

## **ASSESSMENT OF MARGINAL WORKERS IN TAMIL NADU** **DATA ANALYTICS WITH COGNOS- GROUP2**

### **PROBLEM STATEMENT:**

Tamil Nadu, a diverse and populous state in India, is home to a significant portion of its workforce engaged in various economic activities. Among this workforce, a substantial number falls under the category of "marginal workers." Marginal workers, by definition, are individuals who work for a relatively short duration during the year and often engage in low-paying and precarious employment.

### **OBJECTIVES:**

Certainly, here are some specific objectives for an assessment of marginal workers in Tamil Nadu:

- 1. Define Marginal Workers:** Develop a clear and precise definition of marginal workers in the context of Tamil Nadu, considering factors such as the duration of employment, income levels, and the type of employment.
- 2. Quantify the Marginal Workforce:** Estimate the number of marginal workers in Tamil Nadu and analyze their distribution across different districts and sectors. Determine the proportion of the workforce that falls into this category.
- 3. Demographic Profiling:** Profile the demographic characteristics of marginal workers, including age, gender, education level, marital status, and rural/urban residence, to understand their composition.
- 4. Labor Market Participation:** Assess the labor force participation rate among marginal workers and compare it to non-marginal workers. Identify any patterns related to seasonal or temporary employment.
- 5. Income and Earnings:** Analyze the income levels and earnings of marginal workers, including wage disparities between marginal and non-marginal workers. Examine income volatility and fluctuations over time.
- 6. Occupational Segmentation:** Identify the sectors and occupations where marginal workers are most prevalent. Explore the types of jobs they engage in, including informal and unorganized labor.

**7. Access to Social Services:** Evaluate the access of marginal workers to social services such as healthcare, education, and housing. Determine if they face barriers in accessing these essential services.

**8. Livelihood Strategies:** Investigate the livelihood strategies of marginal workers, including diversification of income sources and coping mechanisms during periods of unemployment or underemployment.

**9. Vulnerabilities and Challenges:** Identify the vulnerabilities and challenges faced by marginal workers, such as job insecurity, lack of social protection, and exposure to health risks.

**10. Migration Patterns:** Examine the migration patterns of marginal workers, both within Tamil Nadu and to other states, to understand the role of mobility in their employment choices.

**11. Social Inclusion:** Assess the social inclusion and integration of marginal workers within their communities, and identify any discrimination or exclusionary practices they may face.

**12. Policy Analysis:** Analyze existing government policies and programs aimed at marginal workers in Tamil Nadu, evaluating their effectiveness and identifying areas for improvement.

**13. Comparative Analysis:** Compare the situation of marginal workers in Tamil Nadu with national and regional trends to provide context and highlight unique challenges faced in the state.

**14. Recommendations:** Based on the assessment findings, provide actionable policy recommendations and interventions that can improve the socioeconomic conditions of marginal workers in Tamil Nadu.

These objectives aim to provide a comprehensive understanding of the situation of marginal workers in Tamil Nadu, with a focus on their demographics, employment patterns, income levels, and vulnerabilities. Achieving these objectives will help inform evidence-based policies and programs to enhance the well-being and livelihoods of this segment of the population.

## **DESIGN THINKING:**

Design thinking is a creative problem-solving approach that can be applied to the assessment of marginal workers in Tamil Nadu. It emphasizes empathy, ideation, and iteration to develop innovative solutions. Here's a design thinking process tailored to this assessment:

**1. Empathize :** Immerse in the Marginal Worker Experience:\*\* Begin by understanding the daily lives, challenges, and aspirations of marginal workers. Conduct ethnographic research, interviews, and focus groups to gather qualitative data.

-Stakeholder Mapping : Identify all stakeholders involved, including marginal workers, government agencies, NGOs, and employers. Understand their perspectives, needs, and constraints.

**2. Define :** Problem Definition:\*\* Synthesize the research findings to define the key problems and challenges faced by marginal workers in Tamil Nadu. Develop a clear problem statement.

-User Personas : Create detailed personas representing different categories of marginal workers, considering their demographics and pain points.

**3. Ideate :** Brainstorm Solutions:Organize ideation workshops with a multidisciplinary team. Generate a wide range of ideas to address the identified problems, considering both incremental improvements and radical innovations.

-Prototyping : Develop low-fidelity prototypes or mock-ups of potential solutions. These can be in the form of policies, programs, or initiatives.

## **4. Prototype:**

- Test Prototypes : Conduct small-scale pilot tests of the selected prototypes. Gather feedback from marginal workers and stakeholders to refine and improve the proposed solutions.

- Iterate: Continuously refine and iterate the prototypes based on user feedback. Be open to pivoting or discarding ideas that do not work.

**5. Test : Large-Scale Testing:** Implement the refined prototypes on a larger scale, taking into account scalability and sustainability. Monitor the impact on marginal workers and collect quantitative and qualitative data.

- Evaluate Impact : Assess the effectiveness of the solutions in addressing the challenges faced by marginal workers. Measure outcomes such as improved income, access to services, and overall well-being.

**6. Implement:**

- Full-Scale Implementation: Roll out the most successful solutions as full-fledged programs or policies, involving relevant government agencies, NGOs, and other stakeholders.

- Capacity Building: Provide training and resources to stakeholders involved in implementing the solutions to ensure effective execution.

**7. Monitor and Iterate:**

- Continuous Feedback: Establish mechanisms for continuous feedback from marginal workers and stakeholders. Adapt and refine the solutions based on evolving needs and circumstances.

- Scale Success : Scale up successful interventions to reach a larger portion of the marginal worker population in Tamil Nadu.

**8. Communicate and Advocate:**

Raise Awareness: Communicate the impact of the implemented solutions to the public, policymakers, and the media to build support and awareness.

- Advocate for Change : Use the assessment findings and success stories to advocate for broader policy changes and improvements in the welfare of marginal workers at the state and national levels.

Throughout the design thinking process, it's essential to maintain a human-centered approach, prioritizing the needs and experiences of marginal workers in Tamil Nadu. By combining empathy, creativity, and

iterative testing, this approach can lead to innovative and effective solutions to address the challenges faced by this vulnerable population.