SUSTAINABLE WELLBEING OF WORKING WOMEN IN UNORGANIZED SECTOR IN CHENNAI

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Abstract

Purpose – The study focuses on to assess the sustainable wellbeing of working women in unorganized sector in Chennai

Design/Methodology/Approach – A questionnaire survey was used to get data from a total of 419 working women in unorganized sector in Chennai. Structural equation modeling (SEM) was used to assess the sustainable wellbeing of working women in unorganized sector in Chennai.

Findings – The results showed that sustainability of women employees' wellbeing has improved over the years but has not brought a remarkable change in unorganized sectors, the results also showed there is an association between the individual, socio-environmental factors, and economic factors towards the sustainable well-being of women working in unorganized sectors.

Originality/Value – An insight on how an individual women employee at any unorganized sector sustain their finances and how well they are able to manage the socio-environmental factors are known through the study. The findings from this research help in understand the overall general well-being of women working in unorganized sectors.

Keywords : Unorganized Sector, Working Women, Minimum Wages, Socio-Economic Factors

1.   Introduction

In India almost 31% of the total work force are women, we can see women workers present in both organized and unorganized sector (Muna Kalyani 2015). Women have the potential to run or handle any kinds of job in the appropriate way but, the question is the sustainability of their wellbeing especially among women present in unorganized sector, studies show that the GDP of Indian economy is occupied by 50% of unorganized sector workforce (Sadaf Nasir, Ms. Bushra Mustafa 2018). Unorganized sectors are dynamic source of income generators to the country. 'Unorganized Sector' was first coined by the British Economist "Keith Hart in 1971", unorganized sector in economy refers to women working in small scale sectors or any industry where there is no stability in profit or revenue and their production is confined to a particular land area with limited investment etc., Fine example of unorganized sector are handicrafts,

khadi industry Matchbox making, fisheries, etc. Various studies say that unorganized labor force have the strength to topple Indian economy. The National Commission for Enterprises in Unorganized Sector NCEUS was especially established by the government of India which is an advisory body to bring improvements in the productivity of unorganized sectors and provide employment chances for people working in it. The NCEUS has also laid upon n number of policies and programs in order to develop and bring up unorganized workforce

Table1. Percentage of Unorganized Workers by gender across the States 2013-2014

S.No.	Major Cities	Total female workers percent in unorganizedsector
1	Delhi	98.8
2	Tamil Nadu	94.3
3	Andhra Pradesh	96.1
4	Kerala	79.6
5	Madhya Pradesh	98.2
6	Punjab	94.3
7	West Bengal	93.8

Source: NCEUS

The unorganized sector are classified into groups based on the terms of occupation in which they are employed, namely farmers, Sherman, salt workers, people who work in stone queries etc., and they are also classified based on the terms of employment such as contract labors or migraine workers etc., similarly under the terms of specially distress category they are classified as scavengers, drivers of animal driven vehicles, loaders and unloaders etc. And finally under the terms of service category they are classified into domestic workers, vegetable vendors, newspaper vendors etc. Despite of this classifications and government initiative to develop unorganized sector there are still difficulties prevailing when it comes to the wellbeing of the employees working in unorganized sector and more particularly to the women category. Women are considered as least privileged members present in the society and are known to be humiliated and exploited utmost(Dutta & Nath, 2015, p.33). Study reports suggests that only 0.005% of the India's population has working women in organized workers and 43.7 crore workers come under the unorganized sectors. (Chandrasekhar, 2015, p.109).

Reports also suggest that 94% of women work under unorganized sector where about 20% of them work in urban areas (Sansiya, 2013, p.3). There are various issues that a people working in unorganized sector usually face such as in sufficient labor laws, lack of social security ,unguaranteed minimum wages, child labour, low literacy rate, vulnerable to diseases etc., and part from all these issues involved the term" women "seems to have more difficulties and challenges while working in an unorganized sector.(Mohapatra 2015) says, women workers working in unorganized sector are limited from getting any kind of benefits from their job or even opportunities for their career growth.(Geetika et al, 2011, Devi et al, 2010) support the statement that women working in unorganized sector do not have any kind of choice at workplace where they could not bargain or request for income hike or any advancement in their

employment. Hence this article focuses on the sustainability of well-being among women working in unorganized sector in Chennai.

2.   Method

The present study is quantitative and descriptive in nature and data from primary and secondary sources have been collected, primary data is in the form of a structured questionnaire and secondary data involves articles magazine etc. Chennai is one of the most important metropolitan cities in Tamilnadu which was formally known to be as Madras and the city is divided into North South and Central Chennai and there are further classifications of talukas under each group. The study focused on main areas of Chennai among all the three groups using lottery method from which the samples have been selected and the sampling techniques adopted is convenience sampling method and the respondents where women working under unorganized sector irrespective of the nature of job.

The respondents were met directly and data were collected during their leisure hours during working days, the time period for the research conducted was from January 2022 to March 2022. The study involved both questionnaire and schedule method where 500 questionnaires were distributed and 419 questionnaires were finally received with unbiased data and hence the sample size is fixed as 419.

3.   Literature Review

•   Individual factors

There is a clear link between the health and well-being of an individual at work. (James LR 1996),A sound mind can be obtained only when the body is also sound. The individual attributes of a person has a wide impact on the way he takes his entire day. There are various individual factors that have an effect on a person's day to day behavior at home or at workplace. Well-being is holistic and inclusive of the dimensions of spiritual, emotional, physical and mental/intellectual wellbeing of individual (Judith G. Bartlett 2005) .The individual factors considered for the study are the health factors and the physical activities and personal care taken by working women at unorganized sector.so keeping these reviews as support the following hypothesis is constructed

H_1 2.1: There is a significant relationship on individual factors with sustainable wellbeing among working women from unorganized sector.

•   Socio- Environmental factors

(Hannah Tough, Johannes Siegrist & Christine Fekete 2017) say that there is a inter connection between social relationship and well-being of an individual. Society plays a vital part in an individual success, the environment from where she belongs says a lot about her ability to perform in workplace. Human being needs affection and to wants to belong to a community to eradicate the feelings of loneliness and alienation (Maslow, 1970, Kurtz, 1988). Social integration is a key to greater mental well-being of an individual (Cohen & Wills, 1985). Hence the study focuses on the respondents' socio-environmental factors that has an effect directly or indirectly on the wellbeing of the women working in unorganized sectors and thus the second hypothesis is constructed.

H1 2.2: There is a significant relationship on socio-environmental factors with sustainable wellbeing among working women from unorganized sector.

• Economic factors

The economic factors are the aspects that give an individual a sense of safety; employees are motivated when they are economically satisfied at job. The rise in non-permanent employment contracts in many countries including India has also increased job insecurity (Bureau of Labor Statistics, 1995). This will in return have a negative effect on the wellbeing of the employees working in any organization and the risk doubles when it is an unorganized sector. Organizations will suffer increased absenteeism and sickness resulting from lowered employee well-being. (Cary Cooper 2001) This study focused on the economic factors that contribute to the wellbeing of the women working in unorganized sector and the final hypothesis is as follows.

H_1 2.3: There is a significant relationship on economic factors with sustainable wellbeing among working women from unorganized sector.

• Sustainable wellbeing

The best ways to define well-being is in terms of the attainment of pleasure and the avoidance of pain (Ryan & Deci, 2001). Subjective well-being means the cognitive and emotional evaluations that an individual make about their lives, in general they are satisfaction, mood, completeness and satisfaction with specific domains, such as privacy life and job (Diener, Oishi, & Lucas, 2004), (Hahn, Frese, Binnewies and Schimth 2012), termed eudemonic well-being as full level of functioning of oneself .

The study of well-being is marching towards being a multidimensional structure, combining hedonic and eudemonic well-being and giving rise to psychological well-being that integrates the two, with the available documentation analyzed in this work, it is clear that sustainable well-being is a long-term promotion, and consistence in synergic effect of happy workers who display high levels at work performance, personal growth etc. Sustainability, which can be viewed as a continuing symbiosis between physical well-being and performance at work, and as a connection between the two that is mutually beneficial and, contributing to good economic performance (José Mª Peiró 2014). With this in mind the model is generated and is given below.
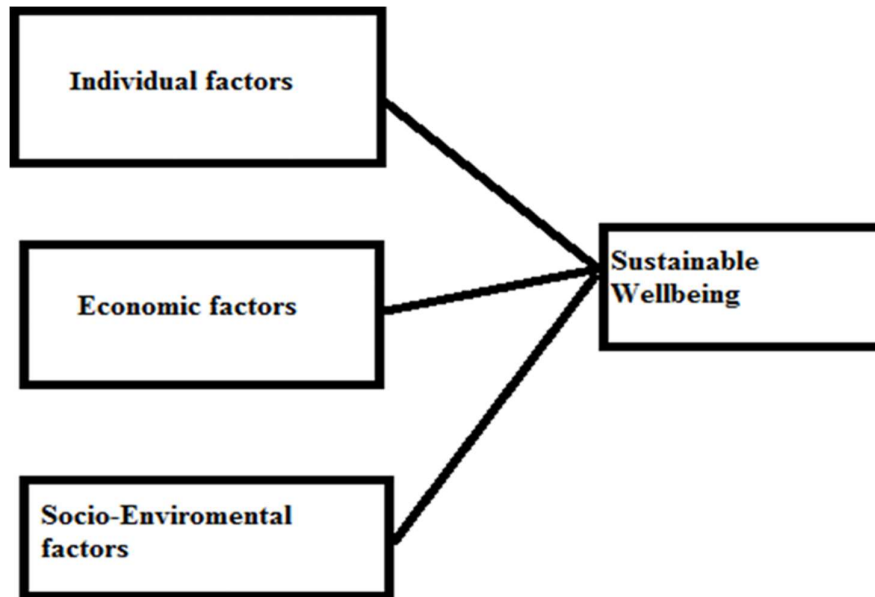
Fig 1. Framework of the study.

4.   Results of the Pilot Study

The pilot study is carried out to find the reliability of the instrument's for the study. Here the respondents are the working women in unorganized sector. The pilot study was also conducted by using convenience sampling method for the survey. The data was obtained for the purpose of pilot testing from 72 respondents and the results are depicted below.

Table no Reliability for the instrument of the study

S.no	Variables	Items	Reliability	
			Cronbach's Alpha	Spearman-Brown Split –Half
	SUSTAINABLE WELL BEING FACTORS	15	0.82	
1.	Individual factors	5		0.72
2.	Socio-environmental factors	5		0.74
3.	Economic factors	5		0.77
	Sustainable well being	22	0.88	

From the above table it is clear that the data obtained were analyzed for their reliability and validity. The Cronbach's Alpha and Spearman-Brown Split –Half test has shown with above 0.70 so that the instruments had sufficient value to continue the study with these variables.

Correspondence analysis to find out the relationship between age and income level of working women in unorganized sector

H_11: There is a significant association between age and income level of working women in unorganized sector

• **Age groups by their income level contingency table**

	Income level of working women in unorganized sector			
Age	Below Rs.14999	Rs.15000 to Rs.24999	Rs.25000 and Above	Active Margin
Below 19	123	5	0	128
20-39	0	137	6	143
40 above	0	0	148	148
Active Margin	123	142	154	419

Source: primary data

Table 4.67: Correspondence analysis to find out the relationship age and income level of working women in unorganized sector

Dimension	Singular Value	Inertia	Chi Square	Sig.	Proportion of Inertia		Confidence Singular Value	
					Accounted for	Cumulative	SD	Correlation 2
1	.981	.962			.520	.520	.006	.959
2	.942	.888			.480	1.000	.017	
Total		1.849	774.854	.000 a	1.000	1.000		

• **Interpretation**

The above table clearly summarized using correspondence analysis. The singular values are 0.981 for first dimension and the categorical variables are suited very well in the correspondence analysis. The inertia value for first dimension is 0.962. Thus, the first

dimension represents 100% (.096) of the total inertia. Similarly, the singular values are 0.942 for second dimension and the categorical variables are also suited very well in the correspondence analysis. The inertia value for second dimension is 0.888. Here the second dimension represents 100% (.088) of the total inertia.

In the correspondence analysis the test of chi-square at the value of 774.854 with the significant value 0.00 which is greater than 0.05 and accepts alternate hypothesis. Therefore the inertia of model proved that age groups and level of income has dependency.
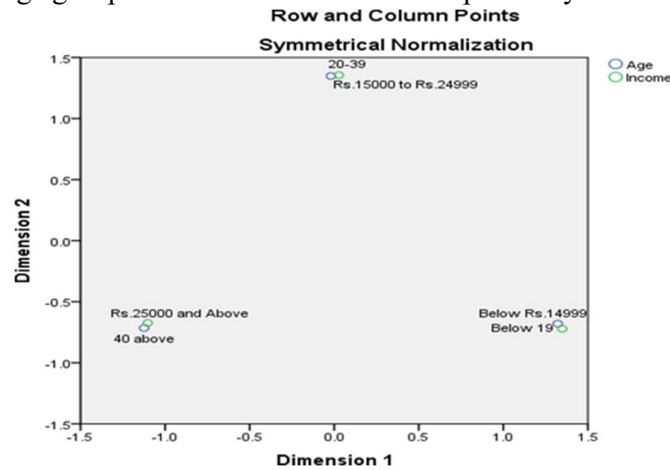
From the above chart it clearly explains the age via income level distribution among working women from unorganized sector. More the age showed more income with their experience in the particular field.

Structural Equation Model

Structural equation model has been conducted to identify the causal relationship among the study variables i.e., Individual factors, socio-environmental factors and economic factors is considered as dependent variables whereas sustainable wellbeing is an independent variables. In the below figure it represent the relationships among those variables. The results of the structural model and alternative hypothesis were also enclosed below.

H_1 2.1: There is a significant relationship on individual factors with sustainable wellbeing among working women from unorganized sector.

H_1 2.2: There is a significant relationship on socio-environmental factors with sustainable wellbeing among working women from unorganized sector.

H_1 2.3: There is a significant relationship on economic factors with sustainable wellbeing among working women from unorganized sector.
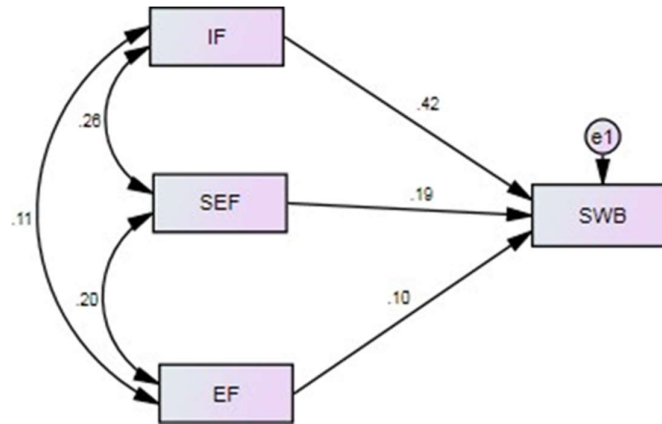
Figure 1. SEM model for Sustainable Wellbeing.

5. Results of Fit indices of structural equation model are shown in table.

Table: Goodness- of-Fit test values for Structural Model

Model	GFI	AGFI	NFI	CFI	RMSEA	p-value	Chi-square/ Df
Calculated value	.943	.911	.928	.939	.005	0.001	2.348
Recommend Value	0.8-0.9	0.8-0.9	0.8-0.9	0.8-0.9	< 0.08	< 0.05	Less than 5

Interpretation

From the above table it provides clear understanding of proposed model and to ensure the understanding of sustainable wellbeing and its influencing factors. The result reveals from the current study model the values of Chi-square/df = 2.348, GFI=0.943, AGFI= 0.911, NFI = 0.928, CFI = .939 and RMSEA=0.05. All the suggested values are satisfied with p value is less than

0.000. The structural equation model is statistically significant and all three factors are fit in the model. Therefore it's proven that the available data set fits into the proposed overall structural model.

- **Results of model**

Independent Variable	Dependent variable	Standardized Estimate	Estimates of regression weights	Standard Error	C.R	P-value
Sustainable wellbeing	Individual Factors	.42	.062	.014	18.412	***

Sustainable wellbeing	Socio-environmental factors	.19	.231	.012	5.301	***
Sustainable wellbeing	Economic factors	.10	.146	.011	3.451	***

Note: *Significant at 0.05 level, **significant at 0.01 level, ***significant at 0.001 level

The above table clearly explains about the relationship between individual factors and sustainable wellbeing. The values attained from the standardized estimates of first association is 0.42 and standard error value is 0.14 and C.R value corresponding to the first association is 18.412. Here between individual factors and sustainable wellbeing the estimate regression weights is .062.

Consequently the second association standardized estimates obtained is 0 .19, standard error value is 0.12 and C.R value corresponding to the second association is 5.301. Here the socio-environmental factor and sustainable wellbeing has an estimate regression weights as .231, similarly the third association standardized estimates is .10, standard error value is 0.11 and C.R value corresponding to the third association is 3.451. The p value is less than 0.05 and it shows high statistically significant relationship for all three factors i.e., individual factors, socio- environmental factors and economic factors on sustainable wellbeing. This serves as proof to accept and support the alternate hypothesis that all three variables are highly associated with sustainable wellbeing.

6.   Discussion

(The British household panel 1998) has made a survey and the results show that when the working hours are extended it has a major impact on home life of an individual. The results of the study show that all the three independent variables such as individual factors, socio environmental factors, and economics factors are interconnected with each other and it acts as a key to sustainable well-being for women working in the unorganized sector. Further sustainable development can be attained by women when the government takes initiative such as providing very basic education to them regarding the schemes available and facilitators who are accessible to them.

Women workers should be empowered to form trade union where they put forth their queries and suggestions and acquire the training needed in their profession. The recruitment processes should be transparent and lay with proper guidelines in terms of working hours and health hazards in the nature of work that they are employed. Supervisory bodies could also be established and they could keep a constant monitor on the proper implementation of legislations related to women workers working in unorganized sectors. Poverty alleviation programs can be more effectively and frequently conducted so as to generate awareness among the general public and women working in the unorganized sector.

7. Implications of Study

The study has provided base for the researchers in order to identify the major contributors of sustainable well-being among women employees working in unorganized sector. The major implication is that it provides the government and an individual the knowledge on the factors where more focus has to be laid and the areas where more support should be given for women employees.

Management firms of unorganized sector could also have a clear cut idea on the need and requirement for the well-being of the employees working at their concern.

8. Conclusion

Women employees are a boon to every organization they are dynamic and effective asset in any organization. But when it comes to unorganized sector women still are struggling to maintain their well-being compared to those women working in organized sector. Also studies show that in recent years views on women employees working in the unorganized sector have changed and they are also given privileges that an employee should acquire as per norms yet privileges are still in vain in many parts of the country. It is very important for a management to keep its employees also happy as their wellbeing will foster the company's wealth.

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