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Complexities of Social Mobility: A Multifaceted Analysis of Factors Influencing Workers in Unorganized Sectors

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Abstract

Purpose:

The study of challenges encountered by the workers belonging to the unorganised sector leads to have greater understanding in order to provide awareness among the workers possessed with un-skilled, semi-skilled and high-skilled. Present workers in the unorganised sectors are not protected and monitored by the government due to that more job-related exploitation and violations are faced by the workers. This is considered essential to provide tailored content for workers belonging to different categories such as Minor ranchers, landless rural labourers and tenant farmers. The study is done with the intention of identifying challenges faced by these three groups of workers.

Design/Methodology/ Approach

The was conducted by using an exploratory research design on a sample size of 414 comprising 138 respondents from three categories of workers belonging to the unorganised sector selected, namely Minor ranchers, landless rural labourers and tenant farmers. The study used a convenience sampling technique; the data was collected with the help of a formal interview schedule. Likert scale statements were used to record the responses ranging from highly agree to highly disagree and multiple discriminant analysis was applied for data processing.

Findings

The study found that Minor Ranchers workers are not getting reasonable wages, and advances and Ransome is paid to middlemen by the land ranchers and wages are paid on time to them. The Landless rural labourers are not receiving wages on time and insufficiency in getting workers at the time of harvesting created more work burden. Tenant farmers need to pay for the length of working hours and for overtime.

Originality

Although studies on complexities and challenges faced by unorganised sectors' workers are available, studies on the specific category of workers of unorganised sectors are found to be rare. This research finding will provide sufficient insight to the researchers and academicians as well as to the workers belonging to the different groups with educational backgrounds.

Keywords: Social mobility, social progress, Exploitation, Skills

Introduction

The unorganized sector workers live in substandard conditions, and are deficient in adequate shelter and sanitation facilities. (Damas & Matos, 2017) Their low earnings fail to meet their daily needs, and throughout life's stages— such as marriage, parenthood, and old age—they remain in the same poor state. Recently, these workers have struggled with irregular employment and inadequate wages that do not reflect the labour they provide. (Kumar Shrestha, n.d.) Employers often exploit them with excessive workloads, leading to numerous financial difficulties for their families. Working conditions and employer approaches vary widely, forcing workers to adapt to adverse situations without the support of a registered labour union to secure government benefits. (Cruz-Morato et al., 2021) This sector includes traditional crafts, handloom weaving, beedi rolling, and modern industries like electronics, all facing similar daily struggles. Politicians and officials have not made significant efforts to improve their living standards. Recognizing the severe challenges faced by unorganized sector workers is crucial, (Nair et al., 2023) and it is the government's responsibility to initiate improvements. This study focuses on the problems of unorganized sector workers in Kolar district, Karnataka, who are generally poor and less educated. It aims to understand their working conditions, and job satisfaction, and identify the root causes of their issues (Balasingam et al., 2020). The study seeks to shed light on the challenges faced by this labour class and provide insights into improving their lives.

Review of literature

(Scholar, 2305) Workers in the informal sector are defined by the qualities of the company, not by personal qualities. The idea of an "Informal Worker" emphasizes an employee's individuality over that of their company. In all emerging nation regions, there are opportunities in the informal sector for individuals with and without formal education. This is not a solution to the current financial crisis or slump. Everyone requires a certain level of basic income in order to sustain their families and meet the educational needs of their children. The government needs to focus on this sector more than the official sector because of its greater contribution.

Indian farmers' lives are largely influenced by agriculture and its related industries. However, each agricultural activity varies in complexity and significance depending on the social-ecological system in place. Migration is seen as a means of adapting one's livelihood, but because migrants have less access to resources in new social and ecological contexts, they encounter difficulties.

(Gobeia et al., 2023) Agricultural workers play a crucial role in the food supply chain, yet they often endure harmful working conditions and labour violations such as garnished wages. Those on H-2A visas are especially vulnerable because their immigration status is tied to their employer. Worksite inspections are one method to identify these violations, but many issues remain undetected. The precarious nature of their employment exacerbates the risk of exploitation for these essential workers.

(SAINI et al., 2024) Fostering innovations for advanced economies, women entrepreneurs are essential in the entrepreneurial ecosystem. They drive socio-economic growth by creating jobs, reducing poverty, and promoting gender equality. Homepreneurs are crucial for economic vitality, contributing significantly to personal, social, and transformational development. Their involvement in entrepreneurship is indispensable for achieving sustainable progress and economic diversification. Recognizing and supporting women entrepreneurs is key to unlocking broader socio-economic benefits.

(SAINI et al., 2024) The research identified a wide range of obstacles faced by the farmers and categorized them into various groups: economic, environmental, extension-related, infrastructural, informational, operational, policy-related, situational, technological, and capacity-related. The findings revealed numerous significant challenges farmers encounter in each category. One major issue is the lack of financial support, which has a significant impact on farmers' operations.

(Chellikumar & Paramasivam, 2018) U.S. agricultural employers may struggle to compensate for the reduced supply of Mexican farm labour by recruiting workers from other countries. The U.S. faces competition from Mexico and other American nations that are also boosting agricultural production and seeking farmworkers. Recruiting workers from more distant countries could be more expensive. Additionally, the factors drawing Mexicans away from farm work, like higher education levels and an expanding service economy, are also affecting other developing countries.

Global agricultural workers face varying employment challenges due to differing structural transformations and demographic growth rates, crucial for improving agricultural work conditions. However, the prevailing narrative on agricultural development is dominated by the modernization paradigm, which emphasizes technical progress and optimal productivity. This paradigm's widespread adoption has significantly increased productivity, leading to farm differentiation and concentration, and consequently, a large-scale exodus of farm workers.

Objectives:

The research work is carried out to identify the factors influencing the social mobility of workers in unorganised sectors posing challenges to their well-being and social progress. In order to identify the most appropriate challenges faced by employees working in the unorganised sectors only three categories of employees have been chosen Minor ranchers, landless rural labourers and tenant farmers Furthermore, the question of analysis is to identify the existing variations among the challenges encountered by three categories of employees and differentiate the level of challenges to identify how they are cooperating with social mobility for their social progress. The hypothesis has been framed in such a manner to identify the reasons behind the study as follows.

1. **Ho1:** There is no variation among the three categories of employees under consideration of their challenges towards social mobility.

2. **Ha1:** There is a variation among the three categories of employees under consideration of their challenges towards social mobility.

Research method

This study is based on exploratory cum descriptive in nature. The field survey is conducted with the help of a structured schedule in order to get a primary source of data (Jafari et al., 2023a). The four categories of employees such as Minor ranchers, landless rural labourers and Tenant farmers are chosen from the Kolar district of Karnataka. A convenient sampling method is used for the sake of data collection.

Sample size and selection of geographical location:

When selecting the sample size for the present study, solvin's formula $n=N/[1+N(e)^2]$ was used, to decide the size of the sample. By applying the formula for Z score at 95% (1.96), confidence level, probability of success at 0.30 and margin of error is 0.50 the total sample is calculated as 138 for each category of employees viz., construction workers, hotel staff, home-based cottage workers and the total sample size is 414. The questionnaire was translated into the Kannada language by the enumerators in order to receive appropriate responses to weed out bias and to overcome language hindrances during the time of data collection. As a part of the study, specific places have been given importance where more people are involved in the above-said unorganised sectors. Most of the people from around villages from Kolar, Chintamani and Srinivaspur were considered. Further, the villages with the majority of populations engaged in farming work were considered. Further, the respondents who work in the nearby villages and were willing to travel to other villages were also considered from Chintamani taluks. the period of field study was carried out between January 2024 to April 2024.

Step 1: in order to initiate the groundwork, some 20 statements related to the challenges encountered by the respondents related to the changes faced by the unorganised workers were gathered. The statements related to the challenges were developed based on information gathered from the initial pilot study among the workers in the field and secondary sources (Abirami et al., 2023a). The respondents were administered with 60 schedules, and the answers were recorded on a 5-point Likert scale. the data collected were analysed by using exploratory factor analysis for the main purpose of data reduction and improving the validity of the statements to attain a manageable level. (Wei et al., 2023) Accordingly, a total of 10 statements related to the challenges encountered by the workers in the unorganised sector are reframed. it is done based on the similar challenges faced by different categories of workers from the unorganised sectors.

Step 2: in order to establish the reliability and validity of the data, Cronbach's alpha scores were extracted (as given in Table 1), the reliability score was above 0.70. and 5 Likert scale was used to measure the validity of the statements, where 5 denoted strongly agree, 4 denoted agree, 3 denoted neither agree nor disagree, 2 denoted disagree and 1 denoted strongly disagree.

Step 3:

Justification of using a 5-point Likert scale

This scale is used in order to get the more accurate differences in the challenges encountered by the respondents involved in the survey, for this sake enumerators have been appointed and translations done in the regional language Kannada, to provide more understanding to the respondents. Further use of the five-point Likert's scale helps to a larger extent to attain reliability and validity of the data in a significant manner xxxx Furthermore when the study is focussing on a larger sample size where an unknown population method is used for deciding sample size for attaining adequate reliability most of the occasions 5-point Liker's scale is used (DrAMahadevan, 2013)

The mean score of the statements used in the field study was calculated to attain aggregable challenges encountered by respondents. It has been calculated in the following manner as given below.

The weighted mean of the statement C1, that is poor working conditions of three categories of employees viz., Minor Ranchers, Landless rural labourers Tenant farmers $(1 \times 120 + 2 \times 246 + 3 \times 513) / 414 = 2.123$

The weighted scores have been derived in the same manner as mentioned above for other statements of a select group of workers from the unorganised sector. In the same manner, the mean score and standard deviation with respect to each group of workers have been presented in Table no.2 and accordingly, multiple discriminant analysis (Abirami et al., 2023b) was executed by using SPSS software. Discriminant analysis is used when data related to the group of respondents are available in the present study, and different segmentations of workers (Scholar, 2305b) who belong to Minor Ranchers, Landless rural labourers Tenant farmers are available therefore applying discriminant analysis is justified.

Table 1 Reliability Statistics scores

Sl. No	Statements	Cronbach's Alpha
1.	Getting workers on time for a reasonable wage	0.884
2.	Sufficient number of workers at the time of cropping and harvest.	
3.	Paying advances to workers Ransome to the middlemen and arranging workers at the ad-hoc time	
4.	Stability of employment and the likelihood of continuous work	
5.	workers receive their wages on time or face delays	

6.	Length of the workday and the extent of unpaid or underpaid overtime
7.	Whether employers provide the necessary tools and equipment or workers must supply their own
8.	Safety measures and health protections provided by employers to prevent work-related injuries and illnesses
9.	The availability of basic amenities provided by employers, such as refreshments, food and resting facilities.
10.	clarity terms in terms of wages and working conditions.
11.	Measures the extent to which fair value of lease rent, and terms and conditions related to lease renewals

In the present analysis, the independent variables were eleven specific statements towards workers in unorganised sectors(S, 2024), in Table no 1 The frequencies of agreement strongly agree, agree, neither agree nor disagree, disagree and highly disagree against challenges encountered by unorganised sector workers were analysed for this purpose. A rating of 1 denoted highly disagree, 2 denoted disagree, 3 denoted neither agree nor disagree, 4 denoted agree and 5 denoted highly agree with the statements.

Data Analysis and Results

An investigation of the mean score shown in (Table no 2), shows that challenges encountered by unorganised sector workers,(Muthulakshmi & Jaisun, 2023) in terms of statements related to the challenges such as “Paying advances to workers Ransome to the middlemen and arranging workers at the ad-hoc time”. And “Whether employers provide the necessary tools and equipment or workers must supply their own”. These two challenges have brought the two groups of workers Minor Ranchers and Landless rural labourers closer to encountering challenges. And “workers receive their wages on time or face delays”. And “Safety measures and health protections provided by employers to prevent work-related injuries and illnesses”. Has brought the two categories of workers that is Landless rural labourers and Tenant farmers to much closure. On the other hand, statements related to challenges faced by workers such as “Sufficient number of workers at the time of cropping and harvest”. And “clarity terms in terms of wages”. Have separate the three groups of employees with larger deviations in the standard deviation. The pooled correlation matrix within the groups (as given in Table No. 3), does not have a significant correlation between the statements related to challenges within the different groups of workers belonging to unorganised sectors on the lower boundary, and the matter of multicollinearity (that is high intercorrelation among the group of workers) is Quite unimportant.

Table no 2, Group Means and Group Standard Deviations

Sl. No	Statements	Mean			Standard deviations		
		Minor Ranchers	Landless rural labourers	Tenant farmers	Minor Ranchers	Landless rural labourers	Tenant farmers
1.	Getting workers on time for a reasonable wage	3.7754	3.5362	3.6014	.95151	.87261	.85896
2.	Sufficient number of workers at the time of cropping and harvest.	3.7464	3.5435	3.8841	1.00409	.89703	.75525
3.	Paying advances to workers Ransome to the middlemen and arranging workers at the ad-hoc time	3.9638	3.9420	3.8913	.96213	.72261	.96421
4.	Stability of employment and the likelihood of continuous work	3.0217	3.2174	3.0797	1.08384	1.00174	1.27904
5.	workers receive their wages on time or face delays	3.7609	3.6594	3.6957	1.02205	.77832	.93285
6.	Length of the workday and the extent of unpaid or underpaid overtime	3.6304	3.5362	3.7391	.91281	.84715	.68673
7.	Whether employers provide the necessary tools and equipment or workers must supply their own	3.4348	3.4420	3.4348	.94333	.95915	.95104
8.	Safety measures and health protections provided by employers to prevent work-related injuries and illnesses	3.6594	3.5072	3.5217	.97034	.93782	.83899
9.	The availability of basic amenities provided by employers, such as refreshments, food and resting facilities.	3.4855	3.4710	3.6014	1.04102	.92958	.78805

10.	Evaluate Clarity terms in terms of wages, and working conditions.	3.3043	3.3986	3.4348	1.05061	.91651	.79190
11.	Measures the extent to which fair value of lease rent, and terms and conditions related to lease renewals	3.5145	3.4638	3.5870	.92992	.90545	.77109

Table 3 Pooled Within-Groups Matrices (correlation matrices)

Statements	C1	C2	C3	C4	C5	C6	C7	C8	C9	C10	C11
Getting workers on time for a reasonable wage	1.000	.444	.358	.246	.285	.422	.431	.328	.347	.463	.365
Sufficient number of workers at the time of cropping and harvest.	.444	1.000	.593	.222	.516	.494	.494	.522	.464	.377	.431
Paying advances to workers Ransome to the middlemen and arranging workers at the ad-hoc time	.358	.593	1.000	.179	.598	.484	.409	.427	.358	.322	.383
Stability of employment and the likelihood of continuous work	.246	.222	.179	1.000	.290	.228	.351	.301	.265	.418	.188
workers receive their wages on time or face delays	.285	.516	.598	.290	1.000	.527	.501	.545	.500	.376	.394
Length of the workday and the extent of unpaid or underpaid overtime	.422	.494	.484	.228	.527	1.000	.561	.487	.517	.434	.429
Whether employers provide the necessary tools and equipment or workers must supply their own	.431	.494	.409	.351	.501	.561	1.000	.533	.478	.432	.474
Safety measures and health protections provided by employers to prevent work-related injuries and illnesses	.328	.522	.427	.301	.545	.487	.533	1.000	.586	.413	.461
The availability of basic amenities provided by employers, such as refreshments, food and resting facilities.	.347	.464	.358	.265	.500	.517	.478	.586	1.000	.476	.482
Evaluates the presence and clarity of terms, wages, and working conditions.	.463	.377	.322	.418	.376	.434	.432	.413	.476	1.000	.487
Measures the extent to which fair value of lease rent, and terms and conditions related to lease renewals	.365	.431	.383	.188	.394	.429	.474	.461	.482	.487	1.000

Tests of Equality of Group Means and Wilks' Lambda (U- statistics) and univariate

F-Ratio

Statements	Wilks' Lambda	F	Sig.
Getting workers on time for a reasonable wage	.987	2.631	.073
Sufficient number of workers at the time of cropping and harvest.	.976	5.099	.006
Paying advances to workers Ransome to the middlemen and arranging workers at the ad-hoc time	.999	.241	.786
Stability of employment and the likelihood of continuous work	.995	1.096	.335
workers receive their wages on time or face delays	.998	.434	.648
Length of the workday and the extent of unpaid or underpaid overtime	.990	2.110	.123

Whether employers provide the necessary tools and equipment or workers must supply their own	1.000	.003	.997
Safety measures and health protections provided by employers to prevent work-related injuries and illnesses	.994	1.157	.316
The availability of basic amenities provided by employers, such as refreshments, food and resting facilities.	.996	.824	.440
Evaluates the presence and clarity of terms, wages, and working conditions.	.996	.730	.483
Measures the extent to which fair value of lease rent, and terms and conditions related to lease renewals	.997	.696	.499

Table no 5 A Canonical Correlation and differentiating function

Fcn	Eigen Value	Percent of variance	Cumulative per cent	Canonical Correlation	Test of Function(s)	Wilks' Lambda	Chi-square	df	Sig.
1	.072 ^a	60.6	60.6	.259	: 1 through 2	.891	46.735	22	.002
2	.047 ^a	39.4	100.0	.211	: 2	.955	18.537	10	.047

Note: note first two canonical correlation functions were applied in the analysis

Based on the outcome of the application of multiple discriminant analysis, the result of significance related to the univariate F- ratio (given as per table no 4), shows that when the independent variables are considered on an individual basis, the emotional statements framed such as “Sufficient number of workers at the time of cropping and harvest”. differs between the three categories of workers in a significant manner. On the other hand, the remaining emotional or non-cognitive statements framed do not differ between the three categories of workers in a significant manner.

It was considered a null hypothesis that the centroid was equal, and for testing, both functions were taken into account. Based on table no 5, the 1 through 2, “test of function” represents the inclusion of all the functions. The value of wilks’ Lambda arrived at this point is 0.891. its result of chi-square is 46.735, with degrees of freedom of 22, and with a significant value of 0.002 with a P<0.05 level that demonstrates to be significant. Consequently, the two functions, in a noticeable manner differentiate among the three categories of workers belonging to the unorganised sector. On the other hand, removal of functions 1 through 2, the wilks’ Lambda linked with function 2, is 0.955, which is more than 0.05 level, but also proves to be significant. Thus, the second function also contributes significantly to the different categories.

Two functions are the most likely outcomes when three categories of workers are taken into consideration for the investigation. The eigenvalue connected with functions 1 through 2, is 0.072, accounting for a 60.6 per cent variance are explained. (given in Table no 5), when comparing the eigenvalue of 1 through 2, is superior or larger, then the eigenvalue of function 2 is comparatively smaller is 0.047 and its explained variance is 39.4 per cent.

The result of table no 6, related to the standard canonical discriminate function coefficient helps in a larger manner, along with structured correlation and certain plots explained. The standardised coefficient shows a higher coefficient for the challenges encountered by the workers belonging to unorganised sectors that is, “Sufficient number of workers at the time of cropping and harvest” as 1.087. “Length of the workday and the extent of unpaid or underpaid overtime” as .571, and “Evaluates the presence and clarity terms, of wages, and working conditions”. As .056 for 1 through 2 functions and for 2 functions, It has a greater coefficient for the challenges encountered by the unorganised sector workers that is “Safety measures and health protections provided by employers to prevent work-related injuries and illnesses”, as .852 “Safety measures and health protections provided by employers to prevent work-related injuries and illnesses”, as .609, and “Measures the extent to which fair value of lease rent, and term and conditions related to lease renewals”, as .001 on function 2.

A similar contention is arrived at by the inspection of the Structure Matrix as per table no to make possible the explanation of the result. The higher coefficients variance belong to the functions that were specifically identified are grouped together. The asterisks are used to differentiate the groupings. Hence challenges encountered by the workers belong to the unorganised sector such as “Sufficient number of workers at the time of cropping and harvest”, with a co-efficient of .547, “Length of the workday and the extent of unpaid or underpaid overtime: with a co-efficient of 0.369, “The availability of basic amenities provided by employers, such as refreshment, food and resting facilities”. with a co-efficient of .233, and “Measures the extent to which fair value of lease rent, and term and conditions related to lease renewals”, with a coefficient of 0.214.

On the other hand, challenges faced by unorganised sectors’ workers such as “Getting workers on time for resorbable remuneration”, with a co-efficient of 0.523, “Safety measures and health protections provided by employers to prevent work-related injuries and illnesses”, with a co-efficient of 0.342. “Sufficient number of workers at the time of cropping and harvest”, with a coefficient of 0.265, and the asterisks for the second function as the coefficient of identical variables are larger for the second function as compared with first function.

However, Challenges faced by workers from unorganised sector such as “Evaluates the presence and clarity terms, of wages, and working conditions”, with a co-efficient of 0.237, “The availability of basic amenities provided by employers, such as refreshment, food and resting facilities”, with a co-efficient of 0.047, have negative coefficient for function 2, but it has positive co-efficient for function 1 through to 2, that is 0.113 and 0.233, respectively, at the same time when reference is made with table no 2, for comparing group means, it is arrived to Tennent farmers to 3.6014 and 3.4348 respectively on these statements. At the same time examining table no 8, it is found that function 1 is dominated by landless Tenant farmers, with a coefficient of 0.365 followed by landless rural Labourers with a coefficient of 10.267, and Minor ranchers -0.098 respectively.

Table no 6 Standardized Canonical Discriminant Function Coefficients

Statement	Standardized	
	Function 1	Function 2
Getting workers on time for a reasonable wage	-.282	.852
Sufficient number of workers at the time of cropping and harvest.	1.087	.158
Paying advances to workers Ransome to the middlemen and arranging workers at the ad-hoc time	-.670	-.306
Stability of employment and the likelihood of continuous work	-.135	-.352
workers receive their wages on time or face delays	-.086	.381
Length of the workday and the extent of unpaid or underpaid overtime	.571	-.015
Whether employers provide the necessary tools and equipment or workers must supply their own	-.324	-.320
Safety measures and health protections provided by employers to prevent work-related injuries and illnesses	-.455	.609
The availability of basic amenities provided by employers, such as refreshments, food and resting facilities.	.158	-.348
Evaluates the presence and clarity of terms, wages, and working conditions.	.056	-.531
Measures the extent to which fair value of lease rent, and terms and conditions related to lease renewals	.179	.001

Table 7 Structure Matrix

	Function 1	Function 2
Sufficient number of workers at the time of cropping and harvest.	.547*	.265
Length of the workday and the extent of unpaid or underpaid overtime	.369*	.103
The availability of basic amenities provided by employers, such as refreshments, food and resting facilities.	.233*	-.047
Measures the extent to which fair value of lease rent, and terms and conditions related to lease renewals	.214*	.043
Paying advances to workers Ransome to the middlemen and arranging workers at the ad-hoc time	-.108*	.084
Getting workers on time for resorbable remuneration	.002	.523*
Safety measures and health protections provided by employers to prevent work-related injuries and illnesses	-.049	.342*

Stability of employment and the likelihood of continuous work	-.129	-.298*
Evaluates the presence and clarity of terms, wages, and working conditions.	.113	-.237*
workers receive their wages on time or face delays	.017	.212*
Whether employers provide the necessary tools and equipment or workers must supply their own	-.010	-.012*

Table no 8 Functions at Group Centroids

Type of workers and nature of employment	Function 1	Function 2
Minor ranchers	-.098	.294
landless rural labourers	-.267	-.215
Tenant farmers	365	-.079
Unstandardized canonical discriminant functions evaluated at group means		

Table no 9 Classification Results

		Type of workers and nature of employment	Predicted Group Membership			Total
			Minor ranchers	landless rural labourers	Tenant farmers	
Original	Count	Minor ranchers	57	39	42	138
		landless rural labourers	29	60	49	138
		Tenant farmers	34	24	80	138
	%	Minor ranchers	41.3	28.3	30.4	100.0
		landless rural labourers	21.0	43.5	35.5	100.0
		Tenant farmers	24.6	17.4	58.0	100.0
Cross-validated ^b	Count	Minor ranchers	49	43	46	138
		landless rural labourers	34	53	51	138
		Tenant farmers	37	27	74	138
	%	Minor ranchers	35.5	31.2	33.3	100.0
		landless rural labourers	24.6	38.4	37.0	100.0
		Tenant farmers	26.8	19.6	53.6	100.0
a. 47.6% of originally grouped cases were correctly classified.						
b. Cross-validation is done only for those cases in the analysis. In cross-validation, each case is classified by the functions derived from all cases other than that case.						
c. 42.5% of cross-validated grouped cases are correctly classified.						

On the other hand, function 2, is dominated by Minor ranchers with a coefficient of 0.294, they are followed by the landless rural Labourers and the Tenant farmers with coefficients of -.215, and -.079 respectively. The result of classification based on the classification table (given in table no 9), the analysis inferred shows that $(57+60+80)/414 = 47.58\%$ of the cases are correctly grouped. On the other hand, just $56+59+79/414=46.85\%$ of the instances were correctly identified when one cross-validation was excluded. The above analysis shows that the null hypothesis is rejected, and the alternative hypothesis is accepted. As a result, it can be stated that variation exists among the three groups of workers working in the unorganised sector under consideration in terms of challenges encountered by them in their working conditions.

Discussion

A multiple discriminant analysis was conducted to analyse and predict workers belonging to the specific category namely Minor ranchers, landless rural labourers, and Tenant farmers independent variables were selected and perceptual statements were used

towards the challenges faced by the unorganised sector employees (Jafari et al., 2023b). The mean differences were identified in a significant manner for all the independent variables on the dependent variables. The multiple discriminant analysis disclosed a significant association between groups and all the independent variables. Consequently, based on the analysis of the data collected from the extensive fieldwork, important findings for the specific respective category of workers belonging to the unorganised sector have been revealed.

Among the workers of the unorganised sector of the Minor Ranchers category, getting workers on time for reasonable remuneration, paying advances to workers and Ransome to the middlemen and arranging workers at the ad-hoc time, and workers receive their wages on time or face delays. At the same time, the Stability of employment and the likelihood of continuous work is one of the common challenges among workers belonging to Rancher's category. Among the Landless rural labourers, workers receive their wages on time or face delays, a Sufficient number of workers at the time of cropping and harvest, And the Stability of employment and the likelihood of continuous work are the prominent challenges faced. Among the **Tenant formers** Length of the workday and the extent of unpaid or underpaid overtime are common challenges faced (Chellikumar & Paramasivam, 2018b).

Conclusion

The Indian economy is basically a mixed planned economy but after transition, it is now called a mixed middle-income developing social market economy. It is a country with diverse fields of opportunity that create job opportunities in different sectors like public and private sectors, but in the latter period of transition, India is in need of partnerships with private players and creating opportunities in informal sectors and unorganised sectors where activities or enterprises are not regulated by the government.

This area is creating more job opportunities in different categories of jobs for people with fewer qualifications with specific skills (Gobeia et al., 2023). Such as Small and minor ranchers, landless rural, labourers, tenant farmers, anglers, those occupied with animal cultivation, beedi moving, building and improvement workers, cowhide workers, weavers, craftsmen, salt workers, workers in block heaters and stone quarries, workers in block heaters and stone quarries. Hence there is a requirement to study the various challenges faced by workers in the unorganised sector (SAINI et al., 2024). The study is done on a select group of workers like Minor Ranchers, Landless rural labourers and Tenant farmers and tried to address the key challenges faced. The finding of the study provided key imputes for works in the unorganised sector to understand the prominent challenges faced by them from the different categories.

Limitations of the study

The was carried out in a particular geographical area. Therefore, the findings of the study shall have limited scope to generalize in broad perspective. Further, the study belonged to a particular period, with a time limit that might have become the reason for changes in the perception of the works toward the challenges faced (Chellikumar & Paramasivam, 2018a). Furthermore, the study is carried out by considering three categories of workers from the unorganised sector with corresponding objectives. Finally, the Socio-Economic Well-Being of Unorganised Sector Labour with Reference to Kolar District, Karnataka, may be another study that can be considered for future research.

Conflict of interest

The authors attest that they have no financial or non-financial interest in the topics or materials covered in this work, nor do they have any affiliations with or involvement in any organizations.

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