

How to address Ergonomical needs of Unorganized Workforce in India?

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Received date: Jun 27, 2016; Accepted date: June 28, 2016; Published date: June 30, 2016

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Editorial

India is the second most populous country of the world. India is one of the largest and the most important developing countries as well. The majority of India's workforce is employed in unorganized sector. In Indian context unorganized sector consisting of all unincorporated private enterprises owned by individuals or households engaged in the sale or production of goods and services operated on a proprietary or partnership basis and with less than ten total workers [1].

In India the unorganised sector, mainly comprises of the rural labour as well as substantial part of urban labour. The major characteristics of the unorganized sector are there is no union of workforce as it is mainly casual and seasonal in nature. It is highly scattered. Income as compared to organized sector is considerably low, most of times it is not fixed and unstable. This sector is characterized by irregular employment, mostly as and when required basis. Main concern regarding this sector is there is lack of protection of the employee either from legislation or trade unions. It mainly uses mainly labour intensive and indigenouse technology. Implementation of the Legislation is very inadequate and ineffective mainly due to its scatteredness. There is no formal employer – employee relationship existence in this sector. Due to lack of any protection by law and the other authorities the unorganized workers are often subject to exploitation. The working conditions are extremely poor and

inadequate. There complete lack of any personal protective measures mainly due to unawareness as well as ignorance. The work status is of inferior quality of work and inferior terms of employment, both remuneration and employment [2]. According to International Ergonomics Association (IEA), ergonomic is the scientific discipline concerned with the understanding of the interactions among humans and other elements of a system, and the profession that applies theoretical principles, data and methods to design in order to optimize human well-being and overall system [3]. Presently the workforce engaged in unorganized sector is far away from ergonomics which must needed scientific discipline.

To conclude, it is one of the most critical challenges to address the ergonomical needs of the unorganized workforce. This question must be first seriously recognized, understood and critically evaluated and serious efforts must be taken to give benefits of the ergonomical developments to the most needed workforce in India.

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