

Social Security Measures of the Unorganized Sector in Indian Perspective

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Abstract

Social security is a protective and promotional aspect in every society. In the present context of unorganized sector, the protective form of social security has been explained by International Labor Organization. In Indian perspective 93% - around 400 million workers work in the unorganized sector. Labour Ministry of India has categorised the unorganised labour force under some groups in the terms of occupation, nature of employment, especially distressed categories and service categories. The aim of this paper is to highlight the existing social security policies and schemes for the unorganized workforce of India and what are the government schemes are further more for the social and financial security for the unorganized sector workers. Social security may succeed in developed countries; its applicability and adaptability to developing countries like India are found to be questionable given the large unorganized sector in these countries.

Keywords

Social security, unorganized sector, policies, schemes, developing countries.

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Introduction

The Unorganized Sector plays an important role in Indian economy. The data indicates that more than 90 percent workforce engaged in unorganized sector and it contributes 50 percent of GDP(Gross Domestic Product).Although the contribution of this sector is more important but the workers of this sector faces many problems as such ill treatment,exploitation,health issues and gender discrimination too.

Conceptual Framework

The term unorganized sector and unorganized sector workers.-

Unorganized Sector In Indian perspective unorganized sector referred to small incorporated private enterprises and which has less than 10 people or may be more than it. The main identification of this sector is that it is not registered under government .This sector do not follow the legal tax labor benefits and social security regulations. Although the unorganized sector covers substantial part of urban labor and most of the rural labor.

Definition of Unorganized Sector:

Unorganised Sector includes small businesses, casual labourers, self-employed workers, agriculture, construction and domestic workers. In an unorganised sector, these units are not registered under government laws and often function without formal contracts or fixed wages.

The unorganised sector plays a crucial role in India's economy and a large portion of India's workforce is engaged in this sector, highlighting its importance in sustaining livelihoods, especially in rural and semi-urban areas. However, workers in this segment face challenges such as income instability, health and social welfare benefits and job security.

Definition of Unorganised Sector Workers: According the social security Act 2008 Unorganised worker is defined as a self-employed, wage worker, home based worker and a wage worker who works in in the organized sector is known as Unorganized worker. In 2011-12 National Sample Survey Organization data shows that the total employment in organized and unorganized sector is 47 crore.In which 39 crore employment is in unorganized sector whereas 8 crore employment in organized sector. In such conditions where the percentage of unorganized workers is more than organized sector they faces less facilities than the other.

Classification of Unorganised Sector Workers

Labor ministry of Government of India has classified these unorganized workers into four types of groups on the basis of their occupation , nature of

employment, service category and distressed category. Here we describe the details of the work force of unorganized sector on the basis of these categories.

- (i) **On the basis of Occupation:** In this type of the unorganized workforce is classified on the basis of their occupation. In this category the occupational labourers are those who are engaged in agricultural works, as like small marginal and landless farmers, agricultural labourers and those who are engaged in other activities as like construction workers, labelling workers, leather workers, brick workers, weavers and stone workers etc.
- (ii) **On the basis of Nature of Employment:** In this category the unorganized workers are those who works as agricultural labourers as migrant workers, bonded laborers, contract laborers, casual laborers. So, this category of unorganized workforce is mostly depends on the basis of nature of employment.
- (iii) **On the basis of especially distressed category:** This category of laborers of unorganized sector are classified on the basis of the distressed category. These are the laborers who carries load by head, drivers of animal vehicle, person engaged in load and scavengers etc.
- (iv) **On the basis of service category:** These type of laborers are the workers who are engaged in service category i.e. Domestic workers, vegetable and fruit vendors, newspaper vendors, milk vendors etc. . These are the service category workers who sells their goods in the streets other than these barber are also.

Social Composition of Unorganised Workforce

Unorganized workforce plays a major role in total working population in India. Social composition of the workforce of this sector has distinct economic and demographic dimensions. As like Gender discrimination, Caste stratification, Education level and occupational stratification.

In this sector women are the most vulnerable and largest segment of loosely defined workforce in Indian informal sector. They play an important role as domestic worker, home based workers and casual laborers. On the other hand they also exploits as wage difference with male workers. The other dimension of the unorganized workers is that the discrimination on the basis of caste and community because in rural areas a significant majority of landless agricultural laborers are bonded laborers and they belongs to Schedule castes and Schedule tribes .whereas the dominate land belongs to dominant class. The Other backward categories are mostly self-employed or traditional artisans. The other major thing is that the education level is very

important for workers in unorganized sector, less education the work type is low level whereas education level is much better than get some better. The another thing is occupational stratification, this distinct in some major categories by Labor Ministry as Occupation based, Nature of employment, distressed categories and service providers. In Occupation based are the workers who are engaged as landless agricultural work, artisans and construction work. Some workers are migrant workers, casual labors and contract workers are based on nature of employment. The workers, who work as animal driven vehicle drivers, carry heavy load and scavengers are in distressed categories. The domestic workers, maid servant street vendors are service provider's workers in unorganized sector.

What is Social Security

In the civil society security right is one the important social right for every person. Although the workers of unorganized sector play an important role and contribution to the nation economy, but there is a need of social security and welfare benefits for them. Various labour welfare policies were adopted by the government to the development of the unorganized sector workers but the condition of them is remain the same because these workers don't aware about their rights and these government policies and plans.

In Indian context social security consists the all types of social security, safety and social insurance and social protection for these unorganised workers. In Organized sector on India the social security provisions remain confined. Whereas this becomes a challenge for the workforce belongs to the unorganised sector. International Labour Organisation (ILO) defines social security as "The security that society furnishes, through appropriate organisation, against certain risks, to which its members are exposed. These risks are essentially contingencies against which the individuals of small means cannot effectively provide by his own ability or foresight alone or even in private combination with fellows".

Any employment which is not governed by any legal framework is known as "Unorganised Employment". In the chairmanship of Justice Gajendragadka, first National Commission on Labour defined the unorganised sector workers are the workers those who are unable to organise due to casual employment, small size, low literacy low and scattered nature. The Workers of this industry often need collective representation, who advocate for their rights and interests. This is the main reason of their on-going problems.

In Indian perspective unorganised workers most of them need to get benefits of social security programs like education, medicinal and health benefits and pension benefits too. These are some points which affect this type of workers life.

1. They receive low pay which makes it challenging for them to budget and saving.
2. These workers usually have no job security due to employed on a temporary or contract basis.
3. These workers works in unsafe environment without proper safety and protective equipment.
4. These workers exploited by the employers who don't provide them fair wages and secure working conditions.
5. Due to lack of education ,training and skills they are usually employed on a temporary or contract basis with no job security or benefits and not get secure better paying jobs.

These are the some major issues which are for the well-being and livelihoods of unorganised workers.

Government Plans for Development and Social Security of Unorganised Sector Workers

Some government plans are taken for the development and social security are as given:

1. Social Security Act, 2008.

It is an important provisions .This Act includes some specific points.

- (i) This Act confirmed that unorganised workers are those who work in the informal sector and do not have regular employment with no social security benefits.
- (ii) This Act authorises the Central and State governments to develop schemes providing different social security benefits to unorganised workers.
- (iii) It advocates a National Social Security Board and State Social Security Boards for unorganised workers.
- (iv) It also advocates that the District Administration may register unorganised workers and issue identity cards to them.
- (v) The Act also advices for the establishment of worker facilitation centres to give information and ease access to the government schemes.

2. Social Security Code 2020 :

It was enacted to amend and consolidate the relevant provisions of the central labour laws .These are as follows.

1. The Employees' Compensation Act, 1923.
2. The Employees' State Insurance Act, 1948.

3. The Employees' Provident Funds and Miscellaneous Provisions Act, 1952.
4. The Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959.
5. The Maternity Benefit Act, 1961.
6. The Payment of Gratuity Act, 1972.
7. The Cine Workers Welfare Fund Act, 1981.
8. The Building and Other Construction Workers Welfare Cess Act, 1996.
9. The Unorganised Workers' Social Security Act, 2008.

Social security schemes launched by Indian government :

1. **PMJJBY** : This is known as Pradhan Mantri Jeevan Jyoti Bima Yojana which provides a life insurance of Rs. 2.00 lakh to insured persons, irrespective of the cause of death, for an annual payment of Rs. 436/-.
2. **PM-SYM**: This scheme is known as Pradhan Mantri Shram Yogi Maan-Dhan Yojna . This scheme provides Rs. 15000/- to the workers aged 60 and above a monthly minimum guaranteed pension .
3. **PMSBY**: This scheme Pradhan Mantri Suraksha Bima Yojana is for the persons aged 18 to 70 and have a bank or post office account. This scheme provides accidental death or disability coverage of Rs. 2.00 lakh and Rs. 1.00 lakh, respectively, for a minimum annual premium of Rs. 20/-.
4. **e-Shram Portal** : In 2021 the Ministry of Labour and Employment The e-Shram Portal was launched a Portal named e-Shram Portal . It compiles a comprehensive data of the workers of unorganised sector. Approximately 28.97 crore workers have registered on the e-Shram Portal, This portal including the details of these workers as like family, residence,, family information education, skills and most important about their occupation..

Suggestions

Here are some suggestions for the social security of the unorganised sector workers.

1. It is necessary to provide universal social security benefits to all types of unorganised sector workers such as agriculture workers, construction workers, home based workers etc. It is necessary that the government ensure that these workers are entitled to all types of government benefits .
2. Government have to introduce a minimum social security benefit policy on national level which guarantees a minimum level of protection for all workers aligning with the international standards such as ILO Recommendation 204.

3. The most important thing is that they have to aware about their rights and social security benefits which government has launched for them
4. It is necessary to make the registration process easy that they register themselves by establishing digital platforms such as mobile apps etc. So, they get the social security benefits easily.

Conclusion

It is a requirement to bridging the gaps to integrate the unorganised sector workers to organised sector social protection schemes which increase the financial and literacy. Government should make sure that t about the rights of social security and other benefits for all workers. It is a need for a step prior to Social Security and Identification of unorganized sector workers which will ease out the solution of providing social security to the undefined workforce.

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