



LABOUR IN UNORGANIZED SECTOR PROBLEMS AND WELFARE ACTIVITY

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Abstract

The object of this paper is to understand the problem of unorganized sector and social security in unorganized sector. In Indian Economy the contribution of unorganized sector to economic growth is immense. They are agriculture labourers, workers in manufacturing field, service and trade and in construction work. The majority of workers are extremely poor. They are not only poor and marginally employed. They are discriminated in salary and in other facilities. Their earning are so meagre where they can not meet their own livelihood. The majority of population of labour category who are working in unorganized sector. Their contribution to the economy is more. They are exploited in many ways because they are exposed to all types of climate and weather such as scorching sun, heavy rain and winter.

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as scorching sun, heavy rain and winter. It will effect for their health and the efficiency of work. According to ILO Classification welfare amenities are

- i) Latrines and Urinals
- ii) Washing and bathing facilities
- iii) Crèches
- iv) Rest Shelters and canteens
- v) Arrangements for drinking water
- vi) Arrangements for prevention of fatigue
- vii) Health Services including occupational safety
- viii) Administrative arrangements within a plant or establishment to look after welfare
- ix) Uniforms and protective cooling
- x) Shift Allowance

The welfare facilities will improve the physique, intelligence, morality and standard of living of workers which will automatically improve the labours efficiency and productivity.

The concept of an unorganized sector began to receive world wide attention in the early 1970's when the International Labour Organization initiated serious efforts to identify and study the area through its World employment programme mission in Africa. Since then the informal sector has been the subject of several studies and seminars covering various aspect like its size, employment potential, its relationship with the formal sectors, technological level etc. In 1987 the Director General of the ILO submitted a report to the International Labour Conference on the "Dilemma of the informal sector". In it he referred to the role of this sector in promoting employment, the absence of adequate laws for providing protection to workers in this sector, and the scope for application of International Labour Standards in this area.

The important characteristics of employments in the sector are

- a) Small scale of organizations.
- b) Easily enter and exit
- c) The rules and regulations are not regulated
- d) The total working hours are not fixed
- e) No security of employment



- f) Lack of housing and other basic facilities.

The unorganized sector is not an independent sector. It is dependent on organized sector. Even though the labour laws are existed the workers who are in unorganized sector do not get social security and other benefit. They are employed on a casual basis piece rate payment, home based work and contractual work is there in unorganized sector. Direct recruitment is decreasing. In some cases workers are engaged through contractors. Workers are engaged in seasonal employment most of the jobs are on casual basis. Debt is very common among the employees. The another serious problem is health issue. However it can be said these main features such as low wage, employment of family labour, child labour, seasonal work and health program are in unorganized sector workers.

Labour Welfare Activities

The labour occupies important place in the society. The scope of labour welfare needs to be considered sensible and realistic way. The welfare measure will increase the efficiency of workers and productivity will also increase. The International Labour Organization also observed that the term is on which lends itself to various interpretation and it has not always the same significance in different countries. Some time the concept is very wide are and is more or less synonymous with conditions of work on a whole. It may include not only the minimum standard of hygiene and safety laid down in general labour legislation, but also aspects of working life as social insurance scheme, measures for protection of women and young workers, limitation of hours works, paid vacations etc. So labour welfare services should enable the workers to live a richer and more satisfactory life and raise the standard of living of the workers

The labour welfare activities are those amenities which are provided with in the premises of the establishments

- a) The maintenance of a clean sanitary and hygienic work environment
- b) The Provision of suitable working facilities all employees
- c) It is a statutory obligation to make arrangement for drinking water to their work
- d) The maintenance of First Aid box for every factory employees



- e) The rest shelters should be provided to workers with modern undertakings provide pleasant comfortable rest rooms.
 - f) Workers canteen is are essential part of the establishment
 - g) Providing crèches is a welfare facility which a should be provided for women workers
 - h) It is the basic necessity of providing basic health and medical facilities to workers.
- It can be concluded that welfare implies providing better work conditions reasonable amenities such as drinking water, toilet, rest rooms etc. So there is need to extend the coverage of welfare amenities the workers who working the unorganized sector.

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