ABSTRACT

Rights are legitimized claims and the State has an obligation to respect, protect and fulfill these rights. However, rights become real only when people begin to realise their full potential as human beings and assert their rights in the private and public sphere. Human rights and consciousness about the feeling of workers engaged in organised and unorganised sector is an important fact for the overall industrial development in our country. Workers means any person (including an apprentice) employed in any industry organized or unorganized to do any manual unskilled, skilled, technical, operational, clerical or supervisory work for hire or reward. But various types of workers in unorganised sector are to encounter with various problems. Workers are human beings and they are the greater part of the total population in our country. So most mass workers’ movements in modern India have emphasised the process of empowerment while they also 'struggled' for rights and welfare. The workers of unorganised sector are always deprived from some essential facilities like good working conditions, health service, prevention of accident, first aid facility, housing facility, canteen facility, etc. But it is the legal and constitutional rights of the workers to avail these amenities. Although different legislations are applicable to the workers, most of them have not been implemental out rightly and some have been implemented partially. In fact there are many reasons for non-implementations of the legislative provisions. So it should be the duty of the personnel officer to study the background, collect necessary information and widen the scope of amenities and encourage the workers and management in the formulation and planning of different welfare measures and their final execution.

KEY WORDS: Rights, protect, dignity, workers.