

A Study on Unorganised Sector Workers Attitude Towards Implementation of Unorganised Workers

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ABSTRACT

India is a developing country where labour is in abundance but most of the workers are working in the unorganised sectors. In the Indian context, social security is a comprehensive approach designed to prevent deprivation, assure the individual of a basic minimum income and to protect the individual from any uncertainties. Therefore, with a view to providing social security to unorganized workers, the Government of India enacted the “Unorganized Workers Social Security Act, 2008”. The study was focused on the attitude of unorganised sector employees towards unorganised Sector Social Security Act, 2008. Out of eight taluks in selected Nagapattinam District, two taluks i.e. Nagapattinam and Mayiladuthurai were selected purposively. To know the employees attitudes towards the provisions of the social security Act, the survey method was used. To elicit the information, 222 employers and 1648 employees were determined as the sample size of the study i.e., 97 employers and 749 employees from Nagapattinam taluk and 125 employers and 899 employees from Mayiladuthurai taluk. The majority of the employers were not providing all the social security benefits to their employees except business holders i.e., transportation, hotel business, etc., Also a majority of the sample unorganised sector workers have received any one in-service social security benefits from the employers. Among the in-service benefits received by the sample workers a majority of the sample unorganised sector workers have received four important in-service benefits from the employers i.e., life and disability cover, children education benefits, medical and maternity benefit and promotional benefit. Among the after-service benefits received by the sample unorganised sector workers a majority of the employees have received funeral assistance and provident fund schemes from the employers. Hence the study concludes that there is a need for three split approach that is the government should give more attention for the implementation of Unorganised Workers Social Security Act, 2008, the unorganised sector employers should follow the Unorganised Workers Social Security Act, 2008 and the unorganised sector workers should know about the Unorganised Workers Social Security Act.

KEYWORDS: UNORGANISED WORKERS, SOCIAL SECURITY ACT, INSERVICE AND AFTE SERVICE BENEFITS.

INTRODUCTION

The population of the country had crossed 1.2 billion in our country as per 2011 census. A majority of the people are engaged in the unorganized sector for their livelihoods with or without receiving social security benefits. In the Indian context, social security is a comprehensive approach designed to prevent deprivation, assure the individual of a basic minimum income for himself and his dependents and to protect the individual from any uncertainties. The state bears the primary responsibility of redeveloping appropriate systems for providing protection to its work force. With a view to provide social security to unorganized workers, the Government of India enacted the

“Unorganized Workers Social Security Act, 2008” (UWSSA). The act came into force on 16.5.2009. The Act provides for registration of unorganized workers to help in formulating social security schemes for particular occupations. The central rules under the act viz., UWSSA provides for constitution of National Social Security Board which shall recommend social security schemes viz., life and disability cover, health and maternity benefits, cash loan benefits, family welfare, children education benefits, housing facility, old age protection, accident insurance and any other benefits as may be determined by the Government for unorganised workers.

STATEMENT OF THE PROBLEM

In India the number of unorganized workers has been almost three times when compared to the workers in the organized sector. Despite the UWSSA is in existence which provides social security to the unorganized workers during the service and after attaining the retirement age, the condition of the unorganised workers has not been improved significantly. Both the Central and the State Government are taking several measures for providing social security to the unorganised workers in the country. Even then there have been lapses on the part of the employers on the one side, and there have been hues and cries on the part of the workers on the other side. Hence it is felt that a study on the social security of unorganised workers bring the several facts and findings to light and also the study can provide an opportunity to know and to assess the implementation of the Act. A large portion of people in Nagapattinam district have been depending upon the agriculture during the cultivation period and they have to switch to other modes of employment during the off-season and a considerable portion of the people are working in the various segments of the unorganised sector. But they are not adequately paid and also their working conditions are not appreciable. Moreover, UWSSA is stipulating that the employers have to adhere to the provisions of the Act in the entire part of the country, but they do not do so. Therefore, this study is to know the reality of the worker’s working conditions in the unorganised sector and the facilities provided by the employers i.e., in-service and after-service benefits. Hence, the study on the social security of unorganised workers in Nagapattinam district with special reference to "Unorganised Workers Social Security Act, 2008", has been undertaken with the following objectives.

OBJECTIVE OF THE STUDY

To identify the extent of social security benefits received by the sample workers and their opinion on the implementation of the Social Security Act.

HYPOTHESIS

Ho1: There is no relationship between the unorganised sector workers in-service and after-service social security benefits received and their demographic and organisational variables.

METHODOLOGY OF THE STUDY

The study is intended to know the execution of “The Unorganised Workers Social Security Act 2008” in Nagapattinam District and also to know the employers’ attitudes and workers opinion towards the provisions of the social security Act on the sidelines and hence, for a study of this nature the survey method was used and it was found that it is suitable for the study. As per the record of Nagapattinam and Mayiladuthurai labour offices, the unorganised sector is divided into 13 segments. i.e., Hotel business work, Transportation sectors, Shop/Traders, Construction work, Rice mills work, Pot making work, Home based work, Laundry, Tailoring work, Barber work, Handicraft, Agriculture work and other business. The entire 13 unorganised sector segments were used for the study. There are 322 unorganised employers and 2058 workers in Nagapattinam taluk

and 418 unorganised employers and 3435 workers in Mayiladuthurai taluk. Out of 740 employers, 30 percent of the employers were taken as sample respondents i.e., 97 employers from Nagapattinam taluk and 125 employers from Mayiladuthurai taluk. Out of 5493 workers, 30 percent of the workers was determined as sample size of the study i.e., 749 workers from Nagapattinam taluk and 899 workers from Mayiladuthurai taluk which constitutes the total of 1648 workers. Therefore the total of **222 unorganised sector employers and 1648 unorganised sector workers** have been selected as sample respondents from the sample two taluks. Both primary and secondary data were used. The primary data were collected by using structured interview schedule.

LIMITATIONS OF THE STUDY

The study has the following limitations.

- The study only confined to the Mayiladuthurai and Nagapattinam taluks.
- Accuracy of the data collected could not be made and hence, estimation was made regarding the (social security provided by the employers) information from both the employers and workers.

ANALYSIS AND DISCUSSION

In this part an attempt was made to analyze the association between in-service social security benefits and demographic and organizational variables of the sample respondent in the study area. The social security benefits such as life and disability cover, medical and maternity benefits, cash loan, family welfare, child education, housing facility, accident insurance benefits and promotional benefits have used as social security variables. Hence, the associations between the social security benefits and demographic and organizational variables have analyzed using one way ANOVA technique. The details of analysis are presented in the following table.

H01: There is no relationship between the unorganised workers in-service social security benefits received and their organisational variables.

TABLE NO 1

ANALYSIS OF IN-SERVICE SOCIAL SECURITY BENEFITS RECEIVED AND DEMOGRAPHIC AND ORGANISAIOANL VARIABLES BY USING ANOVA

Sl	Variables	F value							
		LD	MM	CL	FW	CE	HF	AI	PF
Demographic Variables									
1	Age	2.92*	1.02	2.11	0.25	0.47	0.02	2.48	3.17*
2	Gender	0.23	3.99*	2.15	11.24*	3.56	2.79	6.73*	4.18*
3	Marital Status	1.03	3.87	1.65	4.27*	1.87	1.05	0.19	5.11*
4	Literacy level	2.11	0.34	4.08*	2.11	4.73*	4.01*	6.90*	3.45*
5	Monthly Income	1.36	1.02	2.25	2.25	3.71*	2.54	0.14	3.82*
6	Size of family members	0.54	2.02	2.78	1.98	2.57	0.18	2.17	2.54
7	Nature of Family	0.21	3.25	2.56	1.05	0.25	0.09	0.49	1.23
Organisational Variables									
1	Period of service	1.12	0.25	2.17,	2.15	3.15*	0.89	4.52*	6.73*
2	Duration of working hours	2.56	4.79*	3.26*	0.44	1.82	3.19*	2.41	2.06

3	Nature of work	2.81	2.06	3.84*	2.21	3.55*	2.56	4.79*	2.56*
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Source: Calculated from primary data * significant at 5% level.

The result of one way ANOVA also reveals that life and disability cover and promotional benefits have significant at 5 percent level. It implies that the sample workers have received life and disability cover and promotional benefits from the employers based on their age. Hence, the stated hypothesis is rejected. However, the other benefits such as medical and maternity benefits, cash loan benefit, family welfare benefit, children education benefit and accident insurance benefits have not significant at 5 percent level. It implies that the sample unorganised sector workers have not received their medical and maternity benefits, cash loan benefit, family welfare benefit, children education benefit and accident insurance benefit based on their age.

The gender-wise analysis revealed that, among the social security benefits, medical and maternity benefit, family welfare benefit, accident insurance and promotional benefits have received by the sample workers have based on their gender. The result of one way ANOVA also reveals that medical and maternity benefits, family welfare benefit, accident insurance and promotional benefits have significant at 5 percent level which indicates that the sample workers have received the aforementioned benefits based on their gender. However, the other benefits such as casual leave benefit, children education benefit, housing benefit have not received by the workers based on their gender.

It is evident from the table, major portion of divorced and widowed respondents have received in-service social security benefits received and the result of one way ANOVA reveals that the family welfare benefit and promotional benefits have significant at 5 percent level. Hence, the result of the study indicates that the sample unorganised sector workers have not received the social security benefits based on their marital status except family welfare and promotional benefits. Therefore, the sample unorganised sector employers have provided social security benefits to their workers irrespective of their marital status except family welfare and promotional benefits.

The analysis of education status and social security benefits received by the respondent reveals that ,The result of one way ANOVA that cash loan benefit, children education benefit, housing benefit, accident insurance benefit and promotional benefits have significant at 5 percent level. Hence, the sample unorganised sector workers have received the social security benefits based on their educational level except life and disability cover, medical and maternity benefits and family welfare benefit.

The analysis of monthly income and social security benefits received by the sample workers reveals that, The result of one way ANOVA children education benefit and promotional benefits have significant at 5 percent level which indicates that the sample workers have received their children education benefit and promotional benefits from the employers have based on their monthly income. Hence, the sample unorganised sector workers have not received the social security benefits based on their monthly income otherwise the sample unorganised sector employers have not provide social security benefits to their workers irrespective of their monthly income except children education benefit and promotional benefits.

The analysis of size of the family and social security benefits received by the sample workers reveals that,the result of one way ANOVA , there is no relationship between the social security benefits and size of the family members of the sample respondent, which indicates that the sample

workers have not received any social security benefit from the employer based on their size of family.

The analysis of nature of family and social security benefits received by the sample workers reveals that, the result of one way ANOVA reveals that, there is no relationship between the social security benefits and nature of family of the sample workers. Hence, the sample unorganised sector workers have not received any in-service social security benefits from the employers based on their nature of family.

The analysis of in-service social security benefits received and organisational variables of the sample respondent reveals that children education benefit, accident insurance and promotional benefits have significant at 5 percent level which indicates that the sample workers have received only children education benefit and accident insurance and promotional benefits from their employers based on their period of service. Hence the stated hypothesis is rejected.

The analysis of duration of working hours and in-service social security benefits received by the sample workers The result of one way ANOVA reveals that medical and maternity benefits, cash loan benefit and housing benefit significant at 5 per cent level which indicates that the sample workers have received their medical and maternity benefits, cash loan benefit and housing benefit based on their duration of working hours.

The analysis of nature of work and in-service social security benefits received of the sample workers reveals that, The result of one way ANOVA, cash loan benefit, children education benefit, accidental insurance benefit and promotional benefits have significant at 5 per cent level which indicates that the sample workers have received their cash loan benefit, children education benefit, accidental insurance benefit and promotional benefits based on their nature of work.

HO: There is no relationship between the sample unorganised workers after-service social security benefits received and the demographic profile and organisation variables.

**TABLE NO 2
ANALYSIS OF AFTER-SERVICE SOCIAL SECURITY BENEFITS RECEIVED AND
DEMOGRAPHIC PROFILE OF THE RESPONDENT USING ANOVA**

SI	Variables	F Value		
		PF	FA	OS
1	Age	3.56**	2.01	5.62**
2	Gender	2.03	0.12	1.53
3	Marital Status	3.55**	2.03	6.25**
4	Literacy level	0.25	0.04	1.20
5	Monthly Income	3.89**	0.25	1.87
6	Size of family members	0.09	2.11	2.17
7	Nature of Family	1.16	1.49	2.07

Source: Computed from primary data *Significant at 5% level.

The age-wise analysis of after-service social security benefits received by the sample unorganised sector workers reveals that, the result of one way ANOVA that the provident fund benefit and old age scheme benefit have significant at 5 percent level. Hence, the stated hypothesis is rejected. It implies that the sample workers have received their provident fund benefit and old age scheme benefit from the employers have based on their age. However, funeral assistance not significant at

5 percent level which implies that the sample unorganised sector workers have not received their funeral assistance benefit based on their age.

The gender-wise analysis of after-service social security benefits received by the workers reveals that, the result of one way ANOVA also reveals that the gender and social security benefits not significant at 5 percent level. Hence, the stated hypothesis is accepted. It implies that the sample workers have not received their provident fund benefit, funeral assistance and old age scheme benefits from the employers based on their gender.

The marital status-wise analysis of after-service social security benefits received by the workers reveals that, the result of one way ANOVA that the, provident fund benefit and old age scheme benefits have significant at 5 percent level. Hence, the stated hypothesis is rejected. It implies that the sample workers have received provident fund benefits and old age scheme benefits based on their marital status from the employers. However, the funeral assistance was not significant at 5 percent level which implies that the sample unorganised sector workers have not received funeral assistant benefit based on their marital status.

The analysis of literacy level and after-service social security benefits received by the sample workers reveals that, the result of one way ANOVA reveals that no literacy level variables have significant at 5 percent level. Hence, the stated hypothesis is accepted. It implies that the sample unorganised sector workers have not received their provident fund benefit, funeral assistance and old age scheme benefits from their employers based on their literacy level.

The monthly income-wise analysis of after-service social security benefits received by the workers reveals that, The result of one way ANOVA reveals that only the provident fund benefit was significant at 5 percent level. Hence, the stated hypothesis is rejected. It implies that the sample workers have received their provident fund benefit from their employers based on their monthly income level. However, funeral assistance and old age scheme benefit have not significant at 5 percent level which implies that the sample unorganised sector workers have not received funeral assistant benefits and old age scheme benefit based on their monthly income level.

The analysis of size of family and after-service social security benefits received by the workers reveals that, the result of one way ANOVA that no one benefits such as provident fund benefit, funeral assistance and old age scheme benefit have not significant at 5 percent level. Hence, the stated hypothesis is accepted. It implies that the sample workers have not received their provident fund benefit, funeral assistance and old age scheme benefits from the employers based on their size of the family.

The nature of family of the workers and after-service social security benefits received by the sample unorganised sector workers reveals that, the result of one way ANOVA that no one after-service benefits have significant at 5 percent level. Hence, the stated hypothesis is accepted. It implies that the sample workers have not received their provident fund benefit, funeral assistance and old age scheme benefit from their employers based on their nature of the family.

CONCLUSION

The attitude of employees towards social security benefits received from their employers revealed that the majority of the employers were reluctant to provide all the social security benefits to their employees except business holders i.e., transportation, hotel business, etc., The opinion of unorganised sector workers was that the social security benefits received have been inadequate and the act has not been implemented effectively in the study area. Hence the study concludes that very

low percentage of workers have been receiving social security benefits from the employers particularly in certain sector and certain social security benefits received by a meagre portion of unorganised workers.

SUGGESTIONS

- In the study area majority of unorganized sector workers have not fully aware about provisions of Unorganized Workers Social Security Act, 2008. Therefore the government and unorganized sector employers immense need to create awareness to unorganized sector workers.
- The study also found that very few unorganised sector workers have the union i.e, construction sector and barbers. Therefore, the unorganised workers may start common unorganised workers union like organized sector of labour union.
- The government should take necessary steps to monitor the UWSS Act and also the government may conduct awareness programme for workers.

SCOPE FOR FURTHER RESEARCH

- This study was analyzed the social security benefits of unorganised workers in Nagapattinam district. The future researcher may study on the comparative analysis of social security benefits of organized and unorganised workers.
- The study covered only limited unorganised sector employees in the study area. There is a wide scope to study the large number of unorganised employees such as weavers, beedi makers, fisheries and etc.

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