



Problems of Life and Livelihood of Zari-Zardozi Workers in Western Uttar-Pradesh

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Authors' contributions

This work was carried out in collaboration between both authors. Author KM designed the study, managed the literature searches, performed the statistical analysis, wrote the protocol, and the first draft of the manuscript. Author PS managed the analyses of the study. Both authors read and approved the final manuscript.

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ABSTRACT

Zari-Zardozi is a type of hand embroidery and usually done on apparels for embellishment with the help of needle, threads and metal wires. This handicraft work has been taken as patrimonial art in the artisan family. Even a strong presence of this art in the domestic and international market in last decade of 20th century and the first decade of the twenty first century, the plight of labourers was not improved and became so miserable. This descriptive research has been done on Zari-zardozi labourers of different villages of Bareilly, a western Uttar Pradesh's district famous for this handicraft. There was 150 rural household samples were collected randomly to depict Zari-zardozi labourers' present actual condition with their socio-economic background.

There are two types of workers involved in this sector. One, who are doing this work as their main occupation and engaged in that throughout the year while others are temporary workers whose main occupation is some other but to earn sufficient or to use their holidays, they work for some hours or few days in a month or year. The nature of employment may affect the labour productivity. This paper would try to know the age-group, education, technical qualifications, wages variance between permanent and temporary labourers. With the help of Zari-Zardozi labourers' inputs it

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would suggest the major factors affecting wages and would prescribe the possible measures to increase their income. Along with it, this study would try to assess their quality of life up to some extent with socio-economic condition of them. Minimum wage payment, skill development and social welfare schemes within the ambit of structural change of selling may be helpful to improve their poverty ridden condition

Keywords: Zari-zardozi; wages; permanent employment; skill-development; quality of life.

1. INTRODUCTION

Art and culture enriched every corner of India is known for one or other handicraft activities. Zari-Zardozi is one of them and even passing the five centuries from its evolution, maintains its dominance as an elegant embellishment work. This art is a kind of hand embroidery and done with the help of needle and threads of gold, silver and mixed alloy. Different types of raw material like *chandla, sitara, gota, dabka, gizai, moti* etc. are used as per need of the design. This art is done on male-female garments, accessories like purses, shoes, belts and home-decorative pieces. This art has been taken as ancestral profession in the artisan families. Many artisans have adopted this as their main occupation or profession but rest of them have adopted it as a supplementary or secondary occupation to earn livelihood. The gradually increasing inflation and decreasing real wages have made the condition of labourers pitiable. After the introduction of machinery and mass production, the employment possibilities of this handicraft shrank and low wages compelled the artisans to adopt other sources of livelihood but to make up seasonal demand women, teenager children and other family members of these artisan families also partake themselves in it.

In the production to supply chain of Zari-Zardozi articles, artisans are the most important link because their hand-work creates huge value addition still they are too much backward. They can't get a good living standard due to low level of wages. They have right only up to subsistent level wages irrespective of value addition of various finished goods and the most proportion of value addition is sucked by middle-men and other links of the chain.

1.1 Objective of the Paper

Wages is the reward of labourers' effort and their productivity. It is found that wages rate is different in the various sectors of production and within the sector. Bareilly is the studying and teaching area for the author who has been living among artisans for ten years. Somehow got the

chance to look into their personal life, artistic work and observed the rise & fall of this craft but employment and growth of zari-zardozi products could not resulted in development of labourers. This paper casts a cursory glance at the factors affecting wages and focuses on the nature of employment viz. permanent and temporary workers' education, technical education or training of Zari-Zardozi labourers. It would describe the socio-economic background of these labourers. The aim of the paper is to get to know the problems of rural labourers of Zari-Zardozi in Bareilly district and suggest the measures for improvement of life and livelihood of them.

1.2 Literature Overview

This study is based on a primary database so review of prevailing literature might be helpful for collecting the data and accessing the objectives. There are most of the studies based on formal or organized sector but this work has tried to look into the studies connected with the unorganized sector too. Gaur and Rana's [1] study proves that the socio-economic condition of women in unorganized sector is worse than men due to lower wages, illiteracy, lack of skill, ignorance and exploitation and it is responsible for their children's physical, mental, social under-development. Population growth rate is also responsible for unemployment or under-employment in India [Brahmanand [2]. Prof. Jafri [3] found the pitiable condition of zari craft workers due to extreme low wages and abject poverty through his study. Their deplorable living conditions urgently require the protective measures.

Jeemol and Rani [4] found that most of the workers were operated their own account enterprises with their family members in zari-zardozi work. Their low skill and heterogeneous productivity were the reasons for less earnings. Bairagya [5] correlated the employment with education and came to know that secondary education holders were in better condition to gain employment than graduate degree holders in both rural and urban areas. While the educated

had less opportunities of employment because they were unwilling to do casual jobs, own account work, informal jobs and helping jobs in household enterprises and Indian job market could not absorb the increasing educational capabilities. Age was also found as a determinant of permanent employment by them. Besides, Bairagya [5], Panchappa [6], Shatz & others [7], Chaudhry [8] suggested the vocational training and capital formation essential for creating job opportunities for both educated and uneducated labour force. ICT training and investment might boost the productivity growth across the sectors and regions. It is widely accepted that increasing wages convert into higher efficiency level because of better access to nutrition and sound health but higher wage bill might be the cause of labour capital substitution. Productivity is assumed to be the main factor of wages determination by Sahoo [9]. Performance related pay system is advocated by Gielen [10] for screening of efficient workers and enhancement of individual labour productivity. Bjuggren [11] emphasized that the impact of employment protection rules is wider than educational level of labourers. Sahoo [9] had also accepted this in concern with Indian Manufacturing Sector.

In contrary to previous studies of European countries the paper of Lisi and Malo [12] hit the bias that temporary employment might decrease the innovation and productivity. They showed from the penal data of European industries that temporary employees are less interested for leave as well sector specific training than permanent workers. This tendency has mixed effects on productivity growth and promotes the casual employment for saving wage bill rather than screening of more productive labourers. This paper emphasized that temporary employment could affect the productivity growth of skilled sector than unskilled one. Bjuggren [11] ascertained that new reforms and LIFO (Last in First out) policy help the smaller firms rather than larger ones to gain labour productivity. It gave the ability to the firms for retaining more efficient personnel. Casualty gives the opportunity to find out more efficient workers for firms to increase labour productivity but the study is silent about effectiveness of employment permanency on labour productivity.

1.3 Study Area

Bareilly is located in the plains of north India. It is a moderate developed district of Uttar Pradesh

and well connected to the different states of India due to ample transportation facility. It has fertile agriculture land for food crops. Total population of Bareilly is 4,448,359 as per latest census 2011. There has also been substantial development of industries. It is known not only for Zari-Zardozi but also for Bamboo furniture, *Surma* and Kite twine *Manjha*. Presently this district contributes greatly to economic development by progressing day by day in the education and health service sector. Zari-Zardozi is also selected as a product of Bareilly under 'One District-One Product' scheme of Uttar Pradesh Government [13].

2. METHODOLOGY

As there is lakhs of Zari-Zardozi labourers live in the vicinity of Bareilly district, the researcher has chosen this district as study-area for studying the socio-economic condition of labourers. To find out the variance a sample of 150 labourers has been taken from the rural area of district Bareilly. Exporters, retailers, whole-sellers, middlemen and labourers are the links of the production chain but this study is focused only on labourers.

This work is usually done by labourers at their homes in an unorganized setup so primary data have been collected through a questionnaire. There are 150 household of zari-zardozi labourers from different villages of District Bareilly have been taken for this study. The term 'life' is used for their social and economic life and 'livelihood' belongs only upto wages for this study. Other aspect of livelihood are left for further studies.

The effect of employment status, education, training, gender, age etc. on wages would be checked through percentage, frequency distribution, central tendency, correlation. Due to the similar condition of most of the labourers average method has been used to draw the results. Figures are shown in percentage of total 150 households of Zari-Zardozi labourers. After overview of socio-economic condition of labourers, the problems of Zari-Zardozi labourers would be recapitulated in descriptive manner.

3. SOCIO-ECONOMIC BACKGROUND OF RURAL LABOURERS

In the starting age of this art it was limited to some specific families but later on it became popular and spread all over the country. The artist also scattered at different places and

Bareilly became one of those places where lakhs of labourers took to this work. They are land less labourers and having much less capital. They are socially deprived and living below or near to poverty line. Their education level and nutrition level are very low. They are unaware of hygienic sanitization, contraceptives and mental health.

3.1 Sociological Background of the Rural Labourers

Sociological background of any community, group or habitant comprises their demographic composition, educational attainment and access to physical amenities for living a good life and maintain a social status. This study would try to overview the sociological features of Zari-Zardozi labourers from different dimensions. As this art has outstanding significance in the society but the artisans do not have such dignity.

3.1.1 Demographic background

Males are head of the family in more than 74% respondents and they adopted it as a main occupation. Females are temporary workers in most of the families and have low participation rate with only 25.3 % of total household samples. In this study it is found, contrary to Mehta and Sherry's [14] study, that children below 15 are engaged less in number and working as temporary workers. Zari-zardozi labourers belong mainly to Other Backward Caste and only 28% are belong to general category while schedule caste and schedule tribe have no representation in this study. General category temporary workers have less participation only 1.33% in comparison to permanent workers 26.67% [Table 1].

The study found that even zari-zardozi artisan work crossed the religious sovereignty but still 93.3% labourers are followers of Islam, 5.4 % of Hinduism and 1.3% of Christianity [Table 1]. While Hindu workers couldn't show their presence as permanent workers and Christians have very low participation rate as permanent worker only 1.33% with zero as temporary workers [Table 1].

Age group division has been done on the basis of head craftsman of the family so below of the age 15 and above of the age 60 's participation rate is extremely low. There were 45.3% households between the age of 15 and 29. The major part of labourers belong to the age between 30-59 with 53.3%. But this handicraft

work is done as family job-work therefore, family members of all age-groups contribute their part.

3.1.2 Educational attainment

Their educational level is very low because 30.7% could get only primary education while 28% could get upper primary education and the high-school and intermediate education could be got only by 4% shows their high drop-out rate and 20% labourers are totally illiterate [Table 2]. These totally illiterate persons are between the age of 20 and 40 years. These rural labourers are very less numbers equipped with technical qualification. Only graduates are having any type of technical education. Only 5.3 % of total labourers are having any technical qualification and the Zari-Zardozi concerning technical qualification has been got less than this number [Table 2].

3.1.3 Physical amenities

A bright side of their economical condition is that that 96% of households were living in their owned houses and thus they were able to satisfy their three basic needs of life. Only 4.00% households lived in rented houses and some of them have owned house but due to employment they lived in rented house. Their houses were the parental asset in most of the cases. The size of the houses were not associate with the numbers of family members but these houses were also used for artisan work. The condition of houses was not so good and the amenities they consumed were not in upto the marked position viz. access to clean drinking water was only upto 68.5% households. All the villages of this district had been electrified but 11.7% households are still living without electricity facility in home even today. The most dark side of the picture in amenities was the sewage system which had yet not covered the 50% rural area [Table 3].

3.2 Economical Background of Rural Labourers

As most of the other artisan labourers, Zari-Zardozi labourers are also living at subsistence wages. So having weak bargaining power and exploited by middle-men. Sometimes their expenditures exceed income level and put them in debt trap. It is found that all the family members are involved to do the work but fail to uplift their economic condition even after many years.

Table 1. Demographic classification of rural Zari-Zardozi labourers as per employment status

Employment status	Gender			Category			Religion			
	Male	Female	Total	General	Other Backward Caste	Total	Hindu	Islam	Christian	Total
Permanent Artisans	66.67	17.33	84.00	26.67	57.33	84.00	0.00	82.67	1.33	84.00
Temporary Artisans	8.00	8.00	16.00	1.33	14.67	16.00	5.33	10.67	0.00	16.00
Total	74.67	25.33	100.00	28.00	72.00	100.00	5.33	93.34	1.33	100.00

(All the Figures are shown in Percentage)

Table 2. Educational and technical education attainment

Attainment	Educational qualification						
	Primary	Upper Primary	High School	Intermediate	Graduate	Illiterate	Total
Formal Education	30.7	28.0	4.0	4.0	13.3	20.0	100.0
Technical Education	0.0	0.0	0.0	0.0	5.3	0.0	5.3

Table 3. Availability of physical amenities

Amenities Available	Percentage of Households
Owned House	96.0
Rented House	04.0
Electricity	88.3
Clean Drinking Water	68.5
Sewage System	42.5

Table 4. Average monthly income and expenditure of Zari-Zardozi's rural households

Family Average Monthly Income (Rs)	Household Percentage	Family Average Monthly Expenditure (Rs)	Household Percentage
Less than 5000	8.0	Less than 5000	8.0
5001-10000	52.0	5001-10000	56.0
10001-15000	18.7	10001-15000	18.7
15001-20000	13.3	15001-20000	13.3
20001-25000	2.7	20001-25000	4.0
25001-30000	4.0	25001-30000	-
30001-35000	1.3	30001-35000	-
Total	100.0	Total	100.0

3.2.1 Income

Income is the utmost deciding factor of the economical condition of labourers of any community. Average family monthly income lies between 5,000 and 10,000 of 52% labourers [Table 4] and as the lower share of labourers could attain higher income levels viz. 18.7% labourers could get 10,001-15,000; 13.3% labourers could get 15,001-20,000 monthly income while only 8% of labourers could earn 20,000 and above monthly income. While this data were collected on household basis and the varying family size might fluctuate their per capita income with high intensity.

3.2.2 Expenditure

As per Keynesia's law, Marginal Propensity to Consume is higher at lower income levels, the difference between income and expenditure is very low.

It is truth in the case of Zari-Zardozi labourers. The average monthly expenditure of 56% families lies between 5001-10,000 [Table 4]. There are 8% labourers who earn and spend with in Rs. 5,000 only in a month irrespective to family size. The average monthly income and expenditure of 18.7 %labourers lies between 10001 and 15000. While only 21.3% labourers can earn more than Rs. 15,000 in a month [Table 4].

3.2.3 Savings

They are having very little savings due to irregular and low level of income. There are 29.3% labourers having no emergency fund because they are not capable to save even a rupee from their monthly income [Table 5]. More than 50% of labourers can save only amount upto Rs. 1000 in a month. Their low emergency fund in the form of saving weakens their bargaining power as well as capital formation for direct selling and innovations.

3.2.4 Assets

On the other hand, they have very limited access to credit facility because only 8% labourers can get loan from any funding agency. Most of the artisan having assets only in the form of their house which might be ancestral property and having very low value e.g. 68% labourers having asset value upto

Rs. 5,00,000 [Table 5]. Less than 10% of labourers having asset value more than Rs. 10,00,000.

3.3 Status of Employment

Zari-Zardozi work has been done usually in a job-work manner and the head of the family or head artisan brought it by any *karkhanedar* or middleman or wholesaler in bulk at per-piece wage-rate. Females were less interested to do independent work they were engaged with in family. It is male dominating handicraft work for family or other than family members in rural areas. The Figures are shown in real numbers to depict the real picture of employment and pay respect to the contribution of each family member. Permanent male family members are 152 [Table 6] in comparison to 10 temporary male, 66 permanent female and 6 children. Being done in manner of family job-work permanent female members are higher with 66 in comparison to 26 permanent other than family female workers. Children show very less presence in both types of employment.

3.4 Factors Affecting Wages of Zari-Zardozi Labourers

Last decade the demand of Zari-Zardozi work was at its zenith and lucrative wage-rate attracted thousands of labourers of different region, religion and races. These new entrants were less efficient but fulfilled the active demand of that time. But after the over supply of labourers or dropping down the demand they became competitors themselves and threat of unemployment or under employment has provided the chance to middle-man or contractors to cut off the wage-rate. Mehta's [15] study demonstrated that workers engaged in craft activity in *Uttrakhand* got 258 mandays employment on average in a year. Due to the involvement in various household activities, women workers' annual average mandays are lesser than men and child labourers were noted only half of the women working days in a year. National Sample Survey Organization's 2000-01 survey shows that large urban enterprises were more in favour of sub-contracting work and to reduce labour cost promoted temporary employment than rural enterprises of unorganized manufacturing sector. Higher degree of educational achievement or even Basic education may not be directly associated with craft or any other job but it is required for

permanent employment. Mathur [16] observed through his empirical study that new entrants of labourers were much more than the new employment opportunities in the craft sector. It resulted declining in average working days up to 25%. And, an another interesting fact is that permanent workers allocates the work for temporary workers on lower wage rate and thus a new link emerged in the supply chain.

Subbaiah [17] indicates the age as an influential factor for productivity of handloom weavers in *Cuddapah* district. The job security laws were observed for the descending employment growth with higher wages by Goldar [18] and Sahoo [19]. Say, Mill, Marshal and Keynesian theories also admit that real wages and employment have inverse relationship in long-term.

It is enquired to the Zari-Zardozi labourers of rural areas about the major factors affecting their wages. They replied more than one factors viz. time consumed for preparing an article, demand of products, working area, fineness/quality of work, age of workers etc. which affects their wage-rate for their work. Mostly labourers get their work from any middle-men or contractor so they get wages by per piece rate and this per piece rate is decided on the basis of time (consumed) to work therefore 86.7% labourers consider time as a most important factor for wage determination.

Age, gender and scale of production are considered other major factors for wage determination by households. They get higher

wage rate at the time of increasing demand on the other side at the time of low demand they get sometimes below minimum wages due to low bargaining power and competition among labourers. Age of the labourers and scale of production positively contribute for wage determination but price of finished goods and raw material have non-proportional impact on wage determination while approx 50% of respondents report the fineness/quality of work affect the wage rate positively [Table 7].

Employment status has low impact (only 32%) on their wages because they get their wages on the per piece rate or a manday system and middlemen usually don't make any difference between permanent and temporary workers for giving them wage rate. But the permanent worker get higher total wages due to render higher labour hours. Only 17.3% households accept that their wages correlate with price of finished goods [Table 7].

Zari-Zardozi labourers considered the time consumed as foremost factor for deciding their wages. Time consumption not only decided their wage rate for a piece but also their total wages. Permanent workers render 8-10 hours in a day for earning sufficient wages therefore 84% respectively 41.3%, 18.7% & 26.7% for 8,9& 10 hours, of total household work for 8 or more hours in day [Table 8] while mostly temporary workers work less than seven hours. Female workers involve only up to their leisure time from house responsibilities, it may be one or two hours in a day and depends upon the demand of the products also.

Table 5. Classification of Zari-Zardozi's rural households as per different economic aspects

Family Average Monthly Savings(Rs)	Household Percentage	Total Assets Value (Rs)	Household Percentage
Less than 1	29.3	Less than 100000	6.7
1-1000	53.3	100001-500000	61.3
1001-2000	6.7	500001-1000000	22.7
2001-3000	4.0	1000001-1500000	5.3
3001-4000	2.7	1500001-2000000	-
4001-5000	1.3	2000001-2500000	1.3
5001 & above	2.7	2500001 & above	2.7
	100.0	Total	100.0

Table 6. Status of employment of Zari-Zardozi's rural labourers

Status of employment	Male	Female	Child ³	Total
(Family Members)				
Permanent	152	66	06	224
Temporary	10	76	08	94
(Other Than Family)				
Permanent	132	26	00	158
Temporary	24	54	04	82

(All the Figures are in sum of actual members of each household)

Table 7. Wages affecting factors according to Zari-Zardozi labourers (in percentage)

Responses	Time consumed	Age	Gender	Scale of Production	Raw Material	Employment Status	Price of Finished Goods
Rank	1	2	3	4	5	6	7
Percentage of Consideration	86.67	82.7	73.3	65.3	32.0	32.0	17.3

Table 8. Working hours of households

Per day working hours	No. of Households	Percentage of total households
5	6	4.0
6	8	5.3
7	6	4.0
8	62	41.3
9	28	18.7
10	40	26.7
Total	150	100.0

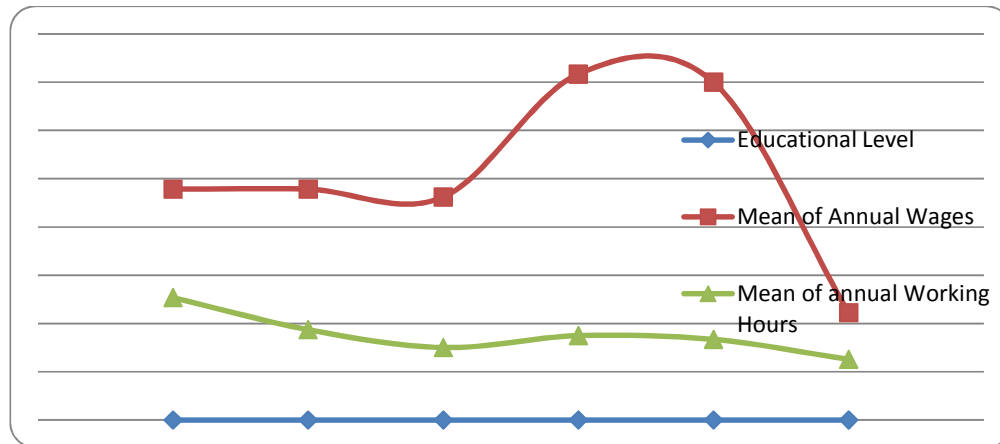
3.5 Effect of Educational Level on Wages

Bairagya [5] found that secondary level education holder have better opportunity for employment than higher education level. This fact has been compared in the case of Zari-zardozi labourers' annual wages, working hours and educational level. Because wages is positively correlate with labour hours and labourers' themselves accept the time consumption as the most effective factor for wages. Therefore, it is trying to know the relationship among educational level, annual wages and annual working hours of households. Educational level has been categorized into six different levels from illiterate to above

secondary level. After getting average annual wages and average annual working hours in respect to each category it shows that education level effects the annual wages and annual working hours have upward trend up to secondary level education but education above secondary level turns their attention from zari-zardozi work so they contribute less working hours for it and gain less annual wages. The correlation between education level and annual wages; education level and working hours; annual wages and annual working hours have been found respectively -.105, -.831, .277. it shows that education level does not have any sound relationship with wages.

Table 9. Trend of education, annual wages and annual working hours

Educational Level	No. of Households	Educational Level (x)	Mean of Annual Wages (y)	Mean of annual Working Hours (z)
Illiterate	30	1	9567	5076
Upto Primary	46	2	9565	3749
Upto Upper Primary	42	3	9238	3009
Upto Metric	6	4	14333	3500
Upto Secondary	6	5	14000	3347
Above Secondary Level	20	6	4450	2520
Total	150		61153	21200



Graph 1. Graphical presentation of the relationship trend of education, annual wages and annual working hours

Table 10. Status of registration and loan facility of Zari-zardozi’s labourers

Status	Percent	Loan Facility	Percent
Registered	29.3	Taken	8.0
Unregistered	70.7	Not Taken	92.0
Total	100.0	Total	100.0

Table 11. Effects of skill and skill development programme

Wages affected by Skill	Percent	Willing to Join SDP	Percent
Highly	44.0	Yes	85.3
Slightly	54.7	No	14.7
Not Affected	1.3		
Total	100.0	Total	100.0

4. CHALLENGES OF ZARI-ZARDOZI LABOURERS

Mehta and Sherry [14] compared the child labour wages of zari-zardozi workers with that of adults and stated that these children belong to poverty-stricken families and having low bargaining power. Therefore, any mechanism of skill development should be developed for the age of adolescence and make them capable to earn proper wages at the time of entering the labour market. Rana [20] and Shatz and others [7] also suggest higher productivity and salary. Chand [21] also found out occupational discrimination for women in manufacturing.

There is not any social assistance scheme which could provide protection of sickness, old age and death of Zari craft workers. The registered labourers are very less viz. only 29.3% therefore, they are deprived of governmental social and economical welfare schemes [Table 10]. Institutional credit facilities is available for

registered workers but due to unawareness, low literacy rate and much official formalities, it has been taken only by 8% of households [Table 10].

The determination of time to work depends upon the time used by master craftsmen but the labourers do not have same efficiency so low efficient labourers get lower wages per hour than efficient labourers for the same piece. Most of the permanent labourers work for 8 or more hours to earn their subsistence livelihood due to low wage rate. Some labourers report that wage rate is higher in metro cities but due to high living-cost of these cities they can't make more profit and avoid to migrate from their native place. Permanent labourers have less willing to change their occupation while temporary labourers were keen to switch any other employment for more earnings. Wages are not same throughout the year it is complained by 66.7% respondents. They also considered skill as an influential factor for wages and 71% of labourers admitted that quality of work could

enhance their earnings therefore, most of the labourers (85.3%) inclined to attend any Skill Development Programme (SDP) for increment their wages [Table 11].

5. CONCLUSION

This paper attempted to get to know factors affecting wages of Zari-Zardozi labourers and would shed the light on the problems of them. In this exercise the socio-economic conditions of labourers would be tried to describe. Most of the workers from backward category and their low educational attainment make their social status low [Table 1 and 2], along with it, living of more than 60% household under Rs. 10,000 per month income and expenditure level shows their low economic status. Due to low income they are compelled to live in undeveloped areas with unhygienic environment [Table 3].

It has become the necessity to improve the socio-economic condition of Zari-Zardozi labourers for conserving this old, traditional and flourishing craft. Government schemes must be made functional. Detailed study of unorganized women worker is required to implement the same work same pay code. Contribution of child labour to output is found very less. It may be due to the amendments in 2016 of Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 which change the definition of child labour. They complaint about decreasing monthly income from Zari-Zardozi in comparison to last decade and having will to switch over better and permanent employment avenues.

It is found that time consumed, age, gender and scale of production are the major factors which affect the Zari-zardozi labourers' wages [Table 7]. Zari-zardozi is a manual art so primary education couldn't play any major role to improve their livelihood but metric and secondary education [Bairagy 5] make them able to calculate wage bill, do paper formality, documentation and financial transactions. These abilities become helpful for earning better wages with less labour hours. But graduation and above education holders have better other employment opportunities so they devote less time for this craft. If we want to preserve this craft and maintain its international presence, it must be required to run rural centred skill and development programmes for designing, embroidery and marketing. The coverage of the skill and development schemes must be

sensitive towards rural weaker sections of artisans.

Policy polarization to organized sector should be shifted to unorganized sector may support permanent as well as temporary employment. Certified skill may shift them to permanent avenues and could secure their benefits. Traditional skills should be blended with modern techniques to compete with large firms.

As Mathur [16] suggested for chicken workers; growth of output, variety of products and size of market should be widen for adjustment of new labour force and full-time employment for Zari-Zardozi labourers. Ramaswamy [22] warns that Skill-based labour demand may increase the wage inequality and unskilled labour's bargaining power may be decreased due to their flatten demand curve.

MNREGA type employment scheme must be associated with temporary labourers for earning sufficient livelihood whole year and maintain skill Indrakumar [23]. Prof. Jafri [24] also emphasized that a minimum wages or minimum piece rate must be prescribed for improving their economic condition.

Any credit scheme in the form of 'Shilpkar credit card' or likewise may motivate them for direct selling and gaining more profit. Self employment in unorganized segment provides greater income to artisan. It is also proven by this data of zari-zardozi workers. They (zari-zardozi labourers) believe that own account enterprises can get higher income through direct selling. All these suggestions can be helpful for upliftment of life and livelihood of other craft artisans too and conserving the art and culture of any society.

Notes:

1. This paper is written under the requisition of thesis submission to the M.J.P. Rohilkhand University. Title of the thesis is "Role of Labour Productivity for Employment and Economic Growth: With special Reference to Zari-Zardozi Labourers". So Primary data which has been collected for this study is used here.
2. National Sample Survey Organization, India classified the participation of working labour force in these age group.

3. As per the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986, amended in 2016, a "Child" is defined as any person below the age of 14, and the CLPR Act prohibits employment of a child in any employment including as a domestic help. This amendment reduced the age of a "Child" from 17 years to 14.

CONSENT

As per international standard or university standard, respondents' written consent has been collected and preserved by the authors.

COMPETING INTERESTS

Authors have declared that no competing interests exist.

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