CHAPTER-II

REVIEW OF LITERATURE
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The idea behind reviewing the existing related literatures is to identify the gap so that the researcher would focus on such a gap filling approach. A sound theoretical framework is the heart of any scientific research. The available literature on this topic is indeed scanty. However, there are some studies which have been collected by the researcher and the same has been reviewed. Some studies, on this issue, focused on general/theoretical aspects. They will have macro perspective. But some are case studies with a micro perspective. It depends on the circumstances in which they have studied. Keeping this in view, the researcher has attempted to examine critically the available related literature in this field of investigation under three sections as given below:

I. Social Security and its related aspects;
II. Focuses on workers in the unorganized sector and social security;
   and
III. Construction of Workers and Social Security.

Social Security and its related aspects:

In order to ensure that needy people are going to get the benefit of social security, an appropriate approach involving the combination of promotional, preventive and protective measures will have to be developed. If approach is adhoc or piecemeal, it would not be beneficial to take the
advantages. Therefore, it is necessary to have a holistic approach, so that there would be wider coverage of benefits.

According Guhan (1995), ensuring security requires a combination of promotional, preventive and protective measures. However, while analyzing the statement, Gerry Rodgers observes that putting together packages of measures raises both conceptual questions, in terms of their coherence and institutional question, in terms of their application in practice. While the former aspect refers to packages of labour market polices designed to link income replacement with labour market integration, the latter aspect relates to combinations of anti-poverty polices in a more general sense. Further, he analyses these two polices as under:

I. Employment Services and Income Support for the Unemployed:

Recent decades have seen high and rising open unemployment in countries where it is historically rare or even unprecedented (Brazil, African cities, East Asia). Underemployment continues to affect large number of workers in low-income countries. And at the same time, insecurity and instability for those in work would also grow.

A variety of labour market policies attempt to tackle these sources of labour market insecurity. They are,

a. Income support through unemployment, insurance or other means;

b. Vocational counseling to assist in developing labour market strategies:
c. Labour market information and assistance in job search;

d. Development of skill and capabilities through training or work experience;

e. Credit policies and support to enterprises development;

f. Subsidy and other policies to raise labour demand or discourage redundancies;

g. Coercive or persuasive polices overcome discrimination (against women, ethnic groups); and

h. Direct job creation polices, such as public works programmes.

Such policies are difficult to coordinate systematically, but there are strong reasons for attempting to do so. These are explained below:

a. Income security for the unemployed is an important support for labour market reintegration, but one, which needs to be handled carefully. Income support needs to be combined with routes back into the labour market, but the moral hazard arguments sometimes lead to excessive conditionality and correction, reinforcing exclusion and deprivation for some. On the other hand, there are many options such as contract for social integration linked to income support (the revenue minimum d'insertion in France) and options for converting income entitlements into capital for enterprise development (Canada, others).

b. Training Programme need to be linked to realistic labour market strategies. These programmes are widely promoted by employment services. But evaluations of training for the unemployed are, on the whole, fairly negative, and indeed, the unemployed themselves are
frequently very sceptical of the value of such activities, if they provide
skills but no opportunities for employment.

c. Job placement in poorly performing labour markets has to be closely
linked to demand side policies, which support employment creation
directly or indirectly in the end, the problem lies as much on the
demand sides as on the supply side, and it is here that some of the
most interesting experiences are to be found as in job rotation policies
to support enterprise restructuring, subsidy and tax polices and the
like.

Various institutional obstacles make it difficult to integrate these
different sources of funding and administrative securities. In some
countries, such as Brazil, a common funding source for unemployment
insurance active labour market policies, financed through specific taxes
(on output, not on labour) make integration easier in principle. In the
Brazilian case, this fund is managed through or decentralize tripartite
system with worker and employer participation. Such a framework has
the potential to support wide-ranging public employment service which
could make a decisive contribution to reducing labour market insecurity,
provided they are combined with effective administrative structures and
appropriate demand related polices.

(ii) Poverty and insecurity as joint targets: A recent review of ILO's work
on poverty (IILS, 1995) concluded that "partial or piecemeal polices do not
seem to work and what is needed is an approach which combines both
socially sensitive macro-economic policies with the more direct policies
associates with the promotion of employment and with a redistribution of
assets and income towards the poor”. Macroeconomic policies should be
designed to ensure that labour demand is maintained and provide
incentives for structural economic changes which favour groups who are
subject to discrimination or deprivation. Re-distributive polices need to
cover a range of concerns, including social insurance and direct income
support, access to productive assets, nutrition programmes and food
subsides, legislation to prevent exploitation in the labour market and its
effective enforcement and employment promotion needs to raise both
opportunities and capabilities. “Success in employment generation
automatically improves the feasibility of redistribution polices, both
because it brings the primary distribution of income closer to that
required on social and humanitarian grounds and also because it
increases the tax and social security base from which resources can be
drawn”.

These considerations apply to security as much as to poverty.
Interventions in several dimensions are necessary to reach different
groups and solve different but related problems. This means not only
coordination between polices, but also between actors. Local community
based organizations are more effective at reaching the poor; but achieving
consistency between the actions of diverse groups with diverse motivations
is a major challenge.
This is ultimately a question of governance. A move in the direction of market regulation or decentralization does not reduce the need for effective structures of governance, but changes the type of structures needed with decentralization. There has to be more accountability; with greater use of market forces comes the need for stronger institutions to establish ground rules and intervene to protect those without market power. The building of consensus and solidarity requires participation and dialogue and this, in turn, requires strong institutions for the representation of different interests.\(^1\)

The above analytical approach of Gerry Rodgers towards social security measures for the deprived and unemployed workers of the unorganized sector takes care of the integration of labour market and anti-poverty polices and thereby suggests an effective role to be played by actors like local, community based organization. He, further, goes on to suggest a good governance. However, it depends on the conviction and commitment on the part of the developing countries where there is lot of dishonesty and delay in administrations.

In the context of India, approaches to social security entitlement differ. According to Renana Thabvala and Shalini Sinha there are two approaches. They are: The citizen-based approach and work-based approach. The citizen, based approach entitles every citizen, by virtue of fact that he/she is a citizen of the country, to access certain services, in particular, the public distribution system, the health care system and the
educational system. Beyond these there universal security, there have been attempts both by central and state governments to provide these service in the form of social assistance including widow, pension schemes, old age home etc.

The approach of the citizen-based entitlement is a 'rights' approach, that is, as a citizen of the country, every human being has a right to satisfaction of certain basic needs and it is the duty of the state to provide for those needs. There are presently a number of citizen-based entitlements which are provided by the government either to all citizens or to those who are poor, on a 'means tested' basis. These are drinking water, health care, education, food security, and housing and social assistance schemes. The state is required to finance the services as well as undertake the provision.

Except for education, the citizen-based entitlements are decreasing as the private sector enters more and more into provision of these services. This is a worldwide phenomenon and is part of the process of globalization and liberalization where the state has withdrawn from a number of sectors.

The work-based approach supplements the citizen-based one. The work-based entitlements are statuary and apply to all workers in an employer-employee relationship. The finances for these entitlements are
provided by statutory contribution from the employees and the employers'. The role of the government is to enforce and implement the schemes.

The main statutory work-based entitlements in India are the old age benefit schemes (in particular, the employees provident fund and the public provident fund) and the health services (in particular the employees social insurance scheme). In addition, there are schemes for particular sectors covered by the welfare funds. Welfare funds are raised by levying access on the production, sale or export of specified goods or by collecting contributions from the various sources including the employer, employee as well as the government. The welfare funds are used to meet the expenditure of the welfare of the workers. The five central funds set up by the Government of India, are bidi, mines, ciniworkers, Rock workers and building and construction workers.

It was earlier believed that the work-based entitlement would become universal as the organized sector grew and the unorganized sector shrunk. It has now become obvious that, in fact, the opposite is happening. More and more workers are out of the social security net and the coverage of both Employees Social Insurance Schemes (ESIS) and Employees Provident Fund (EPF) is shrinking, as are the number of workers covered by the provisions of various welfare acts. The work-based entitlements which allow the organized sector workers to have access to better quality and higher level of services have reached the unorganized sector very minimally.2
The above authors have viewed the Indian situation on the basis of rights as well as work of had specific group of citizens as unique to the nation accordingly have identified the drawbacks in the system.

Jayoshree Dam P. Choudhary notices that though major share of economic activities are borne out by the unorganized sector, both the central and state governments are indifferent towards their causes on the plea of financial crunch. She suggests that in order to enable these workers to 'live with dignity' the workers must be united irrespective of gender to draw attention of government and the government must recognize their contribution to economic development by providing social security measures at the earliest.3

J.K. Goyal contends the 50 years experience of the state intervention to ensure redistributive justice. He stresses on the need to concentrate on ways to improve efficiency and productivity in the system and the need to conduct a study for a rough estimate of the financial assistance needed to provide some basic minimum social security to the unorganized sector. He further states that since the Government cannot participate directly in providing social security, it must provide a sound legal/statutory structure to protect the underprivileged.3a

P. Eashvariah in his study 'An Analysis of New Employees' Pension Scheme, 1995 found that though the New Employees' Pension Scheme, 1995 provides some benefits to the workers it makes a dent into the hard
earned salaries in the unorganized sector. The experience of developed countries shows that the amount received by an employee is much higher than that of his/her counterpart in India. Further, he notes that there is no certainty that a labour would work under one management for 10 years and hence his contribution to pension fund is quite less as compared to those of a permanent workers. Therefore, the Government should check the tendency on the part of employer to create uncertainty amongst the employees.3b

While analyzing the role of social capital in providing social security to urban informal sector workers, Victoria Rani Arati Nanavati and Sonalisaha, in their study “Role of Social Capital in providing Social Security to Urban informal sector workers” suggests that all stakeholders, viz., the people themselves, family, community-based organization, non-governmental organizations, market and government should be involved as social capital, though important, cannot provide social security on a long term basis.3e

P.K. Awasthi and Jogendra Pathak point out that though several welfare schemes by the Government in the form of employee's Provident Fund Act, Employee's State Insurance Act, Industrial Dispute Act, Minimum Wages Act, Child Labour Act, etc., have yielded satisfactory results, lack of co-ordination and financial constraints pose a threat in achieving the desired objectives. They suggest implementation of welfare
measures and enhancement in skill to augment better productivity for the
unorganized workers.\textsuperscript{3d}

Sudhir Singh Sudhansu highlight the need and importance of social
security measures for the poor in India. But at the same time he is
sceptic of providing a large comprehensive social security due to the
prevalence of large number of poor people in the country and also the
fiscal problems involved. He also mentions of the weaknesses in the
implementation of various security schemes such as food, health,
employment, education, women, food for work, JRY and IRDP etc. Hence,
he calls for efficiency in the functioning of state and society at large.\textsuperscript{3e}

Suman Pamecha in her article 'A General Approach to social
security for unorganized sector' explores the possible general approach for
social security provisions for unorganized sector. She brings to the
forefront as how promotional social security measures related to
investment in human capital and social capital build the social
capabilities of individuals which are essential to move out of the secondary
labour markets.\textsuperscript{3f}

Jeemol Unni (2000) and Um Rani (2000) on sustainable
development and social security: Role of Non-farm sector, emphasize upon
the core needs of social protection, develop instruments and visualize the
institutional mechanisms to address the needs of informal workers. After
conducting a micro survey of households, they concluded that the
insecurities of informal workers arise not only from random shocks but also from the structural features of the household and their nature of work. Further, they stated that private market and NGO initiatives need to be strengthened and many more innovative approaches have to be devised to bring social protection to the poor informal workers.

A survey conducted by Valayutham Saravanan (2001) on the women beedi workers of Tamil Nadu, concluded that the social security initiatives did not produce the desired results due to meddling of contractors/agents. Due to the ignorance of the social security schemes and non-availabilities of other employment opportunities, female workers were unable to assert their rights.

A study carried out by R. Annapoorane on the plight of labours engaged in brick Kiln in Tamil Nadu noted that most of the labourers were illiterate migrants getting lower wage than fixed by the Government.3g

S.N. Tripathy and Premanand Pradhan in their study on women in construction sector in Orissa hold that no serious attempt has been made by the Government to enforce various laws and regulations. The violators of the laws have never been punished.3h

Unorganized and Informal Sector:

Ida Salil’s Paper, “Socio Economic conditions of stone-quarry workers of Kanyakumari District” was based on primary data collected
from 100 respondents. The respondents were stratified into two groups of fifty each into breaking and shaping based on the nature of their work. The author has chosen this group of non-agricultural workers belonging to un-organised sector, so that their living and working conditions may be evaluated. This study has clearly demonstrated that informal sector development is crucial to urban employment planning. Analysis of employment in the informal sector undertaken in the present study has also indicated that discussion on policy issues and policy actions has to be conceptualized with respect to certain programmes observed.4

Vashit in his study, “Informal sector - A tool for poverty eradication”, analysis the importance, definition and the problems of informal sector, in a developing country like India where the pressure of population is, overall, on the increase and argues that the development of the informal sector can go a long way in employment generation and consequent eradication of poverty. The author puts forth a few suggestions for promoting this sector. The sector needs stronger support from the government in-terms of product promotion programme, entrepreneurial development, subsidies and incentives.5

In his paper “Unorganised sector and structural adjustment” Partha Sarathy addresses the issues of relative efficiency of the organized and the unorganized sectors, the exploitation of unorganized sector by the organized, and the big gap between profession and performance in relation to public support to the unorganized sector. This study also focuses on
the adverse implications of structural adjustments for the unorganized sector.⁶

Navin Chandra in his paper, "The organizing question and the unorganized Labour" – organizing the organized workers point’s outs that over 90 percent of the work force lacks the power of organization. The unorganized sector labour comprises 8.5 percent of the labour force. The author also points out that 95.8 percent of the female labour force is employed in the unorganized sector. Only 4.2 percent of the female force is employed in organized sector. The author also examines various models in economic theory and their implications for unorganization.⁷

'Wages and Employment in the unorganized sector; Issues in wage policy' by Jeemol Unni analyses the wages and employment scenario in the unorganized sector with seven sections. The study analyses the development of policies for the protection of unorganized sector workers in India in the context of International Labour organization conventions and recommendations. Trend in wages in the organized and unorganized sector in seven states of India is also undertaken. A study of wages in the unorganized sector is also undertaken in Ahmedabad city and prescribed minimum wages in Gujarat. The intensity of employment and incomes in organized and unorganized sectors, the issues concerning of home workers and piece rate wages, and the need for meaningful wage policy were also emphasized by the author.⁸
Harjit S. Anand in his article, “Employment Generation in the Informal Sector-strengthening Institutional Arrangements”, explores the nature of the relationship between the organized sector and the informal sector, importance of informal sector in India in-terms of employment elasticity, nature of informal sector workers, characteristics of informal sector and revised employment generation strategy on a demand led prospective with supply side inputs. The author suggests, an integrated strategy for promotion of micro enterprises in the informal sector must strengthen both workers and micro entrepreneurs in the informal sector for developing relationships with the formal sector which are mutually beneficial and not exploitative.  

The National Commission on Labour in India made an attempt to define it in a general way. It pointed out that “Unorganised labour can not be identified by definition, but could be described as those workers who have not been able to organize themselves in pursuit of a common objective because of constraints such as :(i) The casual nature of employment. (ii) Ignorance and Illiteracy, (iii) Small size of employment, (iv) Scattered nature of establishment, and (v) Superior strength of the employer operating single or in combination”. 

Veena Devasthali in her article, “need to understand Naka workers problems”, explains the problems of Naka workers in five selected Nakas, which were in Mumbai, one of the important segments of the labour market is the casual open labour market popularly known as the naka, a
street corner. Naka is an important entry point to the informal labour market for a newly migrant worker as well as those who are thrown out of formal sector jobs. This study found out that naka workers faced many problems like continuous harassment from vendors, shop owners and traffic police, absence of regular work, insecurity about the work, a lot of seasonal fluctuation in work availability.\textsuperscript{11}

A strategy of development emphasizing the smaller, unorganized and informal organizations may tend to be more quickly yielding and equitable. This belief has its apparent justification. Despite high rates of industrial development and overall modernization, the urban economies in most of developing countries continue to have an increasingly large part of their activities in the non-organized sector. It is estimated, that the employment in the informal sector constitutes 60 percent to 70 percent in Nairobi, 50 percent in Jakarta, 45 percent in Calcutta, Bombay and Ahmedabad. This sector reveals certain positive features in regard to the capacity to generate employment and equitable pattern of distribution and flexibility of production. The growth pattern based on this sector is therefore likely to be more effective in reducing poverty in urban areas.\textsuperscript{12} In the formal sector private enterprises are officially and recognized, fostered, nurtured by the state. According to John weeks, official favours the formal sector enterprises, take many forms and enjoy many benefits, but, the informal sector do not carry these benefits and are outside the system of official regulation and benefits.
While in the earlier years, industrial labour legislation was pre-occupied mainly with organized labour, at present, there is a growing attention being paid to the interest of the workers engaged in the unorganized sector. A master policy covering 4 lakh workers in the unorganized sector in Tamilnadu under special Insuance-cum-Retirement Scheme is considered unique in the country. The Tamilnadu government on the Independence Day of 1984 had finalized the scheme to benefit small and marginal town-building workers. The life insurance corporation had agreed to provide Rs.5,000 to those covered by the scheme. Those who desired to join the scheme should pay Rs.10 till they complete the age of 58 years. The first subscription is to be paid to special tahsildar appointed for the purpose who would give a number and an account book. The members should then pay subscription to the village administration officer. At the district level, the district collector would implement the scheme. The benefits under the scheme accrues to the workers on the completion of 58 years. Then a member would be paid a lumpsum depending upon the period of contribution.

CONSTRUCTION WORKERS:

Migrant Construction Workers in Goa by Silvia M. De Mandonacae, is a study of the Migrant construction workers in Goa. This paper seeks to examine the socio-economic characteristics of these workers, the casual factors (push and pull factors) leading to immigration of these workers in Goa and the impact on the Goan economy. He found that 'push factors' served for migration from native place are lack of employment, low wages,
drought, famine and other reasons like family problems, high cost of living at the native place. 'Pull Factors' which induce the workers to leave their native place and attracted them to Goa are better working conditions, higher demands for construction workers, higher wages, proximity to home town. And other reasons are the presence of native or merely following the others who had earlier migrated to Goa. This study also analyses positive and negative impact of migrant construction workers on the Goan economy.14

Arup Mitra and Swapan Mukhopadhyay state that on an average the construction industry has stalked a large claim on the workforce both in absolute as well as in relative terms. Not only the number of construction workforce shows an appreciable increase, but also the conditions of them deteriorated over the years. The Construction workers are known to be an exploited category of workers; women within their category are subjected to a more intense form of job insecurity.15

Shiva Kumar, Yap Kioe Sheng and Karl, E. Weber throw fresh light and observe that the Construction activities are rapidly increasing requiring a huge labour force to carry out the work. Since the entire contracting process operates on a lowest bidding basis, the Constructions tend to minimize costs on labour by preferring low wage labourers. They work long hours by getting less as Wages. There is no security of job or regulations of wages among the Construction workers. In this condition of uncertainty in employment, labourers prefer to accept lower than current
wages if employment would be regular. They further observe that the main contractors do not recruit labourers directly and the laboureres are related more with the maistry than with the main contractor. The key distinction between various types of casual employment in construction is the predominance of fragmentation of economic relationship within a work site, virtually making it impossible to enforce any meaningful labour welfare legislation.\textsuperscript{16}

Panduranga Reddy states that the Construction workers are not only Migrant in the conventional sense of having moved from their original place of residence due to economic pressure but are also extremely mobile due to conditions and problems of employment. The construction industry is characterized by high turnover use of contract labour, irregular employment, seasonal variability, dependence on supply of raw materials and so on. The dominance of contracts and the casual hiring characterized the working conditions of the Construction Workers. They are mainly drawn from the rural landless and are subject to old methods of recruitment where bonded labour and indebtedness act as the push factors of migration.\textsuperscript{17}

The subject is increasingly getting much greater attentions that are making more in-depth studies. However, most of these studies related to the general conditions of construction employees and practically there is less number of studies focusing attention on environmental and occupational hazards of workers in the construction industry.
In order to ameliorate the economic conditions of the working people, the Government has launched a multi-pronged attack on the multi-dimensional problems of poverty and unemployment. The Government has initiated several schemes for these people in providing them productive employment opportunities to raise their income and standard of living. But unfortunately, the benefits of various schemes of the Government have not reached the doorsteps of the Construction labour. Economic status of the labour can be improved only if everyone has productive employment. Survival itself is a problem to some of the construction labour, since they do not have continuous work, throughout the year.\textsuperscript{18}

The legislative measures adopted during the last few decades were pre-occupied with the fulfillment of the directive principle of the constitution. The contract labour (Regulation and Abolition) Act 1970 regulated the employment of contract labour and provided labour for its abolition under certain circumstances. The Bonded Labour System (Abolition) Act, 1976, seeks to abolish the bonded labour system and to free labourers who have indebted to the contractor.”\textsuperscript{19} People belonging to weaker section normally experience powerlessness and this alters their quality of living. Powerlessness results in hopelessness, fatalism and mass apathy in extreme case. This results in neuroticism or psychotism or psychopathic reactions. The Construction labour is no exception to it. The contractors and other employees exploit them; in a socialistic country
like India the interests of the poorer sections must be given proper care and attention.

As the demand for more and more residential units increase, the demand for the construction labour will also increase. The construction sector dealing with building premises projects roads, etc., is very important in the gross capital formation activities. In the public sector, much of the activities have been undertaken by the public works department or through contractors.

In urban areas, there are a number of companies and firms engaging themselves in construction activity. The basic construction labour in this category generally has permanent employment status.

The farmers themselves have undertaken jobs in construction activity in informal sector during the off seasons. Information regarding the construction labour is insufficient subject to many gaps as the data provided by the central statistical organization is insufficient; the net productivity of labour in construction activity is reasonably high though fluctuating. It has been moderately increased during the proceeding three decades. The construction sector is a highly labour intensive sector dominated by informal workers.

Construction workers are mostly landless or marginal or small farmers who migrate to the cities in search of work. They are not only
migrant in the conventional sense of moving from their original place of residence due to economic pressure but also extensively mobile, due to the conditions of employment in the construction industry, which is characterized by high turnover use of contract labour, irregular employment, seasonal variability, dependence on the supply of raw materials etc. Panduranga Reddy, in his article entitled "Construction Workers" stated that the construction labourers were not keen to work on the project during the entire construction season. Some construction labourers leave mainly for agricultural work towards the end of the construction season against the wishes of contractors in the construction industry. Many migrant workers have to travel hundreds of miles away from their homes.

During the period of employment, all the non-local labourers live in temporary huts near the construction site. A significant percentage of construction workers working in the unorganized sector have been in the construction industry, as the industry does not offer permanent work. Most of the labour involved, especially construction workers are treated as casual labour.

The construction workers demand better deal. There is nearly 40 million construction workers in the country. But, despite being such a sizable number, these workers enjoy no legal protection in terms of security of work, wages, safety and others. According to justice, V.R. Krishna Iyar, Chairman, National Campaign Committee for labour
legislation on construction labour emphasized that the construction workers are the most exploited class in country.

Hundred of construction workers marched from Ferozsha Kotla ground to the Boat Club in New Delhi on 30th March 1990. They were demanding central legislation to ensure social justice and freedom from exploitation by their employers. The rally was addressed by the then Union Minister for Labour and Welfare. He assured the workers that Government would introduce a legislation to protect their rights and guarantee the minimum wages and security of employment. Further, he said that the legislation envisaged the setting up of a board comprising Government representatives, employees and employer representatives. The board would register all the construction workers and labour would be employed through this board.  

The Government of India during the last few years has been taken keen interest in the welfare of the construction labour, in ordered to find out their economic conditions." The Labour Bureau under the Ministry of Labour had conducted survey on the Socio-Economic conditions of construction workers".

Until independence the industry and the labour were free from Government interference. However, the post independence witnessed a marked increase in Government intervention in response to a variety of circumstances. The state has sought to regulate wage and working
conditions in the industry in an effort to guarantee workers a reasonable minimum wages with provision for compensating them against increase in the cost of living.

An Assessment:

All the above studies relating to this area of investigation have to be reviewed more critically so that what emerges from such an analytical, critical study would add a definite contribution to the existing literature. Some of the studies mentioned here are pertaining to workers of the unorganized sector and the social security measures. These are the studies with either a micro prospective or a macro perspective and they appear to be of descriptive nature. They are not analytical nor empirical study. They are based on observations and some times, devoid of theoretical content. Under this section of social security and its related aspects, attention has been drawn on such aspects as:

(a) Need for integration between labour market polices and anti-poverty polices.

(b) Need for effective structure of good governance in terms of decentralization.

(c) The focus on citizen based and work based entitlements.

(d) Need for unity of the workers to avail the benefit of social security measures.

(e) Providing for a sound legal/statutory structure to protect the under privilized in terms of social security measures.
(f) Checking the tendency on the part of the employer to creating uncertainty amongst the employees in respect of pension benefit.

(g) Calling for involvement of people, family, community-based organization, NGOs, market, government to ensure the social security benefit to the urban informal sector.

(h) Enhancing the skill of the unorganized workers to augment better productivity through welfare measures.

(i) Ensuring efficiency in the functioning of state and the society in the implementation of various social security schemes.

(j) Building social capabilities of individuals of unorganized sector through promotional social security measures related to investment in human and social capital.

(k) Strengthening the initiatives of private market and NGOs to provide social protection to the poor informal workers.

(l) Enforcement of various laws and regulation by the government to prevent harassment and exploitation labourers.

In the foregoing analysis of various studies of social security measures, though these are certain important aspects of workers of the unorganized sector, they are not based on any empirical study focussing on either a location-specific or activity-specific or target-group specific research. As such, an integrated approach does not emerge.

Similarly under section II, workers of unorganized sector and social security, focus has been laid on development of informal sector activity so
as to create employment opportunity to the under-privileged sections of
the society as the formal sector can not provide jobs for all. Therefore,
these studies have emphasized on such aspects as:

(a) Planning for urban employment through informal sector development;
(b) Support from the government for product promotion entrepreneurial
development, subsidies incentives for the development of unorganized
sector.
(c) Lack of power of organization of the workforce of the unorganized
sector;
(d) Need for meaningful wage policy promotion of micro enterprises.
(e) A contributory participation in the Insurance Scheme to benefit small
and marginal workers in the unorganized sector.

Though the above studies emphasized on the need to develop
informal sector activity from the employment perspective of the workers of
unorganized sector, yet, it lacks in providing a comprehensive framework
of a policy for social security measures in the context of developing
country like India.

Under section III, studies relating to construction workers have laid
stress on factors such as:
(a) Socio-economic characteristics of the workers and their working
conditions;
(b) Regulations governing recruitment and wages;
(c) ineffective implementation of schemes meant for workers;
(d) Role of construction workers in the capital formation activities;
(e) Seasonal nature of construction workers
(f) Exploitation of the workers.
(g) Setting up of a board compressing government representatives, employees and employers' representatives.

Obviously, these are some of the factors which required to be taken note of at the time of formulating welfare schemes for the benefit of workers of the unorganized sector. As such, they do not provide a comprehensive basis for integrated approach towards activity/group specific social security measures.

On the basis of the critical review of the above studies on social security measures and the workers of unorganized sector, it can be concluded that there are strengths and weakness. They did not provide a comprehensive basis for integrated policy approach. As such, it provides sufficient scope for further research in such a way that a definite contribution can be made to the existing literature either in terms of theoretical framework or in terms of a pragmatic policy framework.
References:


3a. Goyal G.K., p.656.

3b. P. Easvaraiah and Suhasini B., p.656.

3c. Victoria Rani, ArtiNanavati and Sonali Saha, p.656


3e. Sudhir Singh Sudhansu, p.657.


3g. Annapoorne R. p.671.

3h. Tripathy and Premananda Pradhan, p.671.


12 Ibid p.95.


