CHAPTER - VII

SUMMARY, CONCLUSION AND SUGGESTIONS
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The 'Urban Explosion' or 'Process of Urbanisation' have contributed to the mass urban unemployment, underemployment and extreme poverty in the urban areas of the developing countries. Since the formal sector has failed to absorb all the additions to the urban labour force, a major proportion of labour force has to create its own employment in the Urban Informal Sector. Though the concept was first used by Keith Hart (1973), but it has gained importance in the literature on development and employment policy with its adoption by institutions like ILO, IBRD, UNDP etc.

The present study is concerned with the income and employment of UIS workers working in Trade Sector in Raipur city. It has been pointed at the beginning that the study would provide information on socio-economic profile, employment and income related aspects of trade sector workers. To be specific, we have laid down the following objectives for the study: To identify the process of generation of income and employment in UIS; to examine the labour market behaviour in UIS in relation to migration; to study the working and living condition of workers in UIS; to assess the proportion of the UIS workers living below the poverty line; and to find out the numbers of days and months for which the workers in UIS get employment:

Dichotomy in Urban Economy:

Concept of UIS assumes a dualism in urban economy. Research scholars have classified the economic structure of the city into two distinct compartments. These two compartments in the urban economy have been termed as 'Rich and Poor Sector', 'Protected and Unprotected Sector', 'Factory and Non-factory Sector', 'Firm centered and Bazaar type Economy', 'Upper and Lower Circuit', 'Capitalist and Peasant System of Production', 'Organised and Unorganised Sector' and 'Formal and Informal Sector'. All these dichotomous approaches
emphasised in the organisation of production activity is the urban economy. In view of conceptual vagueness, analytical variability and operational usability, it is better to argue for the use of formal and informal sector dichotomy as a convenient method of analysing the structure of urban economies.

Concept & Definitions of UIS:

Though recognised as a concept, policy makers and research scholars often use it in various context and with various sets of data. Therefore, created a lot of confusion is the proper understanding of UIS. Various approaches studied by scholars, But, investigations carried out by research scholars on these lines failed to explain effectively for the investigations, so far as UIS is concerned.

One criterion which is common to UIS units and it is approximately synonyms, is the size of units, it is also operationally a convenient criterion. We decided that, all trading units employing less than 10 workers may be considered asUIS units. The decision to make 10 workers as the cut off point was primarily based on the enforcement of factory act, presuming that units come under the factory act are obligated to provide certain formal condition of work. All units covered in the present study come under M.P. shops and establishments act, 1958

Role and Significance:

Role of UIS is an urban economy has been recognised for various reasons. These are: to generate significant level of income and employment; generate demand for semiskilled, unskilled and illiterates; use of low amount of capital; use the local resources and recycling of discarded materials; reduction of price due to low establishment charges; provide income opportunities for the poorer and also to contribute a substantial proportion of G.D.P.

Various studies revealed that the share of UIS ranges anywhere between 30 percent to 70 percent in urban areas of many developing countries. In India, UIS employment is over 90 percent of labour force in different years. The sector accounts, 99.0 percent of work force in agriculture; 78.0 percent manufacturing; 34.0 percent is mining; 58.0 percent is construction; 70.0 percent in trade; 48.0 percent in transports and 67.0 percent in services. The proportion of labour force
In different Indian cities ranges between 28.3 percent to 84.0 percent.

Methodology:

In the present course of study both the primary and secondary source of data have been used. The secondary data has been collected from published and unpublished sources like census reports, district hand books, records of various departments and institution and other research studies.

In order to collect primary information as per the sampling schedule, 200 labours were approached in personal level. The trade sector of Raipur city, on the basis of their nature and speciality were classified in to 4 sub sectors, viz., Edibles Trade, House holds Trade, Cloths Trade and Machinarys Trade, and from each of them 50 labours were sampled. In order to facilitate proper representation of various markets and trading locations of the city, 10 of them were selected by observation and in each of them 20 workers were sampled. The sampling has been carried out on the random basis and chain based sampling has been strictly followed.

Present study is divided in to two parts. Part one provided the basic setting, definitional and conceptual developments, a brief profile of Raipur city and a review of literature. Part two focuses on socio-economic characteristics of UIS workers, migration, employment characteristics and problems and distribution of income and poverty of workers in urban informal trade sector.

The city:

Raipur is one of the largest trading, commercial and administrative centre of the M.P. state. With rapid industrialisation and urbanisation, commercial importance and employment prospects of the city has increased. The official data reveal that in over 13000 shops over 6500 workers were employed, in UIS. Data reveal that 99 percent of shops and above 92.0 percent workers are working in informal sector trading units. Though these data put lot of doubt is mind. Census reports shows that trade is prominent source of employment in Raipur as its share is nearly 20.0 percent of work force. So, in light of these the study of trade sector in Raipur city is worthwhile and useful. Also, study conducted in city like Raipur will help policy planners and administrators, because in development strategy, priority has been given on development of small cities.
Socio Economic Characteristics of Workers:

Socio economics background of workers play a significant influence on their efficiency, employment and income. Large majority of poors depend on UIS and they are laid at the bottom of the socio economic hierarchy of the city.

The average age of UIS workers was found 27.53 years. About 76.0 percent workers were below the age of 30 and about 16.0 percent were between 30 and 39 years. Results suggesting thereby the UIS absorbs the fresh entrents, who after acquiring certain skill and experience graduates towards other sector.

45.5 percent workers belong to backword castes, 25.0 percent from forward castes, 20.0 percent were belong to schedule castes and tribe and remaining 9.5 percent were from other castes. It has also been concluded that castes holding the socio economic and political power also dominates the UIS as workers.

Higher proportion of unmarried workers 48.0 percent was found among UIS workers because they were relatively younger in age.

UIS workers has undergone, on average, education of 8.41 years. 6.5 percent of the workers were illiterate; 16.0 percent had primary education; 28.0 percent had middle school education; 33.5 percent had higher secondary education; 9.0 percent had graduation level and 7.0 percent had post graduation level. The study rejects the common belive that UIS workers are relatively less educated. The reason for good education background can be seen in the widespread unemployment among the educated young.

85.0 percent workers were living with other members of family and only 15.0 percent workers were living alone. In all sampled families 34.5 percent members were earning member and 65.5 percent were dependent members. The average size of family was 4.97 and dependency ration was 1.90. Dependency ratio was found low, because workers were relatively young and high proportion of migrants were living alone in Raipur.

As far as workers parental education was concerned 82.5 percent workers had reported higher level than their parent and 15.0 workers had same education level to their parents. Average parental education was 3.13 years against 8.41 years to workers. Sectoral mobility between parents and workers was very high.
as only 15.0 percent were engaged in trade sector. This suggests that, educational background of parents contributed to the workers education but sectoral mobility across the parent and sons occupation was found very high.

Housing condition was found satisfactory as only 13.5 workers were living in dependent accommodation.

Indebtedness among UIS workers was not very high as only 29.5 percent had borrowed loans. Four out of every five workers borrowed for social and personal purposes. Mostly workers borrowed upto Rs.5000 and their employers and money lenders were principal source of borrowings. The reason for low credit worthiness on the one hand and frugal life style of the employees on the other.

It is generally said about the UIS, that this attracts and absorbs a sizable proportion of migrants. In UIS of Raipur city 54.5 percent workers were migrant and rest were native of Raipur city. This result confirms our hypothesis that, the UIS plays a key role as absorber of migrants in ULM.

A large proportion of workers i.e. over 62.0 percent belonged to Raipur district itself and 21 percent were migrants from various places of M.P. state. Search of employment (35.78 percent) was the largest reason for migration, followed by unemployment in native place (17.43 percent), to join family (12.84 percent), education and family quarrels (8.26 percent each). Overall 64.22 percent were migrants because of pull factors and remaining were migrants due to the push factors.

69.0 percent of migrants had no income before migration. While, among those who were employed before migration, 17.65 percent reported a decline and 29.41 percent expressed no change remaining around 53.0 percent reported increase in earnings. Migration has got a good rate of advantage over income and employment too, because those who were unemployed had obtained their jobs in UIS. The above findings support the hypothesis which reveals that UIS plays a key role as a absorber of migrants in ULM.

Average years of arrival due to migration in Raipur was around 7 years.
Around 57 percent workers spent between 1 to 5 years in Raipur and 19.27 percent had spent between 6 to 10 years. Remaining 22.88 percent had spent beyond 10 years. This reveals that workers had tendency to stay permanently at the urban centres.

Around 9.0 percent of migrant had come to Raipur with pre-arranged jobs through contacts and above 26.0 percent got their jobs immediately after coming to Raipur. About 36.0 percent managed their jobs within the period of one month. Average period of waiting to obtain a job was 67 days. This suggests that migrants obtain jobs in UIS with relative in a easy way and process of migration is less troublesome. This finding reconfirms our hypothesis that UIS plays a key role as absorber of migrants in urban labour market.

Family of worker (25.69 percent) and self finance by workers (25.69 percent) found the biggest source who helped migrants during waiting period followed by relatives (17.43 percent), lived with family (11.01 percent) and friends (9.17 percent). Generally migrants had been sponsored either by family or by himself.

Employment of workers in UIS:

Generally, UIS workers are most disadvantaged group in the urban labour market, because, the recruitment and working condition for these workers in not governed by any formalised system or legislation.

As far as source who helped to get very first job in UISLM was concerned 50.0 percent workers got their jobs through personal contact or direct approach with employers, 16.50 percent through parents, 15.5 percent through relatives and 15.0 percent through friends and well wishers. While 63.50 percent workers reported that they got the present jobs due to personal contact or direct approach with employer. Other sources like friends (13.0 percent), relatives (12.50 percent), parents (7.5 percent) and owner approached (3.5 percent) were other important source who helped to get the present job. The result thus suggests that, personal contact or direct approach looked as the prime source of obtaining job and as experience increases, obtaining jobs through personal contact increases generally. UIS recruits through informal channels.

UIS is highly unregulated and functions without standard hiring norms.
Inturn workers have to depend on the whims of their employers. Only 38.5 percent workers reported that their job conditions was decided before job started and remaining 61.50 percent workers replied negatively. Thus the results confirm the assumption that UIS workers have to depend on the whims of their employers.

UIS workers acquires skills, while in jobs and normally they are not skillful. In the absence of any training, work performed by own mind was the biggest method (38.5 percent) followed by previous work experience (37.0 percent) by getting direction (19.0 percent) and viewing to others (5.5 percent). It can be concluded here that UIS is breeding ground for unskilled and untrained workers, where they learn by doing things.

Among the workers only 38.0 percent workers had reported that work is easily available and remaining 62.0 percent workers reported the jobs are not easily available. Nonavailability of work was found higher among migrants as 54.0 percent of native and 69.0 percent of migrants reported that jobs were not available easily. This suggests that job opportunities for UIS workers are not easily available and migrants have more difficulties than natives.

Lack of proper education (46.77 percent) was reported the single largest cause of nonavailability and lack of opportunities (20.16 percent), lack of indentify or relations (11.29 percent), excess labour supply (8.06 percent) were found to be other significant reasons.

It is generally said that, UIS workers have to face higher unemployment situation. Quite surprisingly, over 50 percent of workers had reported that they were never employed since they joined UISLM. 21.0 percent workers had to wait for one month, 17.5 percent had to wait between one to six months and remaining 11.0 percent had waited for over six months. The average period of unemployment was 65.46 days. As far average period of unemployment between previous and present job is concerned 64.0 percent workers reported that they were unemployed for one months. The average period of unemployed was 35 days.

While framing the hypothesis it was observed that unemployment was severe and acute in UIS but the present findings do not support the hypothesis since unemployment period reported by workers was pretty less. As compared to natives the percentage of migrants is higher and these migrants are in a haste to get job without bothering for
reasonable wages. Thus this becomes the main cause of low unemployment situation.

UIS play role of breeding ground for workers to achieve experience as well as skill. The present study reveals that 9.0 percent workers spent one year in UIS, 52.0 percent, spent 2 to 5 years, 19.5 percent spent between 6 to 10 years, and rest 19.5 percent workers spent beyond 10 years. As far as experience in present firm was concerned 22.0 percent had experience of one year, 53.0 percent had experience between 6 to 10 years, and only 5.0 percent workers were reported experience over 10 years in same firm. Average years spent in UIS by workers was 6.5 years, while average experience in same firm was 4.4 years.

UIS is characterised by higher degree of instability and turnover among workers than other sector. 38.0 percent workers didnot changed their job. While 34.5 percent changed job once, 16.0 percent changed twice, 6.5 percent changed three , and rest 6.5 percent changed job for 4 to 10 times. Instablitity of job was not found very significant. Reason behind this was seen in the existence of large number of younger workers among respondent and widespread unemployment in economy. Apprantly the incidence of turnover is not so common and significant in the urban informal trade sector.

In UIS turnover is usually viewed as drifting from one unsatisfactory job to another job. Those workers who changed job,73.0 percent of them left due to voluntary reasons and only 27.0 percent left due to involuntary reasons. Low salary was the biggest reason behind leaving previous job. So, turnover in UIS was dominated by voluntary job changes and reflected a systematic and cautious job search pattern.

As far as hours of working is concerned 26.0 percent labours work for 8 hours perday, 7.0 percent work for 9 hours, 38.5 percent work for 10 hours perday and 28.5 percent works for over 10 hours perday.

Around 81.0 percent workers in informal trade sector units were enjoying fullday weekly off and another 4.5 percent availing half day weekly off. Over 80.0 percent or workers reported positive about casual leave and medical leave
facilities. Medical allowance facility was reported by one seventh of the workers. The study suggest that working condition was exploitative and violation of statutory law had found very common feature.

Present study suggests that trade union have a due role to play as they have left out a large proportion of labour force. Non of the workers in our sample had reported about membership of any labour union. Lack of knowledge about trade union, 50.0 percent, was the biggest reason behind not being the member of trade union and 20.5 percent workers reported that nobody from union contacted them.

Incidence of accidents was reported very low due to the nature of work performed in trade sector.

Urban informal trading units mostly employ the sales workers as 40.0 percent workers were found sales workers and another 26.5 percent were shop assistants. 17.50 percent respondents were clerkgrade workers and remaining 16.0 percent were from other categories.

Only 24 percent workers expressed that they had fully job satisfaction. Among remaining 76 percent workers, who were not fully satisfaction, low income (44.5 percent) was biggest cause of discontent followed by lack of permanent service (9.0 percent), service of lesser ability (6.5 percent) and hard work (6.0 percent).

As far as job security was concerned 72.5 percent workers expressed that their job was insecure. While, only 12.0 percent expressed that they had full job security. Remaining 15.5 percent replied that they were ignorant about job security. Result suggests that so far as UIS is concerned it is unregulated and workers in UIS have to face great degree of uncertainty and insecurity.

As far as factors to increase efficiency is concerned increase in income (37.0 percent) was reported as biggest factor followed by permanent service (22.0 percent), education etc. (17.0 percent) and other factors (9.5 percent).
Income of the UIS Workers:

There is a tendency to dub the UIS as low income sector. 30.0 percent of workers had monthly earning of Rs.500. The income of 55.0 percent workers ranged between Rs.500-Rs.1000 and of 13.5 percent ranged between Rs.1000-Rs.1500. The income of only 1.5 percent workers was beyond Rs.1500. Average monthly income was 752.75. Across the subsectors average monthly income was highest in cloth s trade (794.0) followed by machinery s trade (764.0), edibles trade (738.0) and households trade (715).

Average monthly income of the managers was Rs.1871.43. while for clerk grade workers, sales workers, shopassistant, other workers and peons the average monthly income was Rs. 905.71, 756.87, 581.13, 723.33 and Rs.355.0 respectively. The average monthly income of respondents was Rs.752.75. The UIS workers have been paid as per their hierarchy of status, though all types of workers have been paid relatively much lower as compared to other sectors. Considerable wage variation was found interms of workers status across the subsectors.

The shops & establishments act 1958 provides minimum wage for workers employed in trade sector. Overall 69.0 percent of the workers earning less than minimum wages. Across the subsectors, it was highest in households trade (76.0 percent) followed by edibles trade (68.0 percent), cloth s trade (66.0 percent) and machinery’s trade (66.00 percent). Thus, comparatively greater percentage of workers in trade sector were getting less than their lawful dues. Result shows the extent of violation of the statutory provision and degree of exploitation. Hypothesis of present study is ‘wage structure in UIS is exploitative’. The result supports our hypothesis.

Workers present job (working in trade sector) was found the most important source of livelihood as about 37.0 percent workers had some other source (supplementary source) of income.

The UIS workers contribution towards the family interms of family income was found vary important. 52.0 percent of workers were only earner in the family. While, workers share in family income was reaged between 1-25 percent, 26-50 percent, 51-75 percent and 76-100 percent for 11.0, 22.0, 10.5 and 56.5 percents
poverty was found higher among the big families with an exception of 5 members family.

The above finding supports the hypothesis of present study that 'incidence of poverty is higher on UIS workers'. The hypothesis is found confirmed because the percentage of families living below the poverty line as well as population living below the poverty line is found higher than that is at the national as well as at the district level.

**Earning Determinants of Workers in UIS:**

To examine the impact of various variables on earning the multiple regression analysis was applied. The basic model was

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\text{Earnings} = (\text{Education, Experience, Ability, Productivity, Characteristics of Employment}).
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The correlation matrix between variables used in the model show that, positive coefficient of correlation was found between earnings and all other explanatory variables while correlation between nativity and other found nonsignificant.

The regression analysis relating to the determinants of workers earning revealed that education and experience were the most important variables in determination of the workers earning in Trade Sector as whole, as well as, in all four subsectors. The model applied was explaining 40.0 percent to 67.0 percent variability in different sub sectors and Trade sector as whole.

The path analysis was applied to explain the direct and indirect effect of explanatory variables on earnings. The results indicated that experience education and nativity show positive direct effect on earning in Trade sector. So, the direct selection of these variables will be on improvement in earnings. The residual effect was 0.7689.

The foregoing study has been mainly concerned to the workers employed in urban informal sector, specifically, in trade sector in Raipur city. The study portray the socio-economic characteristics of workers. It has also described the working conditions, employment and income pattern of workers in the informal sector. The study has also focused on the number of other issues relating to
poverty and determinants of income etc. The study has put forward a number of hypothesis, which need to be further variafied in detail in the wider context of national economy, so as to reach some definite conclusions for use in policy formulation on desirable structure of economic activity, industrialisation and urbanisation.

**Major Conclusions of the Study:**

The major conclusion of the present study are as follows:

i. UIS had shown great capacity in absorbing the fresh and young entrants in the urban labour market, who were normally lesser educated and unskilled.

ii. Contrary to the earlier assumption, the UIS labourforce was found dominated by those castes who holds the higher position in the socio-economic and political hierarchy of the society.

iii. Contradicting to the assumption that UIS workers generally found less educated, the present study found that workers were relatively more educated.

iv. Indebtedness among the UIS workers was found to be relatively lesser as generally said.

v. The result obtained from the present study, conformed the hypothesis that "UIS plays a key role as absorber of fresh migrants in urban labour market".

vi. The study shows that UIS in Raipur city mostly absorbs indigeneous migrants of the district and, thus, the city plays as a nuclear point of providing jobs to the unemployed persons of the district.

vii. Contradictory to the some earlier studies the present study shows that the most of migrants have been pulled into the city from their native places, rather than pushed out from their villages.

viii. The process of migration from their native place Raipur city, in informal sector looked convenient, smooth and relatively painless, since the sector provides jobs for livelihood to the migrants.

ix. The study reveals that the expected current earnings differentials provides the direct and immediate motives for migration and higher expected
lifetime earnings would act only as an indirect motivation factor

x. The study suggests that, as this sector functions informally, the recruitment of workers also depends upon informal channels, specially through personal contacts.

xi. The study confirm the assumption that UIS workers have to depend on the whims of their employers as their terms and conditions not regulated by well defined rules and regulation.

xii. UIS workers have to face serious problem of non availability of work and this was more significant in course of migrants.

xiii. Contradictorily the workers have reported lesser period and incidence of unemployment. The result of the study rejects the hypothesis that "UIS labourer experience a higher degree of unemployment" This is because they can not afford to be without a job towards fullfilment of their livelihood.

xiv. The incidence of labour turnover and instability was not found very high as generally said, and this process was dominated by voluntary job changes.

xv. Working hours for UIS workers in trade sector was longer than statutory provisions and indeed, without paying overtime. Entire working condition was found very exploitative and violating of legal framework was very apparent.

xvi. Unionism plays a very negligible role in UIS workers matter. Unionism has still a long way to go to be truly representative and to gain bargaining strenth, specially, in UIS.

xvii. Dis-satisfaction is a widespread phenomenon among the UIS workers and workers in this sector are facing great degree of uncertainty and insecurity, which increases the instability in the sector.

xviii. Income of the UIS workers was at the bottom level in economy and majority of workers were not paid the legal minimum wage. The study confirms the hypothesis that "the wage structure in UIS is exploitative".

xix. A positive relationship was found between the size of family and average income. While a negative relationship was observed between size of family and
xx. The study conform the close relationship between poverty and participation in UIS.

xxi. In UIS, the significant determinants of workers earning was education and experience and increase in these variables will contribute to improve in workers earning.

xxii. UIS is a major source of livelihood for workers in this sense, it is not marginal for UIS workers families. The contribution of UIS workers towards their family was found very significant and with the increase in the family size the contribution declined because of the increase in earning members in families.

xxiii. The UIS dont looked as residual or temporary as some scholars designated, because a good proportion of workers spent long ye-ars in these activities and also generates a large proportion of their family income in this sector.

Suggestions:

The urban informal sector has been largely ignored by the policy planners and government, because it was inaesthetic insanitary, a potential breeding ground for crime or social unrest. Contrary to the trickle down effect of modernisation the UIS has not gone away, it has continued to grow in most parts of the developing world. The attitudes towards UIS are beginning to changed, because it is widely realised that UIS will continue to exist and grow, and also because of the greater understanding of the links between poverty and UIS employment.

The studies indicates that the UIS is very dynamic and productive in the economic life of all urban areas. In the continue process of increasing urban economies and declining organised sector, the UIS is playing a very important role in providing employment to the new entrants. But the growth of this sector is totally ignored in the planning process and entire infrastructure, finance, technology physical and managerial needs, and market is self generated within the sector. Hardly any attempt has been made by authorities to provide the basic needs to the sector. The growth dynamics of the UIS indicate that this sector has a capacity in absorbing labour and providing very useful and essential services to the society.
at very low costs. This calls for a change in the attitude of the policymakers, administrators and government and also for the formulation of appropriate policies at the national level.

Therefore, the policy approach towards UIS should aim at encouraging the growth of this sector, as well as the labour force involved in this sector by offering incentives and healthy environment to a large number of persons who are still outside the economic system. At this stage all that can be done is to provide certain suggestion and promising approaches to meet this problem:

i. Since wages are very low for workers in the urban informal trade sector and they are subject to the vagaries of market conditions, minimum wages shall be notified to all categories of employees and should ensure that such wages are paid. This is stressed because it was noted that even where minimum wage act were notified under shops and establishment act 1958, they were not paid in most of the cases.

ii. The progressive legislation of the UIS is clearly essential requirement for its integration to the economy. A sizeable proportion of informal sector trading units are not in a position to comply with the full range of legal requirements. Though some laws, regulations and administrative producers are essential to the functioning of society. The essential laws and regulations have to be applied immediately and some other could be applied with relatively flexibility to the UIS, without harming the public interest. A greater sensitivity to the situation and the needs of the UIS is essential if the sector is to be brought progressively into the regulatory frame work of the economy.

iii. The role of governments intervention is very significant. For governments the challenge is to formulate and apply a comprehensive strategy consisting of policy reforms, promotional measures, welfare schemes and introduction of an appropriate regulatory framework, proper social protection and encouragement of the trade union movements of informal sector workers. These types of approaches from the government side are essential to raise the productivity, efficiency, income and welfare of workers and there by render it capable to progressively applying the standards. Nevertheless, a beginning can be made in attempting to bring about improvements in certain basic and important key areas.
of social protection and in generating certain fundamental rights to UIS workers.

iv. While, governments must take the lead in providing the welfare support facilities, social protection and standards of working, but the task is very hard for them. To reduce the load put on, government agencies, nongovernmental agencies and voluntary groups can work in much closer context with the people concerned and can effectively handle the welfare works. Government can stimulate, encourage and support the effects on these types of groups, particularly, in the field of enforcement of minimum wage & labour standards and also for enhancing the trade union movement and cooperative movement among workers. These types of organisation can help for proper implementation of welfare measures.

v. The apprenticeship system in UIS have looked very effective in the transmission of skills. But quality of such training depends largely on the skills of the masters and his ability to communicate them to workers. And also, that types of training serves only to provide skills that are appropriate for work in the low productivity low technology enterprises of the UIS. There is need to be a greater interaction between formal training and the training provided by the UIS. A judicious contributions of apprenticeship and classroom learning can be a most effective way of providing training and also at the same time integrating it into a working environment. So, apprenticeship and training within the UIS needs to be evaluated and accorded formal recognition as acceptable vocational training.

vi. It has been generally observed that the UIS workers were found out of the various social security network. These social security schemes might provided protection against any type of casualty uncertainty or loss. It seems that any general strategy towards the development of social protection in the UIS is needed immediately, some degree of complusion would be essential ingradient for social security scheme, because, no single employee can afford to absorb the additional costs of social security. For this purpose cooperative can introduce or help can obtain through nongovernmental agencies we can launch a tripartite contribution based social security schemes. In this type of scheme contribution could be made by employee, employer and government equally.

vii. In the absence of effective and vigilant spokemen for UIS workers is one of the main reason for the persistence of their marginalised and often
exploitation position in society. Various exploitations have been practiced and allowed to persist against workers due to the lack of trade unions. On the other hand for the trade union movement itself the UIS presents both a dilemma and a challenge. The existence of UIS is the very antithesis of every thing that the trade union movement stands for. Trade unions in general ignore the problem and these workers are deprived of the protection of the law and of trade union action.

There is an urgent need to generate pressure for change, for elimination of exploitation and for improved working conditions in the UIS. Such pressure can only be built up by trade union. The encouragement of the growth of genuine organisation capable of mobilising solidarity among those who live and work in the UIS and voicing their needs and aspirations must surely be at the centre of efforts to improve the economic and social condition of UIS. Trade unions have a major role to play in this respect.

viii. Regulations, labour standards under the various governmental acts are generally not implemented in UIS units, quite obviously, no job security is enjoyed, no contractual relations between employees and workers, working hours are very long, wages are low etc. It is clearly out of the question to attempted to apply immediately to UIS the full range of existing laws, regulations including labour legislations because of inability of UIS employees to comply with full range of legal requirements. But certainly, some regulation is clearly essential for the functioning of society. There is considerable scope of simplifying amending and proper implementations of labour standards intended to protect workers even if some labour legislation cannot be applied with immediate effect in UIS.

The effects of a purely legislative approach an attempt to formalise the UIS by a stroke of pen would be simply to marginalise the UIS still further and to diminish the dynamism of the sector. So we have to move forward with the understanding, that, the lack of observance of labour standards and regulations in UIS, is therefore, their inability to absorb the increased costs involved. Measures can be taken to reduce and eventually eliminate altogether the most abusive forms of exploitation in the UIS. To start with the regulations concerning the hours of work, payment of wages, overtime, leave facilities could be taken first, than slowly and simultaneously, other provision could be implemented in future.
ix. Owing to the years of neglected by policymakers, enough is not known about the size and characteristics of UIS in the towns and cities where it exists. The absence or inadequacy of such an information base, of course, largely due to the nature of the UIS, itself it is different to obtain reliable information on UIS for instance; what these activities are; how many people are engaged in them; how many of them are women; how many people are engaged as self employed, wage workers, apprentices or family workers; the profitability of such activities; and the incomes earned from them etc. Yet without such information policies or interventions could be ineffective or inappropriate. An important task is therefore, to devise simple and inexpensive means of gathering data on the UIS. So it is needed to improve knowledge and understanding of what the sector consists of and how it operates. A detail time based survey be made of the UIS on a universal scale. So that its strength, importance, role, weakness and its needs are property identified and evaluated.

The above suggestions can neither be brought in to practise overnight nor the enforcement of legal provisions, can bring satisfactory development of UIS workers. This has also to be considered that this provisions may lead to prove themselves to be a burden on UIS units and may lead to decrease in job opportunities. In over enthusiasm, people usually recommend the implementation of provision or laws of formal sector, in this sector, but while doing so, they quite often forget the limitations and capacity of this sector. Of the provision and laws of UIS are like those of formal sector, there is every fear of confrontation of labours to unemployment. It can therefore, be wisely suggested to allow the process of progress in its normal course. so that the units of UIS are not over burdened, and are in a position to well come the changes gradually and smoothly. While, framing the rules and regulations for the UIS, regulations for the UIS, it should always be kept in mind that this sector is the centre of creation of employment.

It is intensely felt that, since efforts should be made towards improving the service conditions of the labours in this field, and equal emphasis should be laid towards improving the condition of the units of this sector, since these are centre of source of employment. In a democratic country, the legal infrastructure should be such that non of the classes should feel them to be ignored or exploited.
Therefore the changes inforced should be such that the labours dignity should always kept in view. The population of the urban areas is growing very fast, under any circumstances, formal sector will never be in a position to bear the load of increasing labour force. It is only the UIS which to great extent will be in a position to share the load of bearing the increasing pressure of unemployment. Therefore, it is the demand of the day to pay serious attention of the UIS.

Scope of Further Study:

Recently awareness about the UIS has been increased due to its role significance and contribution towards national economy. Nevertheless, this change many of studies still lack of rigour in analysis. Still a large number of aspects relating the UIS have to be studied properly. This sector still lacks proper information and data, analytical framework and research methodology. The review of literature and field study clearly point out that there is a vast scope for further research on various burning issues as well as some core problems of UIS.

From the longterm perspective a number of issue for the further studies can be identified, particularly, kind of labour force engaged in UIS; kind of the employment; educational and skill needs of the sector; workers categories and and their conditions in the sector; working and wage structure for UIS workers; welfare requirement and activities performed here etc. All of the above aspects are deserving attention for further search.

Another area which needs attention pertains to growth potential of the sector; future of the sector; kind of policy frame work for up gradation of UIS units; study of appropriate technology, marketing and investment needs; relationship and conflicts between FS & UIS; type of work carried out; legal and administrative constraints and harassment faced by UIS; demand and supply of products and services etc. A great deal of scope as yet on UIS in relation to poverty and migration too, is existent.

All of the above suggested fields are vital not only for providing information and policy formulation but also in order to monitor the impact of various governmental schemes and programmes including structural adjustment reformation and liberalisation process.