



## A STUDY ON THE PROBLEMS OF UNORGANISED WORKERS WITH SPECIAL REFERENCE TO "UNORGANISED WORKERS SOCIAL SECURITY"

S. Hema\*      Dr. G. Rajendran\*\*

\*Ph.D. Research Scholar (PT), Dept. of Commerce, Poompuhar College (Autonomous), Melaiyur, Tamilnadu.

\*\*Associate Professor and Head of Commerce, Poompuhar College (Autonomous), Melaiyur, Tamilnadu.

### **Abstract**

Workers play an important role in the industrial production of the country. Hence, organizations have to secure the cooperation of workers in order to increase the production and to earn higher profits. The cooperation of workers is possible only when they are fully satisfied with their employer and the working conditions on the job. In the past, industrialists and the employers believed that their only duty towards their workers was to pay them satisfactory wages and salaries. In course of time, they realised that workers require something more important. But unorganized sectors not covered by various secure. The unorganized works faced by various problems.

**Key words:** *Unorganised Sector, Unorganised Workers, Social Security.*

### **INTRODUCTION**

The development of social security has also been supported by various international conventions and instruments, and the recognition of social security as a basic human right was enshrined in the 1948 Universal Declaration of Human Rights. In a few countries, for example Germany and Brazil, social security is a right guaranteed by the Constitution. Today, most countries have some type of social security system. Worldwide, the most common type of programme is for old-age, disability, and survivors' pensions, followed by programmes for benefits for work injuries and occupational diseases, sickness and maternity, family allowances and unemployment.

Social Security is a government program that provides economic assistance to persons faced with unemployment, disability, or agedness, financed by assessment of employers and employees. In the Indian context, Social Security is a comprehensive approach designed to prevent deprivation, assure the individual of a basic minimum income for himself and his dependents and to protect the individual from any uncertainties. The State bears the primary responsibility for developing appropriate system for providing protection and assistance to its workforce.

### **NEED FOR THE STUDY**

Workers play an important role in the industrial production of the country. Hence, organizations have to secure the cooperation of workers in order to increase the production and to earn higher profits. The cooperation of workers is possible only when they are fully satisfied with their employer and the working conditions on the job. In the past, industrialists and the employers believed that their only duty towards their workers was to pay them satisfactory wages and salaries. In course of time, they realised that workers require something more important. In addition to providing monetary benefits, human treatment given to workers plays a very important role in seeking their cooperation. Further, human resource managers realised that the provision of welfare facilities contribute a lot towards the health and efficiency of the workers. All the same, organisations need to provide various social security benefits such as medical care, mortality benefits, pension etc., as specified by law. It is a fact that the provision of social security benefits is a kind of wise investment that offers good social dividends in the long run. The company having realised the importance of welfare and social security measures introduced several welfare schemes for its workers and the families. For instance, the company provides statutory welfare facilities like drinking water, conservancy, medical appliances, canteen, rest shelters, crèches and the like. It also provides various non-statutory welfare facilities such as medical, education, recreation, housing/quarters and so on. Further, it provides social security measures like provident fund, gratuity, pension, dependent employment etc. In short, due to the welfare and social security measures provided by the company, its workers have been working with involvement and commitment. The present study has been undertaken on the research topic-A Study on the Social Security of unorganized workers in Nagapattinam district.



## STATEMENT OF THE PROBLEM

As mentioned earlier, a large number of men and women are working in the informal sector. They face a number of problems also. In India, the patriarchal society imposes a lot of restrictions on women. This causes less freedom for women in the society and exploitation at the work place. Women face sexual harassment and the pressures of the family responsibilities together at the work place. Construction workers and home based workers usually face this problem. I will behave men used to harass them by passing rude comments. Another major issue for the women vendors is the absence of toilets near the work place. This will in turn lead to various diseases especially urinal infections and itching of skin problems. Women domestic workers also face similar problems. They face sexual harassment and many a times their working conditions are very bad. Home based workers face such difficulties in a more intense manner. Sometimes the recruiting agents compel the women workers to heavy work load (excessive burden) problems. They are forced to work for about 10 or 12 hours a day. Also they are paid very less and due to the lack of bargaining power, they are not in a position to demand more. They are replaced frequently, in case of better wage demands, as they are in surplus in the (market) business.

Hence, the researcher has selected of study on the social security of unorganised workers in Nagapattinam district as her study area. The statement of the problem is as under:

1. What are the problems faced by the workers while doing the business (unorganized sectors)?

## OBJECTIVES OF THE STUDY

1. To identify problems faced by the workers towards social security Act and unorganized sectors.
2. To make appropriate and relevant recommendations for improving the social security benefits and unorganized workers.

## OPERATIONAL DEFINITION CONCEPTS

### Unorganised Sector

"The unorganised 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".

### Unorganised Workers

"Unorganized worker" (UW) means a home-based worker, self-employed worker or a wage worker in the unorganized sector and includes a worker in the organized sector who is not covered by any Acts mentioned in Schedule II.

Unorganised worker" means a self-employed worker or a wage worker in the unorganised sector and includes wage workers in the organised sector without any social security cover.

### Unorganised or Informal Employment

"Unorganised workers" consist of those working in the unorganised enterprises or households, excluding regular workers with social security benefits, and the workers in the formal sector without any employment/ social security benefits provided by the employers". The workers with informal jobs generally do not enjoy employment security (no protection against arbitrary dismissal) work security (no protection against accidents and illness at the work place) and social security (maternity and health care benefits, pension, etc.) and therefore any one or more of these characteristics can be used for identifying informal employment.

### Temporary Worker

Temporary Worker" is offered for a period of continuous employment which has a limited duration, e.g. for maternity or sickness cover, to replace staff on training and the like.

### Wage Worker

"Wage Worker" means a person employed for a remuneration in the unorganised sector or in the organised sector



without any social security cover, directly by an employer or through any agency or contractor, irrespective of place of work with a monthly wage of not more than Rs. 6500/- or such limits as may be notified from time to time, but does not include an unpaid family worker.

### **Home-Based Worker**

"Home-based worker" means a person involved in the production of goods or services for an employer in his/her own home or other premises of his/her choice other than the workplace of the employer, for remuneration, irrespective of whether or not the employer provides the equipment, materials or other inputs.

### **Social Security Act**

Social security may be defined as any programme of social protection established by legislation, or any other mandatory arrangement, that provides individuals with a degree of income security when faced with the contingencies of old age, survivorship, incapacity, disability, unemployment or rearing children. It may also offer access to curative or preventive medical care.

### **Employers**

"Employer" means a natural or juridical person, or an association of such persons, by whom any unorganised worker is engaged or employed either directly or otherwise, for any remuneration.

## **METHODOLOGY OF THE STUDY**

The present study is field survey methods. The proportionate stratified random sampling method is adopted in order to explore and analyse the various welfare and social security benefits provided by the employers to its workers. In the present study, social security of unorganized workers in Nagapattinam district (Mayiladuthurai and Nagapattinam Taluks) is taken as the unit of study and almost all the facets of welfare measures and social security benefits have been studied in depth. The collection of opinions of workers and also employers constituted the field survey method in the study.

### **Primary Data**

The primary data were collected directly from the sample employers and workers through a well-devised interview schedule. Primary data were collected from sample 1870 (employers and workers) respondents from Nagapattinam district of Tamil Nadu.

### **Secondary Data**

The secondary data were also used. They include annual reports, office records, files, brochures, publications and various other unpublished works like Ph.D. Theses, M.Phil, dissertations and other Research Reports, Books, Journal, research articles, magazines, reports, newspapers and websites, for the collection of some source materials.

### **Selection of Sample Procedures**

As it was felt to take up a study on unorganised workers and social security benefits in unorganised sectors, the investigator wrote to a number of unorganised sectors in Nagapattinam district. The unorganised sectors include hotel, traders, transportation, rice mills, construction work, laundries, tailoring shop, handicraft works and pot making works, barber shop and other business works in Nagapattinam district. The unorganised sectors also permitted the researcher to elicit the views of employers and workers welfare and social security measures in unorganised workers of Nagapattinam district. Hence, the study is confined finally to Nagapattinam district (totally eight Taluks but only taken two Taluks namely Mayiladuthurai and Nagapattinam Taluks). An 1870 sample, which include 1648 workers and 222 employers have been chosen from the two interview schedule of unorganised workers and social security using proportionate stratified random sampling method adapted.

### **Statistical Tools Used**

Percentage and crosstab analysis were used for the study purpose.



### Problems faced by the Workers

The problems faced by the unorganised sector workers are wide and varied. Each segment of the unorganised sector faces different problems based on the type of the work. For example street vending is considered illegal in many countries. It prohibits selling goods and disturbing public order. Hawkers selling in trolleys are also prohibited. People who fail to obey the rules are fined. Around 20000 vendors were harassed, brutally tortured and arrested by the police. Harare was affected most. The vendors lost their vending sites and livelihood. Even bulldozers were used to destruct their sites and other assets.

The conditions of the workplace are another major area of concern. The home based workers and street vendors face a lot of difficulties at their workplace. The home based workers are the most invisible section of the unorganised sector workers as they operate from their homes. Most of the times, the entire family will be staying in a small room which includes the kitchen. They have difficulties in allotting space for work also in that small room. Sometimes a group of ten or fifteen workers used to sit together in a single room, which is very often arranged by a middle man between the employer and the workers, and work from there. This room may not be properly ventilated and there may not be any toilet attached to the room. This makes them work in a bad condition. The difficulties faced by street vendors are even worse. They are forced to pay bribes to the officials as street vending is considered to be an illegal activity. They are blamed for creating nuisance in the society with their valuable presence on the roads which ensures security to the pedestrians and shop owners. They are harassed and exploited despite the facts that they contribute to the national economy and provide goods at a reasonable rate at convenient locations for the customers.

The Unorganised sector workers lack social security. There is no job security for them. They will be in big trouble whenever they are in need of medical aid as they are not covered by insurance. There is no pension or any other benefit for them. Above all, they are not full unionized which in turn reduces their collective bargaining power. Lack of proper unionization is visible in almost all the sections of informal work.

### Physiological Problems faced by the Workers

At present scenario, women workers also equally working in the unorganized sectors like construction work, agriculture, textiles, and domestic work etc. Construction sector comes under unorganized sector of an economy. The term unorganized workers has been defined as those workers who have not been able to organize themselves in pursuit of their common interest due to certain constraints like casual nature of employment, ignorance and illiteracy, small and scattered size of establishment etc. The researcher concentrated only on the women workers who are working in the construction sector and how they are facing problems in the work place. Majority of the women constructive workers are facing lots of problems like absence of social security, low wages, sexual harassments, gender discrimination, unhygienic habits etc.

**Table 1.1, Physiological Problems Faced by the Workers**

(5. SA= Strongly Agree, 4. A=Agree, 3.N = Natural, 2. DA= Disagree, 1. SDA= Strongly Disagree)

Variables	SA	A	N	DA	SDA	Mean	SD	CV
Head Aches and Cold	248 (15.0%)	660 (40.0%)	329 (20.0%)	288 (17.5%)	123 (7.5%)	3.38	1.155	1.334
Constipation	369 (22.4%)	288 (17.5%)	206 (12.5%)	453 (27.5%)	332 (20.1%)	2.94	1.466	2.149
Piles	207 (12.6%)	410 (24.9%)	247 (15.0%)	495 (30.0%)	289 (17.5%)	2.85	1.316	1.731
Itching of Skin	246	331	164	535	372	2.72	1.396	1.950



	(14.9%)	(20.1%)	(10.0%)	(32.5%)	(22.6%)			
Urinal Infection	371 (22.5%)	452 (27.4%)	165 (10.0%)	412 (25.0%)	248 (15.0%)	3.17	1.413	1.998
Body Pain, Back Pain	205 (12.4%)	537 (32.6%)	165 (10.0%)	495 (30.0%)	246 (14.9%)	2.98	1.312	1.721
Eye Problem	247 (15.0%)	83 (5.0%)	206 (12.5%)	700 (42.5%)	412 (25.0%)	2.43	1.321	1.745
Blood Pressure	208 (12.6%)	371 (22.5%)	123 (7.5%)	452 (27.4%)	494 (30.0%)	2.60	1.431	2.048
Skin diseases	165 (10.0%)	496 (30.1%)	370 (22.5%)	411 (24.9%)	206 (12.5%)	3.00	1.205	1.452
Work Injuries and Illness	287 (17.4%)	82 (5.0%)	330 (20.0%)	576 (35.0%)	373 (22.6%)	2.60	1.356	1.839

Source: Computed from Primary data

Table 1.1 explores the physiological problems faced by the workers towards unorganised sector and social security act are shows that the respondents are high with to headaches and cold. The mean score are also indicates highest score for headaches and cold (3.38), followed by constipation, piles, itching of skin, urinal infection, body pain, back pain, skin diseases, blood pressure and work injuries and illness and with respective mean score of 3.17, 3.00, 2.98, 2.94, 2.85, 2.72, 2.60 and 2.59, towards the respondents. The physiological problems faced by the workers and eye problem (2.43) are least importance among the respondents.

## CONCLUSION

The present study concluded that the organized efforts are necessary for the welfare of unorganised workers class. They are the most vulnerable and deprived section of the society in the need of protection, security, benefits and assistance. A lot of weakness has been found relating the proper implementation, inadequacy of benefits, long procedure of assigning benefits and the like. Obviously such factors create great hurdles in the proper execution of social security measures and are also responsible for the limited utilization of the social security legislation which hit the basic aim and objectives of the social security. The social security system needs to be effective and constructive and should have of more and more coverage areas. The government should get the confidence of the working class to protect them from uncertain contingencies so that they can happily contribute towards social security benefits.