

SOCIAL SECURITY INITIATIONS BY AN UNORGANIZED SECTOR STAFF – A CASE STUDY

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ABSTRACT

An informal sector is called an Unorganized Sector and the employees or staff workers are facing a lot of challenges in their life in the workplace as there were no security measures for them. In the Asian nation India country, 93% of the populations are employed in this unorganized sector. The life of these unorganized staff workers is an imagine blend the difficulties which they are facing and even hardship due to the reasons beyond the control of different sources. Asian Nation India is the 7th largest in the geographical area and 2nd largest in the population with minimum security measures.

The study is undertaken as a means to measure the different types of challenges and to explore the new possibilities to reduce the difficulties and to improve the living conditions which includes the purchasing power and to lead a normal life without any hurdles as it is necessary to get a living wage for survival which consists of self, spouse and two children together with parents. Non-government Organizations (NGO), Trade unions, Self Help Groups (SHG) took some initiatives to submit the memorandum of this unorganized sector staff workers to the government and stand on behalf of supporting unity and strength. The Labuor Education and Research Network (LEARN) of unorganized sector staff workers is considered as a successful case study in the present scenario. The Asian Nation India's unorganized sector staff faces serious issues starting from uncertainty to employment to risky conditions at work.

The main objectives of the area unit to debate the term informal economy and therefore the scenario of staffin associate with unorganized sector furthermore because the steps taken by government for workers welfare. A secondary source of data from the National sample survey and other literature are the resources. The government observes the declining lifestyle of informal sector staff and made an attempt to alter the situation. The unorganized social security Act 2008 is used to amend the law

KEYWORDS: *Social Security, Sector Staff, Case Study*

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INTRODUCTION

The classical idea of economic production tells us the three parts in the area to realize the paragons of important

- Addition
- Economic process
- Profits area, Land, capital, and labor.
- These ingredient area units correlate and one cannot perform while not others contribute. In reality, however, the possession of land and capital has historically been targeted within the hands of comparatively few individuals. India's exclusive Report 2019-20. The Brobdingnagian range of populations possesses a token quantity of land or capital and mercantilism off their labor is that the sole possibility left for bread and butter.
- Disappear once development 'catches up' with those economics"
- Lewis 1958 & Tokman 1978: The informal sector was diversely labeled as 'underground', black, hidden, irregular, second, and criminal.
- Gerxham 2004: Henry and Sills 2006: The informal sector isn't properly registered recorded or enumerated just like the formal sector, with the business operative, off-the-books and failing to pay taxes or confirm labor and employment laws
- Saradevi 1985: A typical resources and management practices are regarded as a process and special characteristics of a company's operative within the informal sector.
- The term "Informal Sector: was 1st coined within the literature by the social scientist Saradevi in the year 1973 as she is known as economic activities in Medical nursing urban slum in the National capital of India, New Delhi. .
- The similar work contributed by Hart in 1973 was that "Accra's poor weren't unemployed and that they were operating however additional calculable, steady and even for the staff and their hirers The stability was ensured through the State's laws that solely extended into the deepness of Ghana's economy. Regulated economic activities were the supply of formal earnings and informal incomes. Legal and black market each, stay out of the likelihood of the regulations
- The informal sector isvery important, however most part of the economy provides jobs, scaling downstate, however most of the roles area unit low-paid, and therefore the job security is either untouchable or negligible. It promotes entrepreneurial activities however at the price of state rules compliance, particularly associated with taxation and labour laws. It helps alleviate impoverishment however will increase the incidence of underemployment and job insecurity.
- Kanbur 2011: explains the doable rationales behind the persistence of informal economy in several countries despite economic process. Doable explanations are unit the boring implementation of laws, weaker rules, and technological changes that create it. Additional economical than antecedents to avoid and shake ff rules by functioning at a smaller scale ever-changing gender composition of the labour force can be another extra issue.

- The applied mathematics knowledge from the international labour organization shows that 48 % of non-agricultural employment in North India and 51% in the geographical region, the cardinal percentage in Asia, and seventy % in the geographic area, comes from the informal sector. In India's case, informal employment including the agricultural sector contributes over 90% of the full jobs. The high level of impoverishment is one in every one of the prime causes behind the enlargement of the informal economy. It ought to be noted that the first constitutes of the economic process in most of the developing nations is that the informal sector
- A Joint study of the International Labour Organisation says that the labour workplace and therefore the secretariat of the globe Trade Organizations, revealed in 2009 explains the informal sector jobs as a very important bread and butter strategy within the nations that don't have social security provisions like state insurance, or wherever wages and pensions area unit little.
- The Informal sector presents a troublesome challenge for the lawmakers, policy designers, and government machinery within the context of subjects like legal and social protection of the persons operating within the informal sector or unorganized sector, higher operating conditions, up the productivity of informal sector activities, coaching, and skills development, organization of informal sector staff and producers, the institution of the appropriate restrictive framework, reforms in governances urban development, etc. as an oversized range of kids and girls area unit engaged within the informal sector activities, problems associated with the contribution of girls to the economy of the country.
- Further kids labour is resolved solely by an in-depth study of the informal sector and by the no-hit implementation of state initiatives because the International financial funds, report 2015) shows the principles of "Trickle-down" economic policies do not seem to be operating as they were expected to perform within the obliteration of impoverishment and difference a rise within the financial gain share of the wealthiest individuals results in a decrease in gross domestic product growth. Therefore, it is a time that lecturers and policymakers ought to embark on a "bottom-up" approach and begin that specialize in the policies and schemes helpful to those at an all-time low of the pyramid.

THE OBJECTIVE OF THE STUDY

The objective of the study is a unit to elaborate on the growth national informal economy, unorganized economy, and decent work for the unorganized sector. It additionally makes an attempt unorganized staff within the context of social security, wages, and work conditions furthermore.

In the discuss the **key initiatives** of the government of India for unorganized sector staff, notably to implementation of "The unorganized worker's Social security Act 2008"

METHODOLOGY ADOPTED

- The secondary source of DATA extracted from the ministry of Labour and Employment, National Sample Survey workplace, and literature offered on explicitly topics furthermore. Analysis has been tired the shape of discourse, that specializes in the condition of unorganized staff in the Asia nations India with applicable quantitative inputs.

- The major findings lead to recommend the measures taken by the government do not seem to be yielding enough impacts in mitigating the hardships featured by the labourers within the unorganized sector. Therefore, some more steps at the number of lawmakers and government area unit needed.

RESULTS OF DISCUSSION

There has been a revived stress on the role of the informal sector in growth when the economic condition of 2008 (recession till period) many people lost their jobs. Even in IT sectors staff who took the services of the labourers for their household work was thrown out from their employment and started to do their own jobs in their houses this leads a contended crucial role in maintaining a gentle rate of gross domestic product within the post-crisis recovery amount.

Conditions of Informal Sector Employees/Staff

- As per the information from the 14th schedule of pages 19 and 85, and the spherical national sample survey, the temporal amendment within the conditions of informal employees between 26 September 2016 to 4th February 2021 shows that the share of “workers with no job contract and ineligible for paid leave” declined from sixty-eight-point eight percent to sixty-three percent. Whereas sharing of “workers with no social insurance advantages redoubled one percent from seventy-one percent. Share of “casual labourers concerned in organization activities saw the sharpest rise through the said period and reached eighty-seven percent from seventy percent.
- Employment share of employees outside crop production in Asia Nation India among employees in AGEGC and non-agriculture sector, around seventy-two percent were operating within the informal sector and also the proportion was seventy-five percent in the rural area as compared to sixty-nine percent of urban area and information associated with the staff.
- AGEGC and non-agricultural sectors suggests concerning seventy-nine percent had no written job contract, the proportion was nearly eighty-five percent in rural areas the ratio of male and female as 81 and 86 and concerning seventy-three percent within the urban area male and female as 73, 72 respectively.
- The above-mentioned information shows that the share of employees with no job contract and ineligible for paid leave is increasing over the past decade at the same time increasing the number of employees with no social insurance’s advantages.
- The illuminating a part of the image is a growing variety of employees in union activities and increasing average daily financial gain of informal employees however still, it remains to much but the common daily financial gain of all employees, because the above-mentioned information shows, there is a pointy increase within the numbers of employees with flexible employment.
- It additionally indicates that these employees with flexible employment square measure extremely vulnerable relating to job security and social insurance additionally. Thus, it is imperative would like of the hour to deal with these issues with applicable efforts considering decent work for all because of the concentration.

Decent Work Associate Inevitable of Staff Employees

- Without labour, land and capital cannot bear fruit, except for labour to prosper, it must be healthy and match cheerful employees may be productive employees. At present this agreement is often understood higher through the conception of decent work, adopted in 1999 by the member countries of the International Labour Organization (ILO) tight work guarantees decent work that is safe with enough social protection in cases wherever work isn't potential or not on the market within the amount of economic laxness or in personal crises, employees ought to be ready to rely upon some sort of social insurance.
- According to the International organization, the key role of tight work for tired achieving property development is highlighted by property Development Goal SDG eighth that aims to encourage the sustained and inclusive economic process, complete and productive employment, and tight work for all. "Underneath its mandate of providing decent work to all or any it's voters, the state has 3 major responsibilities to stimulate job growth. Uphold rights at work and place minimum social insurance in Site
- The government performance altogether in 3 areas has been very poor. India's labour market is preponderantly socially organized during which equality isn't a relevant conception. Labour Laws type a regime of pseudo-laws and afterward the poor don't have any power just in case the state remains absent and does not correct the distribution of wealth, which is additionally generated by labour the danger of rising social theory of organic evolution is genuine India exclusion report 2016-17
- According to the National Sample Survey workplace survey conducted within the year 2016 in each organized and unorganized sector within the country, the overall employment was of the order of forty-seven crores. Out of this, concerning thirty-nine crores were within the unorganized sector and also the balance of the eight crores was within the organized sector.
- The employees within the unorganized sector represent over ninety percent of the overall employment within the country and a major variety of unorganized employee's square measure home-based and engaged in jobs like agarbatti creating, papad creating, beedi rolling, tailoring, and embroidery work.
- The informal and unorganized sector employees suffer from periods of excessive seasonality of work employment, lack of formal employer-employee relationship and absence of social insurance protection, many legislations like the Employees Compensation Act 1923, The Minimum Wages Act 1948, Maternity Benefit Act 1961, the contract Labour (abolition and prohibiting Act 1970 and Building and different Construction employees (Regulation and Employment condition of Service) Act 1966, Building and different construction employees welfare (CESS) act 1966, etc square measure directly or indirectly applicable to the employees within the unorganized sector additionally Ministry of labour and employment annual report 2016
- Laws for India Labourers to supply the standing of decent work square measure of associate elevated demand on the paper but so, the record for execution has been very poor. Bearing on giving higher operating conditions have clothed to be exceptionally arduous to execute with the new routine regarding sub-contracting, wherever the elemental business is troublesome to tell apart, and responsibility is difficult to settle exploitive styles of work, as an example, secured and kid labour stick with it increasing.

- The unorganized worker's social insurance Act 2008 associate's institutional effort. The government tries to vary the state of affairs with the introduction of the unorganized workers social insurance act of 2008.
- The report explains the act as enacted to learn the operating poor and targeting individuals with very little or no means that of their own, just like the landless and land poor, this piece of legislation was geared toward reaching bent on these voters in would like of public support to secure their survival.
- It has, however, mostly resulted within the end result of the addition of existing items of financial aid schemes. These welfare schemes don't conversely share the act's rights-based approach.
- There square measure some key steps nonetheless to be taken (Some of them square measure already in progress), to enhance the condition of unorganized employees as planned within the unorganizedworker's social insurance Act of 200

CONCLUSION

- Un Organised employees play an important role to advance the competence and sleek functioning of the nation's economy while non receiving the even-handed share of advantages.
- It is time to adopt a replacement policy framework for the betterment of the bulk of the voters because the policies with a trickle-down approach, square measure unable to satisfy their objectives the long-run policies and law for unorganized employees would take into account the hardships and bread and butter.
- Challenges being two-faced by the employees within the informal/unorganized sector additional action ought to be spreading awareness concerning this activity and also the rights of informal employees in rural areas and backcountry.
- The social insurance mechanism meant for dual employees must be enlarged effectively in remote areas and places far-flung from body centres.

Thus, we are able to succeed and secure the rights additionally as preserve the dignity of the nations' tireless voters, that square measure the terrible backbone of this increasing and thriving economy

RECOMMENDATIONS

- Though the unorganized worker's social insurance act was enacted in 2008, there has been dismal progress on the bottom level. The act itself has been criticized thanks to the shortage of an explicit minimum social insurance floor that might be enforced by law.
- Not providing institutional powers to confirm effective observation and execution of the law set up in August 2009. The National social insurance board for unorganized workers role is confirmed to associate information body, and it does not possess substantial powers to execute monitor or enforce social insurance laws except a number of states like West Bengal, Chhattisgarh, and Karnataka, province Odisha, several of the states have not even discovered their state-level Welfare Boards

- The registration of unorganized employees as mentioned in Chapter v of the act has started solely within the state of Gujarat that too as a pilot program. There should be a definite reference of migrant employees, girls 'employees, and deprived teams within the initial coverage for casual employees. The sections managing the registration and delivery should be targeted on the hardships two-faced by these employees and it ought to address these challenges.
- The Act ought to have a particular section targeted on the existence, nature, associated legal authority of the National Social Insurance Fund associated with an applicable mechanism at the state level to confirm that there is clear finance support with an enforceable timeline.
- Welfare Board at the state level ought to conserve to succeed money independence by associating institutional framework like cess (a quite tax) from the hirers, Levy on tariff and fund allocation from government. Some part of these contributions ought to be for from the unorganized employees.
- All party model for dispute settlement, involving employees, employers, and official representatives from involved government. This development can save the resources of all parties being wasted time and resources to redundant proceedings.
- One more however quite a utopian action may well be to line up the employee facilitate centres equipped with trendy facilities to supply the recent update relating to labour laws and right of informal employees moreover on pay attention of their wants in times of hardship.

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