



# SOCIAL SECURITY SCHEMES FOR THE UNORGANISED WORKERS IN INDIA

Dr.R.Narasimhan- Assistant professor cum Co-ordinator ,  
Tamil Nadu Open University -Regional Centre – Kothagiri (The Nilgiris)  
Email: [nhrod12@gmail.com](mailto:nhrod12@gmail.com) Cell : 6369053503

## Introduction:

The Unorganized Sector Workers are those who have not been able to pursue their common interests due to constraints like casual nature of employment, absence of definite employer-employee relationship, ignorance, illiteracy, etc. The unorganized workers are also generally low paid and a majority of them are devoid of any of the social security benefits like life and medical insurance, health care, maternity benefits, old age pension etc. which are available to the workers in the organized sector under the Employees State Insurance Act, 1948; the Employees Provident Fund and Other Miscellaneous Provisions Act, 1952 and the Factories Act, 1948, etc.

The term unorganized worker has been defined under the Unorganized Workers' Social Security Act, 2008, as a home based worker, self-employed worker or a wage worker in the unorganized sector and includes a worker in the organized sector who is not covered by any of the Acts mentioned in Schedule-II of Act i.e. the Employee's Compensation Act, 1923 (3 of 1923), the Industrial Disputes Act, 1947 (14 of 1947), the Employees' State Insurance Act, 1948 (34 of 1948), the Employees Provident Funds and Miscellaneous Provision Act, 1952 (19 of 1952), the Maternity Benefit Act, 1961 (53 of 1961) and the Payment of Gratuity Act, 1972 (39 of 1972).

## Unorganized sectors in India:

The manual labour is seen as weak and exploited group in the society and they lack formal benefits which is availed by organized labour who works in a factory / organizations. The unorganized labours include child labour, garment workers, construction workers, agricultural labour and home workers. In our country the organized labours are protected by various laws but the unorganized labours are unprotected and most often exploited before our liberalized economy.

The Ministry of Labour, Government of India, has categorized the unorganized labour force under four groups in terms of Occupation, nature of employment, specially distressed categories and service categories. A) Under Terms of Occupation: Small and marginal farmers, landless agricultural labourers, share croppers, fishermen, those engaged in animal husbandry, beedi rolling, labelling and packing, building and construction workers, leather workers, weavers, artisans, salt workers, workers in brick kilns and stone quarries, workers in saw mills, oil mills, etc. come under this category. B) Under Terms of Nature of Employment: Attached agricultural labourers, bonded labourers, migrant workers, contract and casual labourers come under this category. C) Under

Terms of Specially Distressed Category: Toddy tappers, scavengers, carriers of head loads, drivers of animal driven vehicles, loaders and unloaders come under this category.

Under Terms of Service Category: Midwives, Domestic workers, Fishermen and women, Barbers, Vegetable and fruit vendors, News paper vendors etc. belong to this category.

In addition to these four categories, there exists a large section of unorganized labour force such as cobblers, Hamals, Handicraft artisans, Handloom weavers, Lady tailors, Physically handicapped self employed persons, Rikshaw pullers, Auto drivers, Sericulture workers, Carpenters, Tannery workers, Power loom workers and Urban poor.

As per National Commission for Enterprises in Unorganized Sector (NCEUS) classification, “The unorganised sector consists of all unincorporated private enterprises owned by individuals or households engaged in the sale and production of goods and services operated on a proprietary or partnership basis and with less than ten total workers.” However, “informal workers consist of those working in the unorganised enterprises or households, excluding regular workers with social security benefits, and the workers in the formal sector without any employment benefits /social security provided by the employers.”

Data of Organized and Unorganized workers distribution in formal and informal sector for the last three years.

Type of Employment	Organized	Unorganized	Total
<b>2017-18</b>			
Formal	4.43	0.28	4.70
Informal	4.62	37.79	42.43
Total	9.05	38.07	47.13
<b>2018-19</b>			
Formal	4.91	0.45	5.35
Informal	4.55	38.87	43.43
Total	9.46	39.32	48.78
<b>2019-20</b>			
Formal	5.09	0.80	5.89
Informal	4.46	43.19	47.64
Total	9.55	43.99	53.53

Source: Indian Economic Survey 2021-2022

The data above clearly indicates unorganized workers are more in numbers in the informal employment sector. Hence there is a need for promoting awareness of various central government schemes to these workers. The objective of this paper is to analyze the various social security schemes provided by the central government for the benefit of unorganized work force.

Registration:

E-Shram: In 26<sup>th</sup> August 2021, the central government launched a portal for the registration of unorganized workers across the country. This portal will help in building a comprehensive database for the unorganized sector workers with free registration.

### **Various Schemes Available:**

Indira Gandhi national old age pension scheme: It is a non-contributory old age pension scheme that covers Indians who are 60 years and above and live below the poverty line. The beneficiaries aged 60-79 receive a monthly pension of Rs 300. Those 80 years and above receive a monthly pension amount of Rs 500. This scheme is implemented as part of the national social assistance program of the ministry of rural development, government of India.

National Family benefit scheme: This scheme aims to provide a lump sum family benefit of Rs 10,000/- to the bereaved household in case of the death of the primary breadwinner irrespective of the cause of death. The scheme is applicable to people in the age bracket of 18-64 years.

Janani Suraksha yojana : It is a safe motherhood intervention under the national rural health mission. It is being implemented with the objective of reducing maternal and infant mortality by promoting institutional delivery among pregnant women.

Handloom weavers comprehensive welfare scheme: This scheme was implemented by the office of the development commissioner for handloom to help the weavers to avail social security benefits. This scheme covers for natural death, accidental death, complete disability and partial disability.

National scheme of welfare of fishermen: This centrally sponsored national scheme for welfare of fishermen. Financial assistance to fishermen for construction of house among other things are provided. The said scheme ended on 31<sup>st</sup> march 2020. The department is currently implementing the pradhan mantra matsya sampada yojana for the welfare of the fishermen.

Rashtriya swasthya bima yojana: This is a government run health insurance programme for the Indian poor. The scheme aims to provide health insurance coverage to the unrecognized sector workers belonging to the BPL category and their family members shall be beneficiaries under this scheme.

Janashree bima yojana: The central government and life insurance corporation together launched their scheme on August 10, 2000. The scheme is devised to provide life insurance cover to rural and urban people below and marginally above the poverty line. The premium to be paid for the scheme is Rs 200/- per member. The scheme offers a special scheme to women SHG members. The compensation under the insurance plan on natural death Rs 30000 and on death / total permanent disability due to accident Rs 75000/-

Aam admi Bima Yojana: This scheme has come in to effect from 01 January 2013. The members should be aged between 18 years completed and 59 years nearer birthday. The member should normally be the head of the family (or) one earning member of the below poverty line family or marginally above the poverty line under identified vocational group or rural landless household. The premium to be charged initially under the scheme will be Rs 200/- per annum per member for a cover of Rs 30000/- out of which 50% will be subsidized from the social security fund. In case of rural landless household remaining 50% premium shall be borne by the state government/union territory.

## **Scheme in Tamil Nadu:**

In Tamil Nadu the government has taken steps in introduction of a housing scheme to the registered members of the Tamil Nadu construction workers welfare board and to provide Rs 4.00 lakh as financial assistance to the registered members of the Tamil Nadu construction worker welfare board for construction of houses in their own land / procurement of tenements constructed by Tamil Nadu urban habitat development board and to incur the expenditure from the funds of Tamil Nadu construction welfare board.

## **Conclusion:**

These schemes are meant for the benefit of poor people. The unorganized sector workers will also come under this scheme. The government also enacted Unorganised workers social security act 2008 , An Act to provide for the social security and welfare of unorganised workers and for other matters connected therewith or incidental thereto. Hence projects should be undertaken by research agencies to identify and map these workers and provide awareness about the schemes to them. Finally promoting eligible workers to apply for the scheme will bring social justice and economic equality among masses.

