Conclusion and Suggestions
Sarve Jana Sukhina Bhavantu
Loka Samasta Sukhina Bhavantu - *Bhavad Gita*

(Let the whole people and the world be happy)
CHAPTER 7

CONCLUSION AND SUGGESTIONS

Social Security is the most appropriate mechanism by which society ensures that the insecurity in the event of sickness, old age, maternity and unemployment, will not destroy the individual or his family should suffer an interruption or cessation of his earning capacities by giving confidence that they will not be deprived of basic necessities of life. Hence it is the protector of human rights of the whole society. It is considered as an index of the measure of progress made by a country towards the ideal of a welfare state because it is a system of social progress as well as indispensable element in economic stability and development.

Beveridge's definition of social security is the guiding force to give comprehensive social security schemes which conveys the idea of accomplishment of civilization by way of giving recognition to the concept of human dignity which involves the security, equality of opportunity and access to basic needs essential for human education, right to health care, right to work, right to housing, right to have clean environment both in living and working conditions etc. As a welfare state, our country provides various benefits or protection through social security legislations against certain contingencies such as sickness, maternity, disablement, old age etc. In the discussion that follows, an attempt has been made to examine whether the existing legislations have succeeded to render benefits against five giants stated by Lord Beveridge. It could be briefly classified under the following heads:

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ATTACK AGAINST WANT:

Relief against want means ensuring that every citizen in return for service should have sufficient for his subsistence and that of his immediate dependants while he is working and when he cannot work. In our country, employees in the organised sector are generally covered under social security schemes and enjoy decent standard of living. But it covers only small percentage of the total employed force and others who are unorganised are forced to be deprived of basic necessities of life due to the payment of starvation wages.

ATTACK AGAINST DISEASE

According to Beveridge, there should be adequate arrangement for health service to the workers as they are exposed to occupational risks with regard to their nature of work. The provision for medical benefit is absent in Workmen's Compensation Act. Though medical benefit is available under the ESI scheme to all injured persons and their families, employees by and large are dissatisfied with inadequate ESI medicare programme. Hospital and dispensaries are less in numbers and ill-equipped to provide any satisfactory medicine.

ATTACK AGAINST IGNORANCE

Beveridge meant that ignorance can be attacked by literacy programmes. In India, the presence of child labour, bonded labour are the glaring examples that there is no constructive literacy programmes so as to make them aware of their rights. So they are exploited black and blue by the employer.
ATTACK AGAINST SQUALOR

Attack on squalor means there should be better working and living conditions for workers. Here home-based workers such as Beedi Workers, Handloom Workers deserves special mention here. In the day time it is used as a work-spot and the same place is converted as sleeping place in the night. Their living and working conditions are totally betrayed by an extreme degree of poverty.

In case of migrant labourers such as sugarcane cutters, they stay in open space and are continuously worried about the menace from snakes, scorpions, mosquitoes etc. The problem of flies also persists, and worries them as their accommodation is nearby.

ATTACK ON IDLENESS

Attack on idleness speaks about the maintenance of labour. Unemployment problem exists both in organised and unorganised sector which poses serious threat to opportunity to develop one’s basic capabilities which include chances for education, health and nutritional care, housing etc. From the above analysis it may be concluded that despite various social security laws, we have failed to render comprehensive social security by covering all the hazards of life to all sectors of workers. Even these measures failed to render adequate benefits to the limited number of organised sector.

Law is not the printed text, but it is a programme of action. So every grain has to be protected and every dot of evil has to be wiped out. These legislations have defects in terms of coverage, benefits, and financing
arrangement of schemes. Moreover it is not by enacting laws we can achieve what we have expected. By proper implementation only we can achieve the objectives. This chapter is devoted to list out the findings and conclusion of the research under the following heads:

1) Child Labour
2) Organised Labour
3) Unorganised Labour

CHILD LABOUR

Children are the future of the country and of its work force. Investment in child development is an investment in nation’s future human resource, so the early care or lack of it for the child determines in many ways about the future of the nation’s quality of life. And hence eradication of child labour is the essential component of social security and has been discussed under separate heading. The Report of the Second National Commission on Labour states that the incidence of child labour in India is more than 90.87% in the rural areas and are employed in agriculture and allied activities and in household chores. Cultivation, agricultural labour, live stock, forestry and fisheries account for 85% of child labour. In the Urban informal sector, child labour is found in small-scale cottage industries, in tea stalls, restaurants, workshops, factories and domestic service and on the streets. Children working in manufacturing, servicing and repairs account for 8.7% of the urban child labour force. Out of this, only 0.8% works in factories. In the non-agricultural sector, child labour is found in many activities. Then about 2 million children are engaged in employment that is characterised as “hazardous”.

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Merely passing a legislation to eliminate the presence of child labour may not solve the problem permanently, as we have come across the incidence of child labour in national dailies, that, despite the implementation of child labour Act, little children from the state are being traded for petty sums of money on account of poverty. This shows that implementation of the Act is not satisfactory. Moreover the problem of child labour is not an isolated one. It is a multi-dimensional problem which is cause of poverty, unemployment, population and illiteracy.

It is a cause of poverty because it is the use of labour at its lower productivity often precluding, more productive adulthood implying thereby inefficient utilisation of labour power resulting in tremendous economic loss to the country. Child labour causes adult unemployment as they form the cheapest source of human labour to the employers because the employers donot want to sacrifice their profits by employing costlier adult labour as child labour may do the same amount of work as that of an adult but costless in terms of wages. Due to the above said reason, job opportunities for children increases to become an incentive for large families which causes growth of population because these poor families see children as “hands to work not as mouth to feed.” Lastly it is fact that child labour cause the large majority of the illiterate children as they do not have time, money, clothes and books. It is evident from the statistics which has been quoted in the Report of Second National Commission On Labour that as per the estimates for 1995-96, there were 173 million in the age group of 6-14. Of these, 110 million children were estimated to be out of school. Of these 110 million children, 60 million are girl children.
Similarly, we can say poverty, population, unemployment, illiteracy also causes child labour. Firstly, poverty is the main cause for child labour because the economic compulsion make the parents to direct the children to take up the job. The increasing population accentuates the unemployment problem in both rural and urban areas. So whenever the family is deprived of adult earning, they send their children for employment. Lastly, illiteracy is the cause of child labour. The ignorance of the parents about the importance of education is also one among the factors.

From the above findings it is concluded that there are many causes of child labour, but the root cause is poverty. So measures to eradicate child labour not only should involve to prevent or regulate child labour but also to cure the disease i.e., poverty.

Based on the above research, the following humble suggestions are made:

ROLE OF THE GOVERNMENT :

It is suggested that the government must identify the families where child is the sole-bread winner in order to provide the parents of such children full employment to increase their incomes through poverty alleviation programmes which will pave the way for the achievement of child related goals in the areas of health, nutrition, education etc. Man without education is equal to animal. So it is the commitment of the Government to provide free, compulsory, primary and elementary education, otherwise, it will be an ultimate social as well as economic loss to the nation. A child has the right to demand free education as the constitution of India promised free and compulsory education to
all the children between 5-14 years within 10 years of its adoption. It is suggested that Government must provide monetary help to these families with an agreement that they must send their child to school. Compulsory education should be enforced on a priority basis in place where prevalence of child labour is severe. It is also suggested that state should bring awareness among the parents of child labour about education through the Government controlled electronic media (AIR and Doordarshan). The state has to take steps to modify the education system so as to respond the impact of globalisation by laying foundation for the survival. It is suggested that education upto higher secondary level should compulsorily include training which is vocationally oriented to acquire relevent skills so that it will promote as the keys to employment which helps master their lives. Incase of Public Employment Generating Programmes, the Government should include the programme of the elimination of child labour from the workforce so that there will be additional employment opportunities for adult unemployed persons.

ROLE OF PARENTS

The family has the primary responsibility in protecting children from infancy to adolescence. So it is suggested that to curb child labour and to care for the child’s future parents should bear with monetary losses as it is only on temporary nature.

ROLE OF NON-GOVERNMENTAL ORGANISATIONS:

National Child Labour Projects is an earnest attempt to overcome the problem of child labour. Dr. Sahib Singh (Labour Minister of India) in an interview to Employment News dated 22-28 February 2003, said that the state is
financing the NGO’s for undertaking the projects. Over 3000 special schools/learning centres have been set up in 100 districts in 13 child labour endemic states under the National Child Labour Projects to rehabilitate about 2.11 lakh child labourers. It is suggested that the project should be increased to cover the massive population. The NGO’s must always be aware in observing the proper functioning of the scheme inorder to remove the obstacles and to create awareness regarding the protection of children rights. It is suggested that they should play their role in such a way as confidence builder in giving back children their childhood by preparing their own programmes of action to implement the goals and objectives of the project.

ROLE OF THE EMPLOYERS

On the employer’s side also, they have active role in driving against child labour. It is suggested that employer should take steps to gradually remove child labour and employ adult workers.

AMENDMENT IN CHILD LABOUR LAWS:

As the magnitude of the problem is large, it would not be possible to eliminate the incidence of child labour at one stroke. Gradual and steady approach will yield positive results. So in the mean while, it is suggested that amendment should be made in Child Labour Laws to prescribe the minimum age as 18 years for entering into the employment. Article 2 of the Convention No.182 and Recommendation No.190 of ILO which deals with the Prohibition And Immediate Action For The Elimination Of The Worst Forms Of Child Labour defines child as a person who is under the age of 18.
In Indian Law, a person below 18 years of age is not considered competent to contract or get married because he lacks sufficient maturity to decide for himself. So he or she cannot be considered matured enough to earn his or her own living and also to provide for the family. So it is herein suggested that labour law is contract of employment in which 18 years should be made as the minimum age for an individual in entering into the contract of employment because under section 11 of Indian contract Act of 1872, a contract by a person below the age of 18 years is void abinitio. Thus we can avoid the early entry into the labourmarket.

APPOINTMENT OF CHILD LABOUR OMBUDSMAN.

If the administration of any schemes related to eradication of child labour is not proper, then everything get spoiled yielding negative results. So it is suggested that to make effective and efficient administration of the schemes, there should be a statutory system of child labour ombudsman who can lookafter the implementation of related laws and schemes by taking some investigation and resolution of grievances and disputes. It should also submit reports about the working of the Laws and Schemes and its programmes to the parliament, central and state advisory boards.

ORGANISED SECTOR WORKERS

The defects in the social security laws are viewed as follows with regard to coverage, benefits, financing arrangement and administration.
COVERAGE

Nearly all the schemes have restricted coverage. For example in Workmen's Compensation Act eventhough the wage ceiling has been removed, the categories of workman specified in schedule II restricts its applicability. So also, in case of Employees Provident Funds And Miscellaneous Provisions Act which applies to scheduled industries and classified establishments. In case of Employee's State Insurance Act it covers areawise with a concentration of 500 or more insurable population. Moreover the application of Employee's State Insurance Act and Employees Provident Funds And Miscellaneous Provisions Act is also subject to wage ceiling. Due to this, employees whose wages exceed the prescribed amount cannot be covered under these Acts and as a result large number of persons go out of coverage. The Report of the Second National Commission on Labour estimates that out of the Labour Force 393.21 Million (2001) about 8.00 Million workers have been covered under the Employee's State Insurance Act.

In case of Industrial disputes Act, the provisions regarding Lay-Off and Retrenchment compensation are applicable to establishment employing not less than 50 persons and that to those employed in the establishment which comes under the definition of industry in the Act. The Payment Of Gratuity Act and the Maternity Benefit Act, also restricts its coverage in terms of the number of persons employed. So it is concluded that the social security schemes in India cover only a small percentage of the workforce.
It is suggested that schedule II of the workmen's compensation Act should be widened to mean any person employed in any employment which are also equally exposed to risks like hazardous employments. This will further extend the coverage of the Act. It is suggested that in Employee's State Insurance Act and Employee's Provident Fund, Act, the income limit should be removed and the employment threshold should be brought down in Employee's State Insurance, Employee's Provident Fund, Payment of Gratuity Act as well as in Maternity Benefit Act, so as to extend the application of the Act and to cover more persons. It is also suggested that a separate provisions for the payment of lay-off and retrenchment compensation in Industrial Disputes Act should be made to apply non-industrial establishments or a voluntary insurance scheme may be introduced. This is to save workers from poverty and starvation.

FINANCING ARRANGEMENTS

There are legislations such as Workmen's Compensation Act, Maternity Benefit Act and Industrial Disputes Act, where the benefits such as employment injury benefits, maternity benefits and retrenchment benefits are exclusive liabilities of the employers. It may impose a heavy burden to small employer or employers who are in financial difficulty, as the payment of compensation or benefit is made without any contributions from the workers. So, naturally the employers may have the chances of evading, delaying or denying the benefit of the workers while workers do not have enough money or leisure to indulge in law-suit which amount to deprivation of the benefit of the scheme. Similarly in case of payment of gratuity to the workers, which is also employer's liability scheme, we have come cross several filing of suits with regard to delayed payment or non-payment of gratuity.
It is suggested that all the employer's liability scheme may be converted into social insurance scheme in order to prevent the employers from evading, denying or delaying on account of financial burden.

BENEFITS

One of the major defects in the scheme of Workmen's Compensation Act is complete lack of medical care for the victims of employment injury. All employment accidents are not only disable the workman from employment but also cause physical suffering and psychological shock. Lack of medical care destroys his chances of rehabilitation and restoration. An injured person becomes unemployed i.e., lose his job on account of his disablement. But the provision for compensation for job loss to the injured worker is absent whereas, a healthy worker is entitled to retrenchment compensation, under section 25-F of Industrial Disputes Act, 1947.

The Employee's State Insurance Act provides almost all the benefits which are related to health. Mr. Harsh Jaitli, a Delhi based NGO of the society of participatory Research in Asia (PRIA), has criticised that the medical benefit given to the beneficiaries of this Act in the following words: "Employee's State Insurance Hospital lack equipments, medical supplies and specialised doctors. They are not properly equipped to handle cases afflicted with occupational diseases as they lack the necessary medical expertise. For workers who pay their monthly medical contributions, it is a night mare to get the required treatment. The maternity benefits in both the Acts, i.e., Employee's State Insurance Act and maternity Benefit Act provide inadequate benefits which do not cover full range of maternity benefits that a normal pregnant women
requires. Under the Employee’s State Insurance Act the insured woman is entitled to get medical benefit in the nature of prenatal and post-natal care. But if her confinement is in an area where the medical facilities are not available, then they are paid Rs.250/- as medical allowance which is not adequate. In Maternity Benefit Act there is not even a provision for medical benefit in the nature of pre-natal and post-natal care. But there is a provision for payment of medical bonus of Rs. 250/- in cash which is not sufficient for the health maintenance of women and child by qualified midwives or medical practitioners as well as hospitalisation whenever necessary. In both the Acts provisions for creche facility is absent.

In Provident Fund Act, workers employed on casual or temporary basis are brought under the purview of the Act in order to extend the benefits to them. Casual or temporary workmen are birds of passage i.e., they may not remain in the establishment to be really benefitted by the scheme of the Act. As they change their jobs, their employers as well as their places of work frequently, their account will have to be transferred from one establishment to another as provident fund accounts are maintained by the Employee’s Provident Fund Organisation in establishment wise. Then only it will remain operative and the subscriber may get the benefit of the contribution. If not, it will be ineffective and inoperative. The study group constituted by National Commission” observed that the provisions to cover persons employed on casual or on contract basis were operating largely to the disadvantaged of the workers. The employers who deduct contributions from the worker’s wages donot remit them to the Employee’s Provident Fund organisation and thus it becomes unauthorised deductions. As the person change their employer
frequently, their accounts are not transferred from one code number to another. Many accounts opened in their names remain frozen and become inoperative. So this will lose to be a social security measure for these employees.

The problem of redundancy and consequent unemployment is growing with the introduction of modern technology. The present scheme of benefit against retrenchment is a form of unemployment benefit which is paid as compensation at the rate of 15 days wages for every completed year of continuous service under Industrial Disputes Act. But it is inadequate to have retraining facilities to find alternative placement for the retrenched workers.

It is suggested that in Workmen’s Compensation Act, adequate provision should be made for medical care and treatment which is the greatest need for the worker. Similarly a provision for compensation to the injured worker for the loss of employment due to his disablement should be made because the principle of social security aims to give confidence that the quality of life will never be eroded in any contingencies of work life. It is also suggested that Employee’s State Insurance Corporation should construct sufficient number of Employee’s State Insurance Hospitals and the dispensaries. It should appoint adequate number of well qualified doctors with attractive salaries. In order to maintain standard of medicines provided to the beneficiaries, quality control measures should be taken frequently. All this is to preserve health and efficiency of the workmen. Regarding maternity benefit entitlements under both the Acts (Employee’s State Insurance and Maternity benefit Act) it is suggested that medical bonus or medical
allowance should be reasonably raised. A separate provision should be made to have creche facility in both the Acts. It is also suggested that a provision for pre-natal and post-natal care should be included compulsorily for the pregnant women in the Maternity Benefit Act, because the development of the child begins with the care of the pregnant mother. In order to ensure good health and nutrition of pregnant women workers, a nutritious drink prepared from cereals like ragi, millets or malt may be supplied to them which is not expensive but have high nutritive advantage to them with a view to avoid the incidence of Low Birth Weight Babies Which affect brain development and subsequent health of the child. The powers of corporation should be extended to promote measures in the prevention of accidents also. Because this compensation system are of no use to a deadman, for, nothing could be replaced for a human life. Money cannot replace a dead husband to a wife or a dead son to a mother. And no amount of compensation will restore sight to a blind man or limbs to a disabled man. So the corporation should assist to promote accident prevention measures because there is no greater insurance against accidents than the safety education of the workers. Incase of Provident Fund Scheme, it is suggested that a permanent Provident Fund Account or code number should be allotted to the temporary or casual employees so that it may continue irrespective of their changing places of work. The contractor should take the responsibility for maintenance and contribution of their accounts. In cases of retrenchment, in addition to the compensation, it is suggested that free or highly subsidised retraining facilities should be provided in order to update the knowledge of the workers to develop
their skills and re-orient their attitude to make workers to fit in the globalised world which is characterised by heavy competition and the employers should be given tax exemption in respect of the amount paid for the above facilities.

ADMINISTRATION

The administration of the social security schemes mainly rest in the hands of employers or the Government. Tripartite bodies have been created under Employee’s State Insurance and Employee’s Provident Fund schemes. But they are advisory in nature. They can make recommendations but not decisions or matters of consequences. Eventhough ESI corporation is an autonomous body, in reality it is under full control of Ministries of Labour and Finance.

Moreover the corporation at the central level has representatives of employers and employees whereas in case of state level there is only Regional Director, but he is not associated with employers and employees. In case of workmen’s compensation Act, any person or persons may be appointed as commissioner under section 20 of Act. So they do not have specialist knowledge or specialist outlook which his work demands in determination of the nature of employment injury, degree of disablement and also legal questions involving rights and entitlements of workers and their dependents. This will lead to miscarriage of justice.

Enactment of Laws alone does not confer the intended benefit on Labour. Enforcement of Law through the administrative body should be effective to get the desired result otherwise, the workers to get the benefits remains merely on paper. It is suggested that Employee’s State Insurance corporation should be autonomous in reality and should be answerable to the parliament only. It is also
suggested that person having legal background may be appointed as commissioner of workmen's compensation for proper administration of the Act.

Lastly, it is suggested that for more effective administration, all the social security schemes may be combined and administered under one head which could be an autonomous body. It should be delinked with state-wise and district-wise administration. A separate Social Security Tribunal should be created for quick disposal of appeals by employers or employees and the decision of the Tribunal should be final.

UNORGANISED SECTOR

The size of unorganised sector is around 36.9 crore. Within the unorganised sector, 23.7 crore workers are employed in agricultural sector, about 1.7 crore in construction work, 4.1 crore in manufacturing, 3.7 crore in transport, communication and services.

It is the largest segment of work force which has been remained unprotected. It could not be left as such because it is undemocratic. The discussion on unorganised sector in the fifth chapter reveals that it originates from different sources like bonded labour, contract labour, agricultural labour, landless labour etc. There may be problems in human life, but life itself problem is difficult even to imagine such a situation. But practically people in unorganised sector are experiencing in day-to-day life by waging war against hungry. It is not a matter of mourning over their fate, but it is a matter of disgrace.
Though some employment are covered under Minimum Wages Act, due to inefficient implementation of labour laws, the workers are denied even the minimum guaranteed wages. Fifty six years of independence has not brought the majority of cases, to have even one full square meal on account of poverty.

The working and living conditions of unorganised labour especially home-based workers are very unhygienic and horrible because, the work place serves as both, i.e., the home of the family and the place of employment. For example, beedi workers live in unclean, unhygienic conditions and often fall victims to pulmonary and respiratory diseases like asthma, tuberculosis etc. In sector like salt pan industry, the working conditions of worker affects the health so as to become victims of many communicable diseases.

Workers use to migrate in search of employment from one state to another due to lack of employment opportunities in their native places. Moreover some workers migrate on account of disparity in minimum wages prevailing in different states. The Inter-State Migrant Workmen (Regulation Of Employment And Conditions Of Service) Act regulate the employment of these workers. But the definition of inter-state migrant workman is inadequate because the employers are expected to receive the inter-state migrant labourer only through licensed contractors. It would not apply to such workman if they recruited by the employers directly or if they come for work voluntarily. Thus it would deprive substantial number of workmen from the protection of the Act. This inadequate definition can also be misused by the employers by claiming exemption from the application of the Act.
In unorganised sector, the problem of unemployment is widely prevalent in severe form. For example in Agricultural sector, workers do not get work throughout the year due to its seasonal and intermittent nature. Thus they do not have stability and durability of employment. They don’t have chance of experiencing the advantages of organisation as they don’t have fixed occupation. On account of this, the land owning employers offer them employment on most exploitative terms with respect to wages and working hours. Security of job and protection against low wages are about to drive them below the poverty line. So they fall as prey to the system of bondage. Even if the employment in unorganised sector is of a perennial kind the workers are kept in insecure position. It is in the unregulated factories and workshops that the evils of exploitation of unorganised labour are found widely. Most of these factories use power but employ less than 10 workers or employ less than 20 workers where power is not used. and So they fall outside the ambit of definition of factory for the purpose of factories Act, 1948. Due to this, they lack the legislative safety net with regard to health, safety and welfare in their working place.

Due to their poverty, it is impossible for them to spare time for education. So vast majority of the workers are illiterates and not aware of their rights and constitutional safeguards available to them.

The existing Social Security Laws such as Employee’s State Insurance Act, Employee’s Provident Fund Act, Payment of Gratuity and Maternity Benefit Act does not applicable to the workers in the unorganised sector as they do not meet the eligibility criteria such as threshold limit of employment and wage-ceiling coverage in case of coverage under Employees State Insurance Act, Employees Provident Fund Act, the Maternity Benefit Act. They fail to get
compensation as they find difficulties to prove the employer and employee relationship because there is no general system of maintenance of service cards. As a result they die without compensation. Moreover in several cases they do not know about their entitlement to compensation on account of their ignorance and illiteracy.

Most farm labourers, workers those in home-based small cottage industries are all working in units mostly in mofussil areas. Their access to justice or to redress their grievances is hurdled by factors such as lack of master and servant relationship, absence of mechanism to impart legal awareness to them in order to bring them to the main stream of development. So it may be concluded that the unorganised labourer does not get enough protection through social security laws.

Some states have operated Group Insurance Schemes for weaker sections of society such as agriculture workers, low wage groups and poor. But the benefits are not adequate. There are few state social assistance programmes for old age pension, maternity assistance, destitute widows. But they are inadequate in coverage as well as in benefits. There are wide variations among the states in fixing norms and standards and also in criteria and scale of benefits.

In the light of foregoing discussion the following problems of unorganised labourers are identified:

1) Low income
2) Poor working conditions
3) Low standard of living
4) Low level of literacy

5) Uncertainty of employment

6) Inadequate coverage of unorganised sector under social security laws

7) Absence of independent machinery to secure redressal of grievances

8) Lack of comprehensive National Social Security Schemes to cover a number of contingencies such as sickness, maternity sickness and old age, disablement and employment injury.

There is an urgent need to solve the problems of unorganised labourers in order to promote them with social security and welfare measures. This will lead us to forward the following suggestions for this sector to cover them under the social security schemes so that their basic working and living conditions would be improved:

1) It is suggested to have Common National Minimum Wage for the scheduled employment in order to remove the disparity in minimum wages prevailing in different states.

2) It is suggested that amendment should be made in Inter-State Migrant Workman (Regulation of Employment And Conditions Of Service) Act to cover Migrant workman who have migrated on their own.

3) It is suggested that unregistered factory should be notified under section 85 (1) of the Factories Act so as to bring the unorganised workers employed therein with the coverage of Factories Act.

4) It is suggested that an arrangement should be made for the workers to
get their identity card or service card independently to obtain identification through an independent machinery in order to establish employer-employee relationship.

5) It is suggested that the voluntary organisations should take concrete steps to organise legal and literacy programmes in areas where unorganised labourers are largely concentrated so as to make them aware of their rights.

6) It is suggested that mobile courts should be created to travel deep into the remote areas where unorganised labourers are scattered with a view to receive complaints as well as to initiate proceedings and make them to have access to justice system.

7) It is suggested that efforts should be made to raise the knowledge of the unorganised sector about the various schemes available to them. It is a team work which should involve Government and voluntary organisations.

8) As the Government of India is bringing a comprehensive legislation for the unorganised sector workers, its implementations should be proper so as to realise the goals of the constitution by all. As we are best planners but worst executors, it is suggested that there should be a statutory scheme of Social Security Ombudsman to review the implementation of related laws and schemes and also to submit annual reports to parliament central Government and state Government respectively.