

SOCIAL SECURITY MEASURES OF SERVANT MAIDS IN UNORGANISED SECTOR OF PALAYAMKOTTAI TALUK IN TIRUNELVELI DISTRICT

**M. Siva Sankari, Reg no:18211281012033 (full time),PG & Research Department of
Commerce, St. Xavier's College (Autonomous), Palayamkottai, Tirunelveli-627002.**

**Dr. J. Jeya Ani, Assistant professor, Department of Commerce, St. Xavier's college
(Autonomous) Palayamkottai.**

Affiliated to Manonmaniam Sundaranar university, Abishekapatti, Tirunelveli-627012.

ABSTRACT

In India, unorganised sector is the largest workforce which provides more employment opportunities to both men and women. Majority of them are working as servant maids in private households. By enrolling themselves in the district labour office they are eligible to get the benefits availed to them. Labour welfare assistance is given in order to improve their standard of living. Though most of the workers have enrolled and benefited through this, still there are few who are not aware and they have to be guided properly to register with the board. In specific to the educational assistance, it is divided to son/daughter from 10 to degree and professional courses, which plays a major role in the carrier of their children's life. Welfare assistance such as educational assistance, maternity benefits, marriage assistance reimbursement cost of spectacles, pension and accidental insurance scheme are some of the measures taken by the government for the welfare of the servant maids. This paper aims to bring out the social security measures availed by the servants maids in the study area.

**KEY WORDS: SERVANT MAIDS, UNORGANISED SECTOR, SOCIAL SECURITY
MEASURES AND EMPLOYMENT**

INTRODUCTION

Women play a significant role in a nation, which includes a part of a homemaker. Homemaker is the largest workforce in the world which remains unpaid and undervalued. The domestic chores of women do not be considered as an occupation by the nations. It is also considered as an unproductive work. But the domestic work is the most productive work done by

women for the development of the nation. The workers who are doing the same service of the homemaker in other's home are known as the domestic servant, workers and maids. Normally, women entered these types of domestic works for their own survival and the survival of their family. This is because of the illiteracy or less educational awareness among women. On this regard, the women domestic workers have important place to play in their life as well as the employer's life, in which they are occupied. In some of the families, the income of these domestic workers is necessary for the smooth running of their family, because they are the main income earners of their family. Especially, women who migrated to some other places, due to social reasons, like marriage and livelihood, doing this kind of domestic work for their improvement and to upgrade the standard of living of their families. In some cases, while mother is a domestic worker, she keeps her daughter or daughter-in-law with herself for helping in her domestic work and making a way to create another domestic worker. For instance, because of women domestic workers' unhealthiness and old age, they allow their daughter to go to the employer's house for doing her part of domestic work and in turn they slowly turn their daughter also being a domestic worker. Many of them do suffer from health problems such as anemia, malnutrition and a chain of related illness. Apart from that most of them develop cracked hands due to continuous work in water and the use of storing abrasive powders and detergents. Though they lesson the burden to household activities of their employers, but in this course, they too face the same problem in their own housewife role. However, poor as they are, they cannot afford to employ other women and have to depend on their other family members, which frequently lead to tensions and quarrels in the family. In order to avail the benefits of the government they are entitled to register with the district labour welfare board.

OBJECTIVES

- ✓ To study the social security measures of the servant maids in unorganised sector
- ✓ To offer suggestions for the upliftment of servant maids in the study area

REVIEW OF LITERATURE

Dharmendra Singh (2017) identified that one of the prominent feature of Indian labour Market is the existence of unorganised workers across the country in different urban, semi urban and rural areas. Their number is greater than workers in organized sector. They are

scattered throughout the country. But most of the workers in this sector are unprotected by any statutory or state protection against any type of social or economic contingencies. They are vulnerable to allsortsofcrisisandtheyarenounionizedunderanyorganizationorassociation.

Satyam Mishra(2018) observed that the unorganised sector workers in India are facing serious problems ranging from the uncertainty of employment to hazardous conditions at work. So that proper social security measures have to be implemented for the welfare of these workers and their family members. The observations reflect that, the condition of workers in unorganised sector has been on the decline and the efforts done by the respective governments must change the scenario.

Rajendran and Hema (2015) concludes that unorganized sector workers as the most vulnerable and deprived section of the society who is in need of protection, security, benefits and assistance. A lot of weakness has been found relating the proper implementation, inadequacy of benefits, long procedure of assigning benefits. These factors create great hurdles in the proper execution of social security measures and are also responsible for the limited utilization of the social security legislation. The social security system needs to be effective and constructive with more and more coverage areas. The government should get the confidence of the working class to protect them from uncertain contingencies so that they can happily contribute towards social security benefits.

RESEARCH METHODOLOGY

Research Type: Descriptive Research

Types of data/or sources of data used: Both primary data and secondary data

The primary data was collected through the well-structured interview schedule. The respondents were met and interviewed by the researcher at their home. The sample respondents of the study are taken from the servant maids of Palayamkottai taluk. The researcher selected a sample of 50 respondents using simple random sampling method.

The secondary data were collected from the action plans, pamphlets, registers from the book of labour office and various books, journals, magazines, websites, etc.

DATA ANALYSIS AND RESULTS

TABLE No 1

**TYPES OF LABOUR WELFARE ASSISTANCE AVAILED BY THE
RESPONDENTS**

S.No	Particulars	Availed	%	Not Availed	%	Total
1	Marriage assistance	21	51	29	58	50
2	Maternity assistance	7	14	43	86	50
	a) Delivery @Rs 6000 per child	2	27.8	-	-	
	b) Miscarriage /termination @Rs3000	5	7.2	-	-	
3	Educational assistance	46	52	4	8	50
	a) Girl child studying 10 th	3	6	-	-	
	b) Girl children studying 11 th	1	9.5	-	-	
	c) Girl children studying 12 th	2	11.3	-	-	
	d) If the son/daughter passed 10 th	1	7.8	-	-	
	e) If the son/daughter passed 12 th	9	8.6	-	-	
	f) UG regular degree with hostel facility	8	4.9	-	-	
	g) PG regular degree with hostel facility	3	3.4	-	-	
	h) Professional degree with hostel facility	8	2.6	-	-	
	i) Professional PG course with hostel facility	6	2.0	-	-	
	j) ITI or Professional course with hostel facility	5	1.4	-	-	
4	Reimbursement cost of spectacles	11	25	39	78	50
5	Pension	18	57	32	64	50
6	Accidental insurance scheme	4	15	46	92	50
	a) Accidental death	3	6	-	-	
	b) Accidental disability	1	2	-	-	

Source: Primary data

The above table signifies the Tamil Nadu Labour welfare assistance received by the respondents. Among the 50 servant maids, (51 percent) have received the marriage assistance. In case of maternity assistance (14 percent) availed maternity assistance, in that (27.8 percent) availed for their delivery and remaining (7.2 percent) of them availed for miscarriage.

6 percent of them are benefited with the assistance for girl children studying 10th standard, (1 percent) benefited with Girl children who is studying 11th standard, (2 percent) of them benefited with Girl children who is studying 12th standard, (1 percent) benefited under the scheme for her son/daughter passing 10th standard, (9 percent) of them are benefited with the scheme for the son/daughter passing 12th standard, (8.6 percent) benefited with the plan UG regular degree with hostel facility, (3.4 percent) benefited with the plan PG regular degree with hostel facility, (2.6 percent) benefited with the plan Professional degree with hostel facility, (2.0 percent) of them availed the scheme Professional PG course with hostel facility and (1.4 percent) of them with ITI or professional course with hostel facility

(25 percent) benefited through reimbursement cost of spectacles, (57 percent) benefited through the pension scheme. (15 percent) have opted accidental insurance scheme, out of it, (6 percent) availed for accidental death and (2 percent) of them availed for accidental disability.

NUMBER OF YEARS ASSISTANCE AVAILED

TABLE 2

CLASSIFICATION OF RESPONDENTS BY YEARS OF ASSISTANCE AVAILED

S. No	Numbers of years	No. of Respondents	Percentage
1.	Below 1 year	14	28
2.	1 – 2 years	8	16
3.	2 - 3 years	10	20
4.	Above 3 years	18	36
	Total	50	100

Source: Primary data

It is understood from the table, 28 percent of the respondents have been availing labour welfare assistance for 1 year, 16 percent of them are availing the labour welfare assistance for 1-2 years, another 20 percent have been availing labour welfare assistance for 2 - 3 years and 36

percent are availing the labour welfare assistance for 3 years & above. Hence, it can be concluded that majority (36 percent) of the respondents are availing the labour welfare assistance for above 3 years.

TIME LIMIT TO RECEIVE THE WELFARE ASSISTANCE

TABLE 3

CLASSIFICATION OF RESPONDENTS BY RECEIVING THE ASSISTANCES

S. No	Time limit	No. of Respondents	Percentage
1.	Below 3 month	4	8
2.	3 - 6 months	10	20
3.	6 - 9 months	15	30
4.	Above 9 months	21	42
	Total	50	100

Source: Primary data

It is observed from the above table, 8 percent of the respondents have received the labour welfare assistance in below 3 month. Followed by 20 percent of them have received the labour welfare assistance in between 3 - 6 months, another 30 percent of the respondents have received the labour welfare assistance in 6 – 9 months and the remaining 42 percent of them have received the labour welfare assistance after 9 months. It is concluded that most (42 percent) of the servant maids have received the labour welfare assistance in 9 months time duration.

RENEWING THE REGISTRATION

TABLE 4

CLASSIFICATION OF RESPONDENTS BY RENEWAL

S. No	Renewing the registration done in the labour welfare board	No. of Respondents	Percentage
1.	Yes/Timely renewal done	36	72
2.	No/Lately renewal done	14	28
	Total	50	100

Source: Primary data

From the above table, (72 percent) of the respondents are renewing the registration done with the labour welfare board and only (28 percent) of them are lately renewing the registration done with the labour welfare board. It is noted that most (72 percent) of the respondents have done the renewal of the registration in the labour welfare board timely.

FINDINGS OF THE STUDY

- Among the 50 servant maids, 51 percent of the respondents have received the marriage assistance for their son/daughter. Out of the respondents, 14 respondents (27.8 percent) have availed the maternity assistance. In that, 28 percent of the respondents have availed Rs.6,000 for their delivery, 7.2 percent of them availed Rs.3,000 for miscarriage/termination. Among the 50 servant maids, 52 respondents are benefited with educational assistance. Among 50 servant maids, 11 respondents (25 percent) have availed reimbursement cost of spectacles. Among 50 servant maids, 18 respondents (57 percent) of them benefited through the pension scheme.
- Among 50 servant maids, 4 respondents (15 percent) of them have benefited through the accidental insurance scheme. In that, 3 respondents have opted accidental death insurance scheme and only 2 percent of them opted for accidental disability.
- A maximum (36 percent) of the respondents are availing the labour welfare assistance above 3 years
- Most (42 percent) of the servant maids are receiving the labor welfare assistance for the time duration of above 9 months' from the date of registration
- A maximum (72 percent) of servant maids renew their registration in the labour welfare board within the stipulated time.

SUGGESTIONS

- ✓ Most of the servant maids have availed the educational assistance for higher education level but comparatively degree course assistance is lesser. So government should make proper measure to educate their children after schooling
- ✓ After registration, the servant maids are getting the labour welfare assistance after 4 months only, so government should take necessary action for immediate sanction of assistance.
- ✓ Though many of them are renewing their registration timely, still many of the servant maids are not aware of the social security measures. Local government and corporation should create awareness by skits and camps

CONCLUSION

It is concluded that, the benefits available must reach each and every servant maids. Regarding this, special campaigns and efforts should be made. Even some of them are aware of the assistance, many of the servant maids are not aware of the categories of welfare measures. It's not only the duty of the government to create awareness but also make necessary improvement in reaching the benefits of the servant maids in prescribed time.

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