

## **Problems and Prospects of Unorganized Workers in Tamilnadu**

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### **Abstract:**

**“You can tell the condition of a nation by looking at the status of its women”**

**- Pandit Jawaharlal Nehru India**

Indian constitution assures equality of opportunity in all aspects of life including employment and guides the State to secure equal rights for livelihood, equal pay for equal work as well as healthy conditions of work for all. In spite of the rigorous efforts of the State, the economic status of female is lagging far behind their male counterparts. Women work in the most difficult way, they earn the least in life. The additional social responsibilities shouldered by them, their subordinate status in society, male dominated family set up, socioeconomic backwardness, proneness for occupation in the unorganized sector with low productivity and marginalization in employment opportunities account for their poor or low earning capacity. This study includes only secondary methods of data collection. The paper includes problems of unorganized workers in tamilnadu, government policy measures and suggestion for improvement of the unorganized workers in tamilnadu conclusion- The study conclude that unorganized workers condition is not good in tamilnadu and government should take some proper action to improve the conditions of unorganized workrs.

**Keywords:** unorganized workers, backwardness, employment and etc.

### **I. Introduction**

The unorganized sector has a crucial role in Indian Economy in terms of employment and its contribution to the National Domestic Product, savings and Capital formation. In India there are many laws have been introduced to ensure a safe and healthy working environment for the female workers – the Trade Union Act (1926), the Minimum Wages Act (1948), the Maternity Benefits Act (1961), etc. Most recently passed act is the Unorganised Workers Social Security Act of 2008, which provides benefits to workers registered with the District Administration, including some health

insurance and maternity benefits. Though these laws are there still health and health services remain demoralising.

## **II. Scope of the Study**

The study on women workers in unorganized sectors: problems in India are very important. The total population of the India is 121cr in 2011. The National Commission for Women estimates that 94 percent of the total female workforce is to be found in the unorganized sector. Increasing population creates employment opportunities. The International Labour Organization says that women represent: 50% of the population, 30% of the labour force, Perform 60% of all working hours, Receive 10% of the world's income, own less than 1% of the world's property. As per a report by International Labour Organization released on the International women's Day on March 8, 2007, it is depicted that though the status of a working woman dose not surprise many, there is surprisingly a significant gender inequality in terms of wages, job security, etc.

## **III. Objective of the Study**

- To analyze the problem faced by unorganized workers in tamilnadu.
- To suggest measures for overcoming the problems of unorganized workers in tamilnadu.

## **IV. Methodology**

In this study problems of unorganized workers in tamilnadu based on secondary method of data collection from various books, journals, newspapers, government publication reports, etc.

## **V. Review of Literature**

Lipishree Das (2015) studies about work participation of women in agriculture in Odisha and concluded that women are concentrated in the agricultural sector of labour market. There is discrimination against female labours because women's labour power is considered as unskilled and inferior. Their work is low paid, casual and lacks potential upward mobility.

Dr. Vandana Dave (2012) conducted the study on women workers engaged in unorganized sector to know about the socio-economic background, working conditions,

wage rates, living conditions of women workers engaged in unorganized sectors like construction, domestic and agriculture in three districts of Haryana. She concluded that women laborers face problems like excessive work burden, wage discrimination, exploitation, untimely wage payment, seasonal unemployment, job insecurity, health problems. As far as working conditions and facilities are concerned, there were no any facilities like medical/first aid, medical leave, and holidays. Only compensation of injury was given in rare cases in a less amount.

Budech (2014) studied about struggles of female farm workers of California. He investigates the gender aspects of fieldwork and few specific struggles faced by female farm workers such as domestic abuse, sexual harassment in the fields, and exposure to pesticide.

Mugadur & Hiremath (2014) studies about socio-economic condition of agriculture women labour in Mangudi village and found that women face many problems like illiteracy, low and irregular wages, scolding & beating by men etc. They concluded that women do not know how to face these problems.

## **VI. Problems of Agriculture Labour**

Unorganized workers (UW) in India have increased many folds post independence. Around 52% of UW's are engaged in agriculture & allied sector and they constitute more than 90% of the labor work force. UW also contributes 50% to GDP (according to National Commission for Enterprises in the Unorganized Sector i.e. NCEUS). So it is of utmost importance to look into the plight of this poverty-stricken and downtrodden class of India.

As per "Ministry of Labor and Employment " definition: Unorganized sector means an enterprise owned by individuals or self-employed workers and engaged in the production or sale of goods or providing service of any kind whatsoever, and where the enterprise employs workers, the number of such workers is less than ten. "Unorganized worker" (UW) means 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 Acts mentioned in Schedule II of the Unorganized Workers Social Act 2008. Mahatma Gandhi National Rural Employment Guarantee Act (MNREGA):

flagship program is not implemented through Labor and Employment Ministry (LEM) but is by Rural Development Ministry. LEM has no say in MNREGA.

### **Issues Involved:**

- ❖ Insufficient labor laws
- ❖ No social security
- ❖ No guaranteed minimum wages
- ❖ Bonded labor (they don't complain about this because if they do their master may remove them considering their ignorance)
- ❖ Child Labor (they are the most exploited among them)
- ❖ Working Women – issue of harassment at work place
- ❖ Low literacy among them
- ❖ Low incomes which they don't complain about
- ❖ Vulnerable to diseases

### **VII. Suggestions**

- ❖ Better Implementation of minimum wage act: - To implement the minimum wage act seriously and to revise the minimum wages periodically considering the changing price level of the country.
- ❖ Creating Alternative Sources of employment: - to create alternative sources of employment by developing small scale and cottage industries in rural areas.
- ❖ Distribution of Surplus Land: - To rehabilitate the agricultural labourers on the acquired land declared surplus under ceiling laws and also on the new reclaimed land.
- ❖ Improvement the Bargaining Power: - the agricultural labourers may be organized so that they can effectively bargain for better working conditions and enable enforcement of legislation.
- ❖ Cooperative Farming:- The cooperative farming provide better incentive to improve the productivity of farm as these farmers will continue to be owner of their land and share the fruit of their efforts.
- ❖ Fixing working hours: - to improve the working conditions of agricultural labour by enforcing fixed hours of work banning child labour etc.

❖ Modern Method: - To improve the working conditions of agriculture by adopting improve intensive methods and multiple cropping for raising the productivity of agricultural labourers and promote co-operative farming in rural areas.

❖ Economic Measures: - To make agriculture move remunerative active economic measures must be introduced. Subsidiary agro based industries must set up in rural areas.

### **VIII. Conclusion**

Despite providing many laws of social security in the constitution of India for organized and unorganized labour force, still the situations of unorganized labour remain same, only organized labours are enjoying the test of that fruits. There are lots of schemes have been framed by central as well as state government both, but unfortunately, most of the time Government has failed to apply those schemes at the time of their requirement.

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