

Social Security For Unorganized Sector In India: The Need**Dr. Sonal A. Ubale**

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Introduction :

Social security is a term which is introduced by Abraham Epstein from Atlantic. All people from the universe needs social security in all aspects like employment, health, psychological etc. so we can say that social security is a basic need but the unorganized sector is in secure in all aspect. International labour organization defined social security as "The protection which society provides for its members, through a series of public measures, against the economic and social distress at otherwise would be caused by the stoppage or substantial reduction in earning resulting from sickness, maternity, employment injury, unemployment, invalidity, old age and death, the provision of medical care, and the provision of subsidies for families with children."

On the other hand, unorganized sector can be defined as "The unorganized sector consists of all unincorporated private enterprises owned by individuals or households engaged in the sale and production of goods and services operated on a proprietary or partnership basis and with less than ten total workers".

A major workforce in India and other developing countries work in unorganized sector. In India approximately 93% percent workforce is unorganized sector. The unorganized sector is characterized by the lack of labour law coverage, seasonal and temporary nature of occupations, high labour mobility, dispersed functioning of operations, lack of organizational support, low bargaining power etc which make it vulnerable to socio economic hardships.

Review of Literature :-

- 1] Datta Ramesh C. (1998) discussed that in India there is obstacle in the economic and social development due to lack of progress in social security. Author, to focused on Mathadi Labour Market in Mumbai, present the case of unionization of Mathadi workers as a case of public action enabling these manual workers in unorganized sector to achieve protective social security benefit's. With protective social security, promotional social security is also essential.
- 2] Deshpande Rajeshwar (1999) reported that labours from informal sector are most neglected by the state and civil society do not give respect to them. Trade unions also failed to organize this sector. But Hamal Panchayat is successful to organize this sector and also create a broad –based political alliance urban poor struggling and forcing both the state and civil society to recognize their identity and contribution to the economy and society.
- 3] Dhas A.C. and Helen M. (2008) in their paper focused that the total workforce in unorganized sector is about 93 percent in India. The social security provided by the centre, state and NGO'S indicates that there is much more need to support this sector.
- 4] Eapen mridul (2001) reported that statistics shows that mostly womens in keral work in informal sector which has nature of causal and irregular & contractual labour. Women specially from lower classes and lower castes have to suffer with their health and paid much lower wages than men in the same category.

Objectives:-

- 1] To study the comparison of characteristics of the organized and unorganized sector
- 2] To study the major characteristics of unorganized workers.
- 3] To study the need for social security in unorganized sector.

Research methodology :-

Secondary data has been used for the research. It is collected from NSSO'S several reports, employment reviews of various years, economic survey of India, Internet etc.

Comparison of characteristics of the formal and informal sectors: -

- 1] **Job Security** – Job security is high in formal or organized sector and is low in informal or unorganized sector.
- 2] **Working hours** – There is fixed or regulated working hours for organized sector but there is no fix working hours for unorganized sector even though there is labour law working for eight hours.
- 3] **Wages-** There are minimum wages provided by the government of organized workers but there is no regulated or minimum wages for unorganized sector.
- 4] **Social Security including medical allowance and sick leave-** Mostly in organized sector which is only eight percent workforce in India provided medical allowances and sick leave and unorganized sector workers can get none or little.
- 5] **Employee-** Employee's relation with employment control- There is protective employee employers relation in organized sector which means that the appointment of the employee is made by giving the appointment letter and the job provided in unorganized sector is without appointment letter.
- 6] **Safe work environments-** There is safe and secure working conditions in the organized sector and there is vulnerable to dangerous and hazardous work in the unorganized sector.
- 7] **Unionization and better Network** – Unionization and network in the organized sector homogenous, highly organized and scattered. On the other hand there is heterogeneous and unorganized unionization and network.

So the above points can give us an idea that the unorganized sector workers live in a vulnerable situation and with less social security. It is important to focus on this sector and to recognize their problems and to solve them immediately one by one.

The major characteristics of unorganized workers :-

- 1] As the unorganized sector suffers from cycles of excessive seasonality of employment, majority of the unorganized workers does not have stable employment.
- 2] In rural areas, the unorganized labours are differentiated on caste and community. In urban areas it is seen less.
- 3] Workers from unorganized sector follow the customs like child marriage, excessive spending on ceremonial festivities etc. which lead to indebtedness.
- 4] The unorganized workers get poor working conditions, low wages, inferior work etc.
- 5] The unorganized workers do not receive proper attention from trade unions.
- 6] Migrant labour is involved in some sub-sectors.

- 7] Health hazards exist in a majority of occupations.
8] There are many co-operatives of self- employed workers.

Social security for the unorganized workers : The need:-**1] Food security :-**

Food security is considered as an important component of social security. Due to drought, flood and similar natural calamities these workers badly affect. So, during normal and difficulty time, the public distribution system (PDS) implemented in Indian states. PDS provides food grains at lower price below than market prices to unorganized workers. Initially PDS was in urban areas but since 1970 rural areas also covered.

2] Nutritional security :-

With food nutrition is also very important but this is unaware by the weaker sections of the community and the unorganized workers. Children, women, pregnant women and aged do not receive adequate nutrient requirements lack of nutrients leads to poor growth, poor health and sickness, poor performance and shorter life. There are some initiatives by the states, local bodies and NGO\|s to create awareness on health and nutrition and to ensure adequate nutrient intake for the targeted groups, particularly to children and women.

3] Health security :-

Health security should be available to all citizens several studies examined rural health conditions and health care needs highlight that the inadequate and poor rural health infrastructure, growing health care needs and health care expenses. It is a matter of concern to consider the needs of the 70 percent of the people living in village. The cost and burd of treatments are increasing and leading to difficulty for the poor and weaker sections of the community.

4] Housing security :-

Housing is one of the basic needs. Due to decay of joint family system, migration and urbanization, the need for housing becomes very important to everyone including unorganized workers. However, organized workers are provided House Rent Allowances (HRA), provides houses through housing boards and provides accommodation in the quarters in urban areas. These facilities are normally not available to the unorganized workers. The rural housing programme implemented in Tamilnadu namely Samathava Puram and construction of houses under slum clearance board stand as examples for steps towards housing security.

5] Employment Security :-

Unorganized workers are affected by the seasonal nature of the employment opportunities. The problem of under employment and unemployment exist among unorganized sector. There are several schemes to generate employment opportunities in rural India but them also employment insecurity among unorganized sector is needed to solve the problem.

6] Income Insecurity :-

Income of the unorganized workers are highly influence by the nature of job, market value, competition etc. for various self employed enterprises and other jobs, there is no security available to realize income for the efforts.

7] Life and accident security :-

The death of a worker in a family is a great loss to the entire family and it adds burden too. The death of a worker raises the question of survival of the family left

behind due to the permanent loss of income and cost of treatment. If the accident leads to permanent or partial disability, the financial loss will be severe and unimaginable. By covering the unorganized workers under the insurance schemes of individual, family and group could alone provide security for life and accident.

8] Old age security :-

When the workers from unorganized sector becomes aged they cannot work for themselves & faces the problem of insecurity.

Conclusion :-

It can be concluded that about 93 percent workforce in India works in the unorganized sector and they do not have any social security. So there is a need of social security for unorganized sector which should be provided by the government.

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ISSN 2349-638X

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