



ROLE OF SOCIAL SECURITY ACT TO SOCIO-ECONOMIC EMPOWERMENT OF UNORGANIZED WORKERS – AN ANALYTICAL STUDY

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Abstract: India is a fast-growing country and also has a large workforce. According to the United Nations data by Worldmeter's, the current population of India is 1.4 billion. At the same time, unemployment is a constant problem in India due to the excessive growth of the population. It is true that unemployment is prevalent in the country. But, at the same time, there are still some sectors or industries that are not doing organized business in India. In the Indian context, social security is a comprehensive approach designed to prevent deprivation, ensure a basic minimum income to the individual for himself and his dependents, and protect the individual from any uncertainties. The Central and State Governments are taking several steps to provide social security to the unorganised workers in the country, but workers in the unorganised sector do not get any such protection. With a view to providing social security to the unorganized workers, the Government of India enacted the "Unorganized Workers Social Security Act, 2008" (UWSSA). Therefore, the primary objective of this study is the reality of the working conditions of the workers in the unorganised sector and the facilities provided by the employers, i.e. on-the-job and post-employment benefits. The descriptive research method has been used. To determine and identify the sample workers multi-stage random sampling technique was used. The Mayiladuthurai district was purposively selected and 290 unorganised sector workers were selected randomly from the sample revenue village panchayats. Based on the analysis result the study found that, majority of the unorganised workers opined that they have moderately and low level of perception on socio-economic contribution of UWSS Act to unorganised sector workers in different aspects and majority of the workers states that the unorganised sector companies not fully followed the UWSS Act in the study area.

Index Terms: Social Security Act, UWSS Act, Worker's perception, Unorganised workers, Empowerment

I. INTRODUCTION

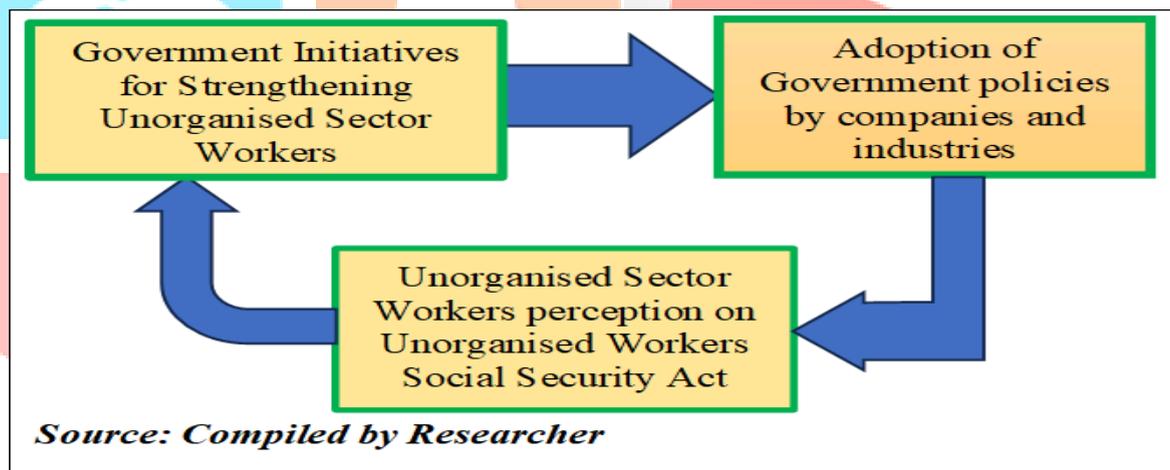
India is a fast-growing country and also has a large workforce. According to the United Nations data by Worldmeter's, the current population of India is 1.4 billion. At the same time, unemployment is a constant problem in India due to the excessive growth of the population. It is true that unemployment is prevalent in the country. But, at the same time, there are still some sectors or industries that are not doing organized business in India. In the Indian context, social security is a comprehensive approach designed to prevent deprivation, ensure a basic minimum income to the individual for himself and his dependents, and protect the individual from any uncertainties. The states and local bodies in India are primarily responsible for including the unorganized sector in the organized sector or regulating the unorganized sector through

government policies. Workers play a vital role in the industrial production of the country. In the past, industrialists and employers believed that it was their duty to provide satisfactory wages and salaries to their workers. Over time, they realized that not only providing monetary benefits to the workers, but also the humane treatment given to the workers plays a very important role in gaining their cooperation. It is true that providing social security benefits is a form of investment that provides good social benefits in the long run. With a view to providing social security to the unorganized workers, the Government of India enacted the "Unorganized Workers Social Security Act, 2008" (UWSSA). Therefore, due to the welfare and social security measures provided by the organization, to its workers are working with commitment and dedication. In this context, a study has been conducted on "**The role of Social Security Act in the Socio-Economic Empowerment of Unorganized Workers**" focusing on Mayiladuthurai district.

II. STATEMENT OF THE PROBLEM

There are many laws to protect the welfare of workers in the sector, but workers in the unorganised sector do not get any such protection. The Central and State Governments are taking several steps to provide social security to the unorganised workers in the country. The Government has set up several Labour Welfare Boards to provide social security benefits to the unorganised workers in India. However, the Government of India is giving more importance to the economic development of the unorganised sector workers through the NREG scheme and others. Thus, to find out the reality of the working conditions of the workers in the unorganised sector and the facilities provided by the employers is essential one, i.e. on-the-job and post-employment benefits. Therefore, it is felt that a study on the social security of unorganised workers will bring to light several facts and findings and will also provide an opportunity to know and evaluate the functioning of the law.

III. CONCEPTUAL MODEL



IV. OBJECTIVES OF THE STUDY

The primary objective of the study is to assess the perception of unorganised sector workers on the contribution of UWSS Act to their socio-economic empowerment.

V. MATERIALS AND METHODS

The ultimate objective of the study is to know and assess the perception of unorganised workers on the contribution of UWSS Act to their socio-economic empowerment. Therefore, the descriptive research method has been used. To determine and identify the sample workers multi-stage random sampling technique was used. The Mayiladuthurai district was purposively selected and it consists of two revenue divisions viz., Mayiladuthurai and Sirkali and it's comprised of 287 revenue villages. From that 10 percent of village panchayats i.e., 29 revenue village panchayats have been selected using simple random sampling methods. Further, each 10 workers from unorganised sectors were selected randomly from the sample revenue village panchayats i.e., total of 290 workers. The qualitative and quantitative data were collected from primary and secondary sources. The structured and unstructured interview schedule was used to collect the information from sample unorganised sector workers. The secondary data were collected from various books, reports, journals, magazines, and etc.

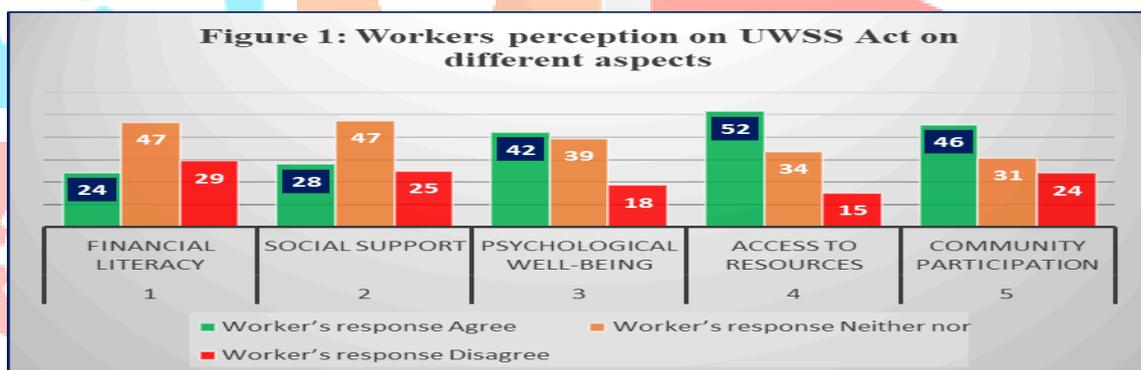
VI. RESULTS AND DISCUSSIONS

According from review of literature it is identified that the five important socio-economic empowerment aspects i.e., financial literacy, social support, psychological well-being, access to resources, and community participation were only used. The sample workers opinion about the contribution of UWSS Act on their socio-economic empowerment was collected using five points scaling technique. Further, for the effective presentation the collected information was converted from five points to three points. The analysis result is as follows.

Table 1: Workers perception on UWSS Act in different aspects (n=290)

S N	Workers perception on	Worker's response			Total Response
		High	Moderate	Low	
1	Financial Literacy	348 (24.00)	677 (46.69)	425 (29.31)	1450 (100)
2	Social Support	404 (27.86)	685 (47.24)	361 (24.90)	1450 (100)
3	Psychological Well-being	611 (42.14)	571 (39.38)	268 (18.48)	1450 (100)
4	Access to Resources	747 (51.52)	487 (33.59)	216 (14.90)	1450 (100)
5	Community Participation	660 (45.52)	443 (30.55)	347 (23.93)	1450 (100)

Source: Compiled from primary data



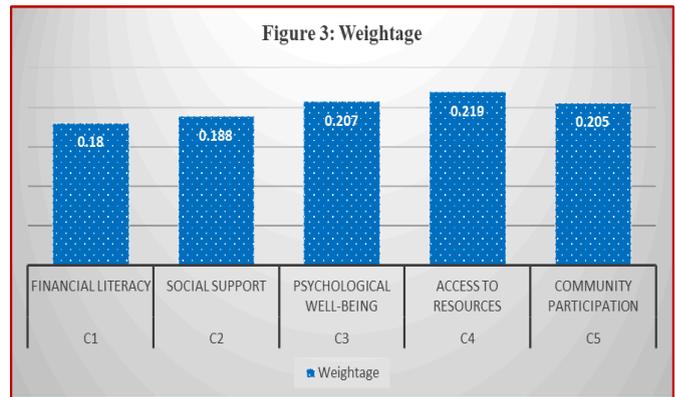
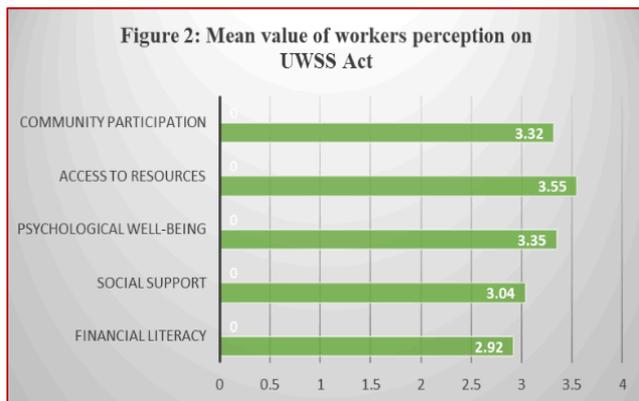
The analysis of workers perception on Unorganised Workers Social Security Act in the aspects of financial literacy, social support, psychological well-being, access to resources and community participation shows that, majority i.e., 51.52 percent of the unorganised sector workers agreed that they accessed the resources. Followed by 45.52 percent of workers agreed that they have good community participation and 42.14 percent of workers agreed that they have psychological well-being in the study area. However, majority of the workers states that they have moderately getting the financial literacy and social support from Social Security Act. Hence, the analysis result clearly reveals that majority of the unorganised workers opined that they have moderately and low level of perception on socio-economic contribution of UWSS Act to unorganised sector workers in different aspects. Further, the mean value of workers perception on UWSS Act is analysed in the following Table.

Table 2: Worker's perception criteria and weighted values

Criteria	Description	Average	Weightage	Rank
C1	Financial Literacy	2.92	0.180	V
C2	Social Support	3.04	0.188	IV
C3	Psychological Well-being	3.35	0.207	II
C4	Access to Resources	3.55	0.219	I

C5	Community Participation	3.32	0.205	III
		Total	1.00	

Source: Compiled from primary data

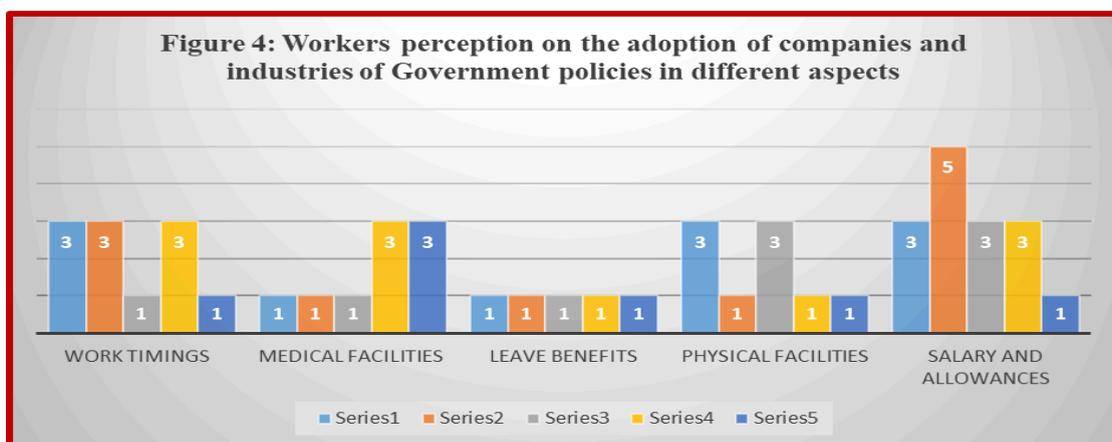


The mean value of workers perception on UWSS Act on the socio-economic contribution reveals that the considerable percentage of sample unorganised sector workers opined that they have access to resources, community participation and psychological well-being with the support of Social Security Act. At the same time majority of the workers opined that they did not have adequate financial literacy and social support. As a result, the access to resources ranked first, followed by community participated ranked second, psychological well-being ranked third, social support ranked fourth and financial literacy ranked fifth. Hence, the analysis result clearly shows that majority of the workers have moderate opinion on the role of UWSS Act on socio-economic empowerment of unorganised sector workers.

Table 3: Workers perception on the adoption of companies and industries of Government policies in different aspects (n=290)

Weightage Code	Worker's response on				
	Work timings	Medical facilities	Leave benefits	Physical facilities	Salary and allowances
C1	Moderate	Low	Low	Moderate	Moderate
C2	Moderate	Low	Low	Low	High
C3	Low	Low	Low	Moderate	Moderate
C4	Moderate	Moderate	Low	Low	Moderate
C5	Low	Moderate	Low	Low	Low

Source: Compiled from primary data



The workers perception on the adoption of companies and industries of Government Social Security policies in different aspects reveals that, majority of the workers opined that the companies followed at low

level in the aspects of leave benefits, medical benefits and physical benefits. At the same time majority of the workers opined that the companies followed at moderate level on salary and advances and work timings in the study area. Hence, the analysis result clearly shows that the unorganised sector companies not fully followed the UWSS Act in the study area.

VII. CONCLUSION AND RECOMMENDATION

Since independence the government has implemented various programmes to regulate and strengthen the unorganised sector workers in India. However, the workers those working in unorganised sectors were not get all the benefits from their employer. Thus, the government of India has launched UWSS Act in the year 2008 to rectify all these problems. Therefore, the role of UWSS Act to socio-economic empowerment of unorganised workers in sample Mayiladuthurai district was analyzed in this research article. The analysis result reveals that, majority of the unorganised workers opined that they have moderately and low level of perception on socio-economic contribution of UWSS Act to unorganised sector workers in different aspects and majority of the workers states that the unorganised sector companies not fully followed the UWSS Act in the study area. Hence, the government should seriously insist the unorganised sector companies and industries to 100 percent follow the UWSS Act and also the companies, industries and other sectors should voluntarily follow the Act to strengthen socio-economic empowerment of workers.

VIII. REFERENCES

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