
ANALYSIS OF THE IMPACT OF GLOBALISATION ON THE HUMAN LIFE, HUMAN DIGNITY, SAFETY OF UNORGANISED SECTORS AND LABOUR WORKING CONDITIONS IN INDIA

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ABSTRACT

In this Study, The author has attempted to analyse the very importance of Globalisation and the manner in which a global environment has impacted and also continues to impact the entire contemporary world specially in connection to the un-organised sectors including the lower sectors of the labour community and the migrant workers . There is an attempt to explain the manner in which the very basic human rights, safety and the dignity of those labourers are affected by means of global markets both in terms of its darker side and the very affirmative side. , In this process of the research analysis, the author has gained some knowledge in reference to the features of the unorganised sectors and some the governmental policies, rules and regulation and some of the projects adopted in India in order to overcome the darker impacts of the globalisation on the lower sector of the labour community and to support their living and the lifestyle of such unorganised sectors.

Keywords: Globalisation , impact of Globalisation , Un- organised sectors, Features of unorganised sectors, governmental policies rules and regulation

INTRODUCTION

With an extensive and very intricate economic networks of international trade and commerce which encompasses of resource manufacturers and service providers who makes immense contribution via through their activities supporting the entire global markets are referred to as 'Globalization'. One of the means of attaining a high productivity of the work by the business companies and the organization is undoubtedly through a competitive global economy, In a nutshell, it could be analysed that every individual regardless to their lifestyle in the different countries forms a crux element of the global economy has been interconnected a way or the other either culturally, economically or by their politically means. As the growth the of the Global Market is undoubtedly not static in nature, here every organization and the business entities view, the policies and the measures of the Labour welfare as an instrument wherein monetary assets are saved and used in their long run, here these entities also aims and ensures in giving a steady job opportunity to the workmen association. But at the same time, it is very crucial to be taken into consideration that either in terms of technically and as well as philosophically, A welfare of a Labour is definitely a component of social welfare. It encompasses well-being, contentment, happiness, human resource conservation, and so, every business organization along with the very essential of profit making, being one of the contributions to their global economy, it is equally important that they also take into consideration the working conditions of groups of unorganized sectors are concerned. In a nutshell, the author attempts to highlight the importance of globalization in this contemporary world and also to analyze how far globalization has impacted, especially the ground level workers or the unorganized groups of the working sectors.

A Conceptual Analysis of Globalisation and unorganised labour working sectors in India:

MEANING OF GLOBALISATION

IN a simple parlance, a process of consolidation of the world economies by lowering impediments of trade and commerce such preventionism and removing trade barriers such increased tariffs on goods and services. Has remarkably stimulated a unrestricted flow of capital assets and overseas investment and manpower across national frontiers. One of the affirmative influence of the globalisation is undoubtedly, it has opened the doors of global

communication . Nevertheless, has also encouraged many business entities and organization to invest in India ¹

Definition

Globalisation, According to International Trade Theory, is the gradual integration of national economies into the global economy through trade and investment rules, as well as privatisation, bolstered by technology advancements. Interregional flows and elements of social interaction have been expanding in scale, magnitude, and impact, which is speeding up and deepening (Held, David and McGrew, Anthony, 2001).

According to the World Health Organization. (WHO)

Globalization is defined as an interdependency and the interlinkage of the individuals across the globe regardless of their national borders. It is widely assumed that there exist two important facets which are co- related with each other , one being the unveiling of the state lines or the national borders to nevertheless encourage free flow of manpower , products and services , capital assets and most importantly the intellectual thoughts. As a result of which , the other being, where the changes can be viewed in the policies of the national and international organisation and institution which acts as a facilitator developing the global economy.

According to the Committee for Development Policy² (a subsidiary body of the United Nations), from an economic point of view, globalization can be defined as: “ the increasing interdependence of world economies as a result of the growing scale of cross-border trade of commodities and services, the flow of international capital and the wide and rapid spread of technologies. It reflects the continuing expansion and mutual integration of market frontiers and the rapid growing significance of information in all types of productive activities and marketization are the two major driving forces for economic globalization.”

Globalisation is also defined as "The compression of the world and the intensification of the consciousness of the world as a whole".³

¹ Mishra, lakshmidhar 2001

² Committee for Development policy .

³ Roland Robertson, Professor of Sociology at University of Aberdeen, an early writer in the field, defined 'Globalization'

Unorganised Sectors in India – A Conceptual Analysis

Indian economy is heavily based on agrarian cultivation , when two major groups of labour working sectors are taken into consideration namingly The Organised and the Unorganised sectors , it is considered that India constitutes at most 80% of the Un- Organised labour working classes which includes fisher folks, daily workers farmers and other agrarian workers . In a nutshell, it could be stated that the Indian Economy comprises a greater level of Unorganised labour employment that compared to the organised groups .

Definition

- The 15th International Conference of Labour Statisticians have defined, Unorganised Sectors as ‘ they are the unorganised one’s owned company headed by the individual employees who are less than 10 in number who involves themselves in manufacturing and selling those products and serviced which are conducted either in collaboration or by a sole - proprietary
- Un- Organised Workers are defined as Independent workers or could be rather termed as unorganised wage workers who obtain interest and benefits from social protection schemes.
- The First National Commission on Labour under the chairmanship of Justice Gajendra gadkar gave a list of illustrated categories falls under the unorganised labour such as ;
 1. Contract Labour including construction workers
 2. Casual Labour
 3. Labour employed in small scale industry
 4. Handloom and power loom workers
 5. Beedi and cigar workers
 6. Sweepers and scavengers, tribal workers in tanneries and other unprotected labour

Features of Unorganised working groups

1. In comparison to the organised group of workers. Their entry and exit to the global

market is way easier.

2. The unorganised groups are placed in the lower organisational level. Generally their employment are seasonal and intermittent , as back- handed results of which most of then suffer from unemployment
3. Instead of formal contracts, labour agreements concentrate on casual labour and/or social interactions; in certain cases, the relationship between employer and employee is unwritten and informal, with little or no rights;
4. Generally labour-intensive employment necessitating low-level expertise; workers typically learn on the job and have little formal training.⁴

Research Questions

- 1.What are the effects of Globalization on the working labour Condition or the Un-Organised Sectors in India ?
2. Whether increased Globalization negatively impacted and created a new set of problems such as cheap, labour importation across the borders and affected the Un-Organised working Sectors?
- 3.What are the Strategically developmental policies or the labour working measures adopted in India to overcome the negative impact of Globalization on the working sectors?

Research Objectives

1. To analyse , the supporting immunity granted and granted by the Stragically developmental policies or any of the labour working measures to the un-organised labour community.
2. To analyze how far the unorganised labour sectors are benefited by such developmental policies .

⁴ Dhas Christopher Albert. R and M. Helen Mary Jacqueline (2005), “Globalization, Economic Reforms and Unorganized labour force in India”, in V.B. Jugale (ed.) “world trade organization and Indian Economic Reforms”, serial publications, New Delhi, vol.-2, chapter-35, pp.- 792-812.

Research Methodology

The research analysis is based on a doctrinal work, where the primary resources are based upon the will be based on doctrinal and analytical research methods. Reliance will be placed on resources such as cases, journals, articles and reports of various authorities. Primary sources will include legislations and statutes. Secondary sources will include journals, scholarly articles, reports, magazines and newspaper articles.

Impact of Globalization on the Unorganized working groups and labour working conditions in India .⁵

In this contemporary global world, maintaining an equilibrium between Industrial harmony and an economical balance in the present society especially in the developing country like India has undoubtedly boomed out to be the matter of concern . Although the author somewhere has been opinionated and states that ‘Globalisation has led to the higher rate of negative impacts over the Unorganised sectors than comparative to the organised sector as whole. But an attempt has been made to explain some of the **positive effects of the globalisation** on the labour working condition in India ., they are as follows ;

1. Increased Globalization has laid down immense opportunities to all the working sectors

is been the be it Organised or Unorganised working groups, significance is given to the skill an individual labour owns, Globalisation has definitely opened the country borders and has enabled the floatation of the manpower overseas which interconnectivity has granted increased job employment , and thereby increasing the per capita income of the individual workmen and ultimately their standard of living is been increased efficiently contributing to the increasing every nation ‘s GDP, Henceforth it could be witnessed , it is through the process of global economy and global communication and connectivity has led to such huge positive developments.

2. Increasing the exports by lowering the trade barriers and impediment by means of globalisation , nevertheless acts as an added advantage to the workers of the Organised Sector.

⁵ . Deepakshi Saxena, GLOBALISATION AND UNORGANIZED WORKERS: A QUESTION OF SOCIAL SECURITY, EPRA International Journal of Economic and Business Review, Volume - 5, Issue- 5, May 2017 e-ISSN : 2347 - 9671| p- ISSN : 2349 – 0187,

3. Outsourcing has been the best example of the results Globalization , such as BPO, IPO's has indefinitely played an important role in creating job opportunity for the working sectors India . At present 45 % of the outsourcing of the Global market is controlled in India with the aggregated income 50 billion.

4. Globalization leads Cumulative Foreign direct Investment to be made to the host country. Which indirectly job employments to the working sectors.

The Dark side of the Globalisation on the labour working or the unorganised sectors in India

As a proverb states that every conception has a darker side too, Globalisation does exhibit some of the negative impacts specially on the labour working condition .

Primarily, In India , Unorganised labour mainly exist in the following kinds of Industries, such as Agriculture, Construction, Tiny manufacturing Industries, trade transport and small finance , there position is highly affected by the contemporary effects of the globalisation, because such un-organised sectorial labourers mostly are hooked to the traditional and indigenous method where they find highly difficult for themselves to adapt to new technology , where it could be witnessed due to globalisation that there is a shift from a labour intensive to a capital technological intensive , so the globalisation do give opportunities to the skilled labourers rather than unskilled labourers.

Globalization does have a major negative effect on the women and children they are concerned about. Were children of under age category may be exploited by the increased technology and they may be prone to pornography, prostitution, child labour.

Globalization on the other hand does have a **high pessimistic effect on the migrant and the construction workers as their condition is witnessed to be still worse due to ill-literacy , casual nature of employment** , so it can be analysed to be positively benefited by a global economy skill plays a very major role .

Strategic development policies or some of the labour working measure adopted in India to overcome negative impediments of the globalisation are as follows ⁶

1. The unorganised workers Social Security Act of 2008

This act was enacted in the year of 2009, The Act is set in objectives of catering, a sense of security, especially to the underprivileged unorganised labour sectors in India. In continuation of the Enactment of the aforesaid Act. Social Security rules, 2009. And the national Social Security Board has also been set up effectively. In order to protect the unorganised workers, groups from ill effects of globalisation.

Some of the exclusive recommendations were also made by the board, such as Indira Gandhi Old Age pension to be extended even to the construction workers. Asha workers, angan wadi workers, Gagman, coolies and daily wage workers.

2. National security funds.

In order to protect the unorganised sector workers from the dark effect of globalisation, national security funds with the allotment of fund reserves of 1000 crores have been granted in order to lift up rickshaw Puller's, Bed Workers during the hindering crisis.

3. Jana Bheema Yojana

It was on 10th August 2000, A governmental scheme which aimed at providing life insurance policies to the urban and rural migrant workers whose income level is below the poverty line.

There are also many initiatives in protection laid down in our legislations, why are there added such as Workman Compensation Act of 1923, Industrial Dispute Act of 1947., Employees State Insurance Act of 1948 and many more and even under the List III to Schedule VII of the Constitution of India. It has laid down a responsibility of concurrence over the state governments to provide a sense of security to that of the migrant and unorganised sectors of workers.

⁶ Ananya Chatterjee, globalization and its impact on labour in the Indian economy, Indian Journal of Law and Justice 5, no. 1 (March 2014): 273-290, <https://heinonline-org-christuniversity.knimbus.comHOL/License>

Literature review

In the article of Globalization and its impact on labour: The author Prithi Garg has elucidated the plight of the unorganised sectors. In the global as well as in the national. Economy. And how the technological development of the global economy has. Negatively affected by the. Unorganised sectors have been clearly explained in this study. And the author clearly explains the steps to be taken in order to provide Social Security to them. Either it can be in respect to that of the global legislations, or in the way of a national legislations. The study also discusses about. The judicial attitude. And the steps taken to. Protect the workers rights specially engaged in the unorganised sector. And the study also explains that a sense of Social Security granted to the unorganised sector is nevertheless protection of a basic human right. Which is also explained under article one of the Universal Declaration of Human Rights.⁷

In the article of globalization, economic reforms and unorganised labour forces in India. The author, DAS Albert Christopher. And Mhailin Marry Jacqueline has exclusively elucidated the Characteristic features of an unorganised labour. And the author has. Also attempted to explain some of the positive, significant impact of globalization. Over the unorganised workers. Where they have explained that new technological changes have been granted. Job opportunities to the unemployed. Lower sectors. This in fact has provided them a sense of security. And a good standard of living. And thereby increasing the countries GDP and individuals per capita income. On the other way round, the author has also explained the negative impacts of globalization Such as. Industrial technology has definitely led to the replacement of the skilled. Over unskilled. This has definitely led to a Condition Where attempts has to be made by the Lower working groups to protect themselves. From the evils of globalization.⁸

In the article Globalisation and Development: Special Reference with Contract Labour The author Kaushik C. Raval, Has given a proper meaning of globalization. And how globalization has attracted multinational companies and their investment in India As a result of which It has been a beneficiary to that of the Organised sector Via they have provided employment opportunities to them as well. However, the author in a study has also anticipated the process

⁷ Priti Garg, Globalisation and its impact on labour, Vol. LXVI, No. 4, Oct.-Dec., 20, The Indian Journal of Political Science, pp. 813-830, Stable URL: <https://www.jstor.org/stable/41856170>

⁸ Dhas Christopher Albert. R and M. Helen Mary Jacqueline (2005), "Globalization, Economic Reforms and Unorganized labour force in India", in V.B. Jugale (ed.) "world trade organization and Indian Economic Reforms", serial publications, New Delhi, vol.-2, chapter-35, pp.- 792-812.

of globalization. Has also posed risk to the vulnerable. And weekend Secretarial working groups of the society. So the author Has attempted to provide solutions. To overcome the hurdles by adopting innovative Human resource management. And also some of the strategic policies. Which cater. Human dignity to their employees as well. Ultimately the author explains in his paper some of the strategic policies to working labour conditions to have decent life in this present era of Globalisation⁹

In this article, globalization and its impact on labour in the Indian economy, the author Ananya Chatterjee. Has given a general meaning of globalization and the way it affects the labour market in India. And also explain the positive in the negative effects as to how globalization has affected the Indian economy, especially the unorganised working sectors. The authors preferably mentioned the statement stating that the labour welfare is definitely a part of a social welfare, both philosophically as well as the. Conceptional I in this way the author has highlighted the labour welfare in India. And as to how globalization contributes in connection to it has been clearly explained in this paper.¹⁰

Conclusion

Globalisation has definitely contributed in the integration of different cultures and diversity all across the globe as a consequence to which there is exchange of technology, thoughts and ideology . Every individual in this present contemporary era are so blessed to get the benefits of the global economy , As a saying goes on, Every coin do has too sides, likewise every concepts , whatsoever they are advantageous , they do have some dark side witnessed, that can be viewed in the plight of Un- Organised working groups, where they ideally do not go with advanced techniques, they would rather prefer to get stuck to their age old indigenous practices, in such a scenarios. Does Globalization acts as hindering element in the plight of such class of labour.

⁹ Kaushik C. Raval, Globalisation and Development: Special Reference with Contract Labour." Indian Journal of Law and Justice, vol. 5, no. 2, September 2014, p. 1-17
<https://heinonline-org-christuniversity.knimbus.comHOL/License>

¹⁰ Ananya Chatterjee, globalization and its impact on labour in the Indian economy, Indian Journal of Law and Justice 5, no. 1 (March 2014): 273-290, <https://heinonline-org-christuniversity.knimbus.comHOL/License>

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