

# Deficit of Decent Work and Vulnerability of Daily Wage Workers in India: A Multi-method Analysis

**Bighnesh Dash Mohapatra & Chandan Kumar Sahoo**

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*The dominance of the informal labor market and non-standard jobs in low-income countries have been posing precarious conditions for a huge population. This paper attempts to study the deficits of standard work and potential measures to curb the vulnerability of the Decent Work concept by the International Labor Organization. The magnitude of the vulnerability of urban daily wage workers in the Indian context is studied. The study has found that the dearth of decent work standards is persistent on many fronts, namely, social protection, social dialogue, employment rights, and physical and mental well-being. State intervention in the labor market and accountability of all stakeholders is desired to protect the rights of daily wage laborers in India.*

**Bighnesh Dash Mohapatra** (E-mail: yesitisbighnesh@gmail.com) is a Research Scholar & **Chandan Kumar Sahoo** is a Professor at the School of Management, National Institute of Technology Rourkela, Odisha, India

## Introduction

The concepts “insecurity,” “poverty,” “exclusion,” and “vulnerability” are used interchangeably to represent the marginalized sections of society. The underlying notion is that a large section of the population lacks equitable resources, work, and well-being, particularly in low-income countries. The working poor are frequently exposed to more inequalities and precarious conditions at the micro level during periods of rapid growth (United Nations, 2020). The casual laborers are a key part of the informal economy that produces economic, social, and environmental values by supporting the formal economy and contributing a gigantic amount to the developing world. In contrast, informal livelihoods are complex and problematic due to legal deprivation and economic exclusions (Sheppard et al., 2020). The economically and socially disadvantaged groups generally engaged in casual work are often underemployed and compensated only for working days, unlike regular workers, who have continuous employment and relatively higher wages compensated monthly. The absence of labor

contracts and meagre implementation of decent work standards are common among informal workers across countries, regions, and income sections (Agarwal, 2013). The core antagonism of informal employment in the Global South is the result of long-term precarization, jobless growth in organized sectors and embedded social complexities in which governments frequently fail to shape the power relationship between capital and labor (Coletto & Bisschop, 2017; Kumar, 2019; Hammer & Ness, 2021). According to National Sample Survey Office (2011-12) data, casual workers account for roughly one-third of total employment, though their proportion is gradually decreasing; however, contractual and short-term work arrangements have largely replaced them in the urban labor market (Sen, 2018). Employment in India is overwhelmingly informal, as 90% of all workers are employed mainly in six occupations: domestic work, home-based work, street vending, waste picking, informal construction, and transportation under the informal labor market (Periodic Labor Force Survey, 2017–18).

**Casual workers account for roughly one-third of total employment.**

The daily wage workers at the bottom of the informal economy assemble in different labor chowks (mazdoor mandis) and thus negotiate with the contractors or labor suppliers for wages and working conditions without any means to hold the employer accountable. The catastrophic effect of COVID-19 has worsened the already feeble Indian labor mar-

ket, which causes maximum vulnerability for informal workers both in the short and long run (Sumalatha et al., 2021). Underlying this heterogeneous nature of employment arrangements, social relations of caste, gender, community, and ethnicity collectively play a crucial role. Although there is no comprehensive database, India has nearly 400 million people engaged in uncertain and poor-quality work, which has been severely crushed amid the pandemic (ILO, 2021). According to the Government of India's (2021) records, nearly 38,000 suicides per year and 100 suicides per day are committed by daily wage workers, while many are blamed for continuous alcohol consumption and declining health due to unsafe workplace conditions.

The Unorganized Workers' Social Security Act and different schemes under this act aimed at workers in informal sectors, while informal employment is threatened as the employer-employee relationship is vague and has a high dependence on public policies (Narayanan, 2015). Although the consolidation of labor laws into four new codes is claimed to be critical in resolving the socio-economic vulnerability of informal workers in India, there are no statutory provisions for daily wage laborers concerning wages, employment relations, occupational safety, and social security (Daily Wage Workers' Platform, 2022). The Periodic Labor Force Survey for August 2022 revealed a higher urban unemployment rate compared to rural, as there is barely any exclusive livelihood program for urban households in line with the National Rural Employee Guarantee

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Scheme. From the above debate, it is clear that the daily wage laborers in the informal economy are more susceptible to occupational vulnerability but excluded from the ambit of the law. Against this background, our major objective is to ascertain the decent work deficits encountered by daily wage laborers. Moreover, the purpose is to discuss by what means the policy responses and interventions help India's working poor get out of their precarious situation.

### **Theoretical & Conceptual Backdrop**

The concept of dual economy and fragmentation of the labor class in low-income countries is deeply rooted in the social and political complexities that are often unregulated and unrecognized. According to the Keynesian ideology, the state is a key player in capital and social relations through welfare mechanisms, while the effect of large and unregulated market forces determines the labor processes in the informal economy (Lerche, 2012). Further, labor market vulnerability for the working poor can be referred to "individual risk approach," emphasizing employment characteristics affected by economic interest, globalization, and the existent political system (Marx & Picot, 2020). According to neoclassical scholars,

the coexistence of a dual sector and a fragmented structure in an economy hampered inclusive human development by continuously classifying labor and exploiting the marginal cohort (De Soto, 2000; Maloney, 1999). The voluntarist contends that workers prefer to operate informally for cost savings, whereas the legalist contends that burdensome regulation excludes casual workers from the state's framework, and they remain unregistered (Chen, 2012). Lower productivity and wages in rural employment compel unregulated migration for livelihood in low-income countries, although they are well aware of the unemployment scenario in the cities (Todaro, 1971). The distress-driven nature of migration, along with the oppressive caste system and ethnic alienation, has worsened their socioeconomic status in the informal labor market (Srivastav, 2019).

Amartya Sen's (1992) proposition on social justice and equality claims the ill-defined rights of citizens, emphasizing five interconnected forms of freedom: political, economic abilities, social opportunities, transparency assurances, and protective security as prerequisites for inclusive development. The capability approach claims the individual rights and entitlements contributed by hierarchical development initiatives by the government (Sen, 2010). Empirical evidence from low-income countries shows that the limitation of labor laws to protect the entire workforce instead hinders the design of flexible policies according to the changes in employment dynamics (Berens & Kemmerling, 2019; Marx & Picot, 2020). Despite that the growth of informal jobs in all sectors continues, a

large pool of manpower trapped in vulnerable employment finds it difficult to be self-employed or gain a sustainable livelihood in the labor market (Mussida & Sciulli, 2020). In response to the sustainable development agenda, nationally appropriate social security measures, including floors, have the potential to alleviate poverty, inequality, and precarity while enhancing the capabilities of vulnerable sections (United Nations, 2018).

### **Decent Work Standards & Violations**

One of the UN's Sustainable Development Goals, SDG 8, is about "standard employment and sustainable economic growth," which is part of the ILO's "Decent Work" agenda. Since a vast majority of manpower is precarious with inadequate voice, legitimate rights, and employment protection, inclusive development has a long way to go (ILO, 2019). The four strategic pillars of the ILO's Decent Work Agenda (i.e., full and productive employment, rights at work, social protection, and the promotion of social dialogue) comprise ten functional indicators, namely, employment opportunity, adequate earning, decent work time, work-life balance, stability of work, abolished work, equal treatment, social security, safe work environment, and workers'

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representation (ILO, 2008). The nature of decent work violations is debated at three levels: at the first level, the absence of a formal job contract; at the second level, deficient health and safety standards at the workplace; and at the final level, refraining from fair remuneration to maintain the wellbeing of a worker and family (Fields, 2003). Until now, the historical and social denials experienced by vulnerable groups in India have been replicated in the labor market. Looking at the institutional and employment realities in developing countries, decent work has not been mainstreamed as a universal human right but has lingered as an advocacy initiative by the ILO (Cooke et al., 2017). The decent work agenda in India is aligned with various five-year plans and flagship programs focusing on broad areas such as skill development, the elimination of non-standard work, and the expansion of social protection schemes.

Some scholars reasoned that the tilted government thrust on economic progress over decent work and multi-stakeholder interests should be revisited (Lerche, 2012; Cooke et al., 2017). Despite the constitutional and judicial pledges of decent work in India, the instances of forced labor, gender discrepancy, child labor, and non-standard work reflect high levels of vulnerable employment (Dev, 2018; Rai et al., 2019; Bhattacharjee & Sattar, 2021). From apparent gaps in the legislation to implementation failures, India is falling further behind in meeting the SDGs. The vulnerability framework and decent work deficit indicators are used together in this paper to examine precarious livelihood

from the perspective of daily wage earners. Although there are 376 and 1709 job categories recognized by the central and state governments in India, the complex system of wage fixation and administration makes it difficult to monitor the beneficial impact on subsistence wages, particularly for daily wage earners.

### **Methods**

An epidemiological study was designed to understand the socioeconomic characteristics and draw a pattern of the non-standard labor process. Both quantitative and qualitative approaches were employed in this study to assess the decent work status and vulnerability of day laborers. A survey was conducted in August and September 2022 with a field investigation of three labor chowks in Odisha's capital, i.e., Bhubaneswar. First, a total of 356 casual workers were selected using a convenient sampling method. They assemble in certain chowks regularly with their essential tools and wait for any employer to hire them. These workers are largely unskilled and aim to sell their labor at small construction sites, household chores, etc. These daily wage earners continue to face wage theft, verbal assault, occupational health hazards, and extreme job uncertainties even in the informal labor market. To avoid common method bias, we designed the questionnaire with great care for language and sequence. The entire conversation with these workers was in the local language (Odia) and later converted to English for reporting. The workers responded to their exposure to different kinds of vulnerability, namely,

physical, mental, social, legal, and economic. A total of 20 questions measured on a Likert scale of 5 points (i.e., never = 1, seldom = 2, seldom = 3, frequently = 4, always = 5) were asked. The response of a greater mean value reflects a higher level of vulnerability. We have provided breakfast or snacks to these participants and, if necessary, some nominal monetary rewards to encourage their participation in the survey. Thanks to a vigorous field survey, the researchers had the opportunity to observe the casual laborers' precariousness diligently. The status of informal workers' vulnerability is evaluated by descriptive statistics.

In the second part of the study, the researchers talked to some leaders of the working community to find out what they thought about social and economic exploitation. The semi-structured interviews were conducted at different locations and at times as per their convenience. Because these leaders are members of the communities, there is mutualism and the highest good faith to be their ideal representative. The leaders contrive to sort out work and wages, while more often there is uncertainty about getting employment for the whole month. A total of 15 respondents were interviewed in the age group between 25 and 50 and 11 out of them were males. The interview responses were documented, followed by the generation of transcriptions, codes, and reviews. Thematic analysis is a systematic process to identify, organize, and offer insight into patterns of themes across a data set (Braun & Clarke, 2012). Thematic analysis was used in this study with the NVivo software to identify com-

monalities, repetitions, and patterns in the causes of vulnerability and plausible government responses. Our findings from the field are confirmed by the information from secondary sources, such as newspaper articles, reports by the government, and NGOs. The researcher's observation offers a new perspective from which to examine the status and response to vulnerability from the perspective of the victims.

### Workers' Perception of Precarity

Firstly, the workers' socioeconomic and demographic profile is presented (Table 1). The descriptive statistics show nearly 57% of the surveyed workers were male, two-thirds (68%) are within the 26–45 age group, and more than half

(56.14%) of them completed only primary education. A large portion of non-standard workers are women (42.7%), who have to discharge family responsibilities and encounter social hindrances. Since very few (5.33%) of them have vocational skills and technical know-how, there is a limited chance of employability and fair earnings. Moreover, three-fourths of the surveyed workers (74%) earn less than ₹ 300 which is below the minimum wage fixed by the government. From the discussion, it is also found that their small entrepreneurship potential was severely thrashed by the consecutive lockdowns during the pandemic, leaving them with very low or no savings. These urban day laborers engaged mostly in small residential construction and household work paid on an hourly basis. As

**Table 1. Daily Laborers' Socioeconomic Profile**

Category	Range	% of the total
Gender	Male	57.30
	Female	42.70
Number of dependents	1	8.98
	2	31.46
	3	52.53
	4	7
Age	16-25	22.75
	26-35	41.29
	36-45	27.52
	46 above	8.42
Education	Primary school	56.14
	Secondary school	20.66
	Higher secondary	17.97
	Technical	5.33
Availability of work	10 days/month	18.66
	15 days/month	34.03
	20 days/month	41.01
	20 days/month	6.30
Income/day	100-200	34.57
	200-300	40.29
	300-400	18.97
	400 above	6.17

there are no formal labor arrangements, sometimes by social contact, mobility, and finding work is mostly determined by the bargaining power. demand for and availability of labor,

**Table 2 Deficit in Several Aspects of Decent Work**

PA2	Manually I have to carry goods, lift, pull or push objects heavier compare to my capacity	4.1	Social protection
PA3	Experienced with my employer or contractor hitting or beating someone at the workplace	1.2	Social protection
PA4	Faced molestation or attempted sexual relations at work	1.8	Social protection
PA5	Undue workload or working hour causes physical strain and damage	2.9	Social protection
MA1	Experienced insult, criticism, contempt for actions and harsh words of the employer	2.5	Social protection
MA2	Misconduct and harassment by the contractor through words and treatment	3.2	Social protection
MA3	Excessive workload or working hour create psychological pressure (depression, sadness)	3.5	Right at work
MA4	Think to leave the job due to the irritation and mental exhaust	2.8	Social protection
MA5	I am worried about my mounting household cost with my low and uncertain earning	4.3	Job creation and promotion
OV1	Interacted with hazardous substances such as chemicals, flammable materials	2.2	Social protection
OV2	Severe heat waves and humid conditions during the summer damage the quality of work	2.7	Social protection
OV3	Lacks the scope for interaction and exchange of feelings	1.9	Social dialogue
OV4	I get sick due to unhealthy and unhygienic working environment	3.4	Right at work
OV5	Suffer to find a job and remain engaged due to seasonal changes and lack of information	3.6	Job creation and promotion
LD1	I am deprived of necessary workplace health and safety instruction from employer	2.6	Right at work
LD2	Adequate safety equipment are not provided to deal with hazards at work	2.5	Right at work
LD3	Working hours vary with the employment situation and location that has no legal instrument	3.0	Right at work
LD4	There is hardly any legal contract and obligation for the contractors	3.5	Right at work
LD5	I have no awareness and access to legal support	3.1	Right at work
EV1	The subsistence earning prevents any arrangement to face economic shocks	4.3	Social protection
EV2	Poor wages or non-payment of dues is very common	1.7	Right at work
EV3	I accept any job whatever the condition due to my family need	2.9	Social protection
EV4	I have very less bargaining power with my owner due to the fear of losing my job	2.6	Social dialogue
EV5	Difficult to manage any sources of supplementary earning	4.1	Job creation and promotion

Note: PA= Physical assault; MA= Mental abuse; OV= Occupational vulnerability; LD: Legal deprivation; EV: Economic vulnerability (Responses: 5= always, frequently=4 sometimes=3, seldom=2, never=1)

The primary data collected at the labor chowks was analyzed using Microsoft Excel and the Statistical Package for Social Science (SPSS). The decent work deficits prevailing and corresponding to the ILO's decent work agenda are analyzed. The status of vulnerability is assessed considering six kinds of indicators (i.e., physical, psychological, occupational, legal, and economic). It was observed during the interview that the number of workers searching for jobs had increased in the post-pandemic times.

Financial hardships and the absence of alternative livelihoods compel them to sell their labor for nominal pay with no employment rights. The deficits of decent work are portrayed considering 20 items (Table 2). The mean response and level of vulnerability recorded through a five-point Likert scale express high exposure to vulnerability (i.e., deficits of decent work by the daily wage workers). Furthermore, Table 3 shows the frequency of exposure to different kinds of vulnerabilities.

**Table 3 Status of Daily Laborers' Vulnerability**

Frequency	Physical assault	Mental abuse	Occupational vulnerability	Legal deprivation	Economic vulnerability
Never	32(9%)	10(3%)	25(7%)	40(11%)	32(9%)
Seldom	178(50%)	53(15%)	50(14%)	60(17%)	60(17%)
Sometimes	96(27%)	135(38%)	146(41%)	178(50%)	89(25%)
Frequently	40(11%)	139(39%)	89(25%)	53(15%)	135(38%)
Always	10(3%)	19(6%)	46(13%)	25(7%)	40(11%)
Total	356				

**A majority (nearly 90%) of daily wage earners are subjected to some form of vulnerability.**

The number of questions asked is categorized into five themes: physical assault, mental abuse, occupational vulnerability, legal deprivation, and economic vulnerability. In Table 3, all the percentage values are written in full numbers without the fractional value (e.g., 9% in place of 8.98%). A majority (nearly 90%) of daily wage earners are subjected to some form of vulnerability. Our result shows 11% of the respondents always face economic vulnerability and 38% fre-

quently. Half of the workers surveyed reported any form of physical assault rarely while 27% face it from time to time. Moreover, almost all the workers (97%) surveyed have faced some form of mental abuse, and 39% did so frequently. Notably, different dimensions of precarity are interwoven, as economic vulnerability regulates other dimensions of vulnerability. The government welfare measures to mitigate their precariousness operate as social policy in general and are not targeted to these unregistered daily laborers. Neither any workplace safety and health protection nor even scanty action from the government gradually pushed these daily wage earners into further deprivation. Hence, the analysis

helps to accentuate how non-standard work influences the precariousness of daily wage workers.

**Leaders on Decent Work**

With the consent of the different labor community chiefs, a total of 15 in-depth interviews were taken for 30-40 minutes each. Further, the interview responses were prescribed, followed by transcription, line-by-line coding, and theme generation to apprehend their

views on causes of vulnerability and plausible government responses. In this study, the collective understandings and shared experiences of 15 interviewees are recognized. The codes are grouped into four themes: employment uncertainty, social protection, occupational vulnerability, and government measures (Table 4).

The magnitude of exploitation is mostly attributed to livelihood insecurity, health risks, financial shocks, and occupational strain on the body and mind. We

**Table 4. Thematic Analysis**

Questions	Codes (frequency)	Theme
1a. What are the kinds of exploitation engaged with these nonstandard jobs?	livelihood insecurity (14), health risks (11), financial shocks (9), victims of occupational stress and strain (8), unaffordable cost of living, (7), deprived of welfare (7), wage withholding and theft (4), torment (2)	Economic Exploitation
1b. How does your social system and economic situation interweave?	banking on informal social network (12), restriction in social involvement (10), degraded social capital (9), disturbance in families (7), loan and rent defaulter (6), shame and assault (3), conflict within kinship (3)	
2a. How do you cope with the health, social and economic shocks?	friends and community (12), loan from informal sources (11), self-help group and mutual fund (8), indebtedness to contractor(7), government grants (5), own saving and insurance (3)	Social Protection
2b. How do you see the usefulness of contributory schemes?	limited coverage (12) modification required(11), accessible(9), insufficient(8),incompatible(8),unaffordable (6), beneficial (5),flexible (3)	
2c. What kind of assistance you think can minimize your vulnerability?	employment guarantee program(14), direct benefits transfer(13), sickness and disability assistance(11), maternity benefits(11), assistance for occupational injury(10), revision of eligibility criteria (8), provision of essential services(6), portable welfare scheme(5)	
3a. How do you see role of the stakeholders in the labor process?	say of workers’ community(14), collective negotiations(14), interest of trade unions(11), involvement of labor officials (10), accountability of contractors (8), abiding provisions(7), role of NGOs (3), ethics of employer(3)	Policy Responses and Government Interventions
3b. What is the plea for support and intervention from government?	fix minimum pay (14), regulate the working conditions (12), administerthe contractors(12), inspection(9), stringent policy(8), accessible local authority(6), training and awareness program(5)	





**Workers' precariousness is related to employment insecurity, poor working conditions, legal deprivation, physical assault, and psychological assault.**

The major contribution of this study is to supplement existing knowledge on non-standard work, informal labor, and vulnerability. This study examines the precarity of daily wage workers using data from a field survey and the ILO's decent work agenda. The rise in outsourcing and non-standard jobs has deteriorated the job quality, particularly in urban areas while affirmative policy has assisted the marginalized groups in reducing their vulnerability (Mehta & Awasthi, 2022). Evidence from both developed and developing economies shows a higher level of precariousness attributed to endogenous characteristics of workers, which can be enriched with protection and regulation of all aspects of employment (Salih, 2015; Burgess & Connell, 2015). This study finds that workers' precariousness is related to employment insecurity, poor working conditions, legal deprivation, physical assault, and psychological assault. We saw the nexus among casual laborers, work deficits, and vulnerability framing low employability, productivity, and capabilities, which is in congruence with the existing research (Alam et al., 2021; Bhattacharjee & Sattar, 2021). The inattentive treatment of employers and contractors and the inaction of the government have rattled the legitimate rights of daily wage earners. Similar to prior re-

search (Harriss-White, 2010; Biegert, 2019; Luthra, 2018), this study criticized the unregulated labor market and indecisiveness of the state for the continuous marginalization of these working poor. The resemblance to existent work, the low pay, and the dearth of a policy framework for employment conditions in the informal labor market drag daily wage earners further into inequality and poverty (Rani & Balser, 2012; Sahoo & Neog, 2017). Similar to Chinnala (2020), we found the vulnerability arises from the economic, social, political, and ethnic realms as this marginalized cohort finds themselves in a complicated ploy of the state, market, and society. Banarjee & Kundu (2020) emphasized a push to both demand and supply side parameters of decent work dimensions for informal workers. Furthermore, observations from this survey resonate with earlier studies on the gendered dimension of informal work, where women are reported to be more exposed to different forms of vulnerability, lower participation in the labor market, and marginalization (Agarwal & Chun, 2018; Singh & Pattanaik, 2018). The social and economic conditions of sector-specific daily wage earners were also found to be intertwined, just as the employers' treatment, the prospect of skill development, legal inclusion, changing employment relationships, and the lack of health schemes are the main deterrents (Maich, 2020; Zhang et al., 2021). This vicious circle of poverty has remained the cause and consequence of non-standard work, the workers' precariousness is manifested by several inter-related factors, such as psychological trauma, health intervention, financial sta-

tus, and employment status (Pfau-Effinger, 2017; Paul et al., 2021).

### **Implications**

The study has some social and practical implications on workers' vulnerability, moreover, potential policy reformation in emerging countries dominated by the informal labor market. The insistent vulnerability of daily wage laborers has been studied in light of the unregulated labor market and the ILO's decent work agenda. Although India does not have a socialist structure like other developing countries, the dependency of people on the government to safeguard their livelihoods and legitimate interests cannot be ignored. Similar to the findings from previous studies (Zhang, 2020; Jha & Pankaj, 2021), minimum pay, employment guarantees, and capacity-building schemes curb the precarity of marginalized cohorts. Emerging economies can design, reform and implement policies taking into account the initial conditions of all stakeholders and targeted beneficiaries (Asher, 2017). There is a huge potential for the existing trade unions to stretch their membership to the informal sector for mutual benefits and involve casual workers through different channels. Similar to the findings from other contemporary studies (Lampthey & Debrah, 2019; Balasubramanian & Sarkar, 2020), work-based and community associations have better efficacy in empowering the marginal working class, thereby simplifying socio-economic inclusion. The policy should be drafted and implemented to align with

the United Nations' SDG framework by incorporating government mechanisms and non-government actors.

Although marginalized cohorts such as casual laborers or daily wage workers have made a significant contribution to the socio-economic dynamics of developing countries, it has lacked a strong political will and a coherent policy discourse. As a foundation stone, the registration of daily wage workers and the organization of a real-time database can help figure out their economic status and multifaceted vulnerability. Furthermore, the devastation caused by COVID-19 and the subsequent pandemic provides an opportunity to manage a comprehensive and reliable database with the help of the government at various levels. The wholehearted effort and accountability of the state machinery and local-level government in particular are vital to ensuring the timely benefits of diverse programs concerning legal, financial, and technical assistance reach the right person in a robust distribution process. The Ministry of Labor and Employment should focus on the informal economy, particularly labor-intensive industries, through reinforcement, regulation, promotion, or in tandem. This encompasses a wide range of programs and policies, namely, supporting fundamental rights, decent work, protective equipment, welfare centers, awareness, and occupational health and safety measures. The inclusive development of a large section of the working poor is not promising until we extend them equitable treatment from social and economic perspectives.

### Limitations & Future Scope

Similar to other social science research, this paper has some limitations that show us directions for further research. Firstly, this survey is conducted only in Bhubaneswar; hence, more longitudinal and comparative studies among different regions and sections of workers can be considered as preliminary research. Secondly, the recommended intervention to mitigate the precariousness of this working class might not be achievable or adequate considering the government machinery and incapability at the grassroots.

### Conclusion

In this work, we studied one of the most significant but sidelined working cohorts in the developing world. Our focus on the multi-dimensional vulnerability of daily wage workers from a city in Eastern India, i.e. Bhubaneswar, asserts that socio-economic exclusion and decent work deficits are attributed to both individual and structural deterrents. The exploration of conceptual bedrock followed by empirical and policy aspects of vulnerability demands collaborative action by all stakeholders. In the light of the ILO's decent work agenda, a large section of the working poor are deprived of the foremost necessities such as occupational safety, social dialogue, legal rights, employment, and social security. The field survey experience has demonstrated that public policies in response to the socio-economic vulnerability of daily wage workers are disorganized and deferred with the changing livelihood pat-

terns of beneficiaries. Several schemes are in operation by different departments targeted towards the promotion and transformation of marginalized cohorts, while there is a necessity for coordination among policies and interventions. Needless to say, the goal of decent work for all cannot be accomplished without considering the structural drawbacks of the labor market and unregulated employment.

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