

Retirement Planning Among Unorganised Workers: Strategies and Challenges

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ABSTRACT

Retirement is that period of life when an individual is no longer working or at the commencement of such a period. Unorganised working class in India should have a shot at leading a comfortable life after the age of 60. It is a remarkable goal given that retiring would be last thing in the minds of workers as they struggle to make ends meet on a daily basis.

This study investigates the retirement planning practices of unorganized workers, focusing on the strategies they employ and the challenges they face. Through a comprehensive analysis, we examine the various factors influencing retirement planning decisions among this demographic. The study employs a mixed-methods approach, incorporating both quantitative surveys and qualitative interviews to gather insights into the retirement preparedness and financial security of unorganized workers. Our findings highlight the diverse range of strategies adopted by unorganized workers, including informal savings mechanisms, reliance on family support, and participation in government-sponsored schemes. Additionally, we identify key challenges such as irregular income, lack of access to formal financial services, and limited awareness of retirement planning options. By shedding light on these issues, this study aims to inform policymakers, employers, and stakeholders about the unique needs of unorganized workers in planning for retirement and suggests recommendations for addressing these challenges.

Keywords: Unorganised, Retirement, Strategies, Challenges

1. INTRODUCTION

Unorganised sector, also known as informal sector, can be broadly characterised as consisting of unit's employment engaged in the production of goods or services operating on a small scale and at a low level of organisation without distinguished division between labour and capital as factors of production. Unorganised sector constitutes major part of the economy and it plays an important role in the Indian economy. The necessity of retirement plans is of greater significance in case of people in unorganised sector. The people in unorganised sector include building construction workers, casual labourers, bidi workers, workers in shops, agricultural labourers, domestic workers, home workers, rickshaw Pullers, bonded labour, street vendors (Meenakshi Gupta). Majority of the socially and economically unprivileged sections of the society are concentrated in the economies of this sector.

Good retirement plans will have the characteristics such as: providing regular income after retirement, lump sum payment after retirement, take care of effects of inflation, and meeting medical expenses. Every

person must have retirement plans to increase life expectancy. It is hoped that the various retirement plans will avail the contributor access to regular stream of retirement income at old age, improve living standards of the elderly and contributors are to benefit from the various incentives to be offered by the various schemes. Also it deepens financial literacy and inclusion and helps to secure financial autonomy & independence of retirees as well as the passage of wealth to survivors in the event of death. Pension schemes can provide protection in the form of lump sums and pensions to dependants in the event of a member's death;

Upon retirement, most individuals lose the comfort and security of a regular and steady income. While the person is working and earning, they establish a certain standard of living and constantly strive to better their position. Maintaining this standard of living post-retirement is a challenge to say the least. To manage their finances effectively after retirement one need to do think differently. There are several investment avenues that can be used for retirement planning.

There are two components to retirement income planning: Personal Planning and Financial Planning. Personal planning is important because it is the determining factor of satisfaction with the retirement lifestyle. Financial planning is crucial because it identifies the sources of income and expenses and establishes the retirement budget, based on the personal plan.

Retirement plans in India require individuals from unorganised sector to decide whether to participate in various schemes or not and if they thought of participating in the various plans then how much to contribute. Another important aspect in investing in these schemes is their ability to deal with financial matters. But the most individuals lack knowledge of basic concepts such as interest rates and inflation and risk diversification Thus the informal sector is not under social security cover for many reasons, major being earning low level of income to support present consumption and low level of formal education. This raises huge concern for the survival and development of this population in old age. Realising the importance of this issue, various plans have tried to find the participation of informal sector in India particularly towards Swavalamban Scheme under National Pension System. This aims to understand how people are contributing towards securing future income for their old age with respect to different aspects of their financial decisions taken by them. The informal sector workers will contribute any affordable amount on monthly or regular basis. It must be emphasised that the benefits that will accrue, will depend on how much contribution is made. The more the amount contributed, the bigger the benefits.

Various retirement plans are as follows:

1. Atal Pension Yojana:

To encourage workers in the unorganised sector voluntarily save for their retirement, the government of India launched new scheme called Atal Pension Yojana, on 1st June 2015. This scheme has replaced the government's Swavalamban Yojana. The benefits of this scheme in terms of fixed pension will be guaranteed by the government and the government will also make contribution to these accounts on behalf of its subscribers

2. National pension System

National Pension Scheme, also known as **NPS**, is a voluntary defined contribution pension system in India. The NPS started with the decision of the Government of India to stop defined benefit pensions for all its employees who joined after 1 January 2004. While the scheme was initially designed for government employees only, it was opened up for all citizens of India in 2009.

3. Aam Admi Bima Yojana

Ministry of Finance, Government of India has approved the merger of Social Security Schemes viz., Aam

Admi Bima Yojana (AABY) and Janashree Bima Yojana (JBY). The merged scheme is renamed "Aam Admi Bima Yojana" and has come into effect from 01.01.2013. The eligibility criteria is the members should be aged between 18 years completed and 59 years.

4. Pradhan Mantri Jan Dhan Yojana

Pradhan Mantri Jan Dhan Yojana was announced by the honourable Prime Minister of India Shri. Narendra Modi in the year 2014, on the eve of Independence Day. Under the Jan Dhan scheme, any individual who is older than 10 years of age and does not possess a bank account can open one in his or her name with an opening deposit of zero.

5. Post Office Time Deposits Schemes

For more than a century now, post offices have been working in India and their reach is far and wide. They are able to reach even the farthest of rural areas where banks fail to operate. Apart from just delivering mails, post offices have also spread their reach in insurance sector, small savings account scheme and money transfer services.

6. Kisan Vikas Patra

Kisan Vikas Patra is a small savings instrument that will facilitate people to invest in a long term savings plan. This scheme was originally introduced by the Government of India in 1988 and was again reintroduced in 2014 with some changes.

7. Rashtriya Swasthya Bima Yojana

RSBY, literally "National Health Insurance Programme" is a government-run health insurance programme for the Indian poor. The scheme aims to provide health insurance coverage to the unrecognised sector workers belonging to the BPL category and their family members shall be beneficiaries under this scheme. The scheme started enrolling on April 1, 2008.

8. Employees Provident Fund

Employee's Provident Fund or EPF is a retirement benefit scheme wherein all salaried employees contribute a fraction of their salary every month that can be used after retirement. The fund is maintained and overseen by the EPFO. While 12 per cent of basic salary and dearness allowance have to be contributed by all employees earning up to Rs 15,000 per month (not mandatory for others), the employer component (12 per cent) is mandatory in case of all employees.

9. Pradhan Mantri Suraksha Bima Yojana

It is a government-backed accident insurance scheme in India. It was originally mentioned in the 2015 Budget speech by Finance Minister Arun Jaitley in February 2015. It was formally launched by Prime Minister on 9 May in Kolkata. As of May 2015, only 20% of India's population has any kind of insurance, this scheme aims to increase the number.

10. Pradhan Mantri Jeevan Jyothi Bima Yojana

Pradhan Mantri Jeevan Jyoti Bima Yojana is a government-backed Life insurance scheme in India. It was originally mentioned in the 2015 Budget speech by Finance Minister Arun Jaitley in February 2015. It was formally launched by Prime Minister Narendra Modi on 9 May in Kolkata. As of May 2015, only 20% of India's population has any kind of insurance, this scheme aims to increase the number.

2. NEED FOR THE STUDY

There are various workers who come under unorganised sector. They are not aware of various beneficial plans. If they are aware also they don't contribute towards it. The need for the study arises to know when and how the unorganized sector workers do their savings and also about the various plans used by them

for their life after retirement. The study will be beneficial to the workers so that by this survey they come to know about the retirement plans available to them so that they save and invest in it which will be beneficial in the future for the worker and family. So there is a need of this study to study about retirement plans for unorganised sector workers. To make awareness to unorganised sector employees about various avenues available, so that they get secured life after the age of retirement. The basic purpose of this study is to identify the investment plans of employees of unorganised sector and giving suggestions to start investment which is needed after retirement.

3. STATEMENT OF THE PROBLEM

Unorganised sector workers are unaware of the benefits which are provided by government for their welfare because of lack of education. Unorganised sector workers are forced to live below poverty line, therefore quality of life after retirement is not guaranteed.

There are many studies conducted on retirement benefits for organised sector, but no study on unorganised sector are not available. The present research work is undertaken to fill gap in this direction.

4. OBJECTIVES OF THE STUDY

The main objective is to understand about retirement plans available to employees of unorganised sector workers and their investment in it.

The sub objectives are

- To explore and analyse the pre-retirement preparation made by these retirees for their post-retirement life.
- To know the level of awareness among unorganised sector workers about retirement plans.
- To know how unorganised sector workers plan for their life after retirement.
- To understand investment avenues selected by them generate sufficient income to guarantee a quality life after retirement
- To find out the problems faced by the unorganized workers for savings and investing.
- To provide valuable suggestion based on this study.

5. SCOPE OF THE STUDY

To study the attempts of the unorganized sector workers on how they save and invest for their future purpose that is life after retirement. The study is conducted to understand in details about various retirement plans of employees of unorganised sector with special reference to Mangalore city. The present study will illustrate the present status of investment avenues used by unorganised workers and the perception of them towards it. The respondents belong to both genders; with varied income group and varied age groups. The scope of the study is limited only to Mangalore area.

6. SAMPLE AND SAMPLE SIZE:

The unorganised sector workers of Mangalore area together constitute the sampling pattern for this study. Keeping in view the total population, size, time factor, budget and other resources a sample size of 100 respondents has been selected. The questionnaire designed for the survey is framed well by choosing relevant questions.

7. METHODOLOGY OF THE STUDY:

Study calls for a systematic collection of unorganised sector workers opinion or data, which makes the survey method. For the purpose of this study data is collected from both primary and secondary sources. This study is based on a primary survey done in Mangalore city to capture the demographic information, financial decision-making behaviour with regard to various schemes available for unorganised workers. The responses were recorded with the help of a questionnaire, designed to explore the financial decision making of unorganized sector towards financial products.

Primary data: Primary data is obtained by means of the unorganized employees with the help of questionnaire which has multiple choice and dichotomous questions. The questionnaire is personally administered: personal contact is preferred due to the versatility of the individual interview.

Secondary data: The secondary data is collected through journals, magazines, and internet is taken to collect data regarding the topic.

8. LIMITATIONS OF THE STUDY:

- The size of the sample of present study is limited in its nature, which puts a limitation on the generalization of results of the present study.
- The analysis and findings are relevant or are applicable to Mangalore city only.
- The study will be relevant only up to the period of this project conducted.
- The study is restricted to the sample size of 100 respondents.
- The data given by the respondents may not be accurate.

9. LITERATURE REVIEW:

To study the retirement plans by unorganised sector workers, the following important studies which have been already undertaken are referred.

Dr. Rajendran G, Hema S. (2008) writer analysed that unorganised workers means a home based workers, self-employed or a wage workers. They are the most vulnerable and deprived section of the society in the need of protection, security benefits and assistance. They also suggested that government should get the confidence of the working class to protect them from uncertain contingencies, so that they can happily contribute towards retirement plan benefits.

Mukherjee Premasis stated that pension is a financial tool for old age income as a security. People do not just want to be able to access their principle- they want to know what the return will be. In India, the need for micro pension that is financial products to provide regular cash flows during old age especially to workers in the low income is more of necessity than conventional pension schemes for salaried or high income workforce.

Gosh Ruma (2017) she stated that majority part of the unorganised sector which constitute a pivotal of the total part Indian economy covering about 84% of the workforce is left uncovered by a comprehensive social security system. Education is the only real silver bullet that can change a person's life and open-up the opportunities for social and economic advancement. Although the ratio of the poor has been declining, yet the fact remains that most of the poor work in the unorganised sector. Therefore, inclusive growth cannot have much meaning without some minimum safeties for the employees.

Verma Yogesh, Garg Priyanka. (2016) they suggested that bank play important role in the economic life of a nation. Lack of money and financial illiteracy are the primary reasons for financial exclusions. Government needs to ensure proper delivery of financial literacy program. Results were reflection of real

life situation regarding financial and banking awareness in the country. Government need to empower the common people of country. So that they can use banking services in true sense.

10. DATA ANALYSIS AND INTERPRETATION

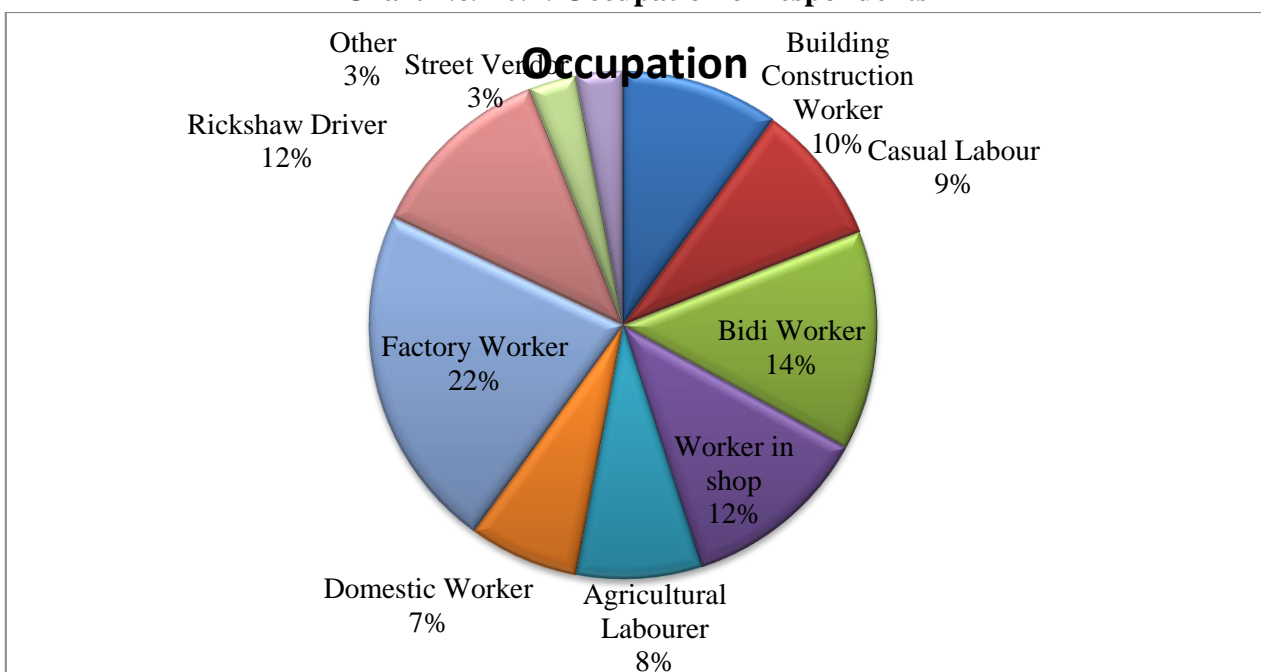
Data analysis and interpretation means to analyze the collected data and interpreting its results. In this chapter the data collected by means of questionnaire from the unorganised sector employees has been analyzed by percentage method and the results obtained has been presented with the help of tables and diagrams.

Table No. 10.1: Occupation of respondents

Occupation	No. of respondents	Percentage
Building Construction Worker	10	10
Casual Labour	9	9
Bidi Worker	14	14
Worker in shop	12	12
Agricultural Labourer	8	8
Domestic Worker	7	7
Factory Worker	22	22
Rickshaw Driver	12	12
Street Vendor	3	3
Other	3	3
Total	100	100

Source: Survey data

Chart No. 10.1: Occupation of respondents



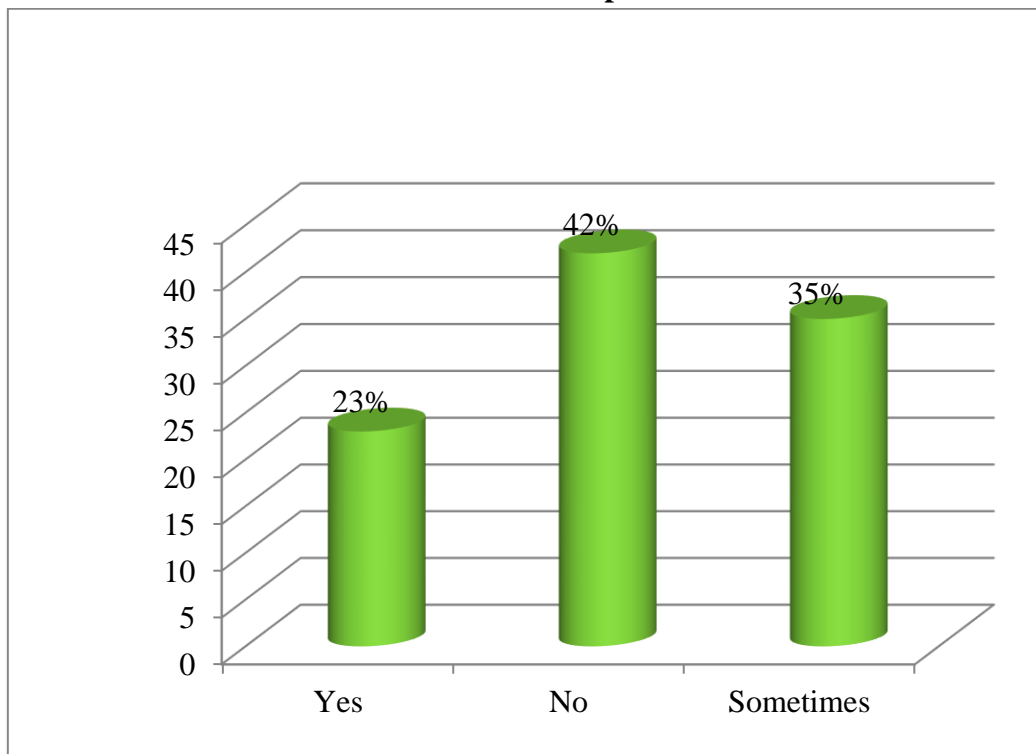
The above table shows that most of the workers are daily wage workers. Very few are factory workers. That is out of 100 respondents, 22% of the workers are factory workers, 14% of the workers are bidi workers, 12% of them are rickshaw drivers and 12% of them are workers in shop, 10% of the workers are construction workers, 8% of them are agricultural labourers, 9% of them are casual labours, 7% of the workers are domestic workers, and 3% are street vendors.

Table No. 10.2: Earning of minimum wages/salary is sufficient to meet daily expenses and savings for retirement of respondents

Sufficiency	No. of respondents	Percentage
Yes	23	23
No	42	42
Sometimes	35	35
Total	100	100

Source: Survey data

Chart No. 10.2: Earning of minimum wages/salary is sufficient to meet daily expenses and savings for retirement of respondents



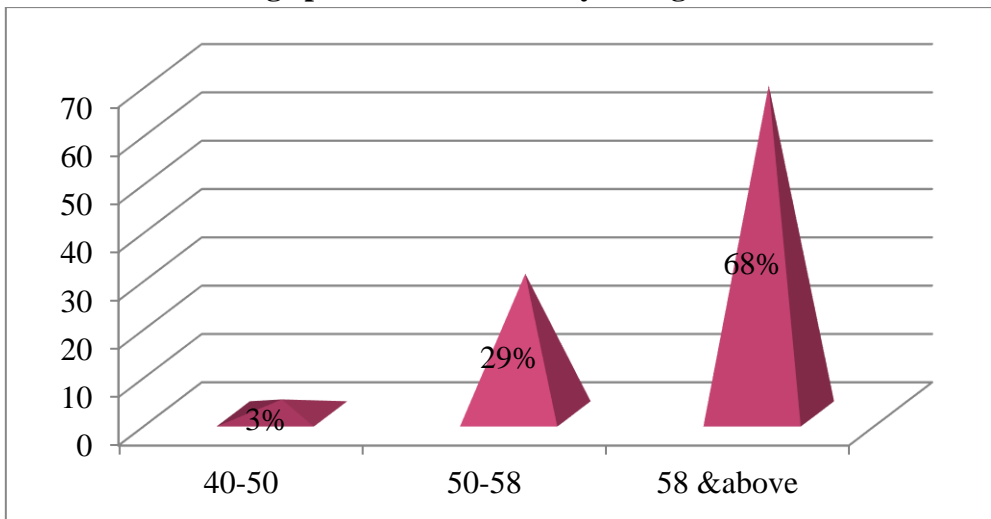
From the above chart details can come to know that, 42% of the workers the wages are not sufficient to meet daily expenses and savings for retirement. For 35% of the workers it is sometimes sufficient to meet daily expenses and savings for retirement. But for 23% of the workers it is sufficient to meet daily expenses and savings for retirement.

Table No. 10.3: Age preferred to retire by unorganised sector workers

Age of retirement	No. of respondents	Percentage
40-50	3	3
50-58	29	29
58 &above	68	68
Total	100	100

Source: Survey data

Chart No. 10.3: Age preferred to retire by unorganised sector workers



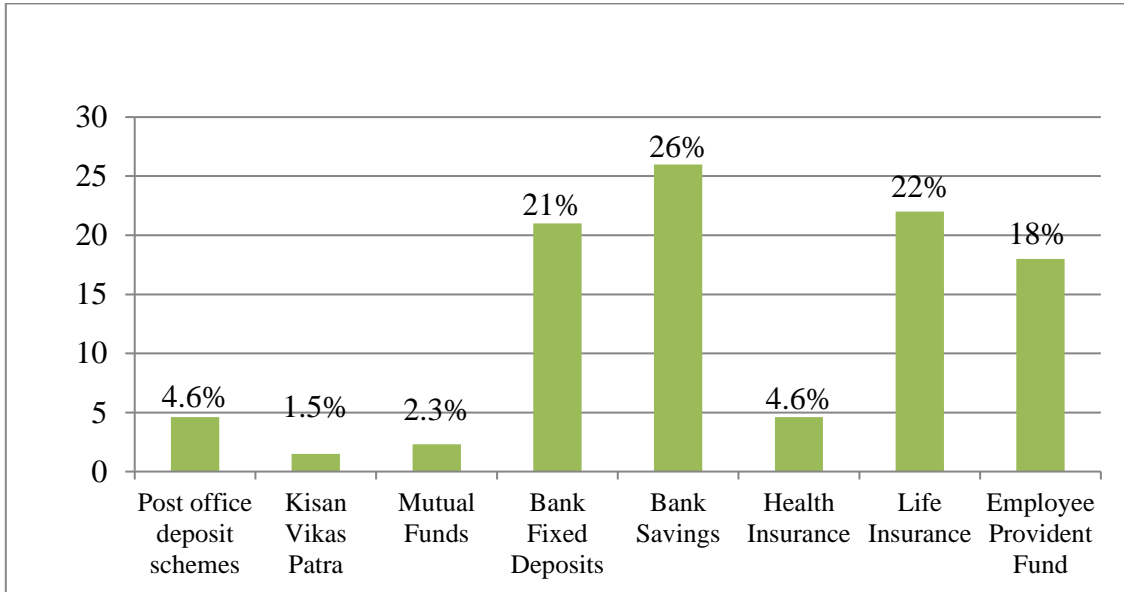
From the above table and chart 68% of the workers are willing to retire at the age of 58 and above, 29% of the workers want to retire at the age between 50-58 and 3% of the workers are willing to retire at the age between 40-50.

Table No.10.4: Various avenues chosen to save for retirement by unorganised sector

Avenues	No. of respondents	Percentage
Post Office Deposit Schemes	6	4.6
Kisan Vikas Patra	2	1.5
Mutual Funds	3	2.3
Bank Fixed Deposits	28	21
Bank Savings	35	26
Health Insurance	6	4.6
Life Insurance	29	22
Employees Provident Fund	24	18
Total	133	100

Source: Survey data

Chart No. 10.4: Various avenues chosen to save for retirement by unorganised sector



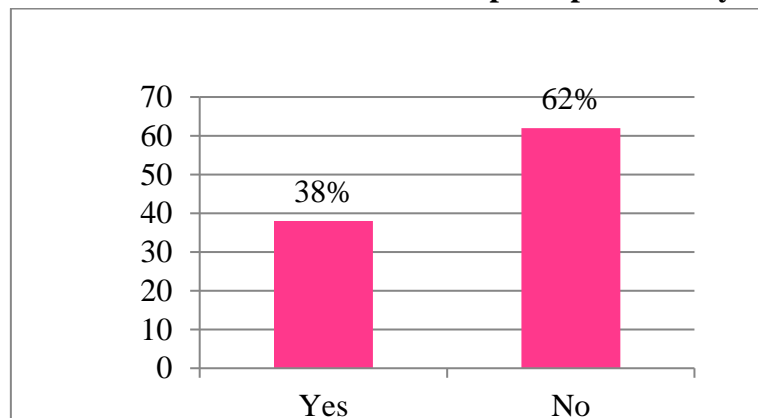
From the above table and graph we can see that 26% the unorganised sector workers save in bank savings, 21% of the respondents have fixed deposits, 22% of the respondents have opted Life Insurance, 18% of the workers have saved in employee’s provident fund, whereas 4.65 of the unorganised sector workers have invested in Post office savings deposits, and few of them have invested in Mutual funds and Kisan Vikas Patra.

Table No.10.5: Awareness of various retirement plans provided by the government

Awareness	No. of respondents	Percentage
Yes	38	38
No	62	62
Total	100	100

Source: Survey data

Chart No.10.5: Awareness of various retirement plans provided by the government



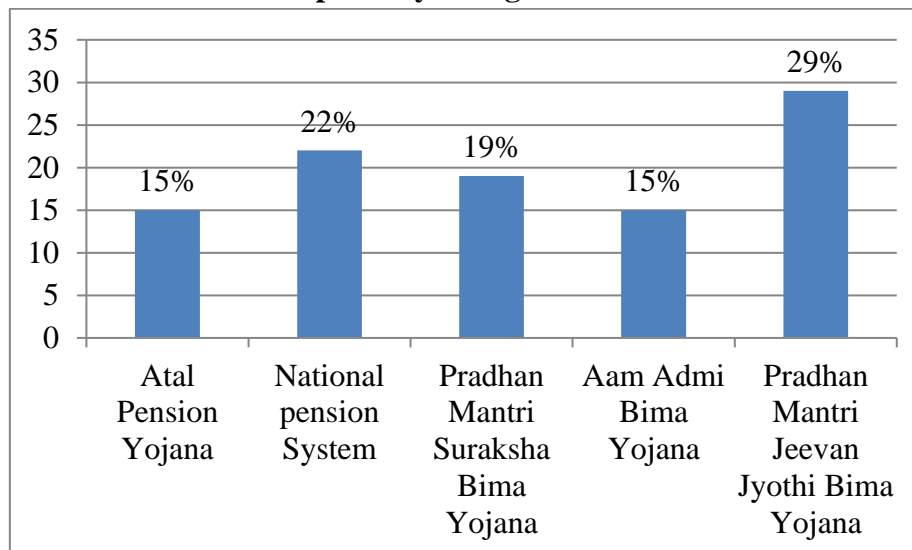
From the above charts it is clear that 62% of the unorganised sector workers are unaware about various retirement plans provided by the government. And only 38% respondents are aware of those plans and few of them have invested in it.

Table No. 10.6: Schemes provided by the government for retirement and utilization of these plans by unorganised sector

Government Avenues	No. of respondents	Percentage
Atal Pension Yojana	6	15
National Pension System	9	22
Pradhan Mantri Suraksha Bima Yojana	8	19
Aam Admi Bima Yojana	6	15
Pradhan mantra jeevan Jyothi Bima Yojana	12	29
Total	41	100

Source: Survey data

Chart No. 10.6: Various schemes provided by the government for retirement and utilization of these plans by unorganised sector



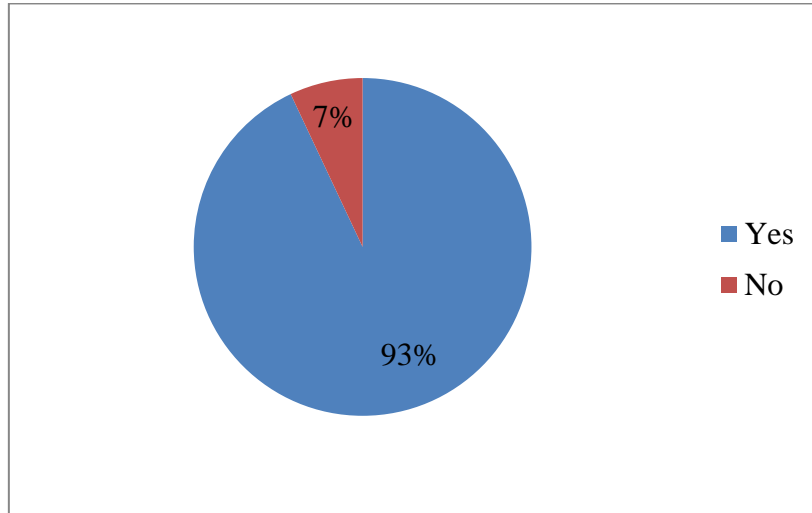
From the above analysis 29% of the workers have invested in Pradhan Mantri Jeevan Jyothi Bima Yojana, 22% of the respondents have invested in National Pension System, 19% of the unorganised sector workers have invested in Pradhan Mantri Suraksha Bima yojana, 15% of the workers have invested in Atal Pension Yojana and Aam Admi Bima Yojana.

Table No. 10.7: Investments made in government schemes are beneficial

Plans Beneficial	No. of respondents	Percentage
Yes	38	93
No	3	7
Total	41	100

Source: Survey data

Chart No.10.7: Investments made in government schemes are beneficial



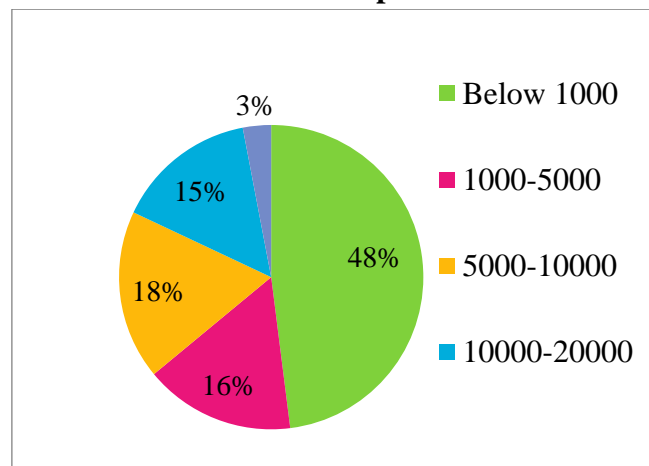
Those who have invested in Government plans 93% of the respondents agreed that those plans are beneficial and 7% of the respondents agreed that those plans are not beneficial.

Table No.10.8: Amount of respondent’s current salary/wages contributed annually towards the retirement plans

Amount	No. of respondents	Percentage
Below 1000	48	48
1000-5000	16	16
5000-10000	18	18
10000-20000	15	15
20000 & More	3	3
Total	100	100

Source: Survey data

Chart No.10.8: Amount of respondent’s current salary/wages contributed annually towards the retirement plans



48% of the workers may contribute their wages / salary annually towards retirement plans and some may not. 18% workers contribute 5000-10000, 16% of them contribute 1000-5000, 15% of them contribute

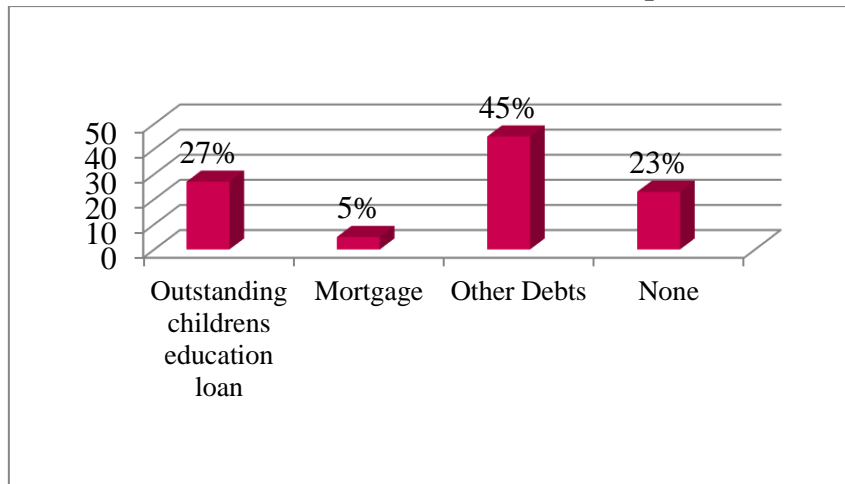
10000-20000 and only 3% workers contribute 20000 & above their wages/salary towards retirements plans annually.

Table No.10.9: Current liabilities of respondents

Current liabilities	No. of respondents	Percentage
Outstanding children’s education loan	27	27
Mortgage	5	5
Other Debts	45	45
None	23	23
Total	100	100

Source: Survey data

Chart No. 10.9: Current liabilities of respondents



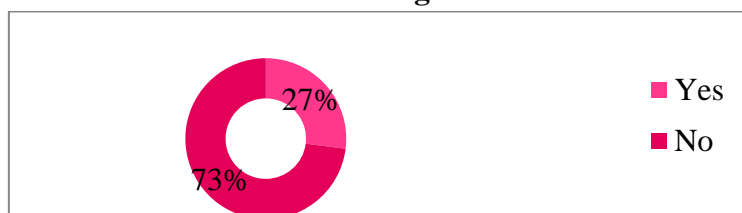
From the above table and chart 27% of the workers have availed loan for children’s education, 45% of the workers have other debts, 5% of them have mortgage and 23% of the respondents do not have any liabilities.

Table No.10.10: Possessing of Health Insurance

Health Insurance	No. of respondents	Percentage
Yes	27	27
No	73	73
Total	100	100

Source: Survey data

Chart No. 10.10: Possessing of Health Insurance



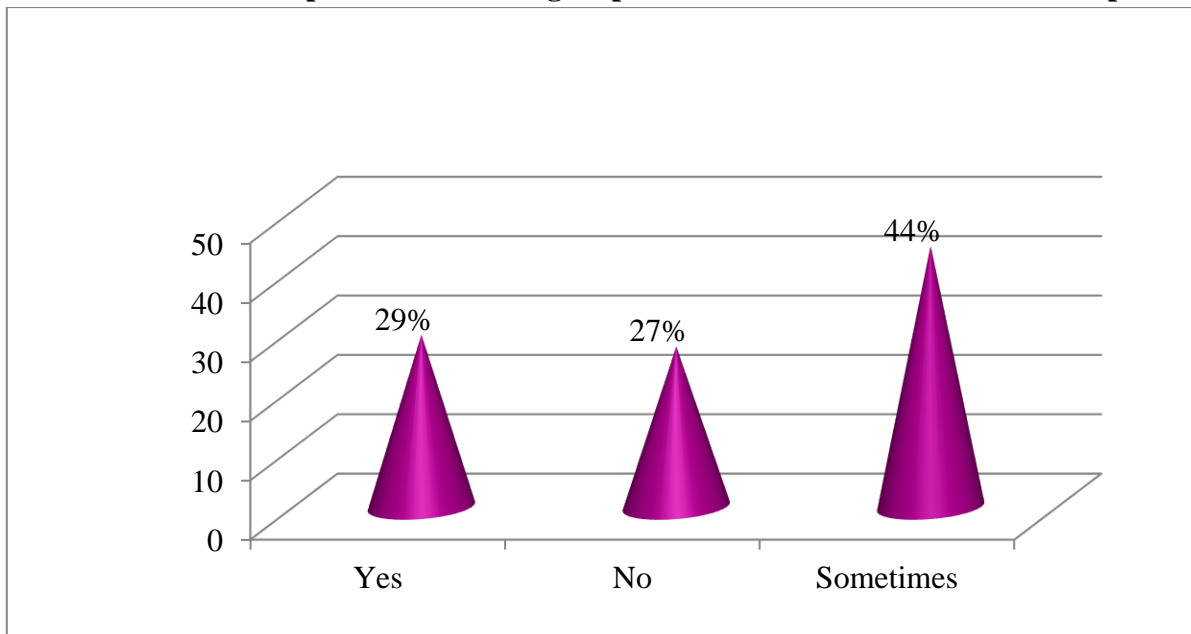
From the above table and charts it is clear that 73% of the respondents do not have Health Insurance for them, 27% of respondent possess Health Insurance.

Table No. 10.11: Respondents receiving help from bank to invest in the various plans

Help from bank	No. of respondents	Percentage
Yes	29	29
No	27	27
Sometimes	44	44
Total	100	100

Source: Survey data

Chart No. 10.11: Respondents receiving help from bank to invest in the various plans



The above table shows that sometimes banks help them to invest in those plans, and determine terms and conditions. 29% of the respondents evicted that banks do help them to invest in the various plans for retirement purpose. And 27% of the workers stated that either they do not have bank account or they do not get any help from banks.

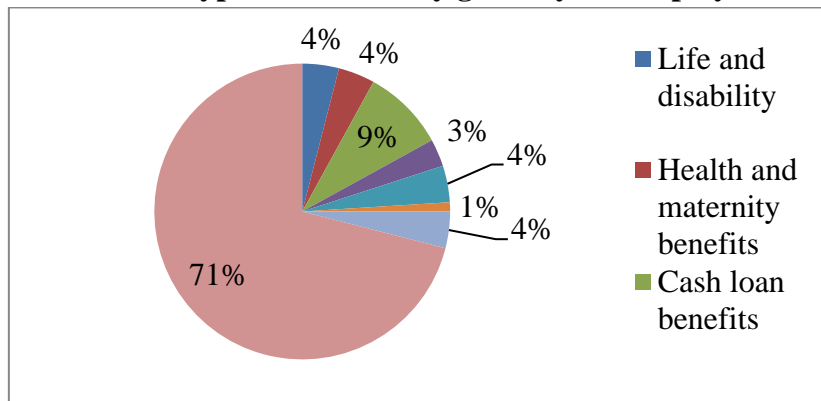
Table No. 10.12: The type social security given by the employer to employees

The type of social security received	No. of respondents	Percentage
Life and disability	4	4
Health and maternity benefits	4	4
Cash loan benefits	9	9
Family Welfare	3	3
Child education	4	4
Housing facility	1	1
Accident insurance covered	4	4

Total	29	29
None	71	71
Total	100	100

Source: Survey data

Chart No.10.12: The type social security given by the employer to employees



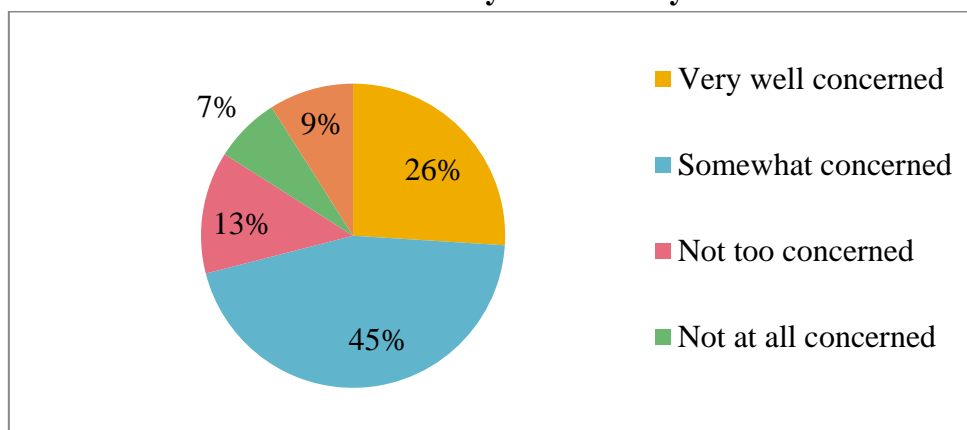
In the above table 71% of the respondents don't receive any type of social security from the employer. Whereas 9% of the workers get cash loan benefits, 3% of the respondents get family welfare benefits, 1% of the respondents get housing facility and 4% of the respondents received life and disability help, health and maternity benefit, help for child's education, insurance for accident.

Table No. 10.13: Security of the money in the chosen retirement plan

Concerned about the security of the money	No. of respondents	Percentage
Very well concerned	26	26
Somewhat concerned	45	45
Not too concerned	13	13
Not at all concerned	7	7
Dont Know/No Answer	9	9
Total	100	100

Source: Survey data

Chart No. 10.13: Concern about the security of the money in the chosen retirement plan



From the above analysis 26% of the respondents are very well concerned about the security of the money, 45% of the workers are somewhat concerned and other respondents are not much concerned about the security of the money in the chosen retirement plan.

11. FINDINGS OF THE STUDY

Based on the survey conducted for the study retirement plans of unorganised workers, the following findings are represented.

- A large number of unorganized sector workers are females (57%).
- Majority of the unorganised workers are aged between 33 to 40 years.
- Majority of the respondents educated only till metric (below SSLC). It has been found that majority of the people (52%) who work in unorganized sector are illiterates.
- Majority of the account holder's fall under the category of monthly income between 5000-10000 (59%).
- It is found that most of the workers are daily wage workers. Very few are factory workers. But majority of the workers belonging to poor background.
- It is found that (78%) of the unorganized sector workers earn minimum wages, but few do not get it.
- For most of the respondents wages/salary is not sufficient to meet daily expenses and savings for retirement.
- Majority of the workers want to work even after the age of retirement that is 58 and above.
- It is found that (67%) of the workers have started to save for retirement in one or the other avenue, but (33%) of the workers have not yet started to save anything for their retirement life.
- From the study it is found that the unorganized sector workers to invest their savings in bank. But other alternatives such as post office, bank fixed deposits and life insurance are also popular among them. But they are unaware of mutual funds.
- Most of the workers are unaware of various retirement plans provided by the government. Only few are aware of it.
- Only few workers have invested in various government plans.
- Those who have invested have stated that those plans are use full for future.
- Most of the workers specifically contribute less than 1000 rupees towards retirement plans. 18% of them contribute around 5000-10000.
- Besides retirement savings (36%) of the respondents have own house, few has own property.
- The study revealed that (27%) of them have availed loan for children's education whereas (45%) of the workers have other debts to repay.
- (73%) of the respondents have not availed health insurance.
- (41%) of the employees are facing certain health issues, but many of them have not availed health insurance.
- It is found that (56%) of the unorganized sector employees do not understand the terms and conditions of investment plans since are not well educated.
- Only sometimes banks help these workers to undertake and invest in various government plans.
- Most of the people are not much informed about retirement plans because current income is not sufficient to meet daily expenses.
- Majority of the respondents (60%) have learnt about the scheme from family and friends through word of mouth and news channels.

- It is found that most of the workers do not get any social security (74%) from the employer.
- It is found that (79%) of the respondents may not have enough money to retire at the age they have chosen, but (21%) of the respondents agreed that they will have sufficient money at the age they have chosen.
- Most of them have set aside funds for children's education, because children's education is also important.
- (61%) of the workers may work either part time or full time after the age of retirement.
- Majority of the respondent's express neutral opinion regarding expectation of good quality of life after retirement from the type of avenues they have chosen.
- Majority of the workers are somewhat concerned about the security of the money in their retirement plans, but many have not invested so they are not concerned.
- From the above analysis it is found that (67%) have started pre-retirement preparation for their post retirement life.
- There are various problems faced like indeptness, lack of information, lack of there is no security given by employer. This would affect the savings and investment pattern.

12. SUGGESTIONS

To help the unorganised sector workers and create awareness for the quality of life, following suggestions are given based on the study.

- The Unorganized sector workers are unaware of Health Insurance which is very essential, which would protect them in case of sickness. Hence they must be educated on it.
- There is no fixed age for retirement in case of unorganized sector employees. This is mainly because of insufficient retirement planning. The unions must make sure the members have a good retirement plan. So they could have quality of life after retirement.
- Banks face problem to bring unorganized sector workers under its coverage due to wide spread of illiteracy among them. Hence education must be given on benefits of savings in bank.
- Initiative must be taken by trade unions to open a account with the bank of its members.
- Unorganized sector workers want to work again either on full time or part time basis due to insufficient planning for retirement. Training and education must be given for them to undertake planning for retirement.
- Insufficient wage / salary are limiting factors for investment. They should be informed about other avenues for saving like petty cash accounts, recurring deposits account, which do not need lump sum payment.
- The government should take initiative to spread awareness through various source of media.
- Unorganized sector workers should be educated on proper financial management because due to more borrowings majority portion of the income is diverted towards interest payments. Hence they have insufficient funds to save.
- Bank and other financial institutions should provide attractive schemes at high interest rates. This attracts unorganized sector workers to invest in banks.
- Government should provide some benefits to unorganized sector workers.

13. CONCLUSION

It is clear from the study and above findings that unorganised sector workers have inculcated the habit of savings and investment for retirement. Most of unorganised sector workers save up to 1000 annually by reduction of their expenses and diversifying of the investment can be achieved through education on need for savings and retirement. This will lead to an increase of returns and capital appreciation.

Despite providing many laws of social security in the constitution of India for organized and unorganized labour force, still the situations of unorganized labour remain same, only organized labours are enjoying the test of that fruits. There are lots of schemes have been framed by central as well as state government both, but unfortunately, most of the time Government has failed to apply those schemes at the time of their requirement.

Social security act is considered as one of the most important act, which should be applied for the labours of any sectors but, for unorganized sectors no proper provisions has so far been prepared and applied except few guidelines. Constituting the acts and framing of schemes are not enough for the advancement of labours working in informal sectors but, relatively needs of execution of those acts and schemes in a deliberate way. This should be the most imperative obligation of the government.

Although the unorganised sector workers have good income, because of lack of formal education they are not aware of the investment alternatives like Equity, Mutual funds etc. They are not aware of risky investment alternatives. So they do not show much interest towards such investment alternatives.

Just by investing their savings in the right place, unorganised sector workers can earn more returns with minimum risk involved. This will benefit their future and give good returns at the time of retirement. Proper investment and saving education must be given to retail traders, encouraging those who have less idea in these matters to invest more and in right places.