



ANALYSIS THE BENEFICIAL PROVISION FOR ORGANIZED AND UNORGANIZED WORKERS IN GOA: ISSUES AND CONCERNS

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ABSTRACT

The present paper makes a modest attempt to analyze the beneficial provision for organized and Unorganized Workers in Goa. It is a humble attempt to scrutinize the provisions from the angle of social, economic and political justice which is beneficial to the Unorganized Workers. The paper has outlined the provision of labour law and, other acts related to the Unorganized Workers. The present paper makes efforts to bring into the notice that the state really fulfills the Constitutional commitment for availing the safeguard and welfare measure to the Unorganized Workers. In fact, this research paper deals with the labour law and other major legislations that were enacted for safeguarding the rights of the Unorganized Workers. For this purpose, the secondary data from the law books, articles, journals, newspaper etc. have been used.

Keywords: *Unorganized Labour, Central Acts, State Acts, Labour law, Statues.*

INTRODUCTION

An Unorganized Sector can be defined as the sector where the element of the Organized Sector is absent. The unorganized sector is often termed as residual sector but, it has its own merits as there is consistent growth rate in employment. The unorganized sector is known by different names such as informal sector, unregulated sector etc.

Unorganized sector could be described as that part of the work force who have not been able to organize in pursuit of a common objective because of constraints such as: casual nature of employment, ignorance and illiteracy, small size of establishments with low capital investment per person employed, nature of establishments and superior strength of the employer operating singly or in combination. The unorganized sector is in no way an independent and exclusive sector. It is linked to, or in many cases depended on the organized

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sector and the rest of the economy through a variety of linkages. It depends on the organized sector for few raw materials and other capital requirements, generation of employment, marketing facilities, and so on.

The Unorganized Workers' Social Security Act, 2008 defines of Unorganized Sector and Unorganized Workers as under: Section 2(l): Unorganized Sector 'Unorganized Sector' means an enterprise owned by individuals or self-employed workers and engaged in production or sale of goods or providing service of any kind whatsoever, and where the enterprise employs workers, the number of such workers is less than ten. Section 2(m): Unorganized Worker 'Unorganized worker' means a home-based worker, self-employed worker or a wage worker in the unorganized sector and includes a worker in the organized sector who is not covered by any of the acts mentioned in schedule II of the Act.

International Labour Organization

The International Labour Organization (ILO) is one of the specialized agencies of United Nations dealing with labour problems, particularly international labour standards, social protection, and work opportunities for all. It was formed in the year 1919. The International Labour Organization has 187 member states. The headquarters of the same is located in Geneva, Switzerland.

The governing body of the International Labour Organization consists of 28 government representatives, 14 workers' representatives, and 14 employers' representatives for the terms of office are three years. The Governing Body decides the agenda of the International Labour Conference, adopts the draft programme and budget of the organization for submission to the conference, elects the director-general, requests information from member states concerning labour matters, appoints commissions of inquiry and supervises the work of the International Labour Office.

In 1998, the 86th International Labour Conference adopted the Declaration on Fundamental Principles and Rights at Work. This declaration contains four fundamental policies: The right of workers to associate freely and bargain collectively; The end of forced and compulsory labour; The end of child labour; and The end of unfair discrimination among workers.

India, a Founding Member of the International Labour Organization, has been a permanent member of the International Labour Organization Governing Body since 1922. The first International Labour Organization Office in India started in 1928. Indian Labor Organization through its resolutions and recommendations supports countries to lure their own set of labor legislations for the well conduct of the labor class, and the preservation of their rights.



History of Indian labor legislation is obviously interlaced with the history of British colonialism. British political economy was considered natural paramount in modeling some of these early laws. In the initial phases it was very difficult to get adequate regular Indian workers to run British organizations and hence labor laws became essential. This was obviously labor law giving in order to protect the interests of British bosses.

India has been playing a very pro-active role in the proceedings of the International Labour Organization ever since its inception. The membership of the International Labour Organization ensures the growth of tripartite system in the Member countries. The tripartite system means the system in which there is equal involvement as well as equal representation of the Workers, the Employers and the State.

The Indian Labor Organization tools have provided procedures and useful framework for the development of legislative and administrative procedures for the protection and progression in the interest of labor. Being a founding member of International Labour Organization, India has deep respect for international labour laws and standards.

India follows in principle and true spirit the four pillars of decent work agenda [1] of International Labour Organization i.e. fundamental principles of rights at work, employment, social protection and social dialogue. The International Labour Organization Conventions are international labour instruments or treaties, which on ratification create legally binding obligations upon the States. As on July 2015, International Labour Organization has adopted 189 conventions and 204 recommendations. Out of 189 International Labour Organization Conventions, India has so far ratified 43 International Labour Organization Conventions and 1 protocol which include four core or fundamental human rights Conventions like:

1. Forced Labour Convention (C-29)
2. Equal remuneration Convention (C-100)
3. Abolition of Forced labour Convention (C-105)
4. Discrimination (Employment & Occupation) Convention (C-111)
5. Labour Inspection Convention (No.81)
6. Employment and Social Policy Convention (No.122)
7. Tripartite Consultations (International Labour Standards) (No.144)
8. Recommendation (R-204) on Transition from Informal to Formal Economy

During 104th session of ILC, India supported the adoption of recommendation (R-204) on “Transition from Informal to Formal Economy” by International Labour Organization. The approach of India with regard to International Labour Standards has always been positive. The International Labour Organization instruments have provided guidelines and useful framework for the evolution of legislative and administrative measures for the protection and



advancement of the interest of labour. Ratification of a Convention imposes legally binding obligations on the country concerned and, therefore, India has been careful in ratifying Conventions. It has always been the practice that India ratifies a Convention when there is full satisfaction that domestic laws and practices are in conformity with the relevant International Labour Organization Convention.

Major impact of International Labour Organization on Labor legislations in India

With the evolution and expansion of small plants, factories and industries in the Indian subcontinent started in the mid of the nineteenth century. New possibilities for employment were generated, resulting in an ongoing migration of the labor from poor rural areas to factories and mills located basically in urban areas. During this time, in the lack of any control on organization's labor by the state, the employers were very less concerned for the needs of their workers. Also the wages were very low, very long working hours, and unsatisfactory the employees' employment conditions. The situation led to the depiction of a large number of labor legislations beginning since the year of 1881.

These labor legislations includes, The Factories Act 1881, Workmen's Compensation Act - 1923, Mines Act 1923, Trade Unions Act-1926, Trade Disputes Act -1929, Payment of Wages Act -1936, Employment of children act- 1938 and Maternity Benefit Act in 1939.

The Factories Act 1881

This act is the basis of all industrial and labor laws in India. It contained requirements for working hours of women and workers with the minimum age of children for employment. When International Labor Organization was established in 1919, this Act was amended and subsequently retracted, resulting in the declaration of the Factories Act 1934. It makes provision for health, safety, and hygienic condition of the workers, special provision for women and young workers. It also forbids child labor. It provides limits of work for a child in factories, including seasonal factories. The Factories Act was first time introduced in 1883 because of the pressure carried on the British parliament by the then textile tycoons of Manchester and Lancashire. Shri Sorabjee Shapurji Bengali (1875) and N.M. Lokhanday (1884) who himself a factory worker drew attention of the government towards the unhappy conditions of the working labourers and demanded an early legislation to protect their interests. Thus we acknowledged the first requirement of eight hours of work for labor, the abolition of child labor, and the rheostat of employment of women in night, and inaction of overtime wages for labor who work beyond eight hours.

Mines Act 1923



This Act makes provisions for labors working in Indian mines. The working hours for labor employed on surface were limited fifty per week and ten per day. According to Mines Act periods of work shall not be more than 12 hours in any day, this also include rest period. For workers who are employed underground, the daily limit for them is nine hours per day. The Act does not cover provisions related to overtime work. No worker can work more than six days in a week. The Act does not make any provision for wages during the day of rest.

Trade Union Act and Payment of Wages Act

The Indian government under British set up an enquiry committee in 1926 to determine the shortcomings for anomaly of payment of wages to industrial labors. As the result Trade Union Act of 1926 come up. The Royal Commission on Labor was appointed in 1929, the commission considered the reports and suggestions of the enquiry committee and recommended for implementing prevention of disorders relating to payment of wages.

The Payment of Wages Act 1936 was passed to regulate the payment of wages to definite classes of people employed in industry. The object of the Act obviously was to offer a low-priced and quick therapy for employees to whom the Act applied and to recover wages due to these employees. For this purpose, a special tribunal was created, but due to some integral imperfections in the statute the repossession of judgmental wages remained difficult.

Trade union act of 1926

Trade Union is an Outcome of a Factory system. Trade Union symbolizes workers right to organize and press their demand collectively and to go on strike if their demands are not accepted. If industry is a flower, profits are honey; honey bee is trade union. Trade Union includes Employers and Workers Organization. "A trade union" is a combination of persons. Whether temporary or permanent, primarily for the purpose of regulating the relations between workers and employers or between workers for imposing restrictive conditions on the conduct of any trade or business and includes the federations of two or more trade unions as per Sec. 2 (6) Trade Unions Act, 1926. A Trade Union is an organisation of workers, acting collectively, who seek to protect and promote their mutual interests through collective bargaining". It is a "Voluntary organizations of workers formed to promote and protect their interests by collective action says V. V. Giri. Following are the objectives of trade unions:

1. Ensure Security of Workers:

This involves continued employment of workers, prevent retrenchment, lay off or lock-outs. Restrict application of "fire" or dismissal or discharge and VRS.



2. Obtain Better Economic Returns:

This involves wages hike at periodic intervals, bonus at higher rate, other admissible allowances, subsidized canteen and transport facilities.

3. Secure Power To Influence Management:

This involves workers' participation in management, decision making, role of union in policy decisions affecting workers, and staff members.

4. Secure Power To Influence Government:

This involves influence on government to pass labour legislation which improves working conditions, safety, welfare, security and retirement benefits of workers and their dependents, seek redressal of grievances as and when needed.

The Company filed a complaint against the union, of which B.P. Wadia was a leader, charging that the organization incited the workers. In the absence of trade union law, this legitimate activity (strike) became a conspiracy under the common law and the High Court granted an injunction, restraining the union from interfering with the business of the Mills. Union leaders were sentenced and union was broken. The necessity of law was felt to give freedom of association to workers and provide for their right to voice their grievances and to agitate for their redress through organised action. With this purpose a bill was introduced in 1921 in the Indian Legislature, which in due course became the Trade Unions Act of 1926¹.

The Payment of Wages Act 1936

The main objective of the Act is to avoid unnecessary delay in the payment of wages and to prevent unauthorized deductions from the wages. Every person employed in any factory, upon any railway or through sub-contractor in a railway and a person employed in an industrial or other establishment. The State Government may by notification extend the provisions to any class of persons employed in any establishment or class of establishment. The benefit of the Act prescribes for the regular and timely payment of wages (on or before 7th day or 10th day of after wage period is greater than 1000 workers). It also prevents unauthorized deductions being made from wages and arbitrary fines. According to the Act regarding the imposition of fines on the employed person are as follows such as:

- (i) The employer must exhibit on his premises a list of acts or omissions for which fines can be imposed, before imposing a fine on an employed person he must be given an opportunity of showing cause against the fine.



- (ii) The amount of fine must not exceed 3 percent of the wages
- (iii) A fine cannot be imposed on an employed person who is under the age of 15 years
- (iv) A fine cannot be recovered by installments or after 90 days from the day of the act or omission for which it is imposed
- (v) The moneys realized from fines must be applied to purposes beneficial to employed persons.

Subsection 8(3), 10(1-A) & Rule 15} deals with Any person desiring to impose a fine on an employed person or to make a deduction for damage or loss shall explain personally or in writing to the said person the act or omission, or damage or loss in respect of which the fine or deduction is proposed to be imposed. The amount of fine or deduction, which it is proposed to impose, and shall hear his explanation in the presence of at least one other person, or obtain it in writing. The Payment wages act is a regulation drawn up to protect the employee's rights from being infringed by the employer. The employee should be paid on time and should not be harassed against anything during the employment. It has however given a lot of protections to employees and will continue to do so in the future as well. It was held that the purpose of this Act is to provide that employed person shall be paid their wages in a particular form and at regular intervals without any unauthorized deduction²².

The Weekly Holidays Act of 1942

This act recommends one paid holiday in a week for people working in any restaurant, shop, or theatre excluding position of management, and confidential positions. The government is authorized to award additional paid half-day holiday in a week.

The Industrial Disputes Act, 1947

This act came into being on the 1st day of April 1947. The Act provided for establishment of industrial tribunals by the appropriate government in British India. It established a full-fledged industrial tribunal for adjudication of industrial disputes for the first time. The objective of the Industrial Disputes Act is to secure industrial peace and harmony by providing machinery and procedure for the investigation and settlement of industrial disputes by negotiations.

The laws apply only to the organized sector. Chapter V-B, introduced by an amendment in 1976, requires firms employing 300 or more workers to obtain government permission for layoffs, retrenchments and closures. A further amendment in 1982 (which took effect in 1984) expanded its ambit by reducing the threshold to 100 workers. The Act also lays down:
(i) The provision for payment of compensation to the workman on account of closure or lay off or retrenchment. (ii) The procedure for prior permission of appropriate Government for

laying off or retrenching the workers or closing down industrial establishments. (iii) Unfair labour practices on part of an employer or a trade union or workers. In this case, the scope of definition of Industry was discussed, and the Supreme Court laid down the triple test. The court held that, Triple Test includes: (i) There should be systematic activity; (ii) It has to be organised by Co-operation between the Employer and Employee; (iii) It should be done for production, or land distribution of goods and services to satisfy human wants and wishes, only than the industry in the enterprise would be called, and this is known as Triple Test.

The Industrial Employment (Standing Orders) Act, 1946

This act came into force for the first time to employers in industrial establishments which are employing hundred or more workers. This act provides the way to define the terms and conditions of employment of worker in the form of standing orders. In the case of Avery India Ltd.v. Second Industrial Tribunal, West Bengal³ the court observed that the provisions in the Standing Order of an establishment would apply to all employees irrespective of whether they entered into service prior or after the Standing Order coming into the force.

Status of Unorganized workers in Goa.

Goa has more people in the unorganized trade and commerce than the organized sector. In Goa the people from the rural areas are involved in various unorganized activities. The unorganized workers range from those working in house as domestic help to those who are self-sustained. This sector consists hawkers, salesmen who travel from one place to another and also provides door-to-door services. The unorganized workers also involved in providing services from home like beauty parlors which are run from the home, general stores. Also the workers who are employed in the industries not as the workers or labourers but as mere help to these workers.

The National Commission on Labour listed 'illustrative' categories of unorganized labour which are as follows: Contract labour including construction workers, Casual labour, Labour employed in small scale industry, Handloom/power-loom worker, Employees in shops and commercial establishments, Sweepers and scavengers, Workers in tanneries. Generally categories of unorganized worker are categorized under the following four classes namely; In terms of occupation, In terms of nature of employment, In terms of specially distressed categories, In terms of service categories.

(i) In terms of occupation

Small and marginal farmers, landless agricultural labourers, share croppers, fishermen, those engaged in animal husbandry, building and other construction workers, leather workers,



weavers, artisans, salt workers, workers in brick kilns and stone quarries, workers in saw mills, oil mills etc. may come in this category.

(ii) In terms of nature of employment

Attached agricultural labourers, bonded labourers, migrant workers, contract and casual labourers come under this category.

In terms of specially distressed categories

(iii) odd tappers, scavengers, carriers of head loads, drivers of animal driven vehicles, loaders and un-loaders, belong to this category.

(iv) In terms of service categories

Domestic workers, fishermen and women, barbers, vegetable and fruit vendors, newspaper vendors, milk vendors etc. come under this category

Characteristic of unorganized labour .

The unorganized sector suffers from cycles of seasonality of employment. There is no fix period. When the job is available the workers are under employment of their employer of the time. And when they are not employed, they are unemployed till they are taken back to do the work. This generally happens when the work is unavailable due to the seasonal change or any other reason.

The majority of the workers do not have a stable and durable avenue of employment. Generally, the employers seek the assistance of these workers only when there is work to be done. Once the work is completed the workers are no longer engaged by the employer. This results in irregular employment; which in turn results in having no fix place of work for the unorganized workers. Even those who are visibly employed are not substantially employed, therefore showing the existence of disguised employment. This happens when the employer engages more number of workers to complete the work even though there is no such requirement of extra workers required.

Since the work is seasonal, the unorganized workers often subjected to fragmented and scattered workplace. They take up work at two to three different places so that they can earn as much as they can while they are employed. In doing so they take up work opportunity presented to them at all and every place available. Even if the work places are at two different places they take up the jobs. Physible or not, is not considered at the time of taking up the opportunity. Even if the work places are at two different places, they are taken up by such unorganized workers.



There is no employer – employee relationship between the small and marginal farmers or domestic help and the owners of the house, etc. This is because the workers work in situations which may be marginally favourable to one particular class and can be described as less favourable to the others.

Generally it is the worker who is the least benefited out of such jobs. Also as per the above stated characteristics, we come to know that there is no time for the establishment or for building the employer-employee relationship between the person who provides the work opportunity to the workers and workers who take up such opportunity. In rural areas the unorganized labour force is highly stratified on caste and community considerations.

The unorganized workers are subject to exploitation significantly by the rest of the society. Usually in the rural areas, the work is to be done on the basis of the caste. The work which the unorganized workers take up is the work which they are supposed to do, as per the society belief and norm. Also certain time the unorganized workers belonging to the lower caste are to do the work which no caste people are willing to do.

The unorganized workers have to face poor working conditions when they take the jobs. These workers are not provided with any safeguards or safety measures. They have to take their own care and look after their safety while doing the work. Also after undergoing all the efforts to complete the work, they are not paid sufficiently. They are subjected to the wages which are below than the one paid to the workers employed in the organized sector/ formal sector.

The biggest disadvantage of such workers is that they are not recognized by any trade unions. The reason being they first of all do not fall under the definition of the worker/labour and secondly their interests differ widely from each other. Thus there is no protection given to them by the trade unions. And thus, not being a part of any trade union, they are not given a choice of collective bargaining or strike or seeking remuneration when removed without any prior notice. Also they are unable to fulfill their demands as and when the need arises.

Problems of Unorganized labour :

90% workforces are engaged in huge informal sectors. They, by and large, face various types of problems in their regular life like stay very close to their work place, extending working hours is a regular practice, exploitation and hazardous workplace are very common. Very low wages is the main problem for unorganized workers. It is seen that the workers involved in unorganized sector are paid minimal amount for the work done. They are paid only for the time they work or as per the ongoing market wage rate for such workers. They have lack of



skills and have less exposure to information and technology. There is a lack of formal training in the unorganized sector. There is a lack of formal training in the unorganized sector.

The unorganized sector mainly produces non-competitive products therefore they are unable to thrive on competition. Maximum workers working in organized sectors avail house rent allowance, in addition to that they get house from housing board and also get bank loan from various statutory banks for making their own particular house yet, unfortunately the workers from unorganized sectors are deprived from all these facilities, subsequently they have a propensity to make cluster inside the restricted space in their living region where they do not have appropriate washing facilities, because of that they regularly deal with the unbalanced circumstance particularly women workers. They likewise battle with various unhygienic conditions sewer seepage frameworks, overflowing drainage systems flooding amid storm, etc.

In Goa we see that majority of the unorganized workers are involved in working in the industrial estates. Introduction of different hazardous machinery, high rise in construction, unguarded machinery, various toxic chemical, coal dust, lime dust, blazes crude materials for synthetic generation leads quantities of tragic deaths of many unorganized labors because the working condition is more severe as compared to that organized sectors. Furthermore the knowledge of occupational health and safety is negligible of the workers of unorganized sectors. The work of such workers is of such nature that they are no entitled to the benefits like Overtime, paid holiday or sick leave, etc. As they are paid for the time they work only and not beyond it. Maximum numbers of informal workers do not have trade unions. They being from different spears of employment they do not fall under the typical definition of worker and their interest vary too.

However the latest trend seen in such unorganized workers is that they are associated under a common banner which raise their interests of such workers as and when needed. But it is seen that such associations are not as effective as the trade unions. Example of such association is Shramajivi Swikriti Manch and Asanghathit Kshetra Shramik Sangrami Manch. High level job insecurity is a common phenomenon unorganized sector.

The provision of benefits to households and individuals through public or collective arrangements to protect against low or declining standard of living arising from a number of basic risks and needs. It has observed that women and child labour are most vulnerable amongst the unorganized labour. They draw very less wages for the work they do. A developing wonder is utilizing children and women as household laborers as a part of urban territories. The conditions in which children and women work is totally unregulated and they are regularly made to work without nourishment, and low wages, looking like circumstances



of subjection. They are being paid wages low as compare to adult male labour despite their commitment of same working hours. There are instances of physical, sexual and psychological mistreatment of women and child household laborers. So far as living condition is concerned; they live in cluster in a very unhygienic condition. They normally stay by making hut in a row. Many unorganized sectors are not registered with the government and the employment term of workers is not regular. No act like Bonus act, Pension act, Provident fund act, Maternity act, Factories act are followed in unorganized sectors. Unorganized segment is not managed by the legal system and subsequently taxes are not collected. The working hours of workers are not settled.

In addition, now and again they need to chip away at Sundays and occasions. They get day by day compensation for their work, which is nearly not exactly the compensation recommended by the Government. There are innumerable illustrations of losing employment in unorganized sectors because of immaterial reason. There are numerous lawful commitments have been outlined to stop the embarrassment in the occupation although the majority of those lawful conventions are connected only in organized sectors. Issues of harassment are very frequent of women workers working in unorganized sectors. A safe workplace is a woman's legal right but unfortunately, still many working women in the unorganized sectors experience a wide range of physical and psychological ailments due to eve teasing and sexual harassment.

Another health problem is a very common happening of workers working in unorganized sectors. Occupational diseases like pneumoconiosis, tuberculosis, and asthmatic are out of control in informal sectors.

In addition to that, problem in digestive system, circulatory system, urinary tract, blood pressure and effect on various sensory organs (like loss of eye sight, hearing etc.) are also very common happenings. They do not get proper facilities for treatment except the health center of Employees' State Insurance Scheme. So however, the Government has planned to issue Unique Identification Number to Unorganized labour to facilitate them to access social scheme and benefits. Workers in unorganized sector to get social security smart cards: Rashtrya swasth bima yujna, Am admi Bima yujna, Old age pension, Pradan Mantri Jan suraksha Bima Yojna, Pradan Mantri Jiban Joyti Bima Yojna, Atal Pension Yojna.

The petitioner was periodically employed by the respondent in coconut plucking. While at work, he fell down and became permanently disabled He claimed compensation, but was dismissed by the commissioner as he was employed casually. Court however held that, since the petitioner was periodically being employed though his work is casual in nature it will be classified under regular employment and thus be aid compensation⁷⁴.



The Supreme Court held that the classification of employees into regular employees and casual or informal employees for the payment of wages is against the Art.14 and Art.16 of the Indian Constitution and against the International Covenant of Economic, SOCIAL and Cultural Rights,1966⁷⁵.In the case of Employee's State Insurance Corporation, Regional Director v.Suvarna Saw Mills⁷⁶, the court held that the definition of employee stated and defined under the Employee's State Insurance Act, includes even the casual employees for a day wages. Another case of Ramesh Kumar v. State of Haryana⁷⁷ the court observed that If sufficient material is shown that the workman has completed 240 days of service immaterial whether he is employed under organized sector or unorganized sector he cannot be terminated without giving notice or payment of compensation.

SUGGESTION AND CONCLUSION

Most of the labour legislations in India are before independence. The Fundamental Rights of the Constitution for providing safeguards to labors. Although most of the pre-constitutional labor legislations have been revoked or curtailed following the Doctrine of Severability and Doctrine of Eclipse. But not a lot of changes had been made to the labor legislation which was come before the adoption of Constitution. The achievement of these labor laws must be credited to the International Labour Organization. The International Labour Organization guidelines provided basic principles on which most of labor legislations were drawn. By observation on various amendments and enactments in labor laws it can be easily seen that the International Labour Organization have a countless impact on the Indian Labor Laws. A large number of laws were passed to incorporate the guidelines of the resolutions of the International Labour Organization. All these revised and ratified legislations create provisions for the common welfare and protection of importance of the Indian labors.

The constructive effect of International Labour Organization is seen in form of appreciation of many new kinds of rights that were previously not available for the Indian labor class, but were made available after creation of International Labour Organization. International Labour Organization's current portfolio in India centers around child labour, preventing family indebtedness employment, skills, integrated approaches for local socio-economic development and livelihoods.

Also it encourages promotion, green jobs, value-addition into national programmes, micro and small enterprises, social security, HIV/AIDS, migration, industrial relations, dealing with the effects of globalization, productivity and competitiveness, etc. From this we understand that the labour sector in Goa needs some serious planning. It is clear from the current scenario that informal workers are beyond any regulation or legislations passed by the Government. Hence, their working status is rarely covered by the legal status. We can see that the unorganized sector is mistreated and are not given access to amenities that belong to

them by right. Social Security needs to be provided for these workers and serious steps need to be taken to increase the organized labour sector of Goa as well as of whole India.

END NOTE

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