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A STUDY ON AWARENESS OF SOCIAL SECURITY FOR MIGRANT WORKERS IN INDIA**S PRAKASH RAO PONNAGANTI****RESEARCH SCHOLAR****DEPARTMENT OF MANAGEMENT STUDIES****SCSVMV UNIVERSITY****KANCHIPURAM****M. MURUGAN****ASST. PROFESSOR & CO-ORDINATOR (M. PHIL.)****DEPARTMENT OF MANAGEMENT STUDIES****SCSVMV UNIVERSITY****KANCHIPURAM****DR. K.P.V. RAMANA KUMAR****DEAN****DEPARTMENT OF MANAGEMENT STUDIES****SCSVMV UNIVERSITY****KANCHIPURAM****ABSTRACT**

This study deals with the socioeconomic conditions under which the around fifty crores of workers are migrant and seasonal farm workers in the India live. Labour welfare and security consequences resulting from occupational conditions like rest shelter, bathing and washing facilities, drinking water, etc. and also legal benefits like workman compensation, maternity benefits, Employees state insurance, employees provident fund, payment of gratuities, leave and holidays, mental health problems and also social security problems, like maternity problems, family benefits, unemployment benefits, compensation problems, etc. By increasing awareness among migrant workers and labors of the plight of mi grant and seasonal farm workers, the authors hope to encourage development of a stronger public social welfare infrastructure and to improve the welfare status of these individual migrant workers.

KEYWORDS

Migrant workers, social securities, working conditions, labour welfare benefits, migrant and seasonal farm workers (MSFWs).

1. INTRODUCTION

Migration in India is mostly influenced by Social Structures and pattern of development. The development policies by all the governments since Independence have accelerated the process of migration. Uneven development is the main cause of Migration. Added to it, are the disparities, Inter regional and amongst different socio-economic classes. The landless poor who mostly belong to lower castes, indigenous communities and economically backward regions constitute the major portion of Migrants. In the very large Tribal Regions of India intrusion of outsiders, settlements by the outsiders displacing the local tribal people and deforestation also played a major role in Migration.

The plight of migrant and seasonal farm workers (MSFWs) in the India was first brought to national attention on thanks giving Day in 1960 by famed journalist Edward R. Murrow's documentary, "Harvest of Shame." While families at homes across the country enjoyed their bountiful Thanksgiving dinners, the program depicted the miserable living conditions associated with migrant agricultural work as "sweatshops in the fields." Forty years later, MSFWs remain one of the most impoverished and underserved populations in the Indian States. MSFWs suffer morbidity and mortality rates greater than the vast majority of the Indian population, due in large part to occupational hazards, poverty, substandard living conditions, migrancy, and language and cultural barriers. Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration. The welfare measures need not be in monetary terms only but in any kind/forms. Employee welfare includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families. Labor welfare entails all those activities of employer which are directed towards providing the employees with certain facilities and services in addition to wages or salaries.

2. REVIEW OF LITERATURE

Madhu Nagla. G (2011) in his article Migrant labour and leisure: An Analysis investigated that the exploration of the people who work in the unorganized sector is very high. It is increasingly recognized that that with the explanation of transport and communication people have started migrating from villages to cities, from cities to cities and also one country to another. The migrant particularly who migrant from villages to cities by crossing one state to another state brings to change in their livelihood pattern, which also includes their leisure pattern also. However, little is know about leisure activates, which ultimately affect the overall life of people. Leisure is indispensable from the life of human being, therefore, it is necessary to the understand leisure activates of migrant construction labour group So that the some policies and programmers' can be made to the address leisure issues. The study seeks to understand the leisure activates among the young migrant construction labour groups in rohtak city of Haryana state.

Salve.W.N. (2008) in his study Labour Rights and Labour Standards for Migrant Labour in India point outs decent work is a broad concept which is related to social and economic goals of development. It brings together different types of freedoms. There are four types of dimensions of decent work, such as work and employment itself, rights at work, security, and representative at work dialogue. The International Labour Organization has played a significant role in promoting International Labour Standards. India has advocated the promotion of labour standards within the frame work of the ILO Constitution. More than 90 percent of the total workforce is engaged in the unorganized or informal sector, like migrant labour and other workforce. Migrant workers, those workers, who migrate from one area to another area within the state or country in order to get seasonal or temporary or part time work in different sectors. Migrant workers, who are not organized under any trade unions and their labour standards, are not protected by the government as well as trade unions, these migrant workers are illiterate, ignorant, and belong to backward community .They do not get minimum wages stipulated under the Minimum wages Act. Today, the real issue is how to extend human rights to all segments of the labour market. There are many groups of workers in the unorganized sector or informal economy, like migrant workers in agriculture, building and road construction, brick kilns, sugar factories and others, for whom decent work is a very distant goal. There are no strong trade unions of migrant workers in the unorganized sector. The bargaining power of these migrant workers is thus weaker than workers in the organized sector.

After independence, India has been adopted various labour policies in order to improve working conditions of workers in the unorganized sector. There are also various labour laws for these workers. Intact, its implementation is mostly ineffective. Therefore, migrant workers and workers in the unorganized sector are struggling for their labour rights and to implement the provisions of various labour laws as per International labour standards. Therefore, the government of India should ratify all the relevant international covenants that respect the dignity of labour, especially important ILO Conventions No.87.the freedom of association and protection of the right to organize convention, and the ILO convention 98, the right to organize and collective bargaining convention. Workers, whether industrial workers or employed with the government should have an inalienable right resort to strike. Uniform labour standards in the context of unorganized sector workers, like migrant workers, should be implemented in rural and urban areas of India. It is necessary to protect migrant and other workers in the unorganized sector by International labour standards.

3. STATEMENT OF THE PROBLEM

Due to unemployed persons in India, some middle men and contract people are cashing migrant worker's skills and didn't give any proper social security and welfare for workers. My study deals with the awareness of migrant worker's rest shelter, bathing and washing facilities, drinking water, etc. and also legal benefits like workman compensation, maternity benefits, Employees state insurance, employees provident fund, payment of gratuities, leave and holidays, mental health facilities. Therefore a study on the awareness of social security for migrant workers in India is needed to understand the reach of the welfare benefits of the migrant workers and the factors which discriminate the various aspects of the social security. These aspects have not been clearly explored so far in India. Hence the present study is making an attempt in this direction to solve the stated problem.

4. OBJECTIVES OF THE STUDY

- To study the awareness of social welfare for migrant workers in India.
- To discuss the social security for migrant workers in India.

5. RESEARCH METHODOLOGY

The study is based on secondary data. Secondary data was collected through Magazines, Government Journals, newspaper, internet and Government web sites etc.

6. LIMITATIONS OF THE STUDY

- This study restricted to migrant workers in India.
- The study is restricted to secondary data only.
- The study confined only awareness of the social security for migrant workers.

7. CONCEPTUAL AND DISCUSSIONS OF THE STUDY

People, generally are emotionally attached to their place of birth. But millions of people leave their places of birth and residence. There could be a variety of reasons. These reasons can be put into two broad categories: (i) push factors, these cause people to leave their place of residence or origin; and (ii) pull factors, which attract the people from different places. In India people migrate from rural to urban areas mainly due to poverty, high population pressure on the land, lack of basic infrastructural facilities like health care, education, etc. Apart from these factors, natural disasters such as, flood, drought, cyclonic storms, earthquake, tsunami, wars and local conflicts also give extra push to migrate. Migrant workers labor in all seasons and weather conditions, including extreme heat, cold, rain, and bright sun. Work often requires stop labor, working with soil and/or heavy machinery, climbing, and carrying burdensome loads, all of which lead to chronic musculoskeletal symptoms. Direct contact with plants can cause allergic rashes or, in the case of tobacco farmers, "green tobacco sickness". Agriculture is one of the most hazardous occupations in the India. In 2000, there were 780 deaths and 130,000 disabling injuries in agriculture. The only industry that had more deaths was construction, with 1,220. The actual rate of occupational injuries and illnesses in agriculture may, in fact, be much higher. Under reporting of medical conditions is significant due to limited access to health services, different cultural conceptions of health and disease, and fear of lost wages or jobs. Although Indian regulations require agricultural employers of 11 or more workers to provide drinking water and hand-washing and toilet facilities, compliance with these regulations is poor; sanitation violations have been noted in up to 69 percent of its field inspections. Moreover, farms with fewer than 11 employees, a category that includes 95 percent of farms, are exempt from many Indian regulations. As a result, some MSFWs resort to drinking or bathing in water contaminated with pesticides, chemical fertilizers, or organic waste.

8. FINDINGS AND SUGGESTIONS

- Most of the labours as migrated from states to states in India and most of the labours working in agriculture plantation, quarries, construction works and sugar industry.
- Government given so many labour welfare acts and provisions but some of the organisations didn't follow the labour acts for migrant workers. Today, many health problems facing the migrant workers, employer has to give proper health precautions first.
- Increased attention, resources, education, and preventive services should be directed toward these men, women, and children, and toward those who serve them.
- Implement more advanced information-tracking systems that can be networked among clinicians for migrant workers.
- Social security schemes provide good way for migrant workers why because workers came to other places and working other places the researcher think so that is economic growth so that we provide minimum requirements.
- There are so many child labours shifted to one state to other state in India. It should be controlled by the government and also to provide all welfare benefits for already migrated child labour.
- The labour migrants are mainly illiterate, or with very low educational levels. However, some of the migrants covered in this study have high educational qualifications but are nevertheless engaged in labour activities because of the lack of employment opportunities in their native, principally backward states.
- When migrant workers moving from state to state that is the process of migrant workers has to provide working state some identity of migrant workers that is useful for further reference and also Government will prepare district wise migrant workers associations like help centers.
- Government establishments such as banks, post offices, petty shops, hotels, theatres where the migrant workers frequently visit may be made use of to communicate with the migrant labourers about their rights, entitlements as also duties. The awareness about the importance of keeping their premises hygienic, precautions against communicable diseases, availability of public facilities etc., can also be increased by making use of this network of establishments.

9. CONCLUSION

Labour migrants should be given assistance which would enable them to upgrade their skills and thus to escape a life mired at the lowest income levels and at the margin of society. Development of programmes to support such assistance aimed at integrating migrants into the local economies of their places of destination. Migrant workers, those workers, who migrate from one area to another area within the state or country in order to get seasonal or temporary or part time work in different sectors. Migrant workers, who are not organized under any trade unions and their labour standards, are not protected by the

government as well as trade unions, these migrant workers are illiterate, ignorant, and belong to backward community. They do not get minimum wages stipulated under the Minimum wages Act.

Today, the real issue is how to extend human rights to all segments of the labour market. There are many groups of workers in the organized sector or informal economy, like migrant workers in agriculture, building and road construction, brick kilns, sugar factories and others, for whom decent work is a very distant goal. There are no strong trade unions, minimum of wages, social security, insurance claims, labour welfare amenities, security of seasonal job of migrant workers in the organization. After independence, India has been adopted various labour policies in order to improve working conditions of workers in the organization sector. There are also various labour laws for these workers. Intact, its implementation is mostly ineffective. Therefore, migrant workers and workers in the Indian sector are struggling for their labour rights and to implement the provisions of various labour laws as per International labour standards. Workers, whether industrial workers or employed with the government should have an inalienable right resort to strike. Uniform labour standards in the context of unorganized sector workers, like migrant workers, should be implemented in rural and urban areas of India. It is necessary to protect migrant and other workers in the unorganized sector by International labour standards.

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