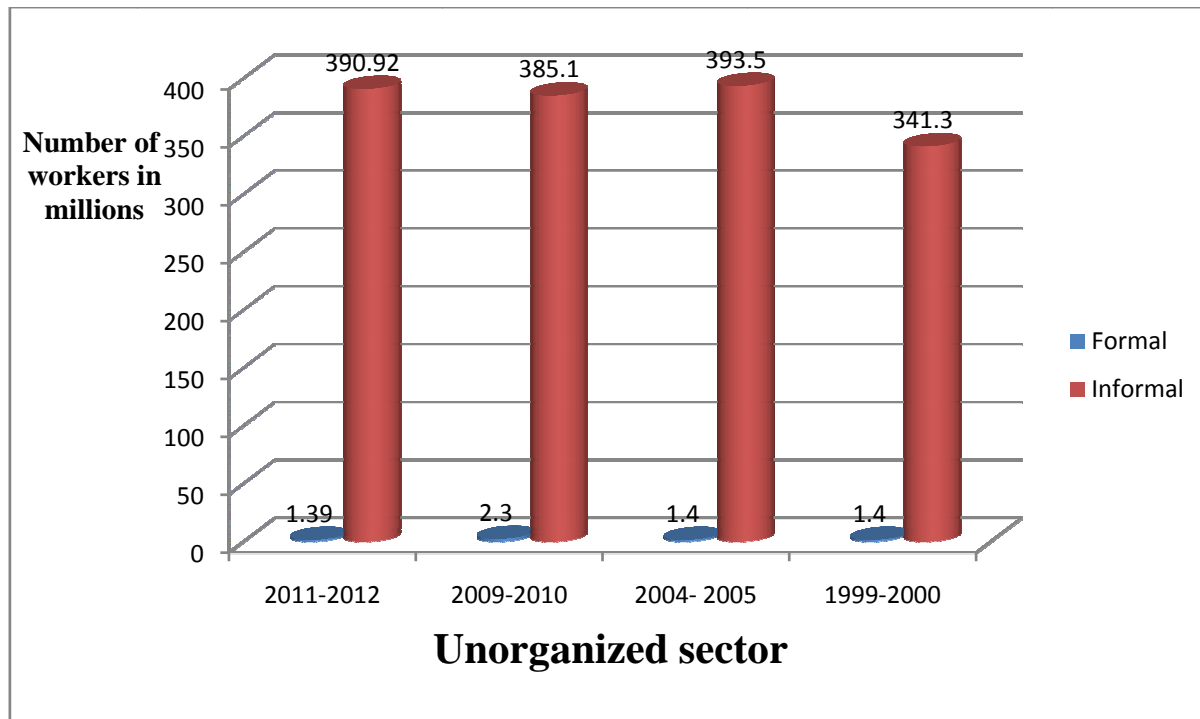


Fig.1.1. Formal and informal employment in organized and unorganized sectors

The table shows that the number of workers working in unorganized sector employed as formal employees remained constant, 1.4 million during the period of 1999-2005, but it is increased around 1 million during the next five years and reached 2.3 million in 2010, whereas the number of workers employed with informal employment status increased by 52 million during the next five years during 1999-2000 to 2005, further next five years 2009-10 it declined by 8 millions further employment during the next two years i.e 2010-2012 increased by the 6 million. The number of workforce engaged in informal work has increased consistently and on an average it provides the job opportunity to 365 million since last decade.

In the contemporary era of globalization and urbanization, work force in unorganized sectors has increased tremendously, the work force engaged in this sector have to work in very conducive working environment with least of the health care facility. Most of the workers of unorganized sector are migrant workers. Construction, brick kilns, garment sector, hotels, bakeries, power looms, employ higher level of migrant labour in comparison to the other industries. The workers are provoked by lack of opportunities at their native places and the

trust that they can attain a better life in a migrated region. The unorganized sector suffers with the problem of employment security as the major job opportunity offered by these sector are not stable for a long period. Majority of the jobs of this sectors are highly influenced by the problem of seasonality of employment, the jobs are spread according to the season. The job offers by the construction industry, brick kilns industry are very much seasonal and the workforce engaged in these sectors has face to problem of unemployment during the rainy season. Therefore, seasonality problems are quite prominent had the work force who are visibly employed now may not be substantially employed in future. The workers of this sector do not have the access to the credit facility as they do not have the regular source of income even though there are a large number of credit financing schemes offered by the financial and banking institutions. Unorganized sector offers the jobs having presence of disguised employment and workplace, fragmented and scattered and the workforce have to do the similar kind of jobs even in different habitations and may not work or live together in compact areas. The workers who have to migrate in to some other places have to face the problem of housing security, due to this workers of the unorganized sector have to bear the risk of decline in the interpersonal relationship too.

The jobs offered by these sectors also lack in employer – employee relationship, as the major portion of the workforce of this sector constitute of small and marginal farmers who works in the situations which may be marginally favorable to one category of jobs but may not suitable in other situations in rural areas. Unorganized labour force is highly stratified on caste and community considerations in the rural areas. The unorganized workers are subject to exploitation significantly by the rest of the society. They receive poor working conditions and the wages are below than that in the formal sector. The unorganized workers do not receive sufficient attention from the trade unions.

The work force employed in the sector also faces the problems of social security and health security other than the problems of working conditions, due to the increasing globalization and competition. Workers especially engaged in traditional and unorganized sectors are estranged from the conventional society in terms of welfare schemes, benefits and social security. The work force engaged in unorganized sector produces least competitive products. They do not have resources to enhance their skills as they have least exposure to technology

and training programs. The employer of these sectors do not follow the protection of labour laws like the Minimum Wages Act, Equal Remuneration Act and Workmen Compensation Act may be due to ignorance and lack of effective enforcement. Majorly, the women and children engaged in this sector are the most affected among the workers in the unorganized sector where as the children are exploited to the maximum, as a large section of the workers in this sector has least information and resources regarding their rights and several other programs for their wellness.

Human being is a system of organs not a mechanical one and hence, should not be treated such like a machine. The behavior of human beings is has governed by different types of relationships which may be majorly influenced by the outside environment in which they live. For the purpose of achieving a better output from the workers the employer have to take care of the basic requirements related to working environment, physiological needs, social needs, compensation, security and safeguard needs, health maintenance, promotion and development needs, recognition of work expectations.

The productivity of the workers directly related to the physical health of the workers and majorly to the state of wellness of the individuals were seen through the physical wellness of any individuals. Physical and psychological well being is an important aspect of any individuals' live. In 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 this leads to stress due to the work. The level of stress influences the psychological wellbeing of the workers as the core concept of psychological well being were explored into two different approaches eudaimonic and hedonic. Psychological well being comprises six factors: self-acceptance, positive relations with others, personal growth, environmental mastery, purpose in life, and autonomy (Ryff, 1989, Ryff and Keyes, 1995). The interaction of surrounding environment of an individual has been studied through the theory of affects and cognitive theory, as Hogg *et al.* (2010) argues that affect is the experience of feeling or emotion. Affect is a key part of the process of an organism's interaction with stimuli. Affects are categorized in to two components Negative affectivity (NA) and positive affectivity. Watson and Clark, 1984, Koch and Alex, 2013,

briefs the negative affectivity is the one in which the personality variables that comprises of experiences of negative emotions and poor self-concept, it includes a vast variety of negative emotions, including anger, contempt, disgust, guilt, fear, and nervousness. Low negative affectivity is characterized by frequent states of calmness and serenity, along with states of confidence, activeness, and great enthusiasm. Naragon & Watson (2009) defines positive affectivity as it is a characteristic that describes the way of interaction of one's positive experiences with others and with their surroundings. One with high positive affectivity are enthusiastic, energetic, confident, active, and alert, on the other end the one having low levels of positive affectivity surrounds by sadness, lethargy, distress, and unpleasurable engagement.

The concept of cognitive well being is developed on the bases of assessment of one's interactions with their outside environment and other people. Behavioral theory reveals that individuals perceive feelings of happiness and satisfaction in their lives through the signals of aspirations and needs, contentment and disappointment. Individuals develop their cognitive well-being based on their societal classes that are prevailing in their community, lifestyle and further assessing the existing and required resources (Giboa *et al.*, 2001).

The increased long working hours, uses of different machinery in the jobs also are the major threats to the worker. Physical well being is directly related to human body fitness or health. The physical well being is measured with the help of direct measurement of different diseases and body discomfort, stress due to work load of other body parts and inturn will have an effect on the psychological well being. Unorganized sector is the largest sector which offers several types of jobs to the individuals according to their skills. In developing country like India, the unorganized sector provides employment opportunities to 4 million workers. The construction industry is the most risky industry as the workers in this industry shows highest injury rate and different biological disorders in the body.

The physical well being is measured in two different components, one is the body discomfort and other one is stress. The body discomfort is directly measured with the problems and measuring pains in different body parts, this discomfort some time has long lasting influences on the health of the individuals and increases the risk of permanent musculoskeletal disorders.

The physical work environment affects the physical health of the individuals and directly measured with certain objectivity through the assessment of physical health of the worker. Work related psychosocial and work related musculoskeletal disorders among migrant female workers of Korea was studied and clearly figured out that physical load is an important factor with respect to the etiology of work related musculoskeletal disorders among female migrant workers. They argued that researchers will have to expand their focus to psychosocial factors, including acculturation and work related psychosocial factors. These are likely to be successful guides in assessing multiple work related musculoskeletal disorder risk factors and developing interventions programmed for migrant's workers.

In the light of the above discussion the importance of the unorganized sector in employment and the working conditions prevailing at the work place, the assessment of physical and psychological well being of the workers is found to be an important issue, therefore with the purpose of exploring the physical and psychological well being and the influences of the working environment on the workers wellness the workers of five industries were selected. The selection was based on the prominence of the industry and the local market.

RATIONALE OF THE STUDY

Lucknow is the capital of the state of Uttar Pradesh, one of the poorest and most populated states in India. It has a population of 4.58 million according to the 2011 Census, and experienced tremendous (25.79%) growth rate in population over the previous decade (Farooqi, 2013). Lucknow, like India, has a majority Hindu population but there is a significant Muslim population, representing about (23%) (ibid.) of the city's residents. The service sector forms the main economic base of the city. Lucknow is also an important education centre, especially for primary and secondary education (relative to higher education), and houses a number of research and development institutions. Lucknow has witnessed a radial growth- greater along the Faizabad Road and the Trans Gomati area and in recent years, the city is witnessing a real estate boom with a large number of private developers entering the market.

The position of the city as the only large urban centre amidst a number of small towns in the surrounding districts makes it an attractive destination for job seekers and people in need of

education and health facilities. One of the features of the city's growth has been an increase in the number of slums but disagreements about the definition of slums and about data hamper efforts to address service delivery challenges in these areas. Lucknow is full of employment opportunities in informal sectors as it is expanding the commercial activities which results in the progress of several related industries, specially the construction.

The construction industry is booming in Lucknow, as the urbanization increases. The city has major workforce engagements in LMRC (METRO) contractual laborers, several roads, NHI projects at different locations of the city. The city also has to provide basic facilities to its population in terms of increasing number of schools, hospitals, sanitization, roads, networks etc. Construction, sanitary, brick kilns, are the major informal employment opportunities available in the city and a large workforce are engaged in these activities. The workers employed in the unorganized sector in the city have to face the challenges in relation to the adjustments between the work and their lives. The problems of the work related stress and health issues are quite common among all the workers and hence the present study has an important role in order to explore the physical and psychological level of the workers, and their socioeconomic status.

Construction Workers

Lucknow is developing very fast and has become the labour maker of the city. They put their life at risk at work places, around one third of the workers are facing health related problems, besides the ill health they have to work day and night. Eighty percent of the workers have to work at risky sites, during the study of construction workers in the Lucknow city, Verma (2015) has highlighted the health and safety related issues prevailing among the construction workers working in different areas of the city and according to him, around 6 lakh workers are engaged in the construction industry in the city and of which sixty thousand workers were having employment for only six months in a whole year and rest of the time they are unemployed. Nine percent of the workers were child labour and most of the labour are migrated from west Bengal, Orisa, Assam and some of the cities of eastern UP in order to get employment opportunity and better livelihood. The workers were experiencing several health related issues' such as headache, pain at body parts, asthma,

stomach pain etc. The safety related tools and instrument such like helmet, jackets, gloves, were hardly provided by the contractors.

The construction industry is a mobile one, where the workers move from site to site. The labourers working in harsh circumstances and living in unhygienic conditions suffer from serious occupational health problems and are vulnerable to diseases. Death and injury from accidents in the Indian construction sector is widespread. India has the world's highest accident rate among construction workers. Survey by Indian Labour Organization (ILO 2009) found that 165 out of every 1000 workers are injured in the construction sector. Construction work is featured by high labour turnover, constantly changing work environment and conditions on site, and different type of work being carried out simultaneously. All these factors caused by temporary nature of the job create a high-risk environment. Health hazards in the construction industry can be grouped under mechanical and non-mechanical hazards. Mechanical hazards include accidental issues from impact, penetration from scrap metal and sharp objects and crushing. Non- mechanical hazards are major cause of occupational diseases and physical problems (Chauhan and Sharma, 2003, cited in Kumar, 2013).

Work stress is generally known for negative impact on productivity and job satisfaction among workers of different professions. Job stress & strain was believed to be one of the causes of absenteeism, low workers morale, high rate of accident and poor turnover rates, stress & strain among construction workers were due to work load, fixed time frame, and lack of training, poor communication among workers as well as with supervisors. Leiter (1991), Ng *et al.* (2005) suggested that the other causes of stress & strain among workers were inadequate room for innovation, lower wages and ambiguity of job requirement, inadequate knowledge of project objectives, long working hours, tight schedules and unfavorable working conditions.

The problems related to the physical health, social security were found to be highest among the construction workers, therefore the importance of the study for the construction workers have an important role.

Brick Kilns Workers

The fast developing cities attracts a large number of people in terms of jobs which increases the population pressure and increased the flat and apartment culture, lead to the city full of concrete pillars whether in forms of over bridge, flats etc. The construction industry increases the job opportunities and its allied brick kiln industry is one of the backbones of the construction industry. There are several brick kilns sites located around on all the major highways connecting to the cities.

The Kilns' are situated in rural areas and their sites are also located near by it, to avoid legal issues related to the pollution, soils exhaustion etc., as extraction of upper crust during brick making is illegal enacted by as the environment ministry. They fulfill the demands of a particular geographical region of their location, the industry comes under the manufacturing industry and their products can be discriminated only by the owner and quality.

Chikankari & Bone Carving (Ornamental) Workers

Historically, Lucknow is well known for its Nawabi culture and known as the City of Nawabs. It has a prominent place in the history of India, particularly for its art, historical monuments and rich cultural heritage. The rulers of Awadh, specially the Mughals, were very fond of art and cultural activities such as music, poetry, architecture and handicrafts, Some of the most popular names in this list are chikankari, hand block textile printing, zari/zardozi (gold and silver embroidery), ivory or bone carving, terracotta and many others that are practiced by various artisans of Lucknow. Chikankari is the most popular amongst these and is recognized worldwide. The artisans of chikan embroidery are scattered in and around Lucknow within a radius of about 125 K.M. The districts covered are Unnao, Barabanki, Lakhimpur, Hardoi etc. Some other villages where one can find few artisans of chikankari are in Raibareilly, Sultanpur and Faizabad (Pankaj and Shilp, 2002).

Chikankari is the name given to the “delicate art of hand embroidery traditionally practiced in the city of Lucknow and its environs”.

Chikankari, or chikan work, is one of the most popular forms of embroidery in India. It essentially have embroidery, with patterns of different designs that are stitched using untwisted white cotton or silk threads on the surface of the fabric. The main and famous center of chikan work is Lucknow, where art attained glory and perfection. The various types of chikan work practiced today are Taipachi, Bakhai, Phunda, Murri, Jaals, Ghas patti, Channa, Patti etc. Chikankari is a very delicate and time consuming craft, which requires about 10-15 days making an outfit.

Mostly this have been seen that by working for a long period of time chikankari workers suffer from pain in the eyes, cervical pain, biceps, backache, headache, wrist and finger, joint pain etc.

The women are mostly housewives and in most cases this work is their only source of personal income. Chikan embroidery not only provides employment to about 250,000 artisans of different crafts, but people from non-craft base also earn their livelihood by associating themselves with this craft. Expected number of non-artisans earning their bread and butter from this craft is about one million (ibid.). They may be contractors, manufacturers, retailers, raw material providers or employees with manufacturers.

More than 10 thousand units of chikankari operate at Lucknow city, generating a turnover of 2500 cr., around 70-80 cr. meter cloths are designed and ninety percent of the workers are women. In 2008, WTO has recognized chikankari industry of Lucknow and allotted it with Geographical indication Tag. With this achievement the industry has motivated and grabbed opportunity of export to foreign countries with an export turnover of 200-250 Cr. per year.

Sanitary Workers

The working conditions of the sanitary workers have remained virtually unchanged for over centuries. Inadequate sanitization facility puts health at risk, of the resident as well as the workers engaged in these works. There are several places where the sanitization workers works like shopping malls, educational institutes, hospitals etc. There are several kinds of chemicals used for the purpose of cleaning which has a detrimental impact on the physical health of the workers. These chemicals and harmful gases cause the cardiovascular degeneration, musculoskeletal disorder related to the upper back pain and lower back pain.

With increasing age the problems in respiratory systems including throat, cough, and breathing also has been increased (Tiwari, 2008). Women working in the informal sector do not have any child care facilities. Most often workers, particularly in the informal sector, are faced to leave their children at home, in the case of their elder children, or old or neighbours. This causes great anxiety and emotional strain. Nearly, a century after Mahatma Gandhi first called for the abolition of manual scavenging, the degrading practice continues. Between 2002 and 2003, the Indian Ministry of social justice and empowerment admitted to the existence of 676000 scavengers. According to one survey by Bezwada Wilson of the safai karmchari Association, an estimate 12 lakh (1.2 million) scavengers are present in the country. According to Sulabh, “Four to five million people were working as scavengers in 2005 and were often employed by the local civil bodies to clean excrement in public places.”

The working conditions of the sanitary workers have remained virtually unchanged for over a century. Using only a stick broom and a small tin plate, the sanitary workers clearly faces from public and private latrines on to baskets on their containers which they then carry on their heads to dumping grounds and disposal sites. A few, however, are provided with wheelbarrows or carts by the municipal authorities.

A part from the social atrocities that these workers face, they are also exposed to certain health problems by virtue of their occupation. These health hazards include exposure to harmful gases, cardiovascular degeneration, musculoskeletal disorders, infections, skin problems and respiratory system problems.

The workers are commonly exposed to gases like hydrogen disulfide, methane, ammonia and carbon monoxide. Watt et al. studied 26 sewer workers exposed to small and found that 53.8 percent developed sub-cut symptoms including sore throat, cough, chest tightness, breathlessness, sweating, irritability and loss of libido. Osteoarthritis changes and inter vertebral disc herniation are the common spinal abnormalities reported in these workers. Friedrich studies 255 sewage workers to determine the prevalence of spinal troubles (i.e. neck, upper back and lower back pain). He reported that the 12 month prevalence rates of neck, upper back and LBP were 52.4 percent, 54.8 percent and 72.8 percent respectively. The prevalence of spinal troubles increased with age, work disability during the preceding

12 months due to LBP was significant positively associated with age, disability, weakly duration of stopping and lifting 5 years, previously and higher abnormal illness behavior scores (odds ratio between 1.26 and 0.94).

By skin contact, through cuts, scratches or penetrating wounds, i.e. from discarded hypodermic needles, certain organisms can enter the body through the surfaces of the eyes, nose and mouth by breathing them in as dust, aerosol or mist.

Health care activities protect and restore health and save lives, but on the other hand they are major producers of potentially harmful wastes and by- products. These wastes cover a diverse range of materials including infectious wastes, sharps, chemicals, geotaxis, radioactive, heavy metals etc. The major sources of the health care wastes are hospitals and other health care establishments, laboratories, research centers, mortuaries and autopsy centers, animal research and testing laboratories, blood bank etc.

Further, the workers engaged in the job of this sector have to face the problem of body discomfort and postural difficulties during the processing of jobs. The discomfort level among the workers majorly depends upon the type of the jobs they perform and the category of the organizations they work, as significance differences has been observed among the sanitary workers employed at different organizations in Lucknow city (Gangwar and Kiran, 2014).

Due to the globalization and urbanization various institutions have come into existence and due to which requirement of manpower also has increased. There are various sectors in which sanitation workers are needed. Very few studies are conducted to study the musculoskeletal or postural problem of this section of society. High physical work demands increase the risk of musculoskeletal pain, impaired work ability and long- term sickness absence. Moreover, musculoskeletal pain, work ability and high sickness absence are predictors of early retirement from work. Thus, the consequences of musculoskeletal pain, impaired work ability and elevated sickness absence are considerable for the individual as well as for society. There are indications that low educated job groups like – (cleaning industry, construction, brick kilns, ornamental) which are often characterized by high physical work demands, high sickness absence and early retirement have less access to

health initiatives through the work-place compared with their more highly educated counterparts.

Early health problems identified in these industries include fatigue, stress, insomnia, digestive problems, and aches and pains. The workers of these industries have the greater possibility of health problems, associated with musculoskeletal pain and postural discomfort, and physical environmental stressors and high work pace.

These industries are demanding high workloads and high labour intensive. Change within the industry mean that cleaners increasingly work under severe time constraints. Many tasks involve heavy manual work, putting strain on the heart, muscles and other tissues. The workers of these industries are often required to work in awkward postures for long periods and this may lead to long- term damage. In addition to using cleaning machines, there is a lot of hard manual work including, lifting heavy loads, mopping, wiping surfaces, polishing, moving rubbish bags, furniture and equipment. Cleaners work in buildings which are generally planned for other workers and not designed with cleaning in mind where issues such as access, the location of taps and storage facilities, and the use of unsuitable floor materials pose problems for cleaners.

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 a lack of opportunities at home as well as at work places. Indian unorganized sector produces over 340 million workers contributing to 60 percent of national economic output. 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 reasons. Which 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.

Stress evokes physical and psychological responses in humans which enable them to restore inner stability through changes. Numerous studies have shown that coronary heart disease, obesity, hypertension and metabolic syndrome associate with psychological stress, implying that a certain amount of physical and psychological change accumulates as a result of stress response to psychosocial pressure, which is detrimental to the body. Stress accompanied by negative emotions such as anger, sadness, or disgust, triggers or causes not only mental disorders but also immune system suppression and lifestyle related diseases. Workers who are stressed are also more likely to be unhealthy, poorly motivated, less productive and less safe at work. Their organizations are less likely to be successful in a competitive market. Stress at work can be a real problem to the organization as well as for its workers. The manager-subordinate relationship is the most commonly reported cause of stress. Job strain (job dissatisfaction, depression, psychosomatic symptoms) and burnout is significantly higher in jobs that combine high workload demands with low decision latitude. This association remained significant after controlling for age, sex, education, marital status, children, hours worked per week and shift worked.

Psychological well-being is usually conceptualized as some combination of positive affective states such as happiness (the hedonic perspective) and functioning with optimal effectiveness in individual and social life (the eudemonic perspective) (Deci and Ryan, 2008).

As summarized by Huppert (2009) “Psychological well-being is about lives going well. It is the combination of feeling good and functioning effectively.” While philosophical and psychological theories abound concerning the nature of happiness and a good life, a question likely to interest epidemiologists is the relationship between this experiential state and, on the one hand various socio-demographic predictors, and on the other, objective and subjective health outcomes. There is a longstanding acceptance that psychological distress (PD) in the form of anxiety, sadness, irritability, self-consciousness and emotional vulnerability is strongly correlated with physical morbidity, reduced quality and duration of life, and increased use of health services (Lahey, 2009).

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 prove to be the major contribution of economy and 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 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.

HYPOTHESES

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

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

H₀₃: There is no significant association between gender and socio-economic status of the workers.

H₀₄: There is no significant difference in different domains of physical stress among workers involved in different sectors.

H₀₅: There is no significant difference in physical stress across gender.

H₀₆: There is no significant influence of age on different domains of physical stress.

H₀₇: There is no significant difference in physical well-being experienced by different type of workers.

H₀₈: There is no significant difference in physical well-being across the different age groups.

H₀₉: There is no significant difference in physical well-being among male and female.

H₀₁₀: There is no significant difference in physical well-being among the workers belonging different socio-economic status.

H₀₁₁: There exists no significant difference in psychological well-being of the workers belonging to various unorganized sectors.

H₀₁₂: There exists no significant difference in psychological well being of workers of different age groups.

H₀₁₃: There exists no significant difference in psychological well-being experienced by male and female workers.