



## LABOUR WELFARE SCHEMES FOR UNORGANIZED WORKERS

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**Abstract:**

Labour plays an important role in shaping the growth of a country. Major labour force of India earns their living through work in the unorganised segment of the economy. Unorganised sector is in existence in rural as well as in urban areas. In rural areas Smaller and marginalized farmers, landless farmers, fisherman, wood cutting, labours in animal husbandry, brick kilns, quarries, mills etc. falls in unorganised sector. In urban areas construction workers, labourers in small scale industry, casual labour, handloom workers, employees in shops and commercial institutes, sweepers and scavengers, workers in other unprotected labour came in to this sector. There are various beneficiary schemes for organised workers but there are very less beneficiary schemes to unorganised sector workers. It is important to have welfare policies for unorganized workers because they form major proportion in Indian economy over organized sector. Because they they are having uncertainty in their work and wages. This gives rise to various problems. Like education of their children, pension, leaves and compensation etc. Though India is developing country there are many welfare schemes for unorganised sector workers are implemented. Labour welfare is in concurrent list so both central and state governments had worked some plans on labour welfare according to their needs .But there are many hurdles in implementations of these welfare schemes such as low literacy rate, lack of information, migrant workers, child labour etc. In the present research paper an attempt has been made to study some welfare schemes for unorganised workers and problems in their implementation

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**Introduction:**

Labour plays an important role in shaping the growth of a country. The labour force comprises all those who work for gain, whether as employees, employers, or as self-employed, and it includes the unemployed who are seeking work. (Encyclopaedia Britannica) Labour might be skilled or unskilled. But both types of labours are required for the development of economy. Government focuses on skill development for skilled labourers, through missions like Pradhan Mantri Kaushal Vikas Yojana.

On the other hand still today major labour force of India earns their living through work in the unorganised segment of the economy. As per a survey carried out by the National Sample Survey Organisation (NSSO) in 2009–10, India has 46.5 crore workforce out of which 2.8 crore works in the organised sector while the remaining 43.7 crore workers are in the unorganised sector. In unorganised sector 24.6 crore workers works in the agricultural sector, 4.4 crore in construction sector and remaining in manufacturing and service sector.

Unorganised sector is in existence in rural as well as in urban areas. In rural areas Smaller and marginalized farmers,

Landless farmers, fisherman, wood cutting, labours in animal husbandry, brick kilns, quarries, mills etc. falls in unorganised sector. In urban areas construction workers, labourers in small scale industry, casual labour, handloom workers, employees in shops and commercial institutes, sweepers and scavengers, workers in other unprotected labour came in to this sector.

Resultant of urbanisation and industrialisation there is migration of more population in search of employment in the urban areas. The persons with desired skill in the market got absorbed by the industries and other sectors, but unskilled, semiskilled, illiterate and aged labours found it difficult to get employment. Some industrial work, construction work, household and other work offers seasonal employment to the labours; as these activities are seasonal in nature.

Since there was not any kind of formal set up to contact labours for these jobs. Hence various labour markets were immersed in the region. Employees came and discuss with workers about the nature of work, then they discuss about number of days work available, working place, working hours, number of workers required and other related thing. Finally they negotiate about the wages. Generally the employees approach workers through the labour contractors, who act as an intermediate between them. They are called as Mukadam. Also when individual or less workers are required for household or other smaller work then workers are directly connected by employees. Generally workers prefer work through contractors in spite of commission due to some kind of assurance of employment since these contractors have connections with various employees.

As a result of increasing industrialisation in urban areas and constraint on rural employment there is rise in urban work force. Approximately 30 million workers in India are constantly on the move (migrant labour) and 25.94 million women workforce has been added in the labour market from the year 2000 onwards (NSSO). Though there are various schemes implemented for workers in India like Pension Scheme, Gratuity, Provident Fund, Leaves, Compensations etc. but the major sector of work force i.e. unorganized sector is not benefited by the various schemes. All over the world daily labour markets and workers in these markets are studied in different contexts and it is observed that workers in here are deprived of their basic needs like security in wages, sanitation facilities, leaves, retirement benefits, compensation and so on. Though International Labour Organisation (ILO) has insisted for various beneficiary schemes for these workers also other institutes, organisations and various NGO's have worked on that. Central Government and various state governments have implemented various beneficiary schemes for daily wage workers either sector wise or in whole. But there is a gap between those schemes and workers. Hence here an attempt has been made to understand the problem.

#### **Labour Welfare:**

According to the Oxford dictionary Labour welfare is efforts to make life worth living for workmen. Labour force of any country is very important resource for its development either skilled or unskilled. Both types of workers are required for the growth of nation. Every organisation public, private or government have some welfare policies for their skilled workers beside their wages. But unskilled labourers remains neglected in welfare policies despite they are having uncertainty in their work and wages. This gives rise to various problems. Like education of their children, pension, leaves and compensation etc. hence there is need for the labour welfare schemes for the workers in unorganised sector especially daily wage workers. Labour welfare is an important fact of Industrial relations. These give satisfaction to the worker and ensure that proper remuneration is achieved.<sup>6</sup>

The concept of labour welfare is necessarily dynamic and has been interpreted in different ways from country to country and from time to time and even in the same country, according to social institutions, degree of industrialization and general level of social and economic development. Welfare includes provision of various facilities and amenities in and around the work-place for the better life of the employees.<sup>7</sup> though India is developing country there are many welfare schemes for unorganised sector workers are implemented. But there are many hurdles

in implementations of these welfare schemes such as low literacy rate, lack of information, migrant workers, child labour etc.

### **Study Area:**

Daily labour markets are observed all over India. In the present research paper an attempt has been made to study some welfare schemes for daily labour market workers of Maharashtra state especially in Navi Mumbai. Navi Mumbai is an upcoming economic growth pole region in Maharashtra. This area lies between Thane and Raigad districts of Maharashtra. This area is governed by CIDCO (City and Industrial Development Corporation), NMMC (Navi Mumbai Municipal Corporation), PMC (Panvel Municipal Council) while some area came in Uran Tehsil of Raigad District. This area came under Mumbai Metropolitan Region. This region has well developed nodes.

### **Objectives:**

In the present research paper an attempt has been made to study some welfare schemes for daily labour market workers of Maharashtra state especially in Navi Mumbai. However specific objectives are as follows:

1. To know various welfare schemes for daily labour market workers.
2. To understand problems in implementation of various welfare schemes for daily labour market workers.
3. To suggest measures to overcome problems in implementation of various welfare schemes for daily labour market workers.

### **Database and Methodology:**

For the present study the primary data is collected through methods of observation, interview & discussions with experts, Mukadams and labours. Secondary data is collected from books, journals, district gazetteers, conference abstracts, reports, websites etc.

### **Labour Welfare in India:**

Labour welfare activities in India originated in 1837. They underwent notable changes during the ensuing years.<sup>8</sup> Various Indian leaders have fought for problems and welfare for workers in India from pre Independence era. After independence various policies are reframed and newly constructed. Labour welfare is in concurrent list so both central and state governments had worked some plans on labour welfare according to their needs. Some schemes implemented by states are implemented all over India. At central level ministry of labour and employment looks for labour welfare among various sectors of workers. As a founder member of International Labour Organisation government of India has taken various actions for the workers security and welfare by various rules and acts. Till today ministry had introduced various acts or rules for the welfare of particular sector or unorganised sector in general from 1946.

### **Labour Welfare in Maharashtra:**

Government of Maharashtra under the Department of Labour look after the welfare of workers. Development Commissioner of the Unorganized Labour looks after the implementation of various laws passed by the central and state government. There are 3 major acts implemented by Development Commissioner of the Unorganized Labour which are The Un-Organised Workers Social Security Act, 2008. Building & Construction Workers Act, 1996. And Maharashtra Domestic Workers welfare Board Act, 2008. As majority of unorganised workers in urban areas are in construction work so Building & Construction Workers Act, 1996 is very important act in Maharashtra.

### **Findings:**

Followings are the some important welfare schemes for the unorganised workers.

#### **1. Pradhan Mantri Shram Yogi Maan-dhan Yojana:**

This is a pension scheme for unorganized workers launched in February 2019. This is voluntary and contributory pension scheme where beneficiary receives minimum assured pension of 3000 rupees after 60 years of age and after his death the spouse of beneficiary receives 50 % pension. Here beneficiary has to contribute certain amount

according to his age. Entry for this scheme is between 18 to 40 years and beneficiary must have income below 15,000 rupees.<sup>9</sup>

## **2. Aam Aadmi Bima Yojana :**

This scheme is run under the ministry of finance with the help of nodal agencies like state government or union territories or registered NGO's. This scheme is for below poverty line head of the family or marginal above poverty line identified vocational group/rural landless household age between 18 to 59 years. This scheme insures 30000 rupees assured sum on death of member to his family and 75000 rupees in case of accidental death. Also some benefits in major accidents and educational allowances to his maximum 2 children.<sup>10</sup>

## **3. Grant In Aid Scheme To NGO's For Welfare Of Women Labour:**

This scheme is run by ministry of labour from sixth five year plan (1981-82) for the organizations engaged in organization of working woman's and educating them for their rights and legal aid also organising seminars , workshops for consciousness about women labour in society.<sup>11</sup>

## **4. Atal Pension Yojana:**

Atal Pension Yojana is run by ministry of finance. Though this scheme is universal but it is specially created for unorganised workers for their old age fix income. This scheme is administered by pension fund regulatory and development authority. This scheme is open to all having bank accounts in age group of 18 to 40 they have make contributions depending upon their age and pension slab chosen. In this scheme government takes responsibility of assures in pension. Spouse and children receives pension and contributions made by the insured person.<sup>12</sup>

## **5. Rashtriya Swasthya Bima Yojana:**

This scheme is launched in 2008 by ministry of Labour and Employment to provide health insurance coverage to below poverty line families of unorganised workers. This scheme provide 30000 rupees per annum family (size of 5) floater health insurance to beneficiaries. Here smart card is provided by central government the annual contribution to scheme is 750 rupees which contributed by central and state government. Insurer has to pay annual 30 rupees registration fees.<sup>13</sup>

## **6. Deen Dayal Updhyaya Antyodaya Yojana (Day):**

This scheme is integration of previous similar scheme for self-employment and got its final status in 2014. This scheme is for urban poor's this scheme aims at skill development for their development through self-help groups, subsidy, and shelters for urban homeless and development of vendor markets etc.<sup>14</sup>

## **7. The Building & Other Construction Workers (Regulation of Employment & Conditions of Service) Act, (BOCW):**

This act is introduced by government of India in 1996 which is then modified and implemented by states in India. Every state has to build a welfare board under this act. This act is especially for unorganized workers engaged in construction and related sector. This act is beneficial for workers in many ways. After registration under this category this act looks for occupation safety to wages, insurance, children education etc.<sup>15</sup>

## **8. eSHRAM Portal**

e shram portal is the national database for the unorganized workers all over India which will facilitate government about workers their number, skill, migration etc. information. This scheme is beneficial for workers to direct access for various scheme related to them.<sup>16</sup>

## **Problems in implementation of welfare schemes for the unorganised workers:**

Majority of workers in India are in unorganized sector for their socio-economic upliftment central and state Governments are contributing in various ways. Government has introduced laws, acts, policies and rules for the unorganized workers from independence. Still today majority of these workers are not getting benefits of welfare schemes for them. There are various reasons which affect the success of these schemes and didn't allow unorganized

workers to participate in such schemes. Following are the same reasons among them.

1. **Illiteracy:** majority of unorganized workers are illiterate or their educational attainment is very less hence they are not aware about the various beneficiary schemes related to them.
2. **Lack of awareness:** as these workers are illiterate or their educational attainment is very less they are less aware about their rights and duties they lack in awareness about such beneficiary schemes.
3. **Lack of Information:** many times it is observed that various schemes information is not made available to them. They are getting problems in furnishing details accurately in time to specific purpose.
4. **Migration:** majority of unorganized workers are migrant hence they don't have essential documents to furnish like Bank Account, Aadhar Card, School Leaving Certificate, Birth Certificate etc. due to which they cannot furnish their information and remains unattended from those schemes. Also these workers are migrating in search of work in those cases they cannot continue to some schemes of one state.
5. **Middleman:** Majority of unorganized workers are getting work through middleman known as Contractor or Mukadam to whom they can't oppose and many times those middleman's are also hesitant for such schemes. Hence the participation in such schemes remains low.
6. **Poverty:** some schemes like pension needs workers contribution and due to poverty or debtness or late payment of worker he cannot make timely contributions hence his participation in such schemes is less or inconsistent.
7. **Child labour:** though child labour is prohibited in India but still it is practiced and hence such workers information remain disclosed such child labors cannot participate in beneficiary schemes.
8. **Eligibility Criteria:** Some schemes need cool of period or record of past period which is not available hence they are away from those schemes.

Beside these problems there are many other problems like language barrier for migrant workers, approach of enterprises, government approach etc.

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**Cite This Article:**

**\* Mr. Vishvajeet .V. Pilake & \*\* Dr. Deepak S. Narkhede, (2022). Labour Welfare Schemes for Unorganized Workers, Educreator Research Journal IX (Special Issues - I), March –April, 100-105.**