CHAPTER 3: RESEARCH METHODOLOGY
3.1. Research Design

Descriptive Research helps classify the phenomena. It describes characteristics of the population or phenomenon under study. This study is based on Descriptive research design. The total population of Rajasthan is 68,548,437, which has changed by 21.3% over the decade, that is, since the last census. The total Rural Population of the State is 51,500,352 and the urban population is 17,048,085. The percentage change in the Rural and Urban population over the decade has been 19% and 29% respectively. (Census 2011) The population of the three highest populated districts, Jaipur, Alwar and Jodhpur are 6,626,178, 3,674,179 and 3,687,165 respectively. Since these are the most populated districts, thus, the urban parts of them have been considered as the sample for research.

3.1.1. Universe

The state of Rajasthan is considered as the Universe in this research. The total population of workers in Rajasthan is 29,886,255 persons and the work participation rate is 43.6% (Census of India, 2011).

3.1.2. Population

The entire unorganized labour market of Rajasthan is taken as population in this research. The Census of Rajasthan 2011 shows that out of the total registered workers, the total percentage of organised workers in the state are 92% and the percent of unorganised workers is 8%, which is exactly reverse to the National data of unorganised and organised workers.
3.1.3. Sample

For the sampling purpose, the three highest populated districts were taken for the study constituting about 10% of the total number of districts (total number of districts being 33 in Rajasthan). The research took into study, only the urban part of all the three districts, considering importance of -

i. Urbanization

ii. Increasing labour force in the unorganized sector of the urban parts

There are 33 districts in Rajasthan. Out of these 33, 3 districts were taken for the study accounting for about 10% of the population size. The three districts selected for final sampling represent the labour market of Rajasthan. The reason behind selecting the three districts was their higher population among other districts. These 3 districts are Jaipur, Jodhpur and Alwar. Only the urban parts of these districts were taken for the final sample. In recent years, the increase in the unorganized sector of these urban parts has become a matter of concern. This research has concentrated on the manual workers of the unorganized sector. Since the unorganized sector consists mainly of informal enterprises and households without any social security, the major chunk of the population engaged in it were manual labourers. The respondents were manual workers such as coolies, loading unloading workers, workers involved in stone breaking, construction workers, workers hired on daily basis from the Mandi, shop workers, small factories, mills and household domestic help. This research focussed on these people because they are lowest in the pyramid of work and benefit and probably most suppressed and vulnerable.

For the purpose of the survey, a detailed schedule was prepared keeping in mind the objectives of the research. This schedule consisted of 64 questions, out of which, 44
questions were asked from the employees, keeping in mind the supply-side variables. And 20 questions were asked to their employers, keeping in mind the demand-side variables. The survey was conducted randomly in the small industries, like the handmade paper factories, Ghadi detergent factory, cement factory, fertilizer factory, sweet shops, big retail shops in the malls, restaurants, labour mandi of Jaipur, Alwar and Jodhpur and the domestic helps from homes (approached through their union). The survey was done in three parts over a period of six months approximately. The researcher was a major part of the personal interviews of the sample size. Many small and medium sized enterprises did not allow us to hold interview with their employees, as they were not very sure of the use of their data.

The required sample size was collected with the help of the below formula with given population proportion and infinite population.

$$n = \frac{Z^2 \times p(1-p)}{e^2}$$

Where,

i. $n=$sample size

ii. $Z=$ Z value of the confidence level (95% in decimal)

iii. $p =$ Population Proportion (work participation rate of the three districts taken separately and added)

iv. $e =$ margin of error (5% in decimal)

As the work participation rate for the urban parts of Jaipur is 32.2%, the sample size calculated for Jaipur was 334. For urban parts of Jodhpur the work participation rate was
32.4%, so the sample size calculated for Jodhpur was 334. In the urban parts of Alwar the work participation rate was 33.7%, so the sample size calculated for Alwar was 341. Hence, the total sample size calculated for the three districts came up to 1009 persons using the above formula.

The questionnaire responses collected from respondents in these three districts was around 1100. Out of these, 58 did not respond properly due to fear from their employees and their questionnaires were half filled. 97 among these 1100 were visibly under age (less than 14 years of age) but were working full time and said they were more than 14 years old; apart from other false information. Hence, their responses were rejected. 18 of the responses were half filled and therefore rejected. Thus, the final sample size of the research reduced to 927. Experiences and personal observations formed during the survey and data collection drive in the 3 cities of Jaipur, Alwar and Jodhpur were very different to one another. In the below paragraphs an attempt is being made to bring them out in sharp relief.

3.1.4. Jaipur

The survey in Jaipur was conducted in the month of May and June 2013. Being the district with the highest population, Jaipur had a workforce that represented the entire spectrum of intra and inter-state migrant labour force. The total population of Jaipur district is 6663971, among whom male are 3490787 and female 3173184. The total number of workers in Jaipur is 2,464,893, with work participation rate being 37.2%. Since our focus was on the lowest strata and the manual labour in unorganized sector, our major destinations for data collection were the 'labour mandi' of Sanganer, Tonk Phatak
and Chand Pole, as these were the places where contract labourers gathered every day in search of work. These labourers gather every day waiting for employers to arrive and hire them in large numbers on a contract basis. Since Jaipur is the capital city of Rajasthan and is experiencing rapid development, there is a large pool of available workers willing to take on contract work. Conversations with these labourers led to the emergence of a common theme – they were usually not employed every day. A large majority of the workers supplied the information that they worked only 15 days in a month, on average. Another fact which emerged was that potential employers would invariably check their caste and the region they belonged to before discussing anything else.

After these labour mandis, the lowest strata of workers could be found in various factories present in Sanganer area. The factories where we were allowed to conduct our survey were Kagzi Industries, A. L. Paper House, Sanjana Handmade Paper Industries etc. A few owners did not allow us to talk to their employees, such as Salim Papers Private Limited. Other industries that were covered as part of the survey were some textile production and dying factories and warehouses. This work which was traditionally dominated by the Chippa community sees workers from across the country nowadays.

The working conditions of the manual labourers in these factories were very poor. Workers in the paper industry said that they never got a holiday. Even Sunday was a working day for them and if they had to take a day off, there was no pay for the day concerned. Women labourers lacked proper sanitation facilities. There was paucity of safe drinking water in any of the industries of Jaipur. While the daily workers complained of these problems, women employees holding senior positions did not have these issues with the management. Due to dyeing and processing, there was a lot of waste materials and dangerous effluent discharge from these industries. Alarmingly, there was little or no
infrastructure for its proper disposal keeping the environment in mind. The working conditions of the labourers were also not safe. The temperature in the dyeing factories was more than 50-60 degree Celsius throughout the day. Noise levels were beyond acceptable. Pigs roamed freely around the places where the workers used to cook. The factory workers lived near to the factories using temporary accommodation as most of them were immigrants from the northern parts of India. The next group of workers targeted by the survey were children and labourers employed by sweet shops, large format retail stores and supermarkets, malls and domestic help. When asked, many children below the age of 14 who were working in these shops gave their age as 18 or above, a fact not borne out by their physical appearance. The shops employing such labourers were usually sweets shops and big kirana stores. On the other hand, domestic help had their union and most of them were registered under it. Their narrative was unanimous in recounting the hiring practices of their employers; which focused on their caste, marital status and the region they came from. The survey visited random construction sites as well and interviewed the workers present there. Most of the lowest categories of workers involved in such construction places were labourers involved in breaking stones, better known as 'beldars'. While the contractors were usually reluctant to allow the survey to interact with the labourers, efforts were made to hear the voice of such labourers wherever feasible. The last category of respondents we went to were the head-load workers. They must move very heavy load and move it onto a transport, usually from the factory premises.

The total number of responses collected via survey in Jaipur was 480, out of which, the data of 74 respondents had to be rejected due to the reasons mentioned previously. Thus
total valid responses gathered from Jaipur's unorganized labour market were 406.

3.1.5. Alwar

The total population of Alwar district is 36,74,179 of which 19,38,929 are male and 17,33,070 female. The total number of workers is 1,708,542 and the work participation rate is 46.5% (Census of India, 2011). The survey of the unorganized labour market of Alwar was conducted in the month of February and March 2013. The category of workers surveyed were the same as the one mentioned in context of Jaipur. Since it was winter during this period, the labourers came around 7 am to the labour mandi of Alwar. Alwar is the second largest district in terms of population in the state of Rajasthan. The survey was coincided to occur in the early morning as the labourers came in at places such as Bhagat Singh Chowk, Kala Kuan, Alwar GPO and Circuit house. It was observed that the labourers interviewed in the various mandis of Alwar raised the same employment challenges as the labourers of the Jaipur mandi markets. The industries visited during the survey were mainly situated in the M.I.A Extension area of Alwar. Some of the industries included Ghari detergent by RSPL and Carlsberg.

A very strange pattern of labour employment was noticed in some of the factories surveyed in Alwar. The industries like Ghari detergent showed no presence of female employees. The reason quoted by the manager of the unit was, “presence of female employees cause distraction among the male workers and hence reduce the productivity of the unit”. The manager informed us that this trend was followed throughout the Ghari factories in India, which marks the presence of strong gender discrimination in this
industrial unit. Another vital conclusion from the survey done there was the absence of workers belonging to the Alwar area in the unit. The reason cited for this deliberate choice of the factory workers was the irregularity of the local workers. According to the management, employing local workers led to frequent missed production targets attributed to absence of the labourers due to a wide variety of reasons. This example was very unique and proved out to be a case of favourable discrimination for immigrant labourers, which generally is the reverse in most cases. The next group of respondents were from various categories of shops and stores, construction sites, head-load workers and domestic help. The total responses collected through the survey in Alwar were 384, out of which 56 were rejected due to reasons elaborated upon earlier. The final number of respondents considered as sample for survey was 328.

3.1.6. Jodhpur

Jodhpur district has a total population of 3,687,165 of which 1,923,928 are male and 1,763,237 female. The total number of workers in Jodhpur is 1,489,741 persons and the work participation rate is 40.4% (Census of India, 2011). The survey of head-load workers in many parts of Jodhpur city had to be stopped due to a very peculiar pattern of workers’ behaviour, which could not be judged rational per economic theory. All laws of and studies in economics are based on a pre-determined assumption that the consumer behaves rationally, hence, the data from the head-load workers were not taken into account and further survey was stopped on this category of labourers. The most important observation made while conducting the survey on these labourers was that while they charged rates as high as Rupees 500-4000 per day, almost all of it was spent on drinking
alcohol and gambling. Again, these labourers deliberately never agreed for a formal job agreement with the employers and opined that Government interference or policy making will decrease their wages rather than improving them. Respondents from labour mandis such as Basni mandi, ITI circle and Jalori Gate formed a large part of the survey. Workers from the industries of handicraft, Guar gum and stone processing were part of the survey. Other respondents of the survey belonged to the category of shop and store workers and domestic help. A total of 236 individuals were interviewed during the survey in Jodhpur, but the accepted number of respondents was 194 with 42 responses rejected.

3.2. Concepts and definitions

3.2.1. Unorganized Sector

NCEUS defines Unorganized Sector as one which consists of all unincorporated private enterprises owned by individuals or households engaged in the sale and production of goods and services operated on a proprietary or partnership basis and with less than ten total workers.

3.2.2. Informal Employment or Unorganized workers

NCEU defines informal employment or unorganized workers as “those working in the unorganized sector or households, excluding regular workers with social security benefits, and the workers in the formal sector without any employment and social security benefits provided by the employers”
3.2.3. **Labour Force**

The labour force or ‘currently active population’ comprises all persons who fulfil the requirements for inclusion among the employed or the unemployed [Manual on Labour Statistics (I) 2012]

3.2.4. **Employment**

The definition of employment, given by International Labour Organization, separates the concept of ‘paid employment’ and ‘self-employment’ and considers that all work, be it, wage or salary, profit or family gain, including production of goods for own consumption, is a part of employment.

3.2.5. **Employed**

Employed refers to all persons, who above a specific age, during a specific period, either ‘one week’ or ‘one day’ were either working for paid employment or were self-employed.

3.2.6. **Paid employment**

Paid employments refers to all persons who during a specific period have worked (even for an hour), either for cash or kind.

3.2.7. **Self-Employed**

Self – employed are the individuals, farm, service undertaking or enterprise, who for a specific period of time, have worked for profit or family gain, either for cash or kind.

3.2.8. **Unemployment**
According to the ILO international standard definition, unemployment refers to a person above a specific age, who during the reference period is without work i.e. not engaged in either paid employment or self-employed, but is seeking employment.

3.2.9. **Informal Sector**

The Informal sector is regarded as a group of production units, which, according to the definitions and classifications provided by the United Nations System of National Accounts, form part of the household sector as household enterprises or, equivalently, unincorporated enterprises owned by households. The Informal sector comprises i) informal own-account enterprises, and ii) enterprises of informal employees (Fifteenth International Conference of Labour Statisticians January 1993).

3.2.10. **Regular Wage/Salaried Employees**

Regular Wage/Salaried Employees are the persons engaged in regular workforce who are paid a regular wage or salary.

3.2.11. **Casual Labour**

Casual workers are those who have an explicit or implicit contract of employment which is not expected to continue for more than a short period.

3.2.12. **Contract Labour**

A workman is deemed to be employed as ‘contract labour’ in or in relation to work of the establishment, if he is hired for such work by or through a contractor, with or without
knowledge of the principal employer. [Section 2(1)(b) Contract Labour (Regulation and Abolition) Act 1970]

3.2.13. Contractor
A person or authority that employs workers on a temporary basis with or without the knowledge of the principal employer.

3.2.14. Establishment
Establishment refers to any office or Department of Government or a local authority or any place where industry, trade, business, manufacturing or occupation is going on. [Section 2(1)(e) Contract Labour (Regulation and Abolition) Act 1970]

3.2.15. Principal Employer
Principal Employer is the manager or occupier of factory or head of department of Government/local authority. [Section (1)(g) Contract Labour (Regulation and Abolition) Act 1970]

3.2.16. Native Place
Native Place is the place of birth of the respondent.

3.2.17. Labour Force Participation rate (LFPR)
LFPR is defined as the number of persons/person - days in the labour force per thousand persons/ person – days.

\[
\text{LFPR} = \frac{[\text{No of employed persons} + \text{no of unemployed persons}]}{\text{Total Population}} \times 1000
\]

3.2.18. Work-Force Participation Rate (WFPR)
WFPR or WPR is defined as the number of person or person – days employed per thousand people or person-days.

\[
WPR = \frac{[\text{No of employed persons}] \times 1000}{\text{Total Population}}
\]

3.2.19. Unemployment Rate (UR)

The Unemployment rate is defined as the number of persons or person days unemployed per thousand persons or person days in the labour force.

\[
UR = \frac{\text{No of Unemployed Persons}}{[\text{No of employed persons} + \text{No of unemployed persons}]} \times 1000
\]

3.2.20. Urban area

The Census of India 2001, defines urban area as:

a) All statutory places with municipality, corporation, cantonment board or notified town area committee, etc.

b) Place satisfying the following three criteria simultaneously:

i) A minimum population of 5000

ii) At least 75% of male working population are engaged in non-agricultural pursuits; and

iii) A density of population of at least 400 per square kilometre

3.2.21. Dependent

A person wholly reliant on the earning member of the family and who draws no income either in cash or kind.

3.2.22. Natives

A person who is born and spent large part of his life in Rajasthan.

3.2.23. Immigrants

In this context, it refers to any person who is born outside of Rajasthan and has come to seek employment in Rajasthan.

3.2.24. Lower Castes
All persons belonging to backward and under-represented communities, defined primarily by caste and tribes, who are eligible for reservation as per the Indian Constitution.

3.2.25. *Upper Castes*

All persons belonging to the unreserved category of caste, who are ineligible for reservations, according to the Indian Constitution.
3.3 Important Variables used in the study

The most important variables used in this study were the supply side variables. They include educational background, family income, no of dependents, gender, religion, caste, and place of birth, kind of job, current earnings and socio economic details. The respondents’ socioeconomic profile comprises age, gender, job, number of members of households, number of years of staying on current job, number of years of staying in current place. Other variables studied relate to reasons for choosing present job, reasons for migrating from original place and major source of income.

The demand-side variables include criteria for selecting workers, methods of advertisement for job, basis for wage determination and whether the employer will engage a person for work if he is neither a male nor female.

3.3.1. Dependent and Independent Variables

The major dependent variable in this study were earnings of the employee, as all the other variables, like: caste, place of birth, gender, religion, kind of job will be independent since they affect the earnings. Different models were used to determine the dependency of certain important variables like, occupation, education and individual income.

3.4. Scope and Coverage of Data

This research collects data on some characteristics based on which the kind of discrimination associated, its causes and effects was analysed. Data was collected from
workers who were already employed (collection site: work place) and also from workers who were seeking employment in the labour market. These workers included all the daily wage workers, casual workers and contract workers. In order to emphasize the multiple ways and kinds of discrimination, information on several correlated variables were also gathered. Several probing questions were put to the workers to understand the kind and extent of discrimination they face at the workplace and the labour market so that specific information in this regard could be collected.

The categories of workers from whom the data was collected are construction workers, contract labourers, head-load workers in transportation industry and factories, coolies, daily wage earners, factory workers (except the regular workers), workers in the sweet shops, large retail stores and local ‘kirana’ stores and domestic helps.

3.5. Data Collection

Both primary and secondary data have been used in this research work.

3.5.1. Secondary Data

Secondary data was collected from various government department reports such as: Labour Department, Ministry of Labour, NSSO and Census Reports. Other sources include the Human Development Reports, reports from ILO and Planning Commission reports. Policy documents such as Industrial Policy 1948, 1956 and 1991 were also used. A 10 year data source from the State Planning Commission was taken into the study to determine the condition and the growth in the size of labour market of Rajasthan. Apart
from these, Minimum Wages Act (1948), Fundamental Rights, Apprentices Act, Contract Labour (Regulation and Abolition) Act 1970, Employees Provident Funds Act 1952, The State Employees State Insurance Act, Factories Act 1948, Labour Laws (Exemption From furnishing returns and maintaining registers by Certain Establishments) Act 1988, Unorganized Workers Social Security Act 2008 were also taken in context for this research work.

For the Secondary Data, various reports from the Government of India and other Research Organizations were also taken into account. The definitions and tables were primarily taken from the recent NSSO Survey 66th round (2009-10), Human Development Report, Indian Labour Journal (Chandigarh), Manual on Labour Statistics(I) 2012 and India Labour and Employment Report 2014.

3.5.2. Primary Data

3.5.2.1. Geographical Coverage: The survey for this research work covered the three districts with the highest population in Rajasthan, namely Jaipur, Alwar and Jodhpur. Only the urban parts of these districts were considered for the survey, keeping in mind the following factors-

i) Urbanization

ii) Government’s focus on increase in employment opportunities in the private, unorganized sector.

3.5.2.2. Sub-rounds: The fieldwork for this research was conducted in three rounds, the duration of each being about 2 months. The total time taken to complete the survey was
more than 6 months. The survey started in the month of February 2013 and ended in July 2013. The number of sample collected varied according to the population of the district.

3.5.2.3. Sample Size: The population of the three highest populated districts of Rajasthan - Jaipur, Alwar and Jodhpur are 6,626,178, 3,674,179 and 3,687,165 respectively. The urban population for them stands at 3,471,847, 495,099 and 1,264,614 respectively. The largest sample size (406) was collected from Jaipur, as it is the highest populated district in Rajasthan. Second largest sample size was collected from Alwar (328) and the smallest sample size was taken from Jodhpur (194).

3.5.2.4. Method of data collection: The survey used stratified sampling to categorize the cities and manual workers in groups. Later in the final stage of data collection, unit sample was collected through systematic sampling of the stratified workers. The interview method was used to conduct surveys through prepared schedule, from the sampled workers. The workers in the informal sector of Rajasthan are a part of the population of this research.

3.5.3. Details of information collected in the survey

The information for the survey was collected through a Schedule, whose idea was taken from the Schedule 10 of the National sample survey Office. The schedule included a range of information on the following aspects:

i) Household characteristics, like number of dependents, number of children, caste, religion, occupation, individual income, household income, type of income
ii) Demographic characteristics, like age, gender, place of birth, languages known, educational level, reasons for leaving native place

iii) Other category of information addressed personal health issues of the workers, such as, life threatening diseases, genetic disorder, frequency of falling ill

iv) Work-specific information was also collected through questions, like type of work, kind of workplace, total years of work experience, years of work in the present job, reasons for leaving previous job, difficulties faced in finding job, job satisfaction

3.6. Data Processing

Data validation and scrutiny was done once complete data was collected after a survey in all the three districts of Rajasthan. The data from the schedules was entered in the excel sheets for the quantitative variables, while observations made during the survey was written in the word document for further references. After complete data was coded in the excel sheet, it was imported to the Statistical Package for Social Sciences (SPSS 19.0 trial version) and later to the ‘oaxaca’ package in ‘R’ for further processing.

3.7. Research Methodology

After the data was collected and coded in the excel sheet, it was exported to the Statistical Package for Social Sciences (SPSS 19.0 trial version) for detailed analysis. Descriptive statistics are the basic ways to show relationship between data. The descriptive analysis uses ratio, mean and median, graphs and charts to summarize the measures about the sample. Descriptive analysis was used to find out, mean, median and frequency of
various characteristics of the population. Frequency was used to show what age group of people dominate the unorganized labour market of Rajasthan. Distribution was used to show the percentage of gender bifurcation and percentage of caste in the sample. Also, the frequency table was used to show the income distribution in the sample.

The central tendency of a distribution is an estimate of the ‘centre’ of distribution of values. Mean is the average of all the values of the sample. Median is the score found at the exact middle of the set of values. The median age and income of the population were calculated in this study. Cross tabulation, correlation and regression analysis were done to measure the kind and intensity of relationship between different dependent and independent variables. Cross tabulation is a statistical tool that is used to analyse categorical data. Categorical data is data or variables that are separated into different categories which are mutually exclusive. Cross tabulation helps us understand how two variables are related to each other by creating a contingency table for it. Cross tabulation was done between number of kids-religion, occupation-caste, type of income-caste and type of income-individual income to show the kind of relationship between them. Correlation was used to find the intensity and type of relationship between gender, work experience, individual income, caste and education. Later on, a multinomial logistic regression model was built to show the significant variables responsible for discrimination in the unorganized labour market of Rajasthan. The multinomial logistic regression model was used to build a model for unordered categorical response variables. A multinomial logistic regression model compares a number of dichotomies. The process of building a multinomial logistic regression model results in a number of logistic regression models which compare specific response categories. The multinomial model provides a number of logistic regression models by comparing each unordered response
variable to a reference category. This kind of regression model estimates an overall comparison and checks the effects of all the explanatory variables across all logit models, providing an estimate of overall significance. Multicollinearity in the multinomial logistic regression solution is detected by examining the standard errors for the beta coefficients. A standard error larger than 2.0 indicates numerical problems. None of the independent variables in this analysis had a standard error larger than 2.0. In this research, the first model was constructed taking occupation as the dependent variable and kids, caste, religion, gender, physical condition and birth place as independent variables. In the second model, education was taken as the dependent variable and caste, religion, gender and age were the independent variables. In the third model, individual income was the dependent variable and caste, religion, gender, age, physical condition, health condition, work experience, number of dependents, occupation and birth place were the independent variables.

In the final stage of the data analysis for this study, ‘Blinder (1973), Oaxaca (1973)’ decomposition was used to find out the exact values of discrimination component in the research. The ‘Blinder-Oaxaca’ decomposition method is widely used by sociologists and economists to study discrimination worldwide. This method decomposes the mean wage of two groups to be studied, their mean wages and a difference between the two groups is taken out. This difference is further decomposed into an explained part and an unexplained part. The difference of explained part is said to be due to group differences in the levels of explanatory variables and the unexplained part is due to the differential part of the regression coefficient. Then a threefold and a twofold decomposition is used to decompose the unexplained part further. The unexplained portion of the mean outcome wage gap through twofold decomposition is usually said to
occur due to labour market discrimination. This outcome is further decomposed into ‘unexplained group A’ and ‘unexplained group B’, where ‘unexplained A’ is interpreted as discrimination in favour of group A and ‘unexplained B’ as discrimination done against group B. In this research the whole data is divided first into natives of Rajasthan as group A and immigrants as group B and the difference in their wages is decomposed to reach the final answer of the unexplained part of discrimination.

Further, the data is split gender-wise and the difference in the male and female wages is decomposed and explained as a part of discrimination.

Various software implementation of the ‘Blinder-Oaxaca’ decomposition is available, like Stata and SAS. The ‘oaxaca’ package of ‘R statistical programming language’ (R core team 2014) used in this research is the first ‘Blinder-Oaxaca’ decomposition package for ‘R’ and has been used with the help of instructions introduced by Professor Marek Hlavac (Harvard University 2014).

3.8. Hypotheses

Several studies related to labour market discrimination show that no significant work has yet been done in regard to the labour market conditions in Rajasthan. There are various types of discrimination, which affect the economy of any state or country. In order to prove certain theories related to the labour market and study the unorganized labour market of Rajasthan without any bias, this study built following Null hypotheses which formed the basis research work.

1. $H_0$: There is no discrimination between the locals and the immigrants

2. $H_0$: There is no gender discrimination in Rajasthan
3. H₀: There is no discrimination on the basis of caste in Rajasthan

3.9. Limitations

Although the research conducted on the unorganized labour market of Rajasthan is an attempt to accurately cover the major part of the informal workforce of the State, but there have been some potential human limitations to the work.

1. The information provided by the respondents may be biased in nature
2. The actual survey, that is, the primary data collected, was done only in the urban parts of three districts of Rajasthan
3. Since the actual size of the unorganized sector is vast, the sample was taken from the urban, informal workers of the three highest populated cities of Rajasthan, thus the area may also be a limiting factor

3.10. Significance of the Study

With the increasing pace of globalization, the world’s economies have changed drastically. The labour market discrimination has increasingly become a matter of concern all over the world. Such discrimination in its various types affects all economies. An analysis of the reviewed literature clearly shows that the academic work so far has been set in other areas of India and no study has been conducted to study the labour market discrimination in the state of Rajasthan. Therefore this significant yet unexplored topic for Doctoral Research work has been chosen.
It would throw light on the various types of discrimination practiced in Rajasthan during the last decade and is first of its kind to take up the proposed issues for study. The research would be significant as:

1. The study is first of its type on the labour market of Rajasthan, as no detailed study has been done till now on the unorganized sector of the state.
2. The data set and the environment of the research is completely new.
3. The ‘Oaxaca’ package of ‘R’ statistical programme used in the research is the first of its type to be used in the analysis of labour market discrimination of the unorganised sector in India.
4. The outcomes of the research may prove helpful in providing new insights for policy making.
5. The study tries to widen the scope of available knowledge, enrich and enhance the existing portfolio of contemporary literature.