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Kurukshetra

(Sudesh Kumar)

PREFACE

India having a huge labour force is most populous country in the World next to China. The major portion of this workforce in India falls in the category of unorganized sector. According to the National Sample Survey Organization (2009-10), India is having a workforce of about 430 million and out of this about seven percent only in organized sector and rest ninety three percent workforce falls in unorganized sector. Unorganized workers consist of the workers working in the unorganized sector or households and these workers are not able to organize themselves in pursuit of a common objective because of constraints such as (a) casual nature of employment, (b) ignorance and illiteracy, (c) small size or scattered nature of establishments with low capital investment and superior strength of the employer operating singly or in combination. India being a democratic and welfare State provide guarantees to its citizens for decent work and social security through its Constitution. Unfortunately it is the pathetic state that the huge labour force being unorganised is not only neglected but also exploited and deprived of their social & legal rights. After the sixty years of the independence, under the political & social thrust and due to the recommending force of various Commissions and Committees reports, the Government was compelled to enacted legislation for the welfare and security for unorganized workers and thereafter Government enacted a legislation named as “The Unorganized Workers’ Social Security Act, 2008”. The objective of the Act is to provide social security to the unorganized workers. It is the first legislation of its kind that deals with the
welfare of unorganized workers. On analysis and evaluation of the Act, it reveals that this Act is not fulfilling the objectives of social security for unorganized workers. This is the prominent cause that the researcher has chosen this piece of legislation for analytical and critical study in research work. The purpose of this study is to ascertain the nature, purpose and policy of the Act and to determine its relevancy, adequacy and efficacy. For this purpose the entire study has been divided into five chapters. First Chapter of this study is general in nature, second Chapter devoted to the meaning, classification, and historical background unorganized workers, third Chapter deals with the meaning concept and of social security and legal dimensions and social security schemes under the Act. Fourth Chapter deals with Unorganized Workers Social Security Act and its institutional framework and the last chapter contains conclusion and suggestions.

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(Sudesh Kumar)
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