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UNORGANIZED WORKERS AND NEED OF SOCIAL SECURITY IN INDIA

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INTRODUCTION:

We are living in a country having co-existence of two nations "*India*" and "*Bharat*". Both are having economic and industrial centers as well as IT hubs and trade centres. Citizens living in "*India*" are extremely affluent enjoying and tasting the best developments in each area of human life. On the other hand "*Bharat*" is known for majority of common rural masses struggling for decent subsistence. All excluded classes in "*India*" represent the "*Bharat*"¹. Unorganized workers occupy largest share in "*Bharat*". "Indian Agriculture Enterprise" is the largest Private Enterprise in the world"² belong to unorganized sector in India that provides livelihood to the majority of Indian masses. "More than 8 in 10 workers in India are employed in unorganized sector"³. That clearly sheds light on intensity and seriousness of crucial problems of unorganized workforce in India. During 2011-12, on usual status basis, labour force is estimated is about 47.41 crore. Out of this total labour force, 82.7% (39.14 crore) labour force is engaged in unorganized sector.⁴

In this research paper attempts have been made to review the concept of unorganized workers in India and to introduce working definition of unorganized workers and social security. Along with this, we have reviewed the social security measures introduced by the Govt. of Maharashtra concerned with Building and Other Construction Workers.

KEY WORDS: "*India*" and "*Bharat*", Introductory Working Definition, Unorganized Workers, Social Security Measures.

RESEARCH METHODOLOGY:

This paper is analytical and descriptive based on primary observations in day to life and supported by Secondary data. It is written with following objectives:

OBJECTIVES:

1. To review the concept of unorganized workers.
2. To introduce precise working definition of Unorganized Workers and Social Security.
3. To underline the need of strong and effective Social security Measures to Unorganized Workers in India

Hypothesis:

1. There exists crude conceptual explanation of unorganized workers in India.

2. We have to have clear, transparent, simple conceptual definition of unorganized workers and Social security measures meant for unorganized workers.
3. There exist huge advocacy and educational gap in the implementation of Social Security Measures

Unorganized workers – An Introductory Working Definition

There exists crude conceptual definitions of unorganized sector and unorganized workers in India.

Unorganized Sector:

The ministry of Law and Justice defined the “Unorganized Sector” in “Unorganized Workers Social Security Act 2008”, published in The Gazette of India on Dec. 31, 2008 as follows:

“Unorganized sector means an enterprise owned by individuals / Self-employed workers and engaged in the production/ sale of goods /providing service of any kind whatsoever, and where the enterprise employs workers, the number of such workers is less than ten.”⁵

We would like to introduce an introductory working definition of unorganized sector as follows :-

- a) Enterprise not registered under any act concerned with organized sector.
- b) Sector /Industry/ firm where there exist no norm concerning about–

- i) Working hours.
- ii) Working conditions
- iii) On- work benefits
- iv) Off- work benefits
- v) Work security
- vi) Remunerations security
- vii) Standardized remunerations
- viii) Future promotional opportunities
- ix) Reward for creativity
- x) Work culture
- xi) Dignity of Work
- xii) Role in the economy

Unorganized Workers:

As mentioned in the Schedule II of the Unorganized Workers Social Security Act 2008 published in the Gazette of India on Dec 31, 2008, unorganized workers means.

- a) Home based worker/ Self-employed worker
- b) a wage worker in the unorganized sector and includes a worker in the organized sector who is not covered by any of the Acts mentioned below :-

1. The Workers Compensation Act 1923
2. The Industrial Dispute Act 1947
3. The Employees’ State Insurance Act 1948.
4. The Employees Provident Funds and Miscellaneous Provisions Act 1952
5. The Maternity Benefit Act 1961
6. The Payments of Gratuity Act 1972

Ministry of Labour classified the unorganized labour into following four groups:

(a) In terms of occupation :

- i) Small and Marginal farmers
- ii) Landless Agriculture Labourers
- iii) Share croppers

- iv) Fishermen
- v) Labour engaged in animal husbandry, beedi rolling labeling and packing.
- vi) Building & Construction Workers
- vii) Leather workers.
- viii) Weavers ix) Artisans x) Salt worker
- xi) Workers in brick kilns and stone quarries.
- xii) Workers in saw mills and oil mills.

b) In terms of Nature of Employment

- i) Attached agricultural labours.
- ii) Bonded labours.
- iii) Migrant workers
- iv) Contract and Casual labourers

c) Specially Distressed Categories:

- i) Toddy tappers
- ii) Scavengers
- iii) Carriers of lead loads
- iv) Drivers of animal driven vehicles
- v) Loaders and unloaders.

d) Service categories:

- i) Midwives
- ii) Domestic workers
- iii) Barbers
- iv) Vegetable and fruit vendors.
- v) Newspaper vendors

e) Other unorganized labours

Cobblers, hamals, handicraft artisans, handloom weavers, lady tailors, physically handicapped self-employed persons, rickshaw pullers /auto drivers, sericulture workers, carpenters, leather and tannery workers, power loom workers and urban poor.

We would like to introduce an introductory working definition of unorganized workers as we generally came into across in day to day life. Unorganized workers are those:

- i) Those that are not organized.
- ii) Those that is not able to fight for their common minimum interest.
- iii) Those that are having weak bargaining power and pressure groups.
- iv) Those are major excluded class of society.
- v) Who are struggling for minimum existence.
- vi) Who have distant dream to be treated as Decent citizens of India
- vii) Who bodies in fatalism and religious traditions and customs.
- vii) Who are severely exploited and cheated by those who are belong to main stream of development.
- viii) They are most unclaimed (bewars) class of class society in India.
- ix) Who are so long from Modern Affluent Life where All is Well
- x) Who are not able to take the advantage of existing social security m

asures due to lack of knowledge, voice, strong participating power and local political wasted interest.

Conclusion and Need of Social Security for Unorganized workers:

It is the duty of authority in power to create guaranteed infrastructure and enabling environment for creative and productive utilization of the people in the nation. "Unless every child that is born and becomes an adult and produces goods and services which law a value more than what he/she consumes, the person is not an asset but a liability to the society."⁶ We need social security for unorganized workers to avoid human waste at the one hand and to reduce the burden on the other hand.

Following are the most argent needs of social security to unorganized workers in India⁷.

- i) Food security- availability food at affordable cost at anywhere
- ii) Nutritional security at all stages of life to the people in unorganized sector
- iii) Security of health services at affordable cost anywhere.
- iv) Housing facilities at affordable cost.
- v) Employment and income security
- vi) Life and Accident benefit security
- vii) Old age security.
- viii) Guarantee of active social participation

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