(RESEARCH ARTICLE)

Mental health and anxiety among unorganized sector labour

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Abstract

Background: National Sample Survey Organisation (NSSO) in 2009–10, the total employment in the country was of 46.5 crore comprising around 2.8 crore in the organised and the remaining 43.7 crore workers in the unorganised sector. Out of these workers in the unorganised sector, there are 24.6 crore workers employed in agricultural sector, about 4.4 crore in construction work and remaining in manufacturing and service. The unorganized labour is overwhelming in terms of its number range and therefore they are omnipresent throughout India. As the unorganized sector suffers from cycles of excessive seasonality of employment, majority of the unorganized workers does not have stable durable avenues of employment. Even those who appear to be visibly employed are not gainfully and substantially employed, indicating the existence of disguised unemployment. Though unorganized sectors contribute substantially to the country's growth, the status of labour force remains unchanged. In developing and over populated countries like India persons working in unorganized sector are at high risk of job insecurities. As per the India labour Market Update, July 2016, the Construction sector has been the main creator of job.

Objectives: to study the mental health of labour in unorganized sector and anxiety among them.

Methods: This study is conducted at construction sites in City of Pune, Maharashtra, India. This study included 110 randomly selected construction site labours (62 males and 48 females). For data collection researcher used Sinhas's Comprehensive Anxiety Inventory (SCAT) and Mental Health Checklist (MHC) by Kumar (1992).

Results: The findings of the study suggest that there lies significant difference in anxiety and mental health of male and female labour as well. It was further concluded that there lies a high correlation between anxiety and mental health of labour in unorganized sector.

Conclusions: The study shows that the work in organized sector contribute moderate to high level of anxiety amongst the labour. There must be a management policy with reference to mental as well as physical health of these workers. It should take into consideration the issues concerned with in time assessment and treatment as well as rehabilitation. Work stress can be prevented by the techniques of human engineering, by designing the work environment effectively. The work environment and working conditions has to be developed in a very sensitive and responsive management system.

Keywords: Unorganized sector; Mental Health; Anxiety; Labour

1. Introduction

- National Sample Survey Organisation (NSSO) in 2009–10, the total employment in the country was of 46.5 crore comprising around 2.8 crore within the organised and the remaining 43.7 crore workers in the unorganised sector. Out of these workers in the unorganised sector, there are 24.6 crore workers employed in agricultural

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sector, about 4.4 crore in construction work and remaining in manufacturing and service. The unorganized labour is vast in terms of its number range and therefore they are ubiquitous throughout India. As the unorganized sector face challenge of employment, majority of the unorganized workers does not have stable long lasting apportunities of employment. Even if employment is available, the earning is meager and equivalent to unemployment.

- With reference to the developing counties, the unorganized sector plays very important role in the economic development. The unorganized sector reduces unemployment in a country. This large workforce face challenges of unemployment and financial security.
- In the big cities like Bangalore, Mumbai, Pune there are lakhs of faces who rely on manual labour for their livelihood. These labour includes, security guards, construction workers, Garments workers and many more living on daily wages. Their income has not grown at amazing rates of their employers. This is leading them to deeper poverty.
- The unstable opportunities, poverty and competitions are leading them to live more and more stressful life in metropolitan cities. Many labour of construction site are farmers who are migrated to cities due to unpredictable climatic conditions.
- Stress is the physical and psychological responses in humans which enables them to restore inner stability through changes.
- These labour have to cope with psychological stress, deal with their negative emotions, resolve day to day conflicts, safeguard themselves from high pressure of the economic crisis, as well as dealing with other stresses like innovations in construction industry. WHO defines mental health as the concept as: a state of well being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her own community (WHO, 2007, p. 1). Individually, mental health affects our expressive, cognitive, perspective, relational, and coping abilities, undergirding our general health and wellbeing and capacity to integrate into and become productive members of society (Dwivedi & Harper, 2004). There are a number of individual and ecological factors which affect the mental health of labour. Among the different factors, anxiety is an important factor.
- Anxiety is one of the major psychological variables which contributes in both positive and negative way to the daily life of an individual. Anxiety also called angst or worry is a psychological and physiological state characterized by somatic, emotional, cognitive, and behavioural components. Psychologists find abnormal anxiety interferes in the organized behavioural sequence. It is the displeasing feeling of fear and concern (Davison, Gerald, 2008). The root meaning of the word anxiety is 'to vex or trouble'; in either presence or absence of psychological stress, anxiety can create feelings of fear, worry, uneasiness, and dread (Bouras & Holt, 2007).
- The stressed workers will face health issues, motivation problems resulting into less production. They are more prone to accidents on sites. Stress at work can be a real problem to the organization as well as for its workers. Considering the load of physical work and stress of insecurity and low wages, these workers also get involved into drinking and smoking habits.
- So, the present investigators visualized a need to study the effect of anxiety on mental health of workers from unorganized sector with special reference to construction industry.

Objectives

- To study anxiety among workers of unorganized sector.
- To find out the difference on anxiety among workers of unorganized sector on the basis of gender.
- To study the mental health among workers of unorganized sector.
- To find out the difference on mental health among workers of unorganized sector on the basis of   gender.
- To find out the relationship between anxiety and mental health among workers of unorganized sector

1.1. Hypotheses of study

- There is no significant difference of anxiety among workers of unorganized sector on the basis of gender.
- There is no significant difference of mental health among workers of unorganized sector on the basis of gender.
- There is no significant correlation between anxiety and mental health among workers of unorganized sector.

2. Material and methods

For this study a Descriptive survey method was adopted to study the present problem.

2.1. Sample

This study included 110 randomly selected construction site labour (62 males and 48 females).

The present study was done in Pune City.

2.2. Tools

For obtaining the data on Anxiety and Mental Health two scales were used.

- Comprehensive Anxiety Scale by Sinha & Sinha (1955). This test developed by A.K.P. Sinha and L.N.K Sinha was used. Reliability coefficient using product moment correlation was 0.85 whereas by using Spearman Brown formula it is 0.92.
- Mental Health Checklist (MHC) by Kumar P (1992). Mental health check –list measures pre-illness mental conditions of the person. The spilt-half reliability, correlating the odd-even items (applying the Spearman-Brown Formula for doubling the test length), has been found to be 0.70 (N=30) with an index of reliability of 0.83. The test-retest reliability has also been studied. It has been found to be 0.65 (N=30) with an index of reliability of 0.8. The content validity was adequately assured as only those symptoms which showed 100 percent agreement amongst the judges regarding their relevance to the study of mental health were selected.

2.3. Statistical Tests

Data was collected & entered in Microsoft Excel sheet and analyzed by SPSS version 16.0. Mean and standard deviation has been calculated and correlation and linear regression have been applied.

3. Results and discussion

On the basis of data gathered mean and standard deviation was calculated. The 't' was calculated to find significant difference of each group with regards to anxiety and mental health. The hypotheses stated are verified with the help of statistical techniques.

3.1. Hypothesis 1

There is no significant difference on anxiety among workers of unorganized sector on the basis of gender. 't' test is applied to verify the results

Table 1 't' value of Anxiety among labour on the basis of Gender

	Labour	N	Mean	S.D.	t-value
Gender wise labour	Male	62	17.33	7.12	6.02**
	Female	48	23.75	10.2	

** p<0.01

Table 1 depicts the 't' value on anxiety among the labour. It indicated that anxiety scores were significantly higher for females (M=23.75, SD=10.2) as compared to males (M=17.33, SD=7.12), t=6.02, *p<0.01.* Hence, the first hypothesis stated that there is no significant difference on anxiety among workers of unorganized sector on the basis of gender is rejected.

There is significant difference of mental health among workers of unorganized sector on the basis of gender. These results are in line with the research by Carmen et al. (2011) and Gaurav et al. (2013). The reason behind this could be the feeling of control over work amongst male workers is more as compare females.

3.2. Hypothesis 2

There is no significant correlation between anxiety and mental health among workers of unorganized sector.

Table 2 depicts the 't' value of mental health among the labour. It indicated that mental health scores was significantly higher for males (M=23.33, SD=4.12) as compared to females (M=20.05, SD=2.43), t=5.52, *p<0.01.* Hence, it can be said that males have good mental health as compare to females.

Table 2 't' value of Mental Health among labour on the basis of Gender

	Labour	N	Mean	S.D.	t-value
Gender wise labour	Male	62	23.33	4.12	5.52**
	Female	48	20.05	2.43	

**p<0.01

The table 3 indicates that the relationship between Anxiety and Mental Health (r=0.77, p<.01) was found statistically significant. There exists negative correlation between anxiety and mental health.

Table 3 Correlation between Anxiety and mental health

Variables	N	R
Mental Health and Anxiety	110	-0.77

Simple regression was carried out to study if anxiety could be a significant predictor of mental health among labour from unorganized sector. The results of the same are displayed below in table 4.

Table 4 Summary of simple regression analysis with Anxiety and Mental health as the dependent variable

	Sum of Square	Df	Mean Square	F	R	R²	B	t
Regression	1565.930	1	1566.930	8.463**	0.77[a]	0.120	0.77	4.070
Residual	11361.464	108	165.108					
Total	12,927.394	109						

**p<.01
a:Predictor

Anxiety has contributed 12.0% variance to mental health (F (1, 108 =8.463, p<.01). Beta weight of the variable of anxiety in explaining mental health among was statistically significant (β=0.77, t=4.070, p<.01).

4. Conclusion

The male labourers' mental health was better as compare to female. Mental health of the labours and anxiety was negatively correlated. Hence, anxiety is creating mental health problems for the labours. Efforts shall be taken to provide support for the ones who build houses for others. The research paper will be useful for the policy makers and for the organization working for unskilled labours.

Compliance with ethical standards

Statement of ethical approval

The present research work does not contain any studies performed on animals/humans subjects.

Statement of informed consent

Informed consent was obtained from all individual participants included in the study.

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