CHAPTER - V
SUMMARY, CONCLUSION AND RECOMMENDATION
5.1 **Introduction** :-

Labours are the principal elements in the production system and in the growth, process so there is a need to provide social security for them. Although social security measures had been introduced in many countries decades ago, in India, they were introduced only after independence. This has been mainly due to lack of official sympathy and interest in the welfare of workers and the comparative weakness of the trade unions in pressing their demand for such measures. After globalization, it is observed that workers have been migrated towards unorganized sector. If workers will be provided with social security, it is a step towards development of that labour himself/herself which can reflect the development of that region/city and ultimately will be a development of that nation.

To know the social security status of workers from unorganized sector, the study was undertaken in Aurangabad city of Maharashtra.

5.2 **Objectives of the Study** :-

The following are the main objectives of the present study.

1) To study the social security schemes implemented by the central and state government.

2) To study the expenditure made by the central and state government for social security in unorganized sector.

3) To study the socio-economic status of the surveyed labourers in unorganized sector of Aurangabad city.
4) To study the social security status of the surveyed labourers.
5) To analyze the benefits taken if any, by the surveyed labourers in Aurangabad city.
6) To suggest measures for the better working of social security for the unorganized sector in Aurangabad city.

5.3 Hypotheses:

1) The Government expenditure on social security for unorganized sector is increased.
2) Workers from Unorganized sector in Aurangabad city do not get social security.

5.4 Methodology of the Study:

This research is based on primary data and secondary data. A Sizeable sample of workers from the unorganized sector has been chosen from Aurangabad city in Maharashtra State. For collection of primary data, questionnaires have been administered. Primary and secondary data analyzed and findings are presented.

The questionnaire was framed so as to collect information in accordance with the objectives of the study.

5.5 Summary:

The following is the summary of the results obtained from the present study.

5.5.1 Religion:

It was found that 54 percent respondents were Hindus and 26 percent respondents were Buddhist and 20 percent respondents were Muslims.

5.5.2 Age:

It was found that the 19.5 percent respondents were in the age group of 15-25, 24.5 percent respondents were in the age group 26-35, 14 percent respondents were in the age group of 36-45, 27 percent
respondents were in the age group of 46-55, and 15 percent respondents were in the age group of above 55 years.

5.5.3 Marital Status :-

There were 5 percent respondents unmarried, 93.5 percent were married, 0.5 percent were separated from their partner and 1 percent were widow.

5.5.4 Level of Education :-

Level of education among the respondents was found very low. 38.5 percent respondents were illiterate, 23.5 percent respondents were educated up to primary level, 26 percent respondents were educated up to middle school, 9 percent respondents were educated up to higher secondary, 3 percent respondents had completed their degree level and not a single respondents were post graduate.

5.5.5 Housing Ownership :-

There were 17.5 percent respondents who had their own houses and 82.5 percent lives in rented house.

5.5.6 House Pattern :-

It was found that 52 percent respondents were lives in hut and 40 percent respondents were live in Kuccha house and 8 percent respondents were live in Pucca house.

5.5.7 Basic Amenities :-

Electricity, water supply and sanitation facilities are some basic amenities available in house. 88.5 percent respondents had the facility of electricity in their house, 100 percent had the facility of water supply and 6.5 percent respondents had the facility of sanitation in their house.

5.5.8 Family Size :-

28.5 percent respondents were found in the family size group of 1 to 4 members, 64 percent respondents were found in the family size
group of 5 to 8 members and 7.5 percent respondents were found in the family size group of 8 to 12 members.

5.5.9 Monthly Income :-

There were 15 percent respondents whose income was in the range between Rs. 2600 to 3000, 11 percent respondents income was in the range between Rs. 3100 to 3500, 10 percent respondents income was in the range between Rs. 3600 to 4000 and three times 20 percent respondents income was in the range between Rs. 4100 to 4500, Rs. 4600 to 5000 and Rs. 5100 to 6000 respectively.

5.5.10 Household Income :-

It was found that 30 percent respondents had their income from Rs. 31,000 to 40,000, 10 percent respondents income range was between 41,000 to 50,000, 20 percent respondents income range was between 51,000 to 60,000. Again 10 percent respondents income was in the range between 61,000 to 70,000, 27.5 percent respondents income was in the range between 71,000 to 80,000, 1.5 percent respondents came under the range between 81,000 to 90,000 and 1 percent respondent had their income range between 91,000 to 1,00,000.

5.5.11 Poverty Status :-

There were 14.5 percent respondents under below poverty level and 85.5 percent respondents were not under below poverty level.

5.5.12 Welfare Schemes :-

It was found that 99 percent respondents were not knowing about the social security schemes and only 1 percent of respondent were aware about the scheme.

5.5.13 Political Participation/ Labour Union :-

There were 100 percent respondents who had the knowledge about labour unions, 10 percent respondents had the membership in union, 12 percent respondents had the knowledge about labour law.
When the reason was asked about to not having labour union to respondents then it was found that 75 percent respondents had opinion due to owner pressure they did not have labour union, 70.5 percent respondents had opinion due to political pressure they did not have labour union and 80 percent respondents had opinion due to no labour unity they did not had labour union.

5.5.14 Borrowing condition :-

There were 51.5 percent respondents borrowed money from private money lenders, 3 percent respondents took loan from their owner, 8.5 percent respondents borrowed money from their friends, 23.5 percent respondents borrowed money from their relatives and 13.5 percent respondents did not borrow money from any source.

5.5.15 Purpose of Borrowing :-

It was found that 100 percent respondents had the purpose of borrowing due to not having optimum wages, 53 percent respondents had the purpose of borrowing for marriage, 30 percent respondents had the purpose of borrowing for medical. 3 percent respondents due to education, 40 percent respondents due to housing facility and 5 percent respondents due to social function had the purpose of borrowing.

5.5.16 Chances of Accident at Workplace :-

There were 70 percent respondents who had the chances of accidents at workplace and 30 percent respondents had no chance of accidents at workplace.

5.5.17 Types of Accidents :-

There were 85 percent respondents had the chances of disability at their workplace, 47.5 percent respondents had the chances of threat of life at workplace and 97 percent respondents had the chances of normal accidents at workplace.
5.5.18 Had Workers Met with an Accident :-

It was found that 39 percent respondents had met with an accident, 47.5 percent respondents had not met with an accident and 13.5 percent respondents did not respond.

5.5.19 Severity of Accident :-

It was found that 37.5 percent respondents were met with normal accident, 1.5 percent respondents were met with physical disability, 47.5 percent respondents were not met with any kind of accident and 13.5 percent respondents were not responded.

5.5.20 Compensation Towards Accidents :-

It was found that 2 percent respondents got compensation after accident, 37 percent respondents did not get any compensation after accident, 47.5 percent respondents had not met with an accidents and 13.5 percent respondents did not respond.

5.5.21 Owner Class Relation :-

There were 8.5 percent respondents who had friendly relationship with their owner and 91.5 percent respondents had work purpose relationship with their owner.

5.5.22 Exploitation Status :-

There were 93 percent respondents who had exploited by their owner and 7 percent had not exploited by their owner.

5.5.23 Types of Exploitation :-

It was found that 93 percent respondents were economically exploited and 72 percent respondents were psychologically exploited by their owner.

5.5.24 Role of Agents in the Employment of Workers :-

It was found that 30 percent respondents got the job with the help of agents and 70 percent respondents did not take help from agents for searching the job.
5.5.25 Need for Agents :-

There were 27 percent respondents needed agents due to work not found and 30 percent respondents needed agents due to unawareness of availability of job.

5.5.26 Health Security Problem :-

It was found that 100 percent respondents had the health security problem.

5.5.27 Reasons of Sickness :-

It was found that 85 percent respondents were sick due to extra work, 10 percent respondents were sick due to industrial climate, 11 percent respondents were sick due to less technology, 32.5 percent respondents were sick due to summer and 6 percent respondents were sick due to smoke addiction.

5.5.28 Types of Sickness:-

It was found that 4 percent respondents had asthma and 96 percent respondents had other type of sickness.

5.5.29 Does Owner take Worker to Hospital in Sickness? :-

There were 100 percent respondents who had not hospitalized at the time of sickness by their owner.

5.5.30 Are Workers Provided with Safety Guards During Work? :-

It was found that 100 percent respondents were not provided with safety guards during work.

5.5.31 Addiction of Labour :-

It was found that 81.5 percent respondents were addicted and 18.5 percent respondents were not addicted.

5.5.32 Daily Working Hour Status :-

There were 20 percent respondents who had work for 8 hours, 68.5 percent respondents had work for 10 hours and 11.5 percent respondents had work for 12 hours.
Conclusions:

1) Social security is required to each and every labour in the society. But it is facts that in India, high degree of insecurity exist in unorganized sector even though several social security measures were taken by the government on documents.

2) Unorganized sector workers face several problem rights from their working conditions to living conditions. Generally, unskilled workers come in the category of unorganized workers. There are several type of exploitation among these labourers done by the employer. It is found that the situation of unorganized sector workers in all respect is in worst condition. Social harassment is also found among workers.

3) In India, several committees and laws recommended welfare facilities for the labours. These were medical facilities; educational facilities for the children of labour at reasonable cost, recreational facilities, transportation facilities, consumer's co-operative stores and fair price shops etc, but these are benefited only to organized workers.

4) It is found that workers in unorganized sector of Aurangabad city do not get any kind of social, economic, mental, health & work security. (Second Hypotheses is Accepted)

5) Various social security schemes are started by central and state government for workers in unorganized sector but unfortunately 99 percent of the workers are not aware about the schemes.

6) Education level indicates the level of living standard. There were 38.5% workers illiterate, only 3% workers were graduates and higher qualified people do not prefer this occupation.

7) It is observed that in Aurangabad city, workers are being exploited & recommendations of labour laws are not implemented. Here
about 76% workers works for 12 hours per day, 11.5% works for 16 hours and only 13.5% works for 8 hours.

8) Due to improper work culture and exploitation it is found that majority of workers in the unorganized sector are affected towards some addiction and all 100 percent workers are facing the health problem.

9) It is also observed that total expenditure towards social security by central government for workers in unorganized sector has increased. (First Hypotheses is Accepted)

10) 81.5% workers from unorganized sector of Aurangabad city are found addicted.

11) The worker's from unorganized sector of Aurangabad city do not even get wages as per minimum wages act.

12) Female workers in the unorganized sector of Aurangabad city gets lower wages as compare to male workers & that too without any social security.

13) It has been observed that workers from unorganized sector of Aurangabad city are regularly suffered with so many diseases due to over work and the surrounding atmosphere where they work.

14) There is a wage differentiation between male and female workers even for same work. Wages were not given equally. It is found that, female workers were discriminated in given wages. Rs. 30 wages less were given to the female workers than male workers. It is against the law. Law indicates to provide equal wages for equal work either it is male or female. But this is not implemented in the unorganized sector on the ground of gender.

15) Drinking water, toilet, bathroom, canteen, rest rooms, etc. these basic amenities should be provided to the workers. But nothing was being provided except drinking water at work place. Even safety
instruments were also not provided adequately to the workers at worksites.

16) It is also found that about 70% workers from unorganized sector of Aurangabad city had met with some or other type of accident or injuries. But the families of these workers did not receive any kind of compensation from the employer or by government.

17) It is observed that 93 percent of the workers from unorganized sector of Aurangabad city do not get well treatment at the workplace which indicates their exploitation.

18) It is observed that only 14.5% workers are under BPL but it is found that most of the workers are living in slum areas where they don’t have sanitation facility and again because of large family size their living standard is very low. As per BPL cards given by the government, the percentage of BPL workers is 14.5 but the fact is that there are more than that (14.5 percent) workers can come under BPL.

19) There is lack of proper implementation of different schemes for these workers are observed.

20) As per as Aurangabad city is concerned, no unity among the workers from unorganized sector is observed, as 90% of workers are not affiliated with any labour organization.

21) It is observed that all workers take loans from their relatives, friends and money lenders with high rate of interest and not from banks.
**Recommendations:-**

1) Government should provide proper houses for workers in the unorganized sector of Aurangabad city through existing Indra Awas Yojana.

2) In this study it is found that most of the workers work more than the stipulated time as per the rule. Workers should get double amount for each extra work hour. Therefore, proper implementation should be made to provide the reasonable amount for the extra work of workers which will motivate them.

3) Government should make provision for the allotment of more funds on the scheme developed for worker in the unorganized sector & their families.

4) There is a need for workers from unorganized sector to unite and come forward with effective organization. Organization should be solely dedicated towards empowerment of the members and should not get affected by political pressure.

5) Maintenance of health of workers during work time is a critical issue. For example, use of mask is compulsory by law, therefore, such mask must be provided to the workers with free of cost by the employers, government or through NGO's.

6) Special attention should be provided towards proper implementation of labour laws in the unorganized sector and proper care should be taken that female workers are getting wages equal to male workers (as per wage act)

7) The death of a worker in a family is a great loss to the entire family and it adds burden too. The death of a worker raises the question of survival of the family left behind due to the permanent loss of income to the family. Similarly, an accident is a major problem for an informal worker since it leads to loss of income and
cost of treatment. If an accident leads to permanent or partial disability, the financial loss will be severe and unimaginable. By covering the unorganized workers under the insurance schemes of individual, family and group could alone provide security for life and accident.

8) It is observed that the government has taken good initiatives by launching different schemes for workers in unorganized sector, but it is found that these workers remain unaware about government scheme & hence do not get benefited. It will be helpful if special workshop and camps are arranged for creating awareness among the workers & government should take good initiative for this.

9) The workers of the unorganized sector face the problem of insecurity when they reach to the life stage of aged when they could not work for themselves. The question of dependency is a major threat to the old age unorganized workers in the context of disappearing joint family system.

10) Not only economic benefits can help in empowerments of this deprived section but also they have rights of quality life and right to live with dignity. So, it’s the governments duty to make sure that real social security must be provided to these workers and there families.

11) Food security is considered as an important component of social security. The unorganized sector workers can badly affected during times of drought and food inflation. So, the government should provide security for nutritious food in times of difficulty and also during normal times.

12) Government should take standard initiatives towards betterment & care of health of the workers & their families in the unorganized sector of Aurangabad city.
13) Generally, all labour laws are concentrated to support the workers in organized sector, special attention should be made for passing and implementing the special bills developed in 2005 & 2007 with recommendation of committee set in 2002 for the workers in unorganized sector.

14) At present, workers in the unorganized sector are not getting wages as per the minimum wage act of the government of Maharashtra. It has adversely affected the economic condition of these workers. Their monthly expenses are more than their earnings. Therefore, government should play a vital role for the welfare of the workers and should take efforts so that the workers can get wages according to the said act.

15) Government should provide loan facilities to these workers with low interest as it is observed that they borrow money from their relatives, friends, private money lenders with high interest.

16) Last but not least, bring a citizen of India; it is personal responsibility of each literate person to make them aware about government schemes whenever they get in contact with these workers.