

Social Protection, Job Creation and Innovation

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Abstract:

This paper discusses a sequence of innovations that befell inside the subject of social protection inside the "India". It uses a huge definition of social protection so that it will discover the specific experiences of growth and edition of the social safety structures, mainly, as a response to the financial disaster. Such method aims at identifying the primary functions of those strategies. It highlights the development of integrated social protection systems with special emphasis at the efficient inclusion of the beneficiaries of social programs so with a view to increase their access to financial opportunities.

Keywords: inclusive growth; employment; social protection; labor

Introduction:

For the unorganized sector, the government has made rules and regulations and has also named it as the Unorganized Workers Social Security Act 2008 and the Unorganized Workers Social Security Rules 2008. These are also applicable. Through these, the Ministry of Labor and Employment enacted the Workers Social Security Act 2008 for the welfare of all laborers like cloth weavers, handloom workers, fish farmers and fishermen, beedi workers.

The Indian informal or unorganized sector is going through the most tragic time ever due to the lockdown caused by Coronavirus. According to the Ministry of Labor and Employment, there are about 42 crore workers in this sector. At the same time, according to the Center for Monitoring Indian Economy, 12.2 crore Indians lost their jobs during the Corona period (April 2021). People are not able to imagine what will happen in the future. Will the circumstances remain the same as we have experienced so far or will we have to live in a worse situation than the present? All eyes are on the government, apart from which no other care is seen at the moment.

The situation, challenge and government efforts of the unorganized sector in the Corona period

Unorganized sector means such workers who could not get organized. Their employment is also temporary. Sometimes they are working in the fields, sometimes on the roads and sometimes in a constructed building. Due to their ignorance and illiteracy, they have no understanding of their own interests and government schemes. They have been living with what they get in life. But the present phase has become very difficult. The situation created by the fear of corona epidemic has posed a future crisis in front of the workers of Chhattisgarh, Madhya Pradesh, Telangana, West Bengal, Uttar Pradesh, Karnataka, Bihar, Jharkhand and Haryana. Here the maximum number of jobs has decreased. Earlier there was some hope and confidence, but now there is a lack of confidence in people, despair and depression are increasing.

Crisis on the lifeline of the Indian economy

If seen in this way, the vast majority of jobs related to the unorganized sector in the Indian economy prove to be lifeline. According to economic surveys, the share of people in the unorganized sector in the total workforce is 80 percent. At the same time, about 93 percent of the self-employed and employed employees come from this area.

Whereas those who contribute more than half of the country's economy include small farmers, landless agricultural labourers, beedi workers, workers in someone else's field, leather workers, cloth makers, bricklayers, stone quarry workers, weavers, building workers, etc. Daily retail workers, migrant laborers, workers working in mills, sweepers, load-carrying,

tonga, workers working in homes, selling vegetables-fruits etc. Life of common people cannot be imagined without them, but the epidemic of Covid-19 has brought a deep crisis on this class. Some have lost their courage; some do not want to move towards cities and metros now.

The age-old issues of the unorganized sector

Children do not have to become labourers, women should get pre-natal protection, children should get nutritious food, vaccination should be done properly, people should get basic facilities, people should get livelihood, issues like housing and drinking water have been there for years are prevailing. All the efforts of the governments, the speed-progress and achievements of the proficient and experienced officers come to a standstill. Issues like holiday benefits and minimum wages are of no importance here. In such a situation, the dual responsibility has come on the governments. Realizing the importance of this sector, the government has to make a comprehensive policy. Most of the workers of this area are traditional village workers, landless farmers, small farmers, agricultural labourers.

These people live in the village during the time of sowing and harvesting, while the rest of the time they go in search of livelihood in nearby or far-flung cities and metros. Due to non-availability of work throughout the year, they have to work for less than the minimum wage.

Due to lack of employment guarantee in the unorganized sector, their annual income also remains low. Only middlemen or employers exploit them. There are many enterprises where labor laws do not apply. In such a situation, incidents of child labor, exploitation of women workers come to the fore.

Government is making unprecedented efforts

Prime Minister Narendra Modi has given a mantra to take lessons from the challenges of the Corona crisis and convert it into opportunity. He has emphasized on making India the largest investment destination and manufacturing center in the world. Therefore, a policy is being made here on labor reforms and actual welfare of the workers.

The most tangible benefits and packages are being given to this sector so far through Atmanirbhar Bharat and Ayushman Bharat schemes. This unorganized sector will be the biggest contributor to the economic growth of the country, so comprehensive programs are being decided at the national level to improve the direction and condition of the workers.

In March 2019, PM Modi launched the Pradhan Mantri Shram Yogi Maan-Dhan (PM-SYM) scheme in Gujarat. Under this scheme, workers of the unorganized sector will get the benefit of monthly pension of Rs 3 thousand during old age. This is the first time after independence that such a scheme has been started.

MGNREGA for workers in the unorganized sector, Prime Minister's Employment Generation Program, Handloom Weavers Scheme, Handicraft Artisans Comprehensive Welfare Schemes, Swarna Jayanti Gram Swarozgar Yojana, Swarna Jayanti Shahari Rozgar Yojana, National Scheme for the Welfare of Fishermen, Training and Extension, Janani Suraksha Yojana Government is implementing many other employment generation / social security schemes, National Family Benefit Scheme etc.

Bhartruhari Mahtab, chairman of the Parliamentary Standing Committee on Labor, has said that the committee has recommended the inclusion of migrant workers under social security on the same lines as organized workers. The government has been asked to register the unorganized workers through state governments and labor commissioners. Earlier, the Parliamentary Standing Committee on Labor had recommended in February that unorganized migrant laborers should be part of the Labor Code Bill and inter-state migrant laborers should be given social security benefits at par with organized sector workers. The original bill states that the code will not apply to contract workers of the central and state governments. However, the committee has recommended covering around 50 crore unorganized workers.

The challenge for Indians now is not just of survival but of aspirations as well. The Annual Report 2017-18 of the Ministry of Labor Employment says, "Employment is a part of everyone's daily life, it is very important for the dignity of any person to develop as a human being in the right living conditions". In this way, the thinking of the government is also about achieving dignity through good, respectable, decent employment. But the reality is very different from this like an engineer applying for the job of a sweeper.

It is not enough for aspiration motivated Indians to get any job, they need good, decent employment according to their educational qualification, but getting such employment is becoming very difficult. Accepting any kind of employment under compulsion and getting such employment which is according to the aspirations and qualifications, these two situations are very different; But in India, at present there is failure on both the levels. Although Indians are getting jobs, they are often trapped in bad or uninteresting jobs that have very low wages, or in jobs that are below their educational qualification, or have somehow come into such employment for which they do not have the capacity.

In the year 2018, 93000 candidates applied for 62 posts of peons and messengers in the police department of Uttar Pradesh, out of which 3700 were PhD, 28000 were post graduate and 50000 were graduate. The minimum qualification for this post was to pass the fifth class. (Economic Times 2018)

There will be a lack of good employment and Recruitment inequality are two important aspects of job market inequality in India.

Mohandas Pai, former board member, Infosys has said that 170 lakh Indians search for employment in a year, out of which 100 lakhs do not get proper wages and qualifications. In 10 years their number becomes 10 crores. The number of people getting such good jobs in the age group of 21 to 35 is 10 crores.

Labor market fragmentation continues:

According to the Global Wage Report 2018, the growth rate of wages globally reached its lowest level in the year 2017, the real wage growth of workers in India was 5.5% between the years 2008 and 2017 which was the highest in South Asia and second in India. The gender gap in wages was found to be 34.5%, the highest among 73 countries. Real wages have been rising steadily, yet monthly income remains low. 82% of men, 92% of women have incomes below ₹10,000 per month. According to the Fifth Annual Employment and Unemployment Survey, 22% of households have a monthly income of less than ₹5000, was not enough. If there is a family of 4 members then even the basic needs cannot be fulfilled by this.

Rising unemployment and Youth disappointment:

There is a growing concern about employment among the youth, this concern has come to the fore in many youth surveys. In the 22-28 age group, those who passed diploma, degree and high school reported that most of them in urban centers get less than ₹ 30000 per month while they are expected to get ₹ 30000 per month. (Kawatra 2018). If this trend continues, Mehrotra 2019 estimates that by the year 2017-18, 115 crore educated youth will be out of the labor force, thus a major crisis situation will arise instead of youth benefiting from a higher percentage of the population.

Limited Objectives of Education:

Parents are now giving more importance than ever to educating their daughters. Education of girl's increases prestige and also helps in marriage, but one of the reasons for the more educated girls staying away from employment is that they are not getting jobs according to their educational qualifications. (Majumdar 2019). Yet parents believe that girls with higher education are more likely to get socially recognized or prestigious employment such as teachers, nurses, doctors, government employees. But due to non-availability of such employment, there is a possibility that once again the trend of providing less education to girls may return.

Conclusions and Recommendations:

It is clear that there is a huge employment crisis in India. If this crisis is not resolved on time, it will have an adverse effect on the condition and peace of the society. On the one hand, lakhs of youth are coming into the labor force every year, there is not enough employment for them, on the other hand the quality and salary of these jobs are far less than expected. Due to gender, caste, religion based discrimination, many youths also face additional problems in getting employment. Troubled by this situation, the youth leave the search for employment after a time. Due to these reasons, despite the convenient definition of employment by the government, the unemployment figures are becoming worrying and this trend may increase further. Based on the current growth model, we have increased the billionaire pool. In the year 2017-18, the wealth of the top 1% people has increased by 39% and the wealth of the bottom 50% of the people has increased by only 3%. In this way, a large section of the population has the aspiration to rise, but due to the tight economic condition in low wages, their ability to rise further is also very less.

So the government has to take these steps:

- Priority in development will have to be given first to the labor-intensive sector so that more jobs can be created.
- Employment growth should be inclusive.
- Employment security, better working conditions, social security, benefits and the right to form organizations should be available in new jobs, which will increase overall productivity and give more return on investment.
- Productivity will improve with more investment in health and education, these are the two sectors in which a lot of employment can also be created in the future.
- Better attention should be given to increasing the skill so that it can survive in the international competition.
- Government should remove corruption. Inequality they must control other factors that increase unemployment, such as capitalism.
- The additional revenue received in this way should be used for improving education, health and social security.

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