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## Editorial

### WHAT IS UNORGANISED – THE LABOUR OR THE LABOURERS?

A huge population in the world and in India have nothing as their asset than their labour. They sell their labour to feed their families and to sustain themselves. Some do not only sell their labour but sell their bodies, their blood and organs as well. Unfortunately those who buy the labour are highly organised but those who sell are utterly unorganised. In India and in South Asia, labourers are not only unorganised; they are not allowed to organise (including some of the labour unions) so that they continue to live an inhuman life and be deprived of their human rights in order to safeguard the interest of

the rich and the powerful.

The National Sample Survey Organisation in the year 1999-2000 suggested that the total employment in both organised and unorganised sector in the country was in tune of 39.7 crores of which about 2.8 crores were in the organised sector and the rest 36.9 crores in the unorganised sector. Of this huge 36.9 crores workers in the unorganised sector, 23.7 crore workers were employed in agriculture sector, 1.7 crores in construction, 4.1 in manufacturing activities and 3.7 crores each in trade and transport, communication

and services. The unorganised workers fall in various categories but estimates suggest that a large number of them are home based workers engaged in occupations like *beedi* rolling, *agarbatti* making, *papad* making, tailoring, *jari* and embroidery work, etc.

It is argued that open unemployment is not a true indicator of the gravity of the unemployment problem in an economy such as India, already suffering from large-scale underemployment and poor employment quality in the unorganised sector, which accounts for over 90 per cent of the total employment. The unorganised sector workers' Social Security Bill, 2007, reads "It is estimated that the workers in the unorganised sector constitute more than ninety-four per cent of the total employment in the country." On the other hand the organised sector contributes only about 9 per cent to the total employment ([http://www.indiaonestop.com/unemployment.htm# Unorganised sector](http://www.indiaonestop.com/unemployment.htm#Unorganisedsector)).

Who is this unorganised labour? What is unorganised – the labour or the labourers? The labour of the unorganised workers is much organised and that is why it contributes so much to Indian economy. What is not organised is their efforts to take care of themselves and their rights. Technically the term 'unorganised

labour' has been defined by the Labour Ministry as *those workers who have not been able to organise themselves in pursuit of their common interests due to certain constraints like casual nature of employment, ignorance and illiteracy, small and scattered size of establishments, etc.*

The text of the Bill No. XXXIV of 2006 introduced in the Rajya Sabha on 12 May, 2006 - The Unorganised Labour and Agricultural Workers (Welfare) Bill, 2006, reads "it has been observed that the organised labour through its bargaining power and means of strike and agitations, etc. through their Unions manages to get its demands, whether reasonable or unreasonable, fulfilled but the unorganised labour including the agriculture workers feel helpless even in getting its reasonable demands like the minimum wages, availability of work round the year, pension, provident fund, maternity benefit, creche, etc. fulfilled. They remain hand to mouth and exploited throughout their lives. Their condition is becoming worse day by day and there is no legal protection for the unorganised labour including agricultural workers. Ours is a welfare state and considering the vast number of unorganised labour and agricultural workers in the country and their immense contribution to the national wealth and resources, it is high time that these vital sections of the society are extended welfare measures and given all possible legal protection."

Studies indicate that the workers who are unorganised largely consist of particular social categories. According to a report of the National Commission for Enterprises in the Unorganised Sector (NCEUS, August 2007), the

social composition of agricultural labour was 46.7 per cent Scheduled Castes and Scheduled Tribes and 33.9 per cent Other Backward Classes, besides others. The Hindu "higher" castes, it said, were least likely to be agricultural labourers. Among these Backward Classes, a large number of the m are also of Backward Castes and some of them are Muslims (The Sachar Committee Report 2006).

*Frontline* reported that the proportion of self-employed women as a percentage of the total workforce is 61.1 per cent; rural women constituted 63.7 per cent and rural Scheduled Castes and Scheduled Tribes women 51.1 per cent. This meant that regular employment opportunities were next to negligible and even more remote for dalit and adivasi women (Vol. 24, No. 25, January 4, 2008:4-8).

According to the Arjun Sengupta report on unorganised labour, as many as 79 per cent of the 395 million workers in this sector earn less than Rs. 20 a day! On the other hand we pride ourselves in producing more millionaires and billionaires in terms of dollar compared with most other developing countries. Sengupta argues that the distressing fact about our development strategy is that it has not been able to tackle successfully the problem of the dehumanising poverty of over 300 million of our people (*The Asian Age*, December 13 2007) Most of them are part of the huge unorganised sector. The problems of unorganised are manifold-excessive working hours, inhuman work conditions, low and irregular wages, differential wages between women and men, piece rate work are some of them (Press Information Bureau, Government of India, 2000).

Lack of adequate and quality education along with lack of influence, finance and other assets hinder opportunities for employment to Dalits, Adivasis and a large number of Muslims. A large number of these people find themselves unorganised at work place in rural as well as urban areas, be it agriculture, industry, or other sectors. Almost all bonded labourers in India come from Schedules Castes or Scheduled Tribes. *The UNICEF's State of World's Children, 1997 Report* has special relevance for India. It suggests that almost all child labourers in India are from SC or ST families; majority of them are girls. They do bonded labour to pay off debts to landlords and work in situations where their parents were employed. The children were not paid the minimum wage and were subject to abuse by employers.

To wind up, I quote from the book *Inhuman Wrongs and Human Rights* by Upendra Baxi (1994:3) "In no society that takes human rights seriously should there be allowed a state of affairs where human beings become sub-human—that is, when they perforce have to surrender even those sonorously recited "inalienable" rights of man, where people sell their wives, children of themselves (in bonded labour) in order to survive, or surrender their life. The expression "human rights" presupposes a level at which biological entities are bestowed with the dignity of being called human. The bearers of human rights must have an implicit right to be and remain human, allowing them some autonomy of choice in planning survival."

**Jimmy Dabhi**

## **SOCIAL SECURITY FOR WOMEN IN UNORGANISED SECTOR: HUMAN DEVELOPMENT PERSPECTIVE**

Archana Sinha

Women constitute the largest segment of India's unorganised sector in the country. Many workers in the unorganised sector lack access even to information about basic rights like minimum wages. Their wages and earnings are generally at a mere minimum for survival. They do not get protection of labour laws due to ignorance and weak enforcement of law. The unorganised workers are generally denied social security, welfare and health cover. They are engaged in unorganised economic activities which encompass small scale industries, cottage industries, micro units of production, construction, large manufacturing units, textiles and garments, horticulture, agriculture, rural occupations, forest based employments, fisheries, sweeping-cleaning, loading-unloading, mining, forestry, service sector, entertainment, etc. The globalisation-influenced policies of the government have brought about increased contractualisation, informalisation and closure of small-scale industries and so the size of the unorganised sector is growing at a faster rate. A rough estimate would suggest that 94 percent of the approximately 405 million workers are in unorganised or informal sector. Women who work on worksites of construction or brick kilns face problems of child care, have no toilet or drinking water facilities and are vulnerable to sexual exploitation. Some, like domestic workers, are not even recognised as workers in the law.

Building on the philosophical writings of Amartya Sen, the human development approach argues for

changing the way human progress is assessed – not narrowly in terms of increases in people's incomes, but more broadly in terms of enhancement of human capabilities, widening of choices, expansion of freedoms and assurance of human rights. The concern with enhancing people's capabilities has to do with women everywhere – no matter where they are born, where they live, or which community, gender, colour or caste they belong to. The Government of India from time to time has moved legislations that concern social security of women. Although all its Acts are gender sensitive, new dimensions have been provided to make women's rights central to these Acts.

Studies have shown that the burden of poverty falls more heavily on women than on men. At least 11 per cent of the households' expenditure in India are supported solely by women's income. Given the pervasiveness of human poverty, slow progress in reducing maternal mortality and the high vulnerability of most unorganised sector workers in India, it becomes all the more important to view social security through the lens of human development, human security and human rights. The conventional trend or approach in the policies has been to view social security narrowly as unemployment benefits, old-age pension and compensation for disability and death. It is equally important to concentrate on policies that seek more fundamentally to remove deprivations and therefore the necessity to introduce social security measures.

The unorganised sector workers are denied protection of Minimum

Wages Act, Equal Remuneration Act and Workmen Compensation Act due to poor enforcement. Even the deductions from their wages under Provident Fund Law do not actually provide social security coverage due to poor enforcement and lack of awareness. The insecurities of livelihood to self-employed workers, hawkers, vendors, marginal farmers, landless labour, adivasis, dalits, displaced persons, safai-karamcharis, fish-workers, domestic workers, construction workers, etc. are growing. New kinds of labour bondage are in vogue in various sectors. The all-round absence of any employment regulation and social security system for the vast majority of unorganised workers need a serious consideration.

Unorganised sector workers in contemporary India face three major threats to human security: poor health, shrinking livelihoods and muted voice. Ill-health is among the leading causes of both impoverishment and vulnerability of workers in the unorganised sector. Particularly neglected are concerns of women's health in India. The absence of an effective community-based health care system, even after 60 years of independence, is a sad reflection of the priority accorded by India to women's health. Lack of effective access to safe reproductive health services makes pregnancy a high-risk event for many poor women. It is, therefore, imperative that addressing health concerns of the poor and unorganised sector women workers must be a core component of any protective social security initiative.

### Suggestions on Social Security

- ❖ It is suggested that social security entitlements must be accessible to all women workers, whether paid or unpaid; it must include all categories of women workers under the definition of unorganised sector – for example, agricultural workers (who comprise the largest group of unorganised sector workers), construction workers (the second largest in the sector), brick kiln workers, domestic workers, rag pickers, loaders, vendors and home based workers in a range of occupations; sex workers, entertainment workers, migrant workers-seasonal and permanent, home based and self employed workers, street vendors; it must also include payment of minimum wages based on the living need of all workers, equal wages for equal work irrespective of sex, caste or religion. All housing schemes under social security provisions should ensure that titles are given out in the women's name or at least jointly.
- ❖ Measures to promote social security among unorganised sector workers cannot be separated from actions needed to expand livelihood opportunities for them. The various schemes of the central and state governments cover

hardly 6 per cent of the informal and unorganised sector workers. Strong political and public support needs to be mobilised if any social security measure has to find acceptance among policy makers.

- ❖ There should be stronger cooperation at the political level as inconsistencies and lack of coordination among various programmes, departments, ministries and states is leading to denial of benefits to vulnerable women workers as well as marginalised groups in the unorganised sector.
- ❖ There should be enough safety nets for the poor, including workers and unemployed in liberalised economy. While economic reforms would lead to greater economic opportunities, there are substantial sections of society who do not have resources to enter market operations.
- ❖ Government should be a promoter and not a preventer of risk management in unorganised sector.
- ❖ The challenges of social security, particularly for the elderly, destitute and the unemployed, economic stability and social justice have increased both in scope and complexity. Reforms in the

fields of pension system, insurance, labor markets and financial markets will have to be suitably designed and implemented in a sustained manner.

### Conclusion

Deprivations and vulnerability are integral to the lives of many millions of unorganised workers. Social security benefits are essentially a part of universal human rights. In India, which is the largest democracy in the world, social protection remains the biggest challenge. The unorganised sector in India is deprived of these benefits. India is a nation with one-sixth of the world human population. The social security measures planned and implemented in India in the post-independence era has been limited to organised sectors whereas the majority of the work force survive through unorganised sectors. The Government of India has been dealing with a population that has been ever growing. The planners with the limited resources have hardly been able to cope with the ever increasing demands. The real challenge is to ensure that the labour laws and social security schemes that exist for workers in the organised sector are extended to and implemented for the workers in the unorganised sector. The government institutions and NGOs need to build up a system in order to foster a community-based network.

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## **WOMEN IN UNORGANISED SECTOR: THE ISSUE OF WELFARE SCHEMES AND SOCIAL SECURITY**

Arani Sinha

In India, almost 92 per cent of the work force is in the unorganised sector, one-third of which are women and their dependents.

Though the Indian Constitution guarantees equality of opportunity related to work, equal rights for livelihood, equal pay for equal work

etc., the condition of women in the unorganised sector is deplorable. Majority of women in the unorganised sector work for low

and highly unequal wages compared to their male counterparts. The unorganised sector is characterised by no clear cut relationship between the employer and the employee as most of the employees are contractual, casual, migrants, home based etc. Because of this character of employees the protection of the rights of employees, social security protection and labour laws are not applicable in the unorganised sector. Thus the workers in the unorganised sector in general are outside the purview of Protective Labour Laws and Trade Union Organisations. In this context one need to realise that women are exploited even in organised sector; but their condition is still worse in unorganised sectors.

If we try to examine the concept of social security, we will come to the conclusion that in India, it is used for preventive, promotional as well as protective measures. This concept involves social insurance, social assistance, social protection, social safety, etc. The central trade unions and many trade unions of unorganised sector workers have been raising demands for a comprehensive legislation for unorganised workers including employment protection and social security for all categories of unorganised workers. There has been demand for social-assistance-based social security system for unorganised workers considering the low income levels of these workers and their inability to contribute in long run, like organised sector workers. Trade unions have opposed insurance based or contributory social security. Trade unions also demanded for employment security, employment regulation, livelihood protection and price support system so that

unorganised workers get real protection. It has been pointed out that policy of labour market flexibility would make these workers more and more insecure and they must be protected.

There are different models which can be applied in order to provide social security to the unorganised sector workers. These models are centrally funded Social Assistance Programme, Social Insurance Scheme, Social Assistance through Welfare Funds of central and state governments. Though these different social security models have been to some extent successfully implemented in many states, yet all the different models put together cover only about 10 million out of approximately 390 million unorganised sector workers.

To add to this,, many argue that the Unorganised Workers Social Security Bill 2007 is a gross betrayal of the expectations and genuine needs of nearly 39 crore workers of the unorganised sector of the country. It is a betrayal because it has failed to take into account the suggestions given by all the organisations and forums. The recommendations of the Second National Commission for Labour for social security legislation for unorganised sector workers and also the voices and concerns of the movement of the unorganised sector workers specifically the women workers have been ignored.

One of the biggest loopholes of this Bill is that it covers only wage workers. A lot of women are unpaid workers in family farms and enterprises and are completely left out of this Bill. Exclusion of unpaid workers from the purview of this Bill means that large sections of women workers in the country

remain outside the social security web. The Bill has failed to incorporate decent conditions of work and protection of women labour from sexual harassment. Furthermore, it is being argued that the concerned Bill is without any legislative policy because it leaves the critical issues of defining as well as enacting the law to the central government and not to the legislative body of the Parliament. Under the national minimum social security benefits, employment and wage guarantee, non employment allowance, health benefits pension, maternity benefit, education assistance and housing are essential and must be provided. There are a number of other areas in the Bill, which need a closer look and analysis. Moreover, as it happens in most of the decision and policy formulating schemes, women are excluded from participation. The same is the case regarding the administration and implementation of the labour laws. The 2007 Bill does not ensure women's adequate representation or participation.

Various reasons could be attributed for the sorry state of affairs of the women in the unorganised sector. The situation is deteriorating even further because of the impact of globalisation and liberalisation, relaxation of labour laws, adverse impact of technological growth on women labour, lack of organisations i.e. trade unions among female labour force, absence of government motivation or purposeful human resource development policy. The need is for greater government intervention in this sector and an all- inclusive legislation that will take into account the distinct nature of women's work and their problems in the unorganised sector.

## PLIGHT OF WOMEN WORKERS

Vasundhra Verma

The right to social security represents an important legal guarantee aimed at ensuring the right of every Indian to live in human dignity. The implementation of this right is an essential precondition for the realisation of other related human rights, such as the right to an adequate standard of living, the right to health, the protection of women and children and other rights enshrined in the various human rights instruments. Thus, the recognition of social security as a human right represents an essential shift from needs-based charity to rights-based social justice.

### **Social Security in International Law**

As a member of the UN, India has signed the Universal Declaration of Human Rights (UDHR), the International Covenant on the Economic, Social and Cultural Rights (ICESCR), The Convention on the Rights of the Child (CRC) and the Convention on the Elimination of all forms of Discrimination against Women (CEDAW). The right to social security has emerged as a human right and India, under international commitments and obligation, is bound to provide social security to all citizens equally. Articles 21 to 31 of UN International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, 1991 provides social security and other labour rights for migrant workers. Social security as defined by ILO in Convention No. 102 enumerates nine risks or core contingencies that lead to stoppage or substantial reduction of earnings. The unorganised informal workers need

to be protected against these nine contingencies which are: sickness, maternity, employment injury, unemployment, invalidity, old age, death, need for long term medical care and supporting families with children.

### **Social Security in India**

The Constitution of India provides for right to equality, right to life, right to social protections explicitly and implicitly. The overall spirit of the Constitution of India guarantees social security measures to the unorganised sector workers. It provides the right to equality (Article 14-18) including right against discrimination (Article 15), freedom of speech and association (Article 19), freedom from exploitation such as right against traffic in humans and right against forced labour (Article 23), and right against child labour (Article 24). The Constitution of India also requires that the state should strive to promote the welfare of the people by securing justice – social, economic and political. The state is constitutionally bound to provide adequate means of livelihood to ensure that the health and strength of workers and tender age of children are not abused, and that citizens are not forced by economic necessity to enter avocations unsuited to their age or strength [Article 39 (a), (b) and (e)]. The state shall make effective provision for securing the right to work, to education and to public assistance in case of unemployment, old age, sickness and disablement, and in other cases of undeserved want (Article 41). The State should make provision for securing just and humane conditions of work and maternity relief (Article 42),

endeavour to secure work, a living wage, conditions of work ensuring a decent standard of life and full enjoyment of leisure (Article 43). The State should also regard the raising of the level of nutrition and the standard of living of its people, and improvement of public health.

### **Women and Social Security**

Women's contribution to the economy by and large remains unrecognised. Yet, their services are valuable. The World Bank in its Annual Report in 1989 observed that 35 per cent of Indian households below the poverty line are headed by women and in most cases are thus dependent exclusively on female income. The report observed that women's contribution is significant in families having low economic status. The poorest families thus depend on women's economic productivity. According to an ILO estimate, the value of unpaid household work constitutes 25 to 39 per cent of GNP.

Unpaid and informal sector works are largely uncounted in labour force and national income accounts. As a result, it remains statistically invisible and despite its importance, is generally ignored in national human resource and economic policies.

According to the 1991 census estimate, about 90 per cent of women are working in the unorganised sector which does not offer fair wages and decent terms of work. Nor is there any opportunity to improve their earning potential. There are no supportive services like crèches, fuel and water. Sexual harassment is very

acute in this sector. Contractors exploit young girls and women and in many a situation are forced to succumb to their lust. In the sphere of farm family labour, women's contribution is immense, but no effort has been made to estimate this.

Although Indian Constitution guarantees democracy and confers the right to equality to all strata, the reality is that this guarantee of right to equality has not reached many lower sections of society. It is these people who struggle, are impoverished, alienated and concerned with basics for survival. The case of domestic workers is evidence to the fact that despite the guaranteed constitutional rights, their struggle for equality and survival continues. It is disheartening to note that domestic workers, as part of unorganised work force, remain the most exploited even after six decades of

independence.

Many migrant domestic workers in cities live on pavements or on slums and serve others in houses. A woman domestic worker has to sweep, swab, wash utensils and clothes in every house twice a day, morning and evening. Sometimes she has to stand in long queues to get water. She has to repeat the same work in her own home.

But still they continue to work in adverse conditions. For instance, workers engaged in cleaning sewage may be killed by the noxious fumes that are often accumulated in the drain. This happens when the workers are not equipped with protective overalls or masks or when the mandatory tests to ascertain the level of toxic gases in the drain are not conducted.

So, it is very necessary that social security should be given to the women workers who are working

in unorganised sectors. They have been deprived of their human rights of social security. It is necessary that all women workers should be given the following rights:

- ★ All women workers, paid and unpaid, need additional protective cover in the law for equal wages and service conditions; need a mechanism for the prevention of sexual harassment; need maternity benefits with leave; need widow pensions and legal aid.
- ★ All women should be entitled to social security benefits as independent workers and not as dependents of male earning members or as part of the family/household.
- ★ The employment status of a male member in the family must not be the criterion for the availability of entitlements to women.

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## **UNORGANISED WORKERS AND SEARCH FOR SOCIAL SECURITY**

**Pradyumna Bora**

Social security in the broad sense of the term means overall security for a person in the family, work place and society. It may then be understood as measures designed to ensure that all citizens meet their basic needs (such as adequate nutrition, shelter, health care and clean water supply), as well as be protected during contingencies (such as child birth, child care, illness, disability, death, unemployment, widowhood and old age) to enable them to maintain an adequate standard of living consistent with social standards. It must also by implication include protection of livelihoods and guarantee of work and adequate and fair wages, because without

this, other contingency benefits have no meaning. When we talk of social security, it refers to the benefits that people in the organised sectors of employment receive. However, in most parts of the world, large populations who are involved in informal but productive activities do not enjoy social protection or are covered only very partially. In addition to persistent day-to-day deprivation, they are also vulnerable to crises from natural calamities, civil wars and fluctuations in the economy. The lack of provision of basic social security for the vast bulk of workers in India is one of the most depressing features of Indian society.

### **Social Security as a Human Right**

The right to social security has emerged as a human right and India under international commitments and obligation is bound to provide social security to all citizens equally. It would thus be appropriate to reassert and demand social security as one of the most important human rights. It must be made available to all to bring dignity in people's lives and to ameliorate poverty. The Constitution of India has overarching principles and provisions to provide for the right to social security as a human right. In a broader sense, the right to social security is inherent in the Preamble to the Constitution of

India itself. While promising equality of status and of opportunity to all the citizens of India, the Preamble, *inter alia*, proclaims securing of social, economic and political justice as one of the most fundamental goals of the Constitution. It is on the bedrock of these two overriding aspects of the Preamble that the right to social security is enshrined as a fundamental right and as a human right in the Constitution of India.

The unorganised sector has been growing in the last two decades due to shift from factory to home-based work and large factories subcontracting to smaller units. They do not have sufficient and reliable access to promotional and protective social security. Promotional social security implies food, housing, education and health securities and protective social security includes protection against (as defined by ILO) that which result in reduction or stoppage of income. The social security system in India is characterised by a lack of consistent policy. Lack of sufficient access to promotional social security has the following implications- unemployment and insecure employment, widespread poverty and deprivation, limited access to health delivery system and low levels of education. These are particularly relevant for the poor unorganised workers. Workers in the unorganised sector do not have easy access to the new employment opportunities that are emerging as they do not have the required skills. Old age further adds to their vulnerability—they are often forced to work for longer hours even when their age does not permit it.

Social security to women points to the serious lack of will to address the concerns of a silent yet

vulnerable section. 93 per cent of the workforce in the country is in the unorganised sector and more than half of this workforce comprises of women. Since women constitute such a large portion of unorganised sector workers, it is imperative that the social security needs of women workers are taken into account. They are crowded in the low-income, low-skilled jobs. This has a number of reasons: women tend to have problems in access to credit and educational facilities and have an inferior legal status; are forced to take greater responsibility for raising children and work in the invisible sectors of the economy, that is, casual work, piecework, seasonal work or home-based work. They have a weak bargaining position, as they tend to be isolated and unorganised.

Most women work whether paid or unpaid. Women do a lot of unpaid work within the household and in family farms and enterprises. Despite its obvious economic and social worth, much of the work that women do remains 'invisible' in national accounting and censuses. Keeping this gender composition of unpaid workers in mind, the social impact of such legislation needs to be analysed. The neglect of the unpaid workers not only means that they are left out of the coverage of the scheme but also that this would reinforce their low status as women workers.

### **Suggestions**

The definition of social security should also include the 'unpaid women workers' of the unorganised sector household and the contribution of grants should be clearly and minutely defined. Women unpaid workers should be recognised as unorganised workers.

The quantum of benefits should be in accordance with the needs for medical care, old age, maternity benefits and it should never be private insurance based. There should be adequate safeguards for vulnerable groups like minorities, dalits, adivasis and women with proportional representation in the national/ state boards. There should be regulation of employment and dispute resolution with regards to unorganised workers. Registration of employers of unorganised workers should be mandatory.

### **Conclusion**

As already stated, unorganised workers are at a clear disadvantage in our society. The problems that they face in any country are more or less the same—poor health, economic insecurity, emotional problems, abuse and crime. The order of importance may vary according to the class to which they belong. The government has to play a very important role so that the workers employed in the unorganised sector are able to get requisite level of protection and security to have a decent work environment that enable them to express their skills fully and according to their capabilities necessary for enhancing the competitiveness of their outputs and thereby raising their income and socio-economic status. There is a special need to take care of the interests of the workers by providing them training, upgrading their skills, and other measures to enable them to find new avenues of employment, improve their productivity in the existing employment necessary to enhance the competitiveness of their product both in terms of quality and cost.

Many NGOs working in the unorganised sector can also create

a network and collaborate with other NGOs, trade unions as also with similar other institutions and debate on legislative proposals and intentions of successive governments in the larger context of political economy. Technical details such as the component of social security, financing of social security, legislative prescriptions and procedural issues are matters of concern. Other key concerns are relationship with trade unions and

importance of organisation of working class and fostering solidarity at regional, national and international levels. Trade unions can play a vital role as facilitators for ensuring social security, protection of rights of working class in unorganised sector and in building up socio-economic protective unity which would lead to stronger organisation of workers in unorganised sector.

A demand for social security for

the unorganised sector workers must ensure that the unorganised workers are involved adequately and proportionately at all stages including drafting, administration and implementation of the Bill for social security. It must include floor level social security to all, irrespective of their ability to contribute to social security schemes. For effective and efficient social security system, there is a need to integrate state, market and civil society.