



“A Critical Analysis on Occupational Safety, Health And Working Condition Of Unorganised Workers In Odisha”

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1. Introduction:

The Unorganised sector in India plays an important role in the development of the economy of the country. There are all around 92% of India's population consists of unorganised workers. Section 2(m) of the unorganised workers' Social Security Act, 2008 defines “Unorganised worker” means a home-based worker, self-employed worker or a waged worker in the Unorganized sector and includes a worker in the organized sector who is not covered by any of the Act mentioned in Schedule II to this Act, i.e., The Employee's Compensation Act, 1923, The Industrial Disputes Act, 1947, The Employees Provident Funds and Miscellaneous Provision Act, 1952, the Maternity Benefit Act, 1961 and the Payment of Gratuity Act, 1972. Unorganised workers are people who do not have the benefit of pension, maternity leave, provident fund, gratuity etc. These workers work on daily and hourly wages. The unorganised sector faces many difficulties like employment opportunity, employer-employee relationship, low wages etc. In our country there are so many laws developed for the unorganised workers but they did not provide social security benefits. The Unorganised Workers Social Security Act, 2008 is providing a framework for welfare schemes for the unorganised sector.

Unorganized sector and includes a worker in the organized sector who is not covered by any of the Acts. Unorganised workers include Home-based Worker, Self-employed Worker and Wage Worker. “Home-based Worker” means a person who engages himself/herself for the production of goods or services for an employer in his or her home or other premises of his or her choice other than the workplace of the employer, for remuneration, irrespective of whether or not the employer provides the equipment, materials or other inputs.

“Self-employed worker” means any person who is not employed by an employer, but engages himself or herself in any occupation in the Unorganised sector subject to a monthly earning of an amount as may be notified by the Central Government or the State Government from time to time or holds cultivable land subject to such ceiling as may be notified by the State Government;

“Wage Worker” means a person employed for remuneration in the Unorganised sector, directly by an employer or through any contractor, irrespective of place of work, whether exclusively for one employer or for one or more employers, whether in cash or in kind, whether as a home-based worker, or as a temporary or casual worker, or as a migrant worker, or workers employed by households including domestic workers, with a monthly wage of an amount as may be notified by the Central Government and State Government, as the case may be.

The Occupational Safety, Health & Working Conditions Code was established in New Labour Code 2020 which provides for decent working conditions, minimum wages, grievances redressal mechanisms, toll free helpline, protection from abuse and exploitation, and social security to all categories of organized and unorganized workers including migrant workers. As per Aadhar statistics in Odisha in 2022/23 is 45,429,399 (45.43 Millions) as compared to last Census 2011 is 45,989,232. It means growth rate of the state is @ 1.22% as compared to 2011. Out of total population in Odisha about 92% are unorganized workers.

1.1 Objectives of the study:

- To identify how far prompt initiatives are being taken care by the Government of Odisha towards registering unorganised workers in the state.
- To know various initiatives admissible to beneficiaries covered under the Act.
- To know the trend towards disbursement of benefits for beneficiaries under the Act.
- To find out attitude of the Government towards creating awareness among Unorganised labourer regarding their rights and privileges under the existing law.

1.2 Hypotheses:

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H1- Measures in lieu of Occupational Safety, Health & Working Conditions adequately meet with needs of unorganized workers in India.

1.3 Research Methodology:

Methodology is sine qua non to any Research activity. Present study is based on Historical Methods of data collection and critical analysis of data relevant to the Study. Case based study is also an inclusive part of it.

1.4 Review of Literature:

- Ministry of Labour & Employment, Government of India Report(2008) aims to study the working and living conditions of Unorganised workers engaged in Leather Industry including Footwear and other Art workers in India. This survey aimed at studying the working and living conditions of workers engaged in the manufacture of footwear and other Art workers in the unorganised sector. The workers in leather industry are disposed to various health hazards and risks in case precautionary steps are not taken at their work place. It has been notified that in unorganised sector majority of workers are employed on temporary or on casual basis. The condition of work environment is also same. There are certain factors which can determine the working conditions of a unit. The information on such characteristics of the unit like cleanliness, ventilation and lighting arrangement etc. is also measured in the survey. Living condition is also very poor in nature.
- Mookiah (2018) conduct a study on problem and prospects of unorganised workers in Tamil Nadu pointed out that the government can take proper steps to improve the unorganised sector through wage reforms implementing new methods for agriculture adopted rural development programmes fixed the hours of work and strictly enacted labour laws it improves the status of unorganised workers in Tamil Nadu.
- Dhananjay Biswas (2020) conduct a study on problems of unorganised workers and their social security measures in India: An Analysis stated that the unorganised workers are the most vulnerable and insecure section of the society despite of their tremendous contribution to Indian economy. It is pointed out that majority of unorganised workers live under below poverty line and fails to fulfil their basic requirements. The unorganised workers are not adequately protected by the labour laws. They are exploited by the middlemen, contractors and employers. They work in unhygienic condition and get less attention from the labour and trade unions.
- Shams Mukhtar (2021) conduct a study on Health hazards and occupational safety challenges for unorganised sector workers in India, pointed out that unorganised sector employees get very less returns of their work and they work in worst physical environment. They are highly sensible for insecurity in employment are not getting socio-economic protection against the hazards in health, work and life.
- Mala Reddy (2021) suggested that central, state Government Authorities concerned should undertake suitable steps to establish modern training centre to provide quality training to improve skills of the workers and to address infrastructural issues.

1.5 Limitation of the study:

- Unorganized sector is very vast and varied sector to confine within a conceptual definition.
- Data pertaining to the study is based only on Secondary Source.
- Uncertainty in implementation of Code of Occupational Safety, Health & Working conditions in Odisha.

2. Occupational Safety, Health and Working conditions of Unorganised Workers in Odisha

The empowerment of workers is necessary for an empowered, prosperous and Aatmanirbhar India. Even after 73 years of Independence approximately 90% of workers work in the unorganised sectors that do not have access to all the social securities. It is for the first time that any Government has cared for the workers in both organised and unorganised sectors and their families. The Central Government has taken historical step in the year 2020 in Labour Laws and established New Labour Code 2020 which codify 29 Laws into 4 Codes so that workers can get security along with respect, health and other welfare measures with ease. The names of these codes are;

- i) Code on Wages, 2019
- ii) Industrial Relations Code, 2020
- iii) Occupational safety, health and working conditions Code, 2020
- iv) Social Security Code, 2020

For providing better and safe environment along with occupation safety and health to workers at the workplace 13 Labours Laws have been subsumed in the Occupational Safety, Health and Working Conditions Code, 2020.

2.1 Occupational safety:

Occupational safety deals with all aspects of physical, mental and social health and safety in a workplace. It is the umbrella for the company's efforts to prevent injuries and hazards in all work environments. Every industry presents various kinds of safety hazards to its employees.

As defined by the World Health Organization (WHO) “Occupational health deals with all aspects of health and safety in the workplace and has a strong focus on primary prevention of hazards.” Occupational safety may protect co-workers, family members, employers, customers and many others who might be affected by the workplace environment.

Occupational safety is so important for the following reasons;

- i) Every business has safety risks:- The spectrum of possible occupational safety risks ranges from severe and immediate physical dangers to milder hazards. Milder hazards include challenges in ergonomics, workloads, mental capacity and general well-being of employees.
- ii) Well-maintained occupational safety saves money:- The biggest and non-measurable cost of a safety failure might be of the personal kind. Fatal injuries where people actually get killed at completing their tasks are also unquestionably beyond what we can economically quantify. Another big loss to a company comes from decreased work morale and increased employee retention. People want to feel safe.
- iii) Occupational safety creates new opportunities:- The untapped opportunity is another view point to embrace it.
- iv) Occupational safety affects company reputation and productivity:- Companies of all forms and formal fields should really take a look at their occupational safety. It is evident that even the smallest acts of not taking care of employees health and safety are huge concern for companies both big and small.

The Government of India firmly believes that without safe and healthy working environments social justice and economic growth cannot be achieved. Safe and healthy working environment is a fundamental human right for every worker. The Factories Act 1948 provides for certification of fitness for adolescents and it stipulates working hours. The Child Labour (Prohibition and Regulation) Amendment Act, 2016 prohibits the engagement of adolescents in hazardous occupations and processes.

The occupational safety, health and working conditions (OSH) Code, 2020 provides for decent working condition, minimum wages, and grievances redressal mechanism, toll free helpline, protection from abuse and exploitation and social security to all categories of organised and unorganised workers including migrant workers.

2.2 Occupational health risks associated with the nature of jobs employees are in. Not only that but it also arises because of ignorance of the safety measures as well. Some of the examples of Workers those who exposed under such health hazards are Weaving workers, Rags Pickers, Tea Garden Workers, Silk Workers, Beedi Workers, Building and other Construction Workers, Leather Workers & Sewage and Sanitary Workers. Let's have a brief discussion on how they exposed to certain risks.

Occupational Health Issues of Unorganised workers

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Weaving Workers:

Weavers are suffering from various health hazards because of congested space, continuous sitting or standing without rest interval, work for long hour without any break, weaving has to be done in a similar position, continuous inhalation of fibre or dust while doing the work, lack of proper ventilation and poor hygiene conditions at the place of employment. Weaving workers are suffering from many occupational health hazards like headache, hearing problems, chest problem, spondylitis, shoulder pain, backache, knee pain, breathing problem and pain in palm or hand joints.

Rags Pickers:

Remarkable study has been done by various authors in “Occupational and Environmental Hazards (Physical and Mental) among Rag Pickers in Mumbai Slums: A Cross-Sectional Study”. These Authors were Balu Natha Mote, Suhas Balasaheb Kadam, Shrikant Kishor Rao Kalaskar, Bharat ShivajiThakare, Ambadas Suresh Adhav and ThirumugamMuthuvel. Metro cities of India like Kolkata, Chennai, Bangalore, Mumbai, Delhi, etc. The above mentioned study reveals that most of the workers are suffering occupational health hazards likedog biting and cat biting which are common in these occupations, Redness of eyes, tuberculosis, skin infections, asthma, backache and body ache headacheis the most common occupational health diseases associated with these health risks.

Tea Garden Workers:

Assam in India is famous for tea production because it is responsible for producing around 60 percent tea in India. It's an important agro-industry of India. Study conducted by Mr. Parijat Borgohain explained the

occupational health hazards and problems at workplace in his work "Occupational Health hazards faced by the Tea Garden workers of Hajua Tea Estate of Sibsagar District and Marangi Tea Estate of Golaghat District in Assam". This study divided the occupational health risks into the following headings such as Mechanical hazards, Biological Hazards, Physical hazards, Chemical hazards, and psychosocial hazards as well.

Silk Workers:

Throughout the World India is not only largest producer of silk in the world but it also largest consumer of silk products. State like Telangana, Andhra Pradesh and Karnataka states are at the top position in producing the silk in India. India is the only country that produces all five forms of the Silk. Study entitled "A Study on Health Problems faced by Workers in Silk Industry" by the Mr. Kuntamalla Sujatha and Janga Sathish reveals the different forms of occupational health risks in different phases starting from cultivation of mulberry and non-mulberry food plants, rearing of different silkworms, grain ages, reeling of filament, twisting, weaving, printing and dyeing. Workers involving in Silk production are more frequently exposed to the health hazards like skin allergies, ocular inflammation, facial swelling and back ache during stress and strain due to weaving & headache.

Beedi Workers:

In India majority of the Beedi Workers are coming under Unorganised Sector. Beedi work is considered as one of the risky occupation when it comes to health issues. There is greater probability for equal health hazards for both male and female at the place of work. As per discussion by M. Gopal who studied regarding lives of women workers at JNU various Occupational health risks associated with this occupation like aches, body pain, stomach related pains, headache, burning of eyes, pain in legs or fingers, breathlessness and so on.

Leather Workers:

Chromium is mostly used in Leather Industry which is used as a basic tanning pigment which adversely affects health of the workers. Many types of chemicals used in different states of tannery operations which include lime, disinfectants, bleaching agents and dyes. Under "Occupational health risks among the workers Occupational health risks among the workers employed in leather tanneries at Kanpur" authored by Subodh Kumar Rastogi, AmitPandey and Sachin Tripathi. This study reveals that various occupational health hazards or risks such as respiratory illness, lung congestion, throat irritation, asthma etc. may result into due to such nature of work associated with it.

Sewage and sanitary workers:

While cleaning of Sewage is being done workers are forced to enter into it. Hence, Sanitary Workers are commonly more frequently exposed to dangerous gases like hydrogen disulphide, methane, ammonia and carbon monoxide which are very harmful to health and sometimes it causes death. A Study by Mr. Rajnarayan R. Tiwari under the title of "Occupational health hazards in sewage and sanitary workers" which reveals the fact that health issue of sewage and sanitary workers are very common while cleaning sewage caused due to cuts the body part, scratches or penetrating wounds. Other infections are caused by the some personal habit like sharing of foods, hand to mouth contacts, smoking, drinking, clean the face and hands with common towels.

Health measures for unorganised workers in Odisha

The ESI Scheme is a multipurpose Health Insurance and Social Security Scheme for industrial workers and their family members under the ESI Act, 1948. The ESI Scheme was implemented in Odisha on 30.01.1960. At present the whole State is covered under ESI Scheme under programme ESI Corporation - 2.0 providing social security coverage to 7, 53,600 IPS as on 31.03.2021.

The ESI Act applies to all factories/establishment employing 10 or more persons and drawing wages upto Rs. 21, 000/- per month. The covered employees (Insured Persons) contribute 0.75% of their wages whereas their employer contributes 3.25% to ESI Corporation every month. The total health care of the beneficiaries is the sole aim of the ESI Scheme. It provides benefits like Sickness Benefit, Enhanced Sickness Benefit, Dependents' Benefit, Physical Rehabilitation Allowances, Vocational (Occupational) Rehabilitation Scheme, Reimbursement claims of Medicines. Extended Sickness Benefit, Disablement Benefit, Maternity Benefit, Funeral Expenses. The beneficiaries under the Act could have better access to facilities like Primary & Secondary Medical Care Treatment, Cashless Super Specialty Treatment, purchase of medicine, reimbursement of medical claim, Health Camp & has made a forum for redressal of Public Grievances in the name of "Suvidha Samagam". As per Odisha's Vision ins concern it is committed towards Construction of 100 bedded ESI Hospital at Duburi, Establishment of 150 bedded Super Speciality Hospital at Andharua, Bhubaneswar, Opening of four Nos. of dispensaries at Balasore, Berhampur, Paradeep and Jharsuguda, Opening of 12 Nos. of dispensaries at different locations i.e, Jaleswar, Nilagiri, Soro, Dhamara, Trisulia, Adaspur, Jagatsinghpur, Joda, Nimapada, Bonai, koiraand, Talcher, Shifting of ESI Dispensary, Brajarajnagar to Belpahar. Construction of permanent building for ESI Dispensaries functioning from hired buildings.

DETAILS OF BENEFICIARIES REGISTERED FOR OBTAINING HEALTH BENEFITS UNDER THE ACT FROM 2014-2022

Year	Beneficiary Registration
2014-15	4,08,133
2015-16	6,95,217
2016-17	4,20,875
2017-18	3,63,153
2018-19	4,80,475
2019-20	2,83,064
2020-21	3,07,140
2021-22	3,69,067
Cumulative Total	35,84,408

(Source: Annual Activity Report, Govt. of Odisha, Labour & ESI Dept.)

DETAILS OF BENEFITS DISTRIBUTED AMONG BENEFICIARIES UNDER THE ACT FROM 2014-2022

Year	Benefit Amount (in Rs.)	Beneficiary Coverage
2014-15	37,53,10,554/-	1,01,846
2015-16	105,62,24,244/-	2,47,189
2016-17	238,67,85,193/-	3,96,049
2017-18	415,15,86,180/-	3,82,085
2018-19	585,85,24,251/-	8,77,499
2019-20	209,72,03,459/-	1,37,626
2020-21	518,46,76,095/-	1,42,061
2021-22	544,00,75,177/-	1,05,455
Cumulative Total	2662,70,56,022/-	24,16,036

(Source: Annual Activity Report, Govt. of Odisha, Labour & ESI Dept.)

DETAILS OF THE BENEFITS AND THE AMOUNT DURING THE PERIOD FROM 2008 TO 2023

Sl. No.	Name of the Benefits	During 2021-22		Total (Cumulative) (From 2008-09 to 2021-22)		
		No. of benefits	Amount (in Rs.)	No. of benefits	Amount (in Rs.)	
1.	Safety Equipments	2,249		19,65,977	3,47,571	34,21,08,381
2.	Skill up-gradation Training through OSEM				54	2,54,000
3.	Death	6,077		112,25,45,000	26,844	364,19,40,800
4.	Funeral	5,662		2,82,06,800	26,368	12,99,95,2001
5.	Accident				57	4,42,025
6.	Education	32,107		15,44,86,000	4,28,881	210,12,44,586

(Source: Annual Activity Report, Govt. of Odisha, Labour & ESI Dept.)

2.3 Working Conditions:

Working conditions are defined as the circumstances such as working hours, stress, degree of safety or danger that affect the workplace. Workplace climate is one of the nonfinancial factors affecting morale and motivation. To improve work conditions every organisation should focus on four key areas. Those are;

- Customer or staff relationship
- Staff supervisor relationship
- Workplace environment
- Worker wellness

To ensure a good and enabling working environment the organisation management need to faster open communication. To improve the working conditions of workers health and safety are the most essential part to be focused by the organisation.

The Odisha Government on the Occupational safety, health and working condition framed rules in the year 2021 i.e. Occupational safety, Health and Working conditions Rules, 2021. As per this rule it is provided that where at any place in an establishment which is a factory, minor dock work or building or other construction work on accident occurs which results in the death of any person, the employer or occupier or manager of the establishment shall forthwith send a notice in Form-VI electronically and inform by telephone to the Inspector-cu-Facilitation and Chief Inspector-cum-Facilitator and District Magistrate or Sub-Divisional

Officer, the Officer-in-charge of the nearest police station and the family members of the injured or deceased person.

To carry out various activities by safety cell of this Directorate throughout the state organisation of State Safety Award function, Work Environment Monitoring in Factories with help of Industrial Hygiene Laboratory, conduct of safety convergence meets and to meet various expenses for implementation of policies of Government for reduction of accidents.

The Odisha Factories Rule 1950 has been amended in the year 2022 with provisions of workplace sanitation for women workers and to provide proper personal protective equipment to the workers engaged in factories. The Government of Odisha is promoting Labour Welfare in the unorganised sector. The state has framed yojana named as Nirman Shramik Kalyan Yojana (NSKY).

2.4 Data analysis and interpretation

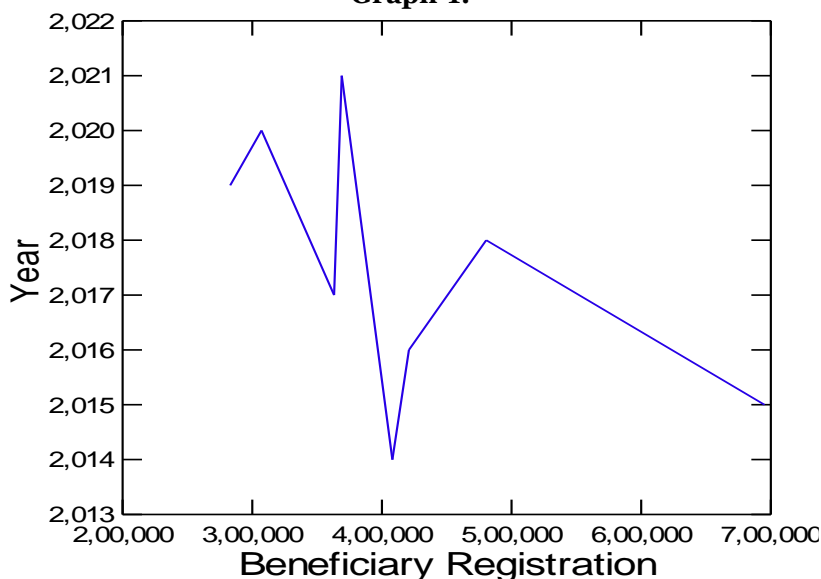
Add table relating activities and achievements of Odisha Building & Other Construction Workers' Welfare Board made during the year 2021-22.

Table-1:

Year	Beneficiary registration
2014-15	408133
2015-16	695217
2016-17	420875
2017-18	363153
2018-19	480475
2019-20	283064
2020-21	307140
2021-12	369067

(Source: Annual Activity Report 2021-22, Labour & ESI Dept., Govt. of Odisha)

Graph-1:



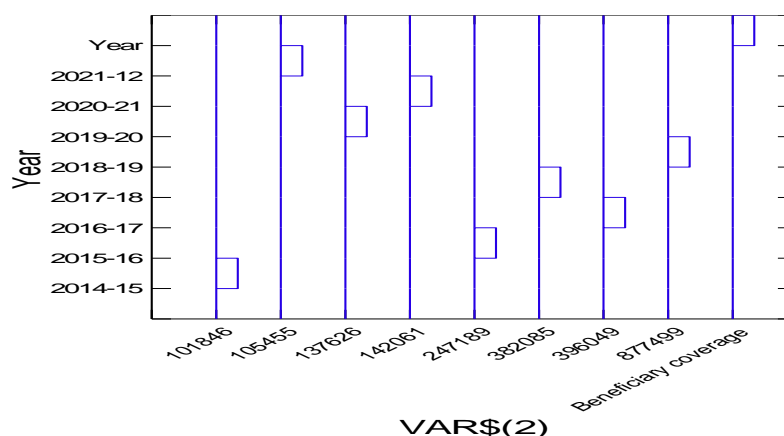
Interpretation:

From the above analysis it is found that maximum beneficiaries were registered in the year 2015-16 followed by 2016 & 2017.

Table-2:

Year	Beneficiary coverage
2014-15	101846
2015-16	247189
2016-17	396049
2017-18	382085
2018-19	877499
2019-20	137626
2020-21	142061
2021-12	105455

(Source: Annual Activity Report 2021-22, Labour & ESI Dept., Govt. of Odisha)

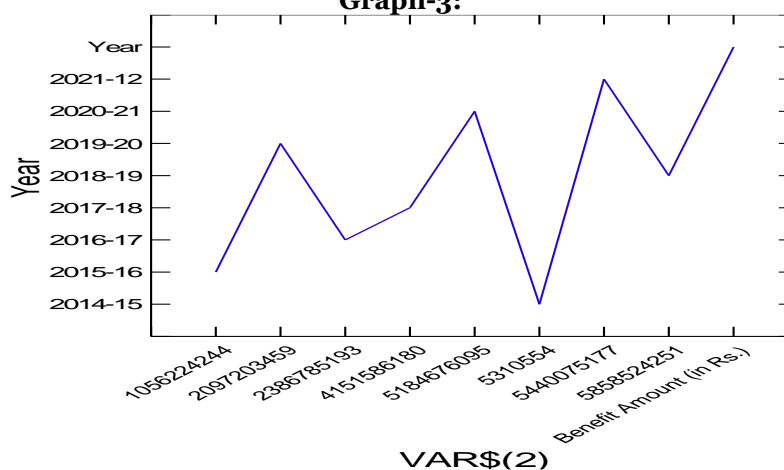
Graph-2:**Interpretation:**

The above analysis shows that maximum beneficiaries were covered for the year 2018-19.

Table-3:

Year	Benefit Amount (in Rs.)
2014-15	5310554
2015-16	1056224244
2016-17	2386785193
2017-18	4151586180
2018-19	5858524251
2019-20	2097203459
2020-21	5184676095
2021-12	5440075177

(Source: Annual Activity Report 2021-22, Labour & ESI Dept., Govt. of Odisha)

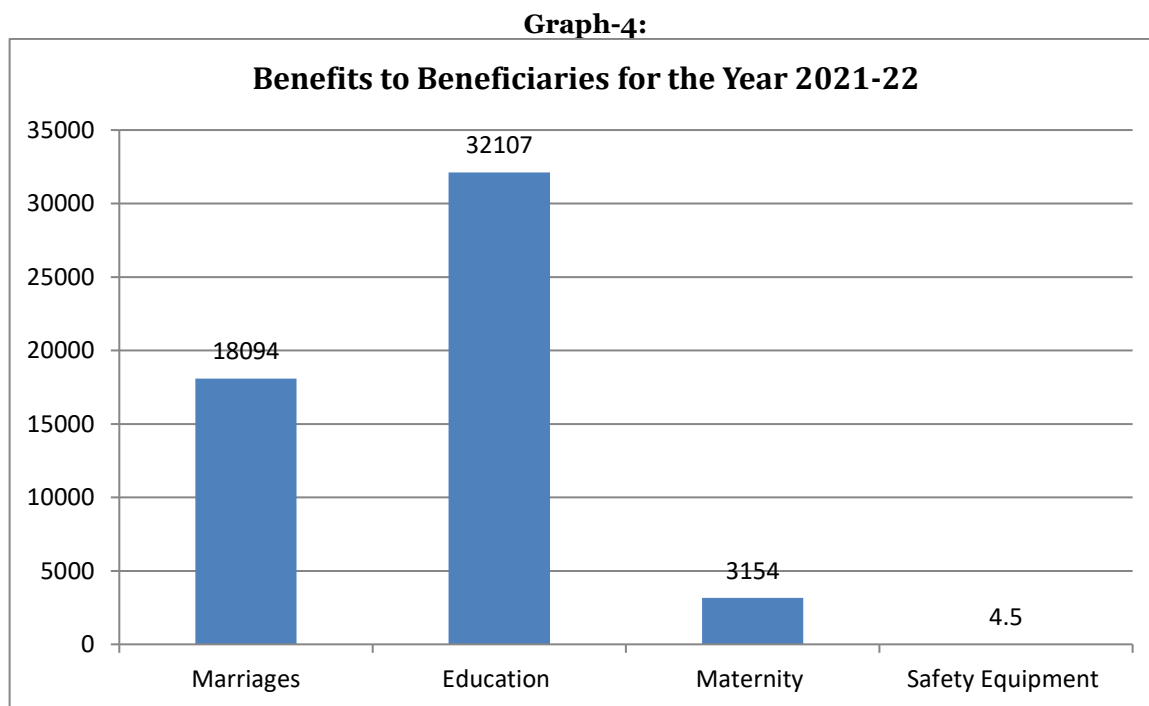
Graph-3:**Interpretation:**

Above Analysis shows upward trend towards disbursement of Benefit Amount (in Rs.) only for the year 2018-19.

Table-4:

Name of Benefits	No. of Benefits
Marriages	18094
Education	32107
Maternity	3154
Safety Equipment	2249

(Source: Annual Activity Report 2021-22, Labour & ESI Dept., Govt. of Odisha)



Interpretation:

Below Graph shows Amount which is being spent towards Education is higher in comparison to any other benefits for the academic year 2021 & 2022.

3. Findings

From the above Statistics it is proved that maximum beneficiaries were registered in the year 2015-16 followed by 2016 & 2017 which mean Govt. of Odisha has taken a prompt measure towards widening provisions of Health, Safety and Welfare from among Unorganised Workers throughout the State. Also shows maximum beneficiaries were covered for the year 2018-19. It shows workers are more aware with regard to their rights and privileges. Graph shows an upward trend for the year 2018-19 towards disbursement of Benefit Amount to wide spread benefits from among beneficiaries under the Act. Amount which is being spent towards education is higher in comparison to any other benefits for the academic year 2021 & 2022. It also reveals attitude of present Govt. towards educating workers about their privileges and to create a responsibility among them towards increasing their per capita income as well as keep on moving the wheel of nation towards economic end.

4. Judiciary Interpretation:

When there is a failure of proper implementation of legislations, the judiciary protects the rights of unorganized workers. Apart from legislations, the Constitution of India grants fundamental rights to the unorganized workers. Any person who works but not paid minimum wages for the work he does, then it violates Art 21 of the Constitution of India. Article 21 states that the bonded labour should be recognized by the government. Every State Government has to provide basic human dignity to bonded labour.

In *Sanjit Roy V. State of Rajasthan*, the court held that whenever any person who works for the state is affected by drought or scarcity, the state shall not pay him minimum wages as it violates Art 23 of the Constitution of India. Any labour work done by prisoners and if they are not paid minimum wages, it means it is forced labour and it infringes Art 23 of the Constitution.

In *Daily Rated Casual Labour v. Union of India*, the court held that if the workers are classified into regular and working employees, then it leads to infringement of Art 14 and 16 of the Constitution. No person can refuse to render services to any worker on the ground that they belong to scheduled caste. The judiciary should protect the rights of unorganized sector and should implement social security welfare schemes for the benefit of the unorganized workers.

Tamil Nadu construction and Unorganised Workers Federation (TCWF) v. Union of India, *Rajankudumbathil v. Union of India*, *Trade line Enterprises Pvt. Ltd. V. State of Tamil Nadu* and many more and the apex court has ruled in favour of the unorganized workers. And recently in this corona pandemic also, understanding the plight of the unorganized workers, the court took the responsibility and acted in favour of them.

5. Conclusion & suggestion

India's workforce comprises nearly 92 per cent in the unorganised segment, with the entire farm sector falling under the informal category, while only one-fifth of the non-farm workers are found in the organized segment. Estimates suggest that in the non-farm sectors, as we move up the income ladder, the share of the informal sector gradually declines. However, as far as the agricultural sector is concerned, irrespective of economic class, the share of the unorganised workforce remains flat. As per National Commission for Enterprises in the Unorganized Sector (NCEUS) classification, "The unorganized sector consists of all unincorporated private enterprises owned by individuals or households engaged in the sale and production of goods and services operated on a proprietary or partnership basis and with less than ten total workers." However, "informal workers consist of those working in the unorganised enterprises or households, excluding regular workers with social security benefits, and the workers in the formal sector without any employment benefits /social security provided by the employers." (NCEUS, 2007a, p.3). As per the Economic Survey, 2021-22, total number of people working in the unorganised sector is around 43.99 crores during 2019-20. The informal sector is economic activity that is neither taxed nor monitored by a government; and is not included in that government's Gross National Product (GNP); as opposed to a formal economy. Although the informal economy is often associated with developing countries where up to 60% of the labour force (with as much 40% of GDP) works, all economic systems contain an informal economy in some proportion.

Unorganized workers in India faces many problems like low wages, cruel treatment by employers, poor living condition, etc. Social security is one of the important subjects that should be recognized by the government to reduce poverty in the country. Apart from the Unorganized Workers Social Security Act, 2008, there are many schemes like old age scheme, life insurance scheme, health insurance scheme, etc. for the welfare of unorganized workers. Many policies have been, hundreds of crores have been spent. But no efforts succeeded completely. And this is due to improper implementation, poor structure, lack of funds and other multiple reasons for these policies. Even though benefits are provided by the government, but it fails to reach the targeted people. Many policies have been, hundreds of crores have been spent. But no efforts succeeded completely. And this is due to improper implementation, poor structure, lack of funds and other multiple reasons for these policies. Even though benefits are provided by the government, but it fails to reach the targeted people. Occupational safety, health and working conditions of the unorganized workers have a positive impact on productivity, economic and social development. All the workers and employers have rights and responsibilities in achieving safe and healthy working conditions. The rights of the unorganized workers are protected by various articles in the constitution of India. The unorganized workers should be given awareness regarding their health, living, and wages and should not be exploited by the employers in their working areas.

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