

# Research Trends of Unorganized Sector Workers in India

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## Abstract:

Labour is the unique factor for the production that is directly related to human effort and their contribution to the individual as well as national economy. In this way, every worker is a creator of their society as well as nation therefore laborers are the great asset to every nation. Vast majority of the unorganized labour or employee are existing in various Indian informal sector who are directly shaping the nation economy. At presents, more than 90 percentage of workforce and about 50 percentage of the national product are accounted by the informal economy. A high proportion of socially and economically underprivileged sections of society are engaged in the unorganized economic activities. Here, the authors have tried to understand this unorganized sector from various perspectives like demographic parameters, legal provisions, evolution since independence, nature of work etc. Lastly some recent researches on this sector are reviewed which are mostly related to their socio-economic conditions, problems faced by women and tribal workers while working etc. but the educational aspects of their families have never been looked into.

**Keywords:** Research Trends, Unorganized Sector, Unorganized Sector Workers.

## Introduction:

The population, more specifically their abilities, skills and technical knowledge forms the workforce needed for all the production of a country. They work in agriculture, industry, and service sectors, conduct new research to provide better facilities to the people. Qualitative and quantitative development of this human resources is very much required for the proper utilization of natural resources of the country, enhancing its productive capacity, raising GDP and enhancing the quality of life of its citizens.

“Education is a tool for making a nation” (J.V. Tilak). Education is the chief instrument that shapes up the human resources and converts them into a productive asset. According to UNO presently total world population is 8 billion with total world GDP is 95 trillion US dollars. Population wise India is in 2<sup>nd</sup> rank after China, holding 1.40 billion people whereas in terms of GDP rankings, India is in 5<sup>th</sup> position contributing 3.3 trillion US dollars after the USA, China, Japan and Germany (United Nations Organization, 2022). This inability of India’s human resource to level up its productivity clearly indicates that the malaise should lie somewhere in the informal or unorganized employees because in Indian workforce, they far outnumber the organized sector (Vikaspedia).

## What does the World say about India?

Why is Indian economy not performing well as per international standards? Unorganized sector – the

lion's share of Indian workforce predominantly hails from rural background and lack in potential knowledge and skills. Thus, proper education and training of these people through formal as well as non-formal modes is utmost important so that they contribute to India's human capital, not be a burden. The poor conditions of these people is also affecting India's performance in other global development indices too, not just financial. For instance - in Human Development Index Rank, India is in 132<sup>th</sup> position out of 191 countries and takes into account parameters like life expectancy, education and per capita income. In World Happiness Index Report India is in 126<sup>th</sup> rank out of 191 countries, parameters being GDP, life expectancy, generosity, social support, freedom, and corruption. In Global Hunger Index, unfortunately, India is in 107<sup>th</sup> position out of 121 countries with parameters - undernourishment, child stunting, child wasting and child mortality. (United Nations Organization, 2022).

### **The Inside Picture:**

The Census Report of 2011 indicates that India is a developing country. And the major characteristics of developing countries - low per capita real income, mass poverty, rapid population growth, the problem of unemployment and underemployment, excessive dependence on agriculture, technological backwardness, dualistic economy, lack of infrastructures, lower productivity, high consumption and low saving – all persists in India. (Ahuja, H.L 2016). According to the Census 2011, the total literacy rate of India is 74.04%; the Rural Literacy rate is 66.77% (Males 77.15% & Females 57.93%), Urban Literacy rate is 84.11% (Males 88.76% & Females 79.11%). Still, India did not reach at the position among the top 100 countries in terms of literacy rate.

Such poor statistics is a reflection of the conditions of the major share of India's population. A high proportion of socially and economically underprivileged sections of society are engaged in the informal economic activities (Ministry of Labour & Employment Labour Bureau, Chandigarh 2013-2014). This informal economy accounts for more than 90 percentage of workforce and about 50 percentage of the national product. These people are street vendors, mid-day-meal workers, head loaders, brick kiln workers, cobblers, rag pickers, domestic workers, washermen, rickshaw pullers, landless labourers, own account workers, agricultural workers, construction workers, handloom workers, leather workers, audio- visual workers or are home based and engaged in beedi rolling, agarbatti making, papad making, tailoring, and embroidery work. (Annual Report 2021-22 & 2022-23, Ministry of Labour & Employment, Govt. of India).

### **Who are Unorganized Sector Workers?**

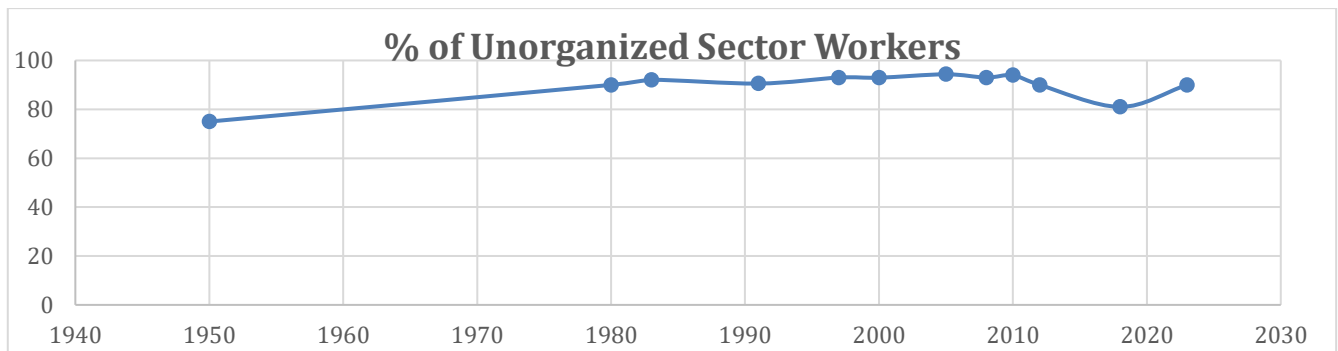
The term "unorganized sector" was coined by the British economist Keith Hart in 1971. According to the first Indian National Commission on Labour 1966-69, Unorganized sector workforce has been defined as "those workers who have not been able to organize themselves in pursuit of their common interest due to certain constraints like casual nature of employment, ignorance and illiteracy, small and scattered establishments". The informal sector units are engaged in the production of goods or services with the primary objective of generating employment and income to the persons concerned. These units are typically operated at a low level of organization, with little or no division between labour and capital as factors of production and on a small scale. The labour relations, at their workplace – are mostly based on casual employment, kinship or personal and social relations rather than contractual arrangements with formal guarantees (System of National Accounts, 1993).

Recently The Code on Social Security, 2020, precisely defined unorganized worker as a home-based, self-employed or a wage worker in the unorganized sector and it also includes those workers who are not covered under The Industrial Disputes Act, 1947 or Chapters III to VII of the Code i.e. Employees Provident Fund, Employee's State Insurance Corporation, Gratuity, Maternity Benefit, Employee's Compensation (Annual Report 2021-22 & 2022-23, Ministry of Labour & Employment, Govt. of India). Summing up unorganized workers consist of those working in the unorganized sector or households, excluding regular workers with social security benefits provided by the employers and the workers in the formal sector without any employment and social security benefits provided by the employers (National Commission for Enterprises in the Unorganized Sector). According to the **National Commission on Labour (2002)**, the general characteristics of enterprise or employment in the unorganized sector are as follows:

- It is a low wage and low earning sector.
- Women constitute an important section.
- Family labour is mostly engaged in home-based occupations.
- Child labour is pre-dominant.
- Migrant labour is involved in some of its sub-sectors.
- Piece-rate payment, home-based work and contractual work are in an increasing trend.
- Direct recruitment is on the decline and employees are often engaged through contractors.
- Employment is both seasonal and intermittent.
- Underemployment is a serious problem.
- Most jobs are, on a casual basis.
- Both employed as well as self-employed workers are found to be engaged in a number of occupations.
- Mostly workers are not organized into trade unions. The self-employed are seldom organized into any associations. There is not much recourse to collective bargaining.
- Co-operatives of self-employed workers exist in many cases.
- The self-employed workers mostly collect capital from non-banking and usurious sources.

## Trends of Unorganized Sector Workers in India after Independence:

| Year wise percentage of Unorganized Sector workers in India after independence |      |      |       |       |      |       |       |      |       |      |      |      |
|--|------|------|-------|-------|------|-------|-------|------|-------|------|------|------|
| Year   | 1950 | 1980 | 1983  | 1991  | 1997 | 2000  | 2005  | 2008 | 2010  | 2012 | 2018 | 2023 |
| %of Unorganized Sector workers   | 75   | 90   | 92.07 | 90.55 | 93   | 92.95 | 94.34 | 93   | 93.98 | 90   | 81   | 90   |



In the 1950s, three-fourths of the Indian people were engaged in agriculture working with primitive tools and techniques, as either destitute landless laborers, highly insecure tenants-at-will, or small-plot holders eking out subsistence living from their meager plots. The literacy rate at the time stood at 14 percentage (Adhia, N 2015). During the 1980s, on the basis of the data published by Govt of India almost 90% of the total workforce belonged to the unorganized sector and they are deprived of welfare schemes. It was about 92.07 percentage by 1983. As per the 1991 census, out of total workforce of 314 million, 286 million are main workers and 28 million are marginal workers. Again, out of 286 million main workers, about 27 million are in the organized sector and 259 million are in the unorganized sector. The organized sector, accounts for merely 9.4% of total workforce whereas the unorganized labour accounts for about 90.6%. The Report of the Working Group on Labour Policy for the Ninth Five Year Plan (Government of India, 1997) observed that “the unorganized sector represents 93 percentage of the total workforce.”

As per the survey carried out by the National Sample Survey Organization in the year 1999-2000, the total employment in both the organized and the unorganized sector of the country was 39.7 crore. Out of this, about 2.8 crore were in the organized sector and the rest of 36.9 crore were in the unorganized sector. Again, out of 36.9 crore workers in the unorganized sector 23.7 crore workers were employed in the agriculture sector, 1.7 crore in the construction work, 4.1 crore in the manufacturing activities and 3.7 crore each in trade and transport & communication and services respectively. As per the survey carried out by the National Sample Survey Organization (NSSO) in the year 2004-05, the total employment in both the organized and the unorganized sector of the country was around 45.9 crore. Out of this, about 2.6 crore workers were in the organized sector and the rest of 43.3 crore in the unorganized sector, 26.9 crore workers were employed in the agricultural sector, 2.6 crore in the construction work, and remaining were engaged in manufacturing activities, trade and transport & communication and services sector respectively. As per the Economic Survey 2007-08, 93% of India’s workforce included the self-employed and employed in unorganized sector. As per a survey carried out by the National Sample Survey Organization (NSSO) in 2009-10, the total employment in the country was about 46.5 crore comprising around 2.8 crore workers in the organized sector and the remaining about 43.7 crore workers in the unorganized sector. Out of those workers engaged in the unorganized sector, there are 24.6 crore workers employed in agricultural sector, about 4.4 crore engaged in construction work and remaining in manufacturing and service sector.

As per the survey carried out by the National Sample Survey Organization in the year 2011-12, the total employment in both organized and unorganized sector in the country was approximately 47 crore. Out of this, about 8 crore workers were found to be engaged in the organized sector and the rest of about 39 crore was engaged in the unorganized sector. The workers in the unorganized sector constitute more than 90% of the total employment of the country. As per the Periodic Labour Force Survey (PLFS) carried out by

the National Sample Survey Organisation of the Ministry of Statistics & Programme Implementation, in the year 2017-18, the total employment in both the organized and the unorganized sector of the country was around 47 crore. Out of this, around 9 crore workers were working in the organized sector and the rest of about 38 crore were working in the unorganized sector. The workers in the unorganized sector constitutes more than 81% of the total employment in the country. At present, according to the Union Government data, there are altogether around 50 crore workers combining both the organized and unorganized sector of which it is estimated that approximately 90 percentage of workers is in the unorganized sector (The Hindu Business Line, 2023).

### **Legal Provisions of the Unorganized Sector in Independent India:**

Since Independence several Acts have been framed in India for the betterment of the people working in the 'Unorganized Sector'. In this regard some most important Acts are given in chronological order here:

#### **1. The Industrial Disputes Act (1947)**

The Act was drafted to make provision for the investigation and settlement of industrial disputes and to secure industrial peace and harmony by providing mechanism and procedure for the investigation and settlement of industrial disputes by conciliation, arbitration and adjudication which is provided under the statute. This Act was passed with a key objective of "Maintenance of Peaceful work culture in the Industry in India"

#### **2. The Employees State Insurance Act (1948)**

The Employees State Insurance Act 1948 by the Parliament was the first major social security legislation for workers in India. The ESI Act 1948 covers certain health-related incidents the workers are exposed to, such as maternity, sickness, permanent or temporary disablement, or death due to employment injury, which can result in the loss of earning capacity.

#### **3. The Minimum Wages Act (1948)**

The Minimum Wages Act 1948 is an Act of Parliament concerning Indian labour law that sets the minimum wages that must be paid to skilled and unskilled labours. The Indian Constitution has defined a 'living wage' that is the level of income for a worker which will ensure a basic standard of living including good health, dignity, comfort, education and provide for any contingency.

#### **4. The Employees Provident Fund and Miscellaneous Provisions Act (1952)**

This Act is enacted as a social security measure which falls under the ground of "retirement benefit", the object of this Act is to inculcate, non withdrawable financial benefit, the sum is payable normally on retirement or on the death of the employee.

#### **5. The Maternity Benefit Act (1961)**

The Maternity Benefit Act, 1961 is a legislation that protects the employment of women at the time of her maternity. It entitles women employees of 'maternity benefit' which is fully paid wages during the absence from work and to take care of her child. The Act is applicable to the establishments employing 10 or more employees.

#### **6. The Seamen's Provident Fund Act (1966)**

The Seamen's Provident Fund was introduced retrospectively w. e. f. 1st July, 1964 to provide for the obvious need to provide old age retirement benefit to the seamen members engaged in the Shipping industry (Merchant Navy) and their family members in the event of death.

#### **7. The Contract Labour Act (1970)**

Contract labour is the system of employing labourers through a contract by a contractor for a specified



period. Contract workmen are indirect employees; a contract worker is a daily wager or the daily wages are accumulated and given at the end of the month. It is the responsibility of the contractor to hire, supervise and remunerate contract labourers.

#### **8. The Payment of Gratuity Act (1972)**

The Payment of Gratuity Act has been created with the objective to provide financial support to the retired employees. This law recognizes the value of providing gratuities to employees as an asset for their security in the future.

#### **9. Bonded Labour System (Abolition) Act-1976**

This Act abolished the bonded labour system and every bonded labourer stand freed and discharged from any obligation to render any bonded labour.

#### **10. The Inter-State Migrant Workmen (Regulation of Employment and conditions of Service) Act-1979**

The Act's purpose was to protect workers whose services are requisitioned outside their native states in India. Whenever an employer faces shortage of skills among the locally available workers, the Act created provision to employ better skilled workers available outside the state.

#### **11. The Building and Construction Workers Act (1996)**

An Act to regulate the employment and conditions of service of building and other construction workers and to provide for their safety, health and welfare measure and for other matter connected therewith or incidental thereto.

#### **12. National Rural Employment Guarantee Act -2005**

The MGNREGA was initiated with the objective of “enhancing livelihood security in rural areas by providing at least 100 days of guaranteed wage employment in a financial year, to every household whose adult members volunteer to do unskilled manual work”. Another aim of MGNREGA is to create durable assets (such as roads, canals, ponds and wells).

#### **13. ‘Unorganized Sectors’ Social Security Act -2008**

Unorganized Workers' Social Security Act 2008 was an Act of the Parliament of India enacted to provide for the social security and welfare of the unorganized workers (home-based workers, self-employed workers or daily-wage workers).

Some important schemes for unorganized sector workers have also been passed by the Government which includes:

#### **1. National Social Assistance Programme (15<sup>th</sup> August 1995)**

##### **a. Indira Gandhi National Old Age Pension Scheme– 19<sup>th</sup> November, 2007**

National Old Age Pension Scheme (NOAPS) is a scheme that attempts to provide eligible participants with financial aid and social protection. It helps older citizens in India who are below the poverty line (BPL).

##### **b. Indira Gandhi National Widow Pension Scheme–February, 2009**

The Indira Gandhi National Widow Pension Scheme (IGNWPS) was formally launched in February 2009. Eligibility criteria the applicant must be a widow in the age group of 40-59 years. The applicant should belong to a household living below the poverty line according to the criteria prescribed by the Govt. of India.

##### **c. Indira Gandhi National Disability Pension Scheme – February, 2009**

Indira Gandhi National Disability Scheme was launched on February 2009 by the Ministry of Rural Deve-

lopment headed by the Central Government to support the disabled people in our country. This scheme introduced under National Social Assistance Program provides monthly pension to disabled people for the prosperity of their lives.

**d. National Family Benefit Scheme – 15<sup>th</sup> August, 1995**

The Programme came into effect on 15th August, 1995. NSAP is a social assistance programme for poor households and represents a significant step towards the fulfilment of the Directive Principles in Articles 41 and 42 of the Constitution recognizing the concurrent responsibility of the Central and State governments in the matter.

**e. Annapurna Scheme – 1<sup>st</sup> April, 2000**

This Scheme aimed at providing food security to meet the requirement of those senior citizens who, though eligible, have remained uncovered under the NOAPS. Under the Annapurna Scheme 10 kgs of food grains per month are provided free of cost to the beneficiary.

**2. Government Sponsored Socially Oriented Insurance Schemes:**

**a. LIC Administered Schemes:**

**Aam Aadmi Bima Yojana (AABY)-2007**

Aam Aadmi Bima Yojana (AABY) is a government-sponsored social security scheme that aims to provide affordable life insurance coverage to the unorganized sector of the population in India. The primary objective of the scheme is to provide financial support to the economically weaker sections of the society in case of the death or disability of the earning member of the family.

**Janashree Bima Yojana (JBY)-August 10, 2000**

Janashree Bima Yojana was introduced by the Indian government and the Life Insurance Corporation of India in 2000. This plan was developed to offer urban and rural residents life insurance. Most notably, this programme concentrates on individuals who are living in poverty.

**Shiksha Sahayog Yojana (SSY) – December, 2001**

The Shiksha Sahayog Yojana (SSY) is a social security scholarship scheme meant for children whose parents are members of Janashree Bima Yojana. The Janashree Bima Yojana provides life insurance to individuals living marginally above or below the poverty line.

**Jeevan Madhur – 28<sup>th</sup> September, 2006**

It is a simple savings related life insurance plan, with low premium and low coverage. It is aimed to support the people with low income and especially those who have no fixed and stable earnings.

**Jeevan Mangal – 2009**

The Jeevan Mangal Plan from LIC is a term insurance plan that offers return of all premiums paid on maturity of the policy.

**Varishtha Pension Bima Yojana (VPBY) – 2014**

It is an Immediate Annuity Plan with a single premium option where the annuity starts immediately after premium payment and lasts throughout the pensioner's life.

**b. AICIL Administered Schemes:**

**Rashtriya Krishi Bima Yojana (RKBY), 1999-2000**

The Rashtriya Krishi Vikas Yojana was introduced with an aim to provide support to the agricultural sector in achieving 4% annual agriculture growth.

**Pilot Modified National Agricultural Insurance Scheme (MNAIS) –2010**

To provide insurance coverage and financial support to the farmers in the event of prevented sowing &

failure of any of the notified crop as a result of natural calamities, pests & diseases.

#### **Pilot Weather based Crop Insurance Scheme (WBCIS) – 2007**

Weather Based Crop Insurance Scheme (WBCIS) is intended to provide insurance protection to the farmers against adverse weather incidence, such as deficit and excess rainfall, high or low temperature, humidity etc. which are deemed to impact adversely the crop production.

#### **c. Others:**

##### **Rashtriya Swasthya Bima Yojana (RSBY) – 2008**

One of the major insecurities for workers in the unorganized sector is the frequent incidences of illness and need for medical care and hospitalization of such workers and their family members. Recognizing the need for providing social security to these workers, the Central Government has introduced the Rashtriya Swasthya Bima Yojana (RSBY).

##### **Handloom Weavers' Comprehensive Welfare Scheme – 2015**

The scheme seeks to offer handloom workers and weavers throughout the nation a Social Security that is both universal and reasonably priced. Insurance protection, this element protects against natural death, accidental death, and total and partial disability.

##### **Handicraft Artisans' Comprehensive Welfare Scheme (2009-2010)**

The scheme is aimed towards financially securing the artisans in their old age. The scheme has been designed to give a boost to the handicraft sector in India.

#### **3. Worker Welfare Funds:**

##### **a. The Mica Mines Labour Welfare Fund Act, 1946**

An Act to constitute a fund for the financing of activities to promote the welfare of labour employed in the mica mining industry.

##### **b. The Limestone and Dolomite Mines Labour Welfare Fund Act, 1972**

An Act to provide for the levy and collection of access on limestone and dolomite for the financing of activities to promote the welfare of persons employed in the limestone and dolomite mines.

##### **c. The Iron ore, Manganese ore Mines and Chrome ore Mines Labour Welfare Fund Act, 1976**

An Act to provide for the financing of activities to promote the welfare of persons employed in the iron ore mines [manganese ore mines and chrome ore mines].

##### **d. The Beedi Workers Welfare Fund Act, 1976**

An Act to provide for the financing of measures to promote the welfare of persons engaged in beedi establishments.

##### **e. The Cine Workers Welfare Fund Act, 1981**

An Act to provide for the financing of activities to promote the welfare of certain cine-workers.

#### **4. Others Schemes:**

##### **a. National Rural Health Mission (NRHM) –12<sup>th</sup> April, 2005**

The National Rural Health Mission (NRHM) was launched by the Hon'ble Prime Minister on 12th April 2005, to provide accessible, affordable and quality health care to the rural population, especially the vulnerable groups.

##### **b. National Pension Scheme- Swavalamban (2010)**

The National Pension System is an attempt towards providing adequate retirement income to every citizen of India. NPS aims at ensuring financial security to every citizen by encouraging them to start contributing towards the old age saving.



**c. Domestic Workers Act, 2008**

Domestic Workers (Registration, Social Security and Welfare) Act, 2008 was introduced to regulate payment and working conditions and check exploitation and trafficking of women and other young household workers.

**d. National Scheme for Welfare of Fisherman and Training and Extension – 1992**

It is a centrally sponsored scheme that provides financial assistance to Fishermen in India to construct houses, recreational community halls and for the installation of tube wells to get drinking water.

**Research Trends of Unorganized Sector Workers in India**

This area has relatively not been explored much by the past researchers. Some recent studies are discussed here. Some of the studies conducted have aimed to explore the status of the working and living conditions of these people while others have delved into finding the causes behind such conditions. Women workers have been studied by many researchers giving particular attention as they constitute the whole or majority of most of the samples taken. These studies include workers from various regions of India and are sometimes delimited to a specific industry or profession.

Most of the studies have reported that the unorganized workers are in dire need of social security measures related to working conditions, entitlement to leaves, proper wages, retirement and other social security benefits etc. (Patel, A and Tripathy, S., 2021), Tripathy, N. (2019), Sarika, P. (2018), Chatterjee, S. (2016), Gnanamanickam. (2015). Many of these have focused on the problems of women workers alone (Patel, A and Tripathy, S., 2021), Sarika, P. (2018) while others who have included both men and women have reported that women participation was significantly lower in the unorganized sector compared to that of the organized sector (Tripathy, N. 2019) and that women are more susceptible to sexual harassment at workplace (Chatterjee, S. 2016). Women construction workers in Odisha were found to require more social security addressing issues related to leave, wages, working conditions, pension, housing, child care, health & maternity benefits, safety and occupational health etc. as reported by A. Patel and S. Tripathy's (2021) in their study on women workers in unorganized sector. Sarika, P. (2018) used Purposive and snow-ball sampling techniques to study the work profile of home based as well as domestic women workers working in unorganized sector in Vadodara. It was found that women workers are paid lower and marginal wages than their male counterparts, and are mostly allotted such work which does not require much high skill. Women working in the informal sector do not have any child-care facilities; they leave their children at home under the care of their elder children, or old people or neighbours.

In a comparative study on working and living condition of workers in organized and unorganized sector, N. Tripathy in 2019 used random sampling technique to collect data with help of questionnaire which revealed that average income of the workers under unorganized sector was noted to be significantly lower in comparison with organized sector. It also revealed that in India, though the contribution of unorganized sector in GDP is significantly higher in comparison to organized sector it is plagued by problems like lower wage, longer working hours, unsafe work environment, lack of social security schemes, irregular payment. Chatterjee, S. (2016) tried to identify the different problems of workers working in the informal industry and how recent social security measures for unorganized labour tackles them. Data was collected from secondary sources. Very low wages, no overtime, paid holiday or sick leaves, deplorable living conditions near their work place, very high level of job insecurity and fraudulent acting of contractors – were identified as the main sources. Gnanamanickam. (2015) empirical study on unorganized labour forces working in Indian Border Road Organisation in Guwahati, Assam adopted non-probability

sampling method and found that 40.4 percent of them had earning below Rs.8000 while interestingly another 40.4 percent of them had Rs.8001 to Rs.10000 per month. 53.44% semi-skilled labourers, 53.24% skilled labourers and 52.74 % unskilled labourers responded and agreed on many problems that existed in the BRO during the study period.

All these studies have tried to look into the impact of these living and working conditions on the minds and lives of these informal sector workers. Unorganized sector workers and their families have much high level of dissatisfaction than the organized sector (Tripathy, N. 2019). Great levels of anxiety and emotional strain are also common (Sarika, P. 2018). Incidents of Sexual harassment Sarika, P. (2018), Chatterjee, S. (2016)) also aggravates this stress levels. Governments have concern about these people and to cater to their distress they frame policies and schemes and these studies offer a window revealing the ground level effectiveness of these policies or the lack of it. Facilities like medical, casual leave, maternity and other leave benefits have got poor responses, but insurance policies and gratuities got high responses when perception of casual labours towards their welfare measures by the government of India was measured in a research. (Gnanamanickam. 2015). Thus, it may be said that unorganized sector workers are more concerned about safety of their future life and thus better aware about the need and importance of insurance policies and gratuities. Also, they were found to have negligible idea of Trade Union/ Labour Union and no awareness about work hazards and occupational safety (Chatterjee, S. 2016). The irony was quite revealed when it was found that promulgation of legislation and welfare schemes which was meant to safeguard the interest of women construction workers (which was the researcher's sample under consideration) failed to reach out to them (Patel, A and Tripathy, S. 2021). Taking into account the findings of other researchers such outcome may be generalized to other categories of unorganized workers.

Many studies reveal the pathetic socioeconomic conditions of these families. Unorganized labours in Kanpur city particularly majority of the construction workers were illiterate and possessed no skill, about 80% belonged to backward castes and tribes and most spoke Hindi. Approximately 84.3% respondents were found to be married and nearly 57% of them had children (Singh, S. 2013). Observation, personal interview, telephone interviews and mailing of questionnaires were used to collect the data. Souza, D. R. in 2013 conducted a study to understand the profiles including their self- image perception of women domestic workers. Data collected from primary sources through structured interview schedules revealed that more than 50% of the women domestic workers were found to be standing BPL while the rest below 50% were standing precariously APL. Comparing their share of incomes which ranged from as low as Rs. 1000 monthly to a maximum of Rs. 6000-7000 monthly. Muslims were the lowest, followed by SC, ST Hindus and lastly general Hindus. Nearly 70% were illiterate, about 24.5% passed primary school, only about 5% had Upper Primary education and only a minuscule (1.5%) went to high schools. Majority of them lacked basic amenities like drinking water, electricity etc and 90 % households didn't have any home appliances. Television was the most sought after appliance as they and their children like watching serials on them, only 8.5% could possess them, rest went to other's homes.

Tribal people are very prone to such livelihoods due to their lack of proper education and other socioeconomic parameters. In a study conducted in Cuddalore District with only those workers who worked in unorganized sector as well as belonged to tribal category selected using simple random sampling it was found that 80% of the respondents earning ranged from per month 5000-8000. About 5% of the respondents were found whose monthly earning was even below 5000. (Janardhanan, K. A. 2012). It used Interview Schedule to understand the causes behind such deplorable conditions of these people and 50% of the tribal workers agreed that 'poverty' is the main reason for seeking employment in this sector

and it was also noted that mostly illiterate people living below poverty line dominated this sector. Poverty emerges as the single major factor plaguing the lives of these unorganized sector working class when other studies tried to identify the nature and structural source of the problems along with their social implications (Souza, D. R., 2013). Apart from economic poverty which is very evident, the physical poverty of 'space' and 'safety' is another major revelation as construction labourers offering their service compete for a square foot of space to sit, stand or squat, anticipating the prospective employer (Singh, S. 2013). Besides lack of space, there was no shade to protect oneself from sun or rain and obviously no drinking water or toilet facilities (Singh, S. 2013).

Kumar, S. have done two studies to focus on the issue of poverty of these unorganized sector workers. In 2019 he studied the working conditions of children in both organised and unorganised sectors. He found that poverty was one of the main reasons behind the crisis of the families of child laborers. In 2017, he analyzed and evaluated the social security provisions relating to unorganized workers as mentioned in The Unorganized Workers' Social Security Act, 2008. His recent study looked into the socio-economic history of the family to find the causes, which revealed that while substantial changes have been made in the proportion of children in school from economically deprived communities, disparities remain particularly with respect to gender and caste (Kumar, S., 2019) In this regard RTE Act can be of great use to eradicate inequalities and guarantee quality with equality but effective enforcement of the Act is required. (Kumar, S., 2019). The cautious remark about effective enforcement of legislations is probably a result of his earlier finding that very few provisions of The Unorganized Workers' Social Security Act can be beneficial to unorganized workers who have very high hopes in the mind regarding its implementation. He found that these hopes were bitterly shattered as this Act, due to its defective drafting failed to fulfill the objectives of providing social security. (Kumar, S., 2017).

Summing up it is seen that in regard to unorganized sector, the workers in the unorganized sector, even though they constitute about 93% of the total work force in the country face the worst living and working conditions in their homes and workplaces. The Government has been implementing some social security measures for certain occupational groups but the coverage is miniscule. Different kinds of research have been conducted so far on its different areas like working, living condition, problems, social security, women workers & their problems, socio-economic conditions, tribal labour and so on but the number is not large and they reveal some useful perspectives to these problems. But till now no research has shed light on the families of workers in unorganized sector, in particular, their educational status. This is a very important area because as we have discussed above, education of these people matters to a great extent how India as a country fare in global development indices.

### **Conclusion:**

Various skilled as well as unskilled people are working in different areas of the unorganized sectors with their best capacity, among those most of the areas are prominently contributing in Indian economy by increasing individual as well as organizational income. All the facilities like- life and disability cover; health and maternity benefits, old age protection, provident fund, employment injury benefit, housing, educational facilities for children and so on are provided to the families of workers working in organized sector only and not provided for the families of the workers working in unorganized sector. The income level, social status, parental education, health condition, health awareness, present educational status of the children, educational problems of the children etc. of the people working in the unorganized sector are largely ignored by researchers and not reflected in Government reports adequately.

India is still a developing country. Despite several attempts made on behalf of the Government of India to develop the condition of the workers engaged in the unorganized sector yet it is very unfortunate that the outcome is not at all satisfactory. If it is possible to improve the children of all unorganized workers' families through proper education, it is hoped that India's journey towards becoming a developed nation will be accelerated.

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