



Research Article

A STUDY ON LABOURERS AND THEIR PROBLEMS IN UNORGANISED SECTOR IN INDIA

Madhu Balaaji S* and Girija Anil, ML

Saveetha School of Law, Saveetha University

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ABSTRACT

This study has made an attempt to analyze the labours in the unorganized sector and the problems that they face and welfare measures adopted by their employer and government. Labour welfare means anything done for the comfort and improvement of the labour over and above the wages paid which is not a necessity of the industry. The basic purpose of labour welfare is to enrich the life of labour and keep them happy. Labourers spend most of their time at work. It can be seen and understood that these labourers help in the infrastructural development of the country, which is one of the most important role in the economic development of the country. They reasonably feel that when they are at work place or in trouble/ problems, they are supposed to get something back from the employer or the government. They look for support from both employer/contractor and government. They are entitled to be treated as human beings with personal needs, hopes and anxieties. It can be clearly seen that unorganized labours are living their life below the minimum standards level. Without a doubt, many informal workers are not in a position to meet their daily requirement. Maximum numbers of women worker are consistent victims of low wages when contrasted with men. There are number of legislations for the security of the labour force but those laws are routinely executed in organized sectors yet in actuality, it is not properly used or in most cases even implemented in unorganized sectors. So, here author has tried to focus on various problems of unorganized labour and the necessary solutions. The data were collected from different secondary resources like books, research paper, websites, and a range of accessible government reports and in addition to that various informations are also assembled after discussions with veteran government employees worked in this field.

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INTRODUCTION

The regulation regarding labour and employment in india is generally known beneath the vast class of "industrial regulation". Industrial regulation in this united states of america is of latest antique and has advanced in appreciate to the vastly increased awakening of the workers of their rights, especially after the arrival of independence. Industrial relations include a complicated relationships among the workers, employers and authorities, essentially concerned with the determination of the phrases of employment and conditions of labour. Labour studies is about revealing and knowledge the importance of labor in our lives, barriers and challenges of places of work, and in the end, it's approximately figuring out methods to make upgrades for all people. First off, one need to apprehend is the which means of the term labour. Labour is a number one thing of production. The scale of a country's labor force is decided by the scale of its grownup population, and the quantity to which the adults are both operating or are organized to provide their hard work for wages.

*Corresponding author: **Madhu Balaaji S**
Saveetha School of Law Saveetha University

The aggregate of all human physical and mental effort utilized in production of goods and services. The unorganized sector can be defined as that a part of the paintings pressure which have no longer been able to prepare itself in pursuit of a common objective due to positive constraints together with casual nature of employment, lack of understanding or illiteracy, superior strength of the agency singly or in aggregate and so forth. The ministry of labour & employment is one of the oldest and essential Ministries of the government of India. The principle duty of the ministry is to guard and safeguard the interests of workers in popular and those who constitute the terrible, deprived and downside sections of the society, specifically, with due regard to creating a healthful work surroundings for better production and productivity and to develop and coordinate vocational skill education and employment services. Authorities's interest is also focused on merchandising of welfare and imparting Social protection to the labour pressure each in prepared and unorganized sectors, in tandem with the technique of liberalization. Those targets are sought to be accomplished via enactment and implementation of numerous labour legal guidelines, which alter the terms and situations of service and employment of employees. The state governments are also competent to enact

law, as labour is a topic in the concurrent listing under the constitution of India. India's ministry of labour, in its 2008 report, categorized the unorganized labour in India into four groups. This category classified India's unorganized labour force with the aid of career, nature of employment, in particular distressed classes and carrier classes. The unorganized occupational companies consist of small and marginal farmers, landless agricultural labourers, share croppers, fishermen, the ones engaged in animal husbandry, beedi rolling, labeling and packing, building and construction people, leather-based employees, weavers, artisans, salt collectors, people in brick kilns and stone quarries, workers in noticed turbines, and workers in oil generators. At present, there are 44 labour related statutes enacted via the crucial government managing minimum wages, accidental and social protection benefits, occupational safety and health, conditions of employment, disciplinary movement, formation of change unions, business relations, etc. predominance of informal employment has been one of the imperative functions of the labour marketplace state of affairs in India. While the arena contributes around half of the GDP of the country, its dominance in the employment front is such that greater than 90% of the total body of workers has been engaged in the casual financial system. As per the modern-day estimation of a sub-committee of the countrywide fee for businesses in the unorganized sector (nceus), the contribution of unorganized sector to GDP is about 50% (nceus 2008).

Objective

- To study the problems faced by the laborers of unorganized sector in India.
- To analyze the reasons for problems faced by the laborers of unorganized sector.
- To explore the steps taken by the Government of India to reduce such problems.

Limitations

- Lack of field study
- Lack of access to restricted journals online

Research methodology

Data collection

This research is based on secondary sources of data, which include

- Articles
- Journals
- Books

METHODS

- Explorative method
- Analytical method

Review of literature

- This chapter analyses the views and main findings of different authors on the economic conditions of unorganized construction labourer. The study of related literature implies locating, reading and evaluating reports of casual observation and opinions that are related to the individual's planned research work. Further, the concepts used in the present study have been discussed.

- Puneekar, Deodhar and Sankaran (2004) in their book, "Labor Welfare, Trade Unionism and Industrial Relations" stated that labor welfare is anything done for the comfort and improvement, intellectual and social-well being of the employees over and above the wages paid which is not a necessity of the industry.
- Deshkal society (2004) observed that contractors are in the domination position. The untimely payment of wages remain is a big challenge for labourers. Variety of issues like unregulated working hours, unhygienic working environment, lack of social security is the major concerns for the unorganized labourers.
- Study Report „Naka“ Workers (Construction Industry) (2007) aimed at examining the present status of „Naka“ Workers“ in construction industry in Navi Mumbai. Number of issues have come up through the study viz. minimum wages are not paid, labourers are not skilled, lack of elementary education, oblivion about their statutory and constitutional rights. The conditions of construction workers in „Naka“ Markets are still worse.
- Indian Women Work 94 Mins More Than Men Every Day: Survey about the women labourers found out that Women in India work over one-and-a-half hours more than the country's men every day, making this difference in total work hours the maximum in nearly 30 countries.
- According to (Webster, Lambert, Bezuidenhout et al. 2008) Trade unions should then join hands with various non-governmental organisations, women's movements, consumer organisations and community groups irrespective of the countries. In that way, the environmental and social justice interests will also be taken care of. In short, the labour movement will accept the form of a social movement unionism.
- Martha Chen defines informal sector as the one which include small workshops that repair bicycles and motorcycles; recycle scrap metal; make furniture and metal parts; tan leather and stitch shoes; weave, dye, and print cloth; polish diamonds and other gems; make and embroider garments; sort and sell cloth, paper, and metal waste, head-loaders, cart pullers, bicycle peddlers, rickshaw pullers, camel, bullock and horse cart drivers and auto rickshaw drivers in India, shoemakers in Madrid, streetside performers and artisans, horse cart drivers, sweat-shop workers and industrial outworkers in New York and assemblers of electronic parts in Leeds 1. There is another broad category of informal sector workers called „waste-collectors“. There are millions of waste-collectors across the world. According to Martin Medina, there are around 15 million waste-pickers across the world that makes a living by recovering materials from waste for recycling (Medina, 2009). Waste collectors and their families sustain by reclaiming reusable and recyclable materials from what others have cast aside as waste (Samson, 2008).

Issues and challenges of the unorganized labourers

The working condition of labour at work place is not satisfactory in India. Workers are always in frustration and motivation level of workers is not good. As we know that man is by nature an organic system not a mechanical one. The input of energy such as food, water etc are converted by him into outputs of behavior. His behavior is determined by relationship

between his characteristics as organic system and the environment in which he moves.

The unorganized labour faces following issues and challenges

- Insufficient labour laws
- No social security
- Guaranteed minimum wages
- Bonded labour (they don't complain about this because if they do their master may remove them) considering their ignorance)
- Child Labour (they are the most exploited among them)
- Working Women – issue of harassment at work place
- Low literacy among them
- Low incomes which they don't complain about
- Vulnerable to diseases
- Pain or injury from physical overexertion, repetitive manual tasks, or working in awkward positions.
- Exposure to moulds, fungi and bird or rodent droppings.
- Exposure to lead, wood dust, asbestos, paints, solvents, and other toxic chemicals or materials.
- Working in extreme temperatures and UV radiation.
- Working with hand tools, powered tools and heavy powered equipment.
- Excess vibration in the hands, arms or body from powered tools or equipment.
- Confined spaces.
- Noise.
- Working at heights.
- Electrical hazards.
- Working with cranes, hoists, and other material handling equipment.
- Slips, trips and falls.
- Respiratory and fire hazards from wood dust.
- Stress.
- Shift work or extended work days.

Legislative and policy framework of the unorganized labour

This chapter will bring about a spotlight in the contemporary legal situation of labour legal guidelines addressing the unorganized labour in india; at the mean time welfare regulations at the countrywide and state level pertaining to them. The major initiative taken by the government is the unorganized workers social security act, 2008, in which the introduction of social protection board at the country wide and state level has been mandated. It only contains social protection and security schemes in the nation; no legal obligation is binding at the part of government or the one who employs no eligibility standards; no benefit details; minimum wages and many others, were envisaged inside the act. Essentially, the act (2008) is eyewash which has neither addressed troubles nor given answer. The social security has been the main concerns for the labour sector (formal) which has been addressed with the aid of the government with following legislation:

- Payment of gratuity Act 1971
- Workmen compensation Act 1923
- Maternity benefit Act 1971
- Employees state insurance Act 1948
- Employees provident fund and the miscellaneous provisions act 1952.

Conclusion and future scope

The working situation of labour at work vicinity isn't first-rate in India. The foremost initiative through the government is the unorganized labours "social security act, 2008, but the truth is quite shocking because the act has been proved a tiger without teeth. In addition to legislation do now not point out unorganized workers in particular nor do they restrict insurance of them. In other phrases they can't experience any social protection measure which is freely open for organised workers. This research is the general evaluation of the unorganized labour market in India.

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