

Decent Work, Mental Health Wellbeing and Job Satisfaction: Evidence from Women Brickfield Workers, West Bengal

Manidipa Dasgupta

Department of Commerce, The University of Burdwan

Sumanta Majumder^{*}

Department of Commerce, Bhatler College, Dantan

Abstract: This study aims to find the relationship between decent work-derived mental health wellbeing and job satisfaction where it highlights specially on the women workers who claim more attention at workplace for their safety-security issues. The cross-sectional study has collected responses randomly from 281 brickfield workers of four districts of West Bengal (Bankura, Purulia, West Midnapore and Hooghly) which are found significant for their contributions in brickfield. With established scales (ILO-NIOSH WellBQ) and Structural Equation Modelling (AMOS, Version 23), the study has concluded that a 1% change in decent work-derived mental health wellbeing can generate 27% change in job satisfaction of women workers. It hence proves its policy implication by identifying and improving the decent work-derived mental health issues of women workers of unorganised sectors, like the brickfield.

Keywords: Decent Work, SDG, Mental Health, Brickfield, Women Workers, Job Satisfaction

JEL Classification Number: J83, I10, J28

^{*} Corresponding author. Email: sumantamajumder27@gmail.com

Acknowledgement: The authors would like to thank everyone who filled out the survey for this study.