EVALUATION OF SOCIAL SECURITY ASPECT OF FEMALE WORKERS ENGAGED IN INFORMAL SECTOR

Generally, women workers in informal sector are not organized for their common interest due to certain constraints like casual nature of employment, ignorance and illiteracy, small and scattered type of establishment etc. No matter whether they are self employed, casual or regular worker, everywhere, they are deprived of social security measures, which are available in organized sector. As a result, they are forced to live the life full of discomfort and mental stress, in the old age.

Various legislations related to social security have been formed from time to time in India. Some of these, related to current study are-Workmen Compensation Act (1923), The Factories Act (1948), The Minimum Wages Act (1948), Contract Labour (regulation and abolition) Act (1970), Inter-state Migrant Workmen (regulating of employment and conditions of service) Act (1979), Building and Other Construction Workers (regulation of employment and conditions of service) Act (1996), The Unorganized Sector Worker’s (Employment and Welfare) Bill (2003), The Unorganized Sector Worker’s Bill, 2004, The Unorganized Sector Worker’s Social Security Bill (2005), The Unorganized Sector Worker’s (Conditions of Work and Livelihood Promotion) Bill (2005). Similarly, there are Constitutional Provisions (Article 14,15,16,39 and 42) also meant for benefits of these female workers.

These legislations and provisions demand fixation of minimum wages, number of working hours per day, compensation to workers engaged in different establishments for injuries caused due to accidents, non discrimination in wage rates of migrant workers and females, assurance of minimum level of economic and social security, equal opportunities of work for men and women workers, provision for paid leave and sick leave, maternity benefits and old age pension etc.

In this chapter, an effort has been made to analyze, the awareness and availability of benefits of various legislations and constitutional provisions, providing for social security, to different categories of female workers engaged in informal sector, in Amritsar city. The chapter has been divided into two sections. Section 1 deals with awareness and availability of various social security provisions related to female workers. The whole discussion has been concluded in section 2.
Section 1

7.1 Awareness and availability of benefits of different legislations and constitutional provisions related to social security, by female workers:

a) Female domestic workers:

Study found that majority of female domestic workers were neither aware of nor availing any benefit of mentioned legislations and provisions of social security schemes. It showed that various legislations and provisions, meant for these female domestic workers, were not implemented effectively.

b) Female waste pickers:

Study found that majority of female waste pickers were neither aware of nor availing any benefit of legislations and provisions of social security, meant for them. It showed that various legislations and provisions meant for these poor, self-employed females were not implemented effectively.

c) Female casual workers:

Study found that majority of female casual workers were neither aware of nor availing any benefit of social security provisions meant for them. It showed that various legislations and provisions meant for these poor, female casual workers were not implemented effectively.

d) Female regular workers:

Study found that many of the female regular workers were neither aware of nor availing any benefit of various legislations and provisions of social security meant for them. It was also found, that even if some of them were aware of these provisions, due to lack of unionization, they were unable to demand their genuine dues. It showed that various legislation and provisions meant for these female regular workers, were not implemented effectively.

e) Female home workers:

Study found that majority of female home workers were neither aware of nor availing any benefit of social security provisions meant for them. It showed that various legislations and provisions, meant for these female home workers, were not implemented effectively.
f) **Total female workers:**

Study found that majority of female workers were neither aware of nor availing the benefit of various social security provisions meant for them. It showed that various legislations and provisions meant for these female workers were not implemented effectively.

**Section 2**

7.2 **Conclusion:**

To conclude, as regard social security, the female workers in informal sector were having the least access to social security. Majority of them were even not aware and thus, remain deprived of various social security provisions, being laid down for them by different legislations and constitutional provisions. There is urgent need to raise awareness among these females and at the same time, to implement effectively the policies meant for them. For this State, NGO’s and public have to join hands together.