

Social Security To Unorganized Labour In India: A Legal Study

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Abstract

The Indian economy is characterized by the existence of a vast majority of informal or unorganized labour employment. As per the economic survey 2007-08, In India the worker in the unorganized sector constitutes about 93% of the total workforce of the country. In India 43.7 crore people are working in the residual sector as unorganized labour. In agriculture around 24.6 crore people are engaged, 4.4 crore in construction and remaining people in the manufacturing and service sector. This sector faces very deficiencies in regulation over employment, payment pattern, Informal sector cover large number of workers from rural areas, especially family labour. The unorganized laborers engage in casual, seasonal, scattered employments which are not unionized. The unorganized sector workers in India are facing serious problems like uncertainty of employment, hazardous condition at work. The objective is to discuss the situation of working of the unorganized labour and social security to unorganized sector, as well as the steps taken by the government for the workers Welfare and it also discuss about other legislation relating to welfare of unorganized labour. The aim of this paper is to highlight the existing social security policies and schemes available to unorganized worker Force of India. An attempt has been made to know the concept of social security and unorganized labour laws in this regard several legislation and judicial decisions along with scheme of the center and state levels have been analyzed.

KEYWORDS: Unorganized labour, Social security, welfare, Social security act 2008

I. Introduction

At all times and in every society, at every stage of development, they have been sick people requiring medical aid and care, handicapped and old people unable to work for a living.¹

Every person is struggling to some kind of risk or danger. The quest for social security and freedom from want and distress has been the consistent urge of man through the ages. This urge has assume several forms, according to the needs of people and their level of social consciousness, the advance of Technology and the pace of economic

¹ Government of India, report of committee on labour welfare,1969.p.253

development. From its modest beginning in a few countries in the earlier decades of the last century, social security has now become a fact of life from millions of people, through the world. Security measures have introduced an element of the stability and protection in the midst of stress and strain of life. It is a major aspect of public policy and extent of its prevalence is a measure of the progress made by a country towards the ideal of a welfare state.²

Social security should be viewed as an investment for the Human Development. Social security is a new concept and it represents the society and answer to the problem of economic insecurity. In the present context of unorganized sector, the protective form of social security has been explained by International Labour Organization (hereinafter I.L.O.) in its convention no.102, which enumerates nine risks or core contingencies from which an organized or informal workers need to be protected that lead to stoppage or substantial reduction of earning namely 1)Sickness 2)Maternity 3)Employment 4) Unemployment 5)Invalidity 6)Old age 7)Death 8) Need for long term medical care 9) Need to support families with children.

In a general sense, social security means a protection provided by the society to its member against providential accident over which person has no control or we can say that the measures established by legislation to maintain individual or family income or to provide income when some or all sources of income are disrupted or terminated. Social security may be provided in many types like giving cash support to a person faced with thickness and disability, unemployment, crop failure, loss of the maternity, responsibility for the care of young children or retirement from work or it may be provided in kind of medical care and rehabilitation. The social security is a concept which represents basically a system of protection to individual who are in needs of such protection by the state as an agent of the society.

The Ministry of Labour Government of India has categorized the organized labour force under the four groups in terms of Occupation, nature of employment, specially distressed categories and service categories. Under term of occupation: Small and marginal farmers, landless agricultural laborers, sharecroppers, fisherman, those engaged in animal husbandry, beedi rolling, labeling and packaging, building and construction workers, leather workers, Weavers, artisan, salt workers, workers in brick kilns and stone quarries, workers in saw mills, oil Mills, etc. Come under this category. Under terms of nature of employment: Attached agricultural laborers, bonded laborers, migrant workers, contract and casual laborers come under this category. Under terms of special distressed category: tappers, scavengers, Carriers of head loads, drivers of animal driven vehicles, loaders and unloaders come under this category. Under terms of service category: midwives, domestic workers, fisher man and woman, vegetable and fruit vendors, newspaper vendors etc. belong to this category.

II. Concept of Social Security to Unorganized Labour

The concept of social security is based on principles of human dignity and Social Justice. The underlying Idea behind social security measures is that a citizen who has contributed or is likely to contribute to his country's welfare should be given protection against certain hazards. In early stages, workers sought protection against contingencies they were exposed to through small savings, employers liability or private insurance. Later protective legislation became

² Report of the national commission on labour (1969).p.162

common on the theory that the employee who set up a factory created an environment which was likely to cause injury to his work people and the lost sustained by the victim should be charged on the employer. In the process of evolution there are various protective measures adopted by the different societies for the needy individual. Beginning with individual acts of Charity and philanthropy, give devices progressed to include mutual benefit scheme both formal and informal. Then followed state sponsorship and state participation, finally culminating in the present pattern where social security measures form a major plan of government policy in many countries.³ The concept of social security is dynamic concept and it takes different shape in different countries and therefore, various definition by different authors have been attempted some of which are worth mentioning.

Sri V.V.Giri has rightly remarked that social security, as currently understood, is one of the dynamic concepts of the modern age which is influencing social as well as economic policy. It is a security that state furnishes against the risk which an individual of small means cannot, today, stand up to buy himself or even in private combination with his fellow countrymen.⁴

Lord Beveridge in his report on social insurance and allied services use the term 'social security' meaning thereby the security of an income to take the place of earning when they are interrupted by unemployment, sickness or accident, to provide for retirement through age, to provide against loss of support by the death of another person and to meet exceptional expenditure, such as those connected with birth and death.

Cassidy define social security as a scheme that connotes particularly measures of income maintenance or income security.⁵ However, this definition is too narrow and vague. Broadly speaking the term 'social security' is usually employed to indicate 'specific government programmes' designed primarily to prevent want by assuring to families the basic means of subsistence.⁶

The system of unorganized labour is a Universal phenomenon. This sector broadly corresponds to the household sector which includes private unincorporated enterprise. So, the workers who are working in informal or unorganized sector may be called as unorganized workers. This type of workers generally get low wages, if they are self employed, their income is usually very low. The presence of organized workers are everywhere, in urban as well as rural areas, they are self employed in casual wage employment as well as in regular basis employment. The unorganized workers are characterized in these terms i.e. low education level, poor financial status, possessing Low skills, inferior working conditions.

The problems of unorganized workers are multifarious in nature. Employees has low job security, poor career growth, less leave and paid holidays, no legal awareness and less protection against unfair trade practices. This sector is different from organized sector on the basis of deficiencies like seasonal employment, lack of employer-employee relationship and inadequate social security protection. The unorganized workers depend on multiple employments due

³ Report of the national commission on labour.pp.162-63

⁴ Labour problem in Indian industry.1972.p.269

⁵ Social Security and Reconstruction in Canada.p.16

⁶ Encyclopedia Americana, Vol. 25.p. 186

to insecurity of job. Like agriculture worker, they depend on other alternative job to sustain from starvation. Unorganized labour are poor due to the low income and uncertain employment, they face problem to manage their social and cultural life. They work in the lengthy hours and it affects their family life, especially women employees. In informal working sector, many people spend their household income for the medical care. Accident is one of the major problem in unorganized sector as it causes damage to health, loss in the earning capacity, require additional amount for medical treatment and hospitalization.

III. Social Security: A Constitutional Framework

The Preamble of the Indian Constitution declares that India would be sovereign, socialist, secular, democratic republic and to secure all its people justice, Liberty, equality and fraternity. The individual right are secured through fundamental right under part 3 of the Constitution of India and part 4 of the Constitution of India provide principles and policies pertaining to social security measures which are to be followed by the state. In the constitution of India the fundamental right has an essential role as it assures every citizen full freedom to enjoy life, liberty and happiness. The Directive Principles depute a significant social, economic and political program for a modern and welfare state. These principles emphasizes that there is a duty of the state to promote Welfare of people by provide them basic facilities like shelter and food. As the directive principle of state policy are not enforceable by the courts for their violation as there are not binding. The constitution itself Express that these principles are essentials in the Governance of the country and it shall be the duty of the state to apply this principle for making of laws.

In the constitution of India, Article 14 explains the concept of equality before law; it means that the laws should be equally administered. It means any legislation made by Parliament should be equal for all. Equal law should be applied to all and there shall be no discrimination between one person and another. In *Randhir Singh v. Union of India*,⁷ the Supreme Court has held that although the principle of 'equal pay for equal work' is not expressly declared by our Constitution to be a fundamental right, but it is certainly a constitutional goal under Articles 14, 16 and 39 (c) of the Constitution. This right can, therefore, be enforced in cases of unequal scales of pay based on irrational classification. The decision in *Randhir Singh's* case has been followed in a number of cases by the Supreme Court. Article 19 (1)(C) talks about the fundamental right of citizens to make an association and unions. The rights of association pre-suppose organization. It is an organization of permanent relationship between its members in matter of concern. It mean to form the companies, societies, trade unions and political parties. Article 21, 23 and 24 is a part of fundamental right guaranteed under part 3 of the Constitution of India and article 38, 39, 39-A, 41, 42, 43, 43-A & 47 form part of directive principle of State Policy under part 4 of the constitution. Article 23 of the Constitution prevent traffic in human being and baggers and other forced labours, if any violation of this provision it shall be an offence in accordance with law. Article 23 protects the individual not only against state but also private citizens, it says that it is the duty of the state to abolish the evils of traffic in human being and baggers and similar forced labour. Article 24 of the

⁷ AIR 1997 SC 3014

Constitution of India prevents employment of children below 14 years of age in factories and hazardous employment. The provision is basically in the interest of Public Health and safety of life of children.

Article 38 ensure that the state shall struggle to promote the Welfare of the people by securing and promoting as effectively as it may, social order in which justice, social, economic and political shall inform all the institution of the national life.⁸ According to clause 2 of article 38, the states shall struggle to depreciate the inequalities in income as well as inequalities and opportunity, not among individual but also amongst group of peoples residing in different areas, or engaged in different occupations.⁹The motive of the article 39 of the Constitution of India is to provide the instruction and directions to the state regarding policymaking. It enumerates the area where the state has to work in order to grow as a welfare state. Any policy which established by the government of India should be under the purview of this article. This article is one of the founders of policy establishment.

Further, the constitution of India provides article 41 that state has a power to make effective provision for securing right to work, to education and public assistance in case of unemployment, old age, sickness and disablement within the limits of its economic capacity. As under article 42 of the Constitution of India state has the power to make a provision for securing just and human condition of work and for Maternity relief. It is stated under article 43 of constitution of India, under directive principle of State Policy that the state shall strive to secure by suitable legislation or any other way to all workers, agriculture, industrial or otherwise work, living wage, condition of work ensuring a decent standard of life and full enjoyment of leisure and social opportunities and the state shall also pay efforts to promote cottage industries for an individual or Cooperative basis in rural areas.¹⁰

IV. Social Security: Legislative Measures

The workforce in India is growing day by day and in India there are several legislations which provide social security to organized as well as unorganized workers. The social security is the comprehensive approach designed to protect destitution that is to protect the individual from any uncertainty in income. The principal social security law enacted in India are¹¹(1)The employee State Insurance act 1948 (2) The employer provident fund and miscellaneous provisions act 1952 (3) The workmen compensation act 1923 (4) The Maternity Benefit Act 1961(5) The Payment of Gratuity Act 1972. These enactment or legislation protects those workers who are specifically mentioned in the enactment. These enactments are given in brief:

⁸ Constitution of India, Article 38(1)

⁹ Ibid Article 38(2)

¹⁰ Article 43

¹¹ These are enactments mentioned by social security division, ministry of labour, government of India.

4.1 The Workmen Compensation Act, 1923

This act is a social security legislation which came into force on 5th March 1923, by the 2009 Amendment Act, the act has been rechristened as employees compensation Act, this act has been considered as the primary part of social security legislation, this act provided for the payment of compensation by certain classes of employees to their workmen for injuries sustained by work in related accident. The main objective of the act is to impose an responsibility upon the employers to pay compensation to the work for the accident arising out of and in the course of employment. It applies to any person who is employed in railways, factories, mines, plantation, ships, constructions etc. The Act exempts the employees covered under Employees State Insurance Act, as disablement and dependant's benefits are available under that Act and also members serving in Armed Forces. The "workman" under the Act is a person employed but, not a casual employee, for the purpose of employer's trade and business and according to Schedule II of the Act. In *C. Arumagham Raj v. Revathi and Others*¹² Court held that as per 2(l) of the Workmen's Compensation Act' 1923, the person involved in the painting work of a house will not come within the meaning of 'workman' but after omission of this section by Act 45, 2009 w.e.f 18.01.2010, the person employed in a construction of any building will come within the meaning of the 'employee' as defined under section 2(i) (dd) of the Employees' Compensation Act 1923, as per the list of the employees given in clause (viii) of Schedule II. This Court is of the opinion that even a person who works in the house of individual, if sustain injuries during the course of said employment he is entitled for compensation under Employee's Compensation Act 1923.

4.2 The Employees' Provident Funds & Miscellaneous Provisions Act, 1952

This is another welfare legislation enacted for the purpose of constituting a Provident Fund for employees working in factories and other establishments. The Act aims at providing monetary assistance to industrial employees and their families when they are in distress or unable to meet family and social obligations and to protect them in old age, disablement, early death and such other contingencies.

At present, there are three schemes in operation for the purpose of giving old age benefits to employees of covered organizations, namely, Employees' Provident Fund Scheme, Employees' Pension Scheme and Employees' Deposit Linked Insurance Scheme. They are all administered by the Employees Provident Fund Organization (EPFO).

4.3 Employees State Insurance Act 1948

It is one of the beneficial and social legislation; the motive of this act is to provide compensation to certain employees for employment injury. The ESI Corporation under this act plays a very important role in this regard. According to section 2(6), the term Corporation under this act refers to the Employees State Insurance Corporation; the central government has the power to establish the corporation. The corporation is basically a body corporate that has feature like perpetual succession. It also has a common seal like other commercial body corporate in India. The main function

¹² 2015 I LLJ 123 (Mad)

of this corporation is to implement provision of the ESI act and carry out duties. The ESI corporation performed extensive power to carry out its function and duties under this act.

The Employees State Insurance Act was enacted with the object of introducing a scheme of health insurance for industrial workers. The scheme envisaged by it is one of compulsory State Insurance providing for certain benefits in the event of sickness, maternity and employment injury to workmen employed in or in connection with the work in factories other than seasonal factories. The Employees State Insurance Act, 1948 presently applies to the factories using power in the manufacturing process and employing ten or more persons and non power using factories, shops, hotels, and restaurants, cinema, pre-view theatres, road motor, transport undertakings and news paper establishments employing twenty or more persons. The Act does not apply to employees of co-operative societies employing less than 50 persons and working without power and those belonging to Central, State Governments and Local Authorities.

4.4 Maternity Benefit Act, 1961

The Maternity benefit Act came into force on 12 December, 1961. This Act is applicable to women workers to regulate the employment of women in certain establishment for certain period before and after child-birth and to provide for maternity benefit and certain other benefits. Every woman shall be entitled to, and her employer shall be liable for, the payment of maternity benefit, which is the amount payable to her at the rate of the average daily wage for the period of her actual absence. The maximum period for which any woman shall be entitled to maternity benefit shall be 12 weeks in all whether taken before or after childbirth. However she cannot take more than six weeks before her expected delivery. The philosophy behind this legislation is that raising a family is a cherished goal for many working people, pregnancy and maternity are an especially vulnerable time for working women and their families. This act is not applicable to the establishment engaging less than 10 persons. The government may extend its applicability to any other establishment or class of establishment. A pregnant woman needs special care and protection to prevent harm to their health and they need adequate time to give birth, to recover and to nurse their child. They also require protection to ensure that they will not lose their job simply because of pregnancy or maternity leave. Such protection not only ensures a woman's equal access to employment, it also ensures the continuation of often vital income which is necessary for the well-being of her entire family.

In *Tata Tea Ltd. v. Inspector of Plantation*,¹³ Kerala High Court has held that the employer can not compel the woman under maternity leave to work on the holiday under the National and Holiday Act, 1958. In *Kiran v. State of Haryana*,¹⁴ Punjab and Haryana High Court allowed the six month maternity leave to the contractual employee which is only admissible to the regular employees of the State Government. In this case Punjab and Haryana High Court followed the ratio given by the Supreme Court in *Secretary, State of Karnataka and Ors. v. Umadevi and Ors.*¹⁵ and held that giving different treatment to the contractual employees than what is given to the regular employees does not offend article 14 and 16 of the Constitution. In *Smt. Kavita Pant v. State of Uttarakhand and others*, Uttarakhand High Court

¹³ 1992 I LLJ 603.

¹⁴ 2013 III LLJ 65 (P&H)

¹⁵ 2006 II LLJ 772 (SC)

held that the contractual employee working as data entry operator with State Power Corporation through outsourcing agency is an 'employee' through a contractual agency and is covered under the benefit of the Act hence cannot be denied maternity benefit. But in given contingencies where there benefits are not being given by agent or contractual agency same are also liable to be paid by the principal employer.

4.5 *The Payment Of Gratuity Act, 1972*

In India, gratuity is a type of retirement benefit. It is a type of payment which is made monetarily to the employee after his retirement. It was held by the Supreme Court of India in *Indian Hume Pipe Co Ltd v Its Workmen* that the general principle underlying a gratuity scheme is that by service over a long period the employee is entitled to claim a certain amount as retirement benefit. The Payment of Gratuity Act was passed by Indian Parliament in 21 August 1972. The Act came in force on 16 September 1972. It is one of the social security enactment where the provisions of the Act will apply to (a) every factory, mine, oilfield, plantation, port and railway company; (b) every shop or establishment within the meaning of any law for the time being in force in relation to shops and establishments in a State, in which ten or more persons are employed, or were employed, on any day of the preceding twelve months; (c) such other establishments or class of establishments, in which ten or more employees are employed, or were employed, on any day of the preceding twelve months, as the Central Government may, by notification, specify in this behalf.¹⁶

V. Legislation which are specially designed for the unorganized labourers:

5.1 *Contract Labour (Regulation & Abolition) Act, 1970* – The Object of the Contract Labour Regulation and Abolition) Act, 1970 is to prevent exploitation of contract labour and also to introduce better conditions of work. A workman is deemed to be employed as Contract Labour when he is hired in connection with the work of an establishment by or through a Contractor. Contract workmen are indirect employees. It applies to every establishment where 20 or more workmen are employed and it applies to every contractor who employees 20 or more workmen on any day of proceeding twelve months.

5.2 *Cine-workers welfare Fund Act, 1981* – An Act to provide for the funding of activities to promote the welfare of certain cine-workers. "cine-worker" means an individual who has been employed in connection with the production of not less than five feature films to work as an artiste (including actor, musician or dancer) or to do any work, skilled, unskilled, manual, supervisory, technical, artistic or otherwise; and whose remuneration with respect of each of any five feature films, has not exceeded 1600/- per month in case of monthly payment and Rs. 8000/- where such remuneration has been by way of a lump sum.

5.3. *Mica Mines Labour Welfare Fund Act, 1946* – The Mica Mines Labour Welfare Fund Act, 1946 constitutes a fund for the financing of activities to promote the welfare of labour employed in the Mica mining industry. It is very necessary to constitute fund for the financing of activities to promote the welfare of labour employees in mica industries.

¹⁶ Section 1(3), The payment of gratuity Act, 1972

5.4 *Beedi Workers welfare Fund Act 1976*³¹ – the motive of the act is to provide the financing measures to promote the welfare of labour working in need establishments. According to this act, the funds are raised by the central government to provide measures and facilities to promote welfare of the persons working in the beedi establishments.

5.5 *The Child Labour (Prohibition and Regulation) Act, 1986* - An Act to prohibit the employment of children and to regulate the conditions of work of children in certain other employment. This Act prohibits the children below the age of fourteen years to work in any specified employments. In any establishments, any employer employees any child or permits any child to work in contravention of the provision of section 3 shall be punishable with imprisonment for not less than three months which may extend to one year or with fine which shall not be less than ten thousand rupees which may extend to twenty thousand rupees.

5.6 *Unorganized Workers' Social Security Act, 2008* – It is one of the act of parliament of india enacted to provide the welfare schemes for unorganized workers. Unorganized workers are the self employed workers, home made workers or a wage worker. The act constitutes a national security schemes like, life and disability cover, health and maternity benefits, old age protection, and other benefits as determined by the central government. According to this act the state government also formulate social security schemes for unorganized labours like provident fund, housing, educational schemes for children, old age homes, employment injury benefits.

VI. Judicial response

The Judiciary has played a significant role in the evolution of industrial jurisprudence and made a distinct contribution towards innovative method and devised strategies towards weaker section of the society which could be obtained from the number of decision. The role of the judiciary in the growth of industrial jurisprudence can be judged by analyzing its trends in decided labour related issues and thereby giving a clear picture of its contribution towards the evolution of the particular branch of Law in the country. India is a welfare state and has enforced many labour welfare legislations. The meaning of welfare state is that system in which the Government undertakes various welfare programmes for its people such as insurance, old age pension and other social security measures. A social system is characterized by such policies.

In *Life Insurance Corporation of India v. Consumer Education and Research Centre*,¹⁷ In this case the court has stated that social security has been defined under article 41 and article 47 and it charge a positive duty on the state to lift the standard of living and to improve Public Health. The basic right to enjoy means of livelihood from cradle to Grave India. The activist judiciary need to revisit its strategy in India.

In *D. S. Nakara v. Union of India*,¹⁸The Apex court has held that the principal aim of a socialist state is to eliminate inequality in income, status and standards of life. The basic frame work of socialism is to give a proper standard of life to the community, especially, security from cradle to grave. Amongst there, it envisaged economic equality and

¹⁷ 1995 AIR, 1995 SSC (5)482

¹⁸ AIR 1978 SC 597

equitable distribution of income. This is a combination of Marxism and Gandhism, leaning heavily on Gandhian socialism. From a wholly feudal exploited slave society to a vibrant, throbbing socialist welfare society reveals a long march, but, during this journey, every state action, whenever taken, must be so directed and interpreted so as to take the society one step towards the goal.

In *Calcutta Electricity Supply Corporation v Subhas Chandra Bose*,¹⁹ While describing the scope necessary provisions of constitution, Justice K. Ramaswamy held that Health is a Human Right enshrined in the Universal Declaration of Human Rights (Articles 22-28) and International Covenant on Economic Social and Cultural Rights. Further, it is a basic and fundamental Right of Workmen. The “maintenance of health is a most important constitutional goal”. Health does not mean “absence of disease or infirmity but a state of complete physical, mental and social well-being.”

The ultimate goal of social security is to ensure that everyone has the means of livelihood. It follows, therefore, that the right to social security is also inherent right in the right to life. In *Gammon India Ltd. vs. Union of India*,²⁰ the Apex Court while dealing with the object for which the Contract Labour (Regulation and Abolition) Act, 1970 was enacted observed that the Act was passed to stop the ill treatment of contract labour and also to introduce better conditions of work. The Act provides for regulation and abolition of contract labour. The underlying policy of the Act is to eradicate contract labour, whenever possible and practicable, and where it cannot be abolished, the policy of the Act is that the working conditions of the contract labour should be so regulated as to ensure payment of wages and provisions of essential amenities.

Thus, the Court has expanded the provisions of social security benefits to contract labourer by stating that the ESI scheme extend to all employees in covered establishments, whether they are directly employed by principle employer or through an immediate employer. These apart, the judiciary also attempted to protect the fundamental rights of unorganized labourers.

VI. Conclusion

In the earlier discussion, an attempt has been made to understand the concept of social security to unorganized labourers. At present, many problems are faced by informal sector such as low wages, exploitation of workers, employment injury etc. The legislative system of India protects the rights of informal worker with the help of various articles covered under the constitution of India. There are numerous Lawsons in India which covers different sets of benefits available to unorganized labourers. As informal workers play a vital role to advance the proficiency and smoothing of the economy of the country and the aim of the labour acts are to protect the workers with a view to provide human treatment, welfare, well-being and security to make the workforce more efficient and productive. It is one of the responsibilities of the state to protect its citizen from various contingencies like employment injury, sickness,

¹⁹ (1992) 1 SSC 441

²⁰ 1974 AIR 960, 1974 SCR

death, unemployment, Maternity etc. Thus the motive of social security is to provide the safety machinery against stoppage of substantial reduction of earning resulting from sickness, Maternity, employment injury, occupational disease, old age etc. The Government of India made several social security laws to protect the interest of workers both in formal and informal sectors. Apart from this, statutory welfare fund such as beedi worker welfare fund Act, 1976. limestone and dolomite mines worker fund Act, 1976 have been enacted for the special category of workers in unorganised sector with a view to provide housing, medical, recreational, educational, family welfare and other facilities.

In view of the above article it may be pointed out that many important enactments relating to labour welfare within the purview of concept of social security have been passed in India. It may be observed that some legislative measures provide protection to trade union and trade union activities. Although there are numerous acts passed by the central government and state government which come under the framework of the social security legislations in India.

VI. Suggestions

Unorganized worker like a wage worker or self employed needs a special skill up gradation training programmes for upcoming challenges in this growing economy.

There is a need of formation of the unions in the unorganized sectors where the worker will enjoy various benefits without being depressed.

The well structured fund is to be created as a social security to the unorganized workers. As it is the mandatory contribution from the state to the employees.

There should be a establishment of self local body in each districts where a authority should be appoint to take care and make records of unorganized labour and to prevent child labour.

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