



Problems and Prospects of Labours in Unorganised Sector in Dumka District of Santal Pargana, Jharkhand

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ABSTRACT:

In the Dumka district of Santal Pargana, Jharkhand, the unorganised sector is facing a number of problems that have had a big effect on the job prospects of those who work in this sector. This paper tries to show the problems and opportunities facing people who work in the unorganised sector of the Dumka district. The unorganised sector is an important part of the Indian economy. It employs a lot of people in fields like agriculture, construction, mining, and services, among others. But the sector is known for low wages, long hours, lack of job security, and bad working conditions, which makes it hard for workers to make a living. These problems also affect the unorganised sector in the Dumka district. The lack of social security is one of the biggest problems for people who work in the unorganised sector of the Dumka district. Most people who work in this sector don't have access to social security benefits like health insurance, pensions, or other forms of welfare. This puts them at risk of not having enough money and leaves them open to accidents or illnesses they didn't plan for.

Another big problem for people who work in the unorganised sector is that they don't have many chances to learn new skills or get training. Most of the people who work in this sector don't have the skills or training they need to do their jobs well. This makes it harder for them to make more money and raise their standard of living. In the unorganised sector in Dumka district, there are also a lot of jobs for children. In places like brick kilns, construction sites, and farms, children are often forced to work in dangerous situations. This takes away their childhood and puts them in danger of physical and emotional harm. In the Dumka district, the unorganised sector is run by a small number of powerful people who control the labour market. This makes it hard for workers to bargain for better pay and conditions at work. The fact that there is no minimum wage policy in the unorganised sector makes this problem even worse. Even with these problems, the unorganised workers in the Dumka district have some opportunities. The government has started a number of programmes and schemes to help workers in the unorganised sector get social security benefits and learn new skills. The Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) is one of these programmes. Its goal is to give people who work in rural areas jobs and social security benefits.

Also, the government has set up several vocational training centres and skill-building programmes to make it easier for workers in the unorganised sector to find jobs. One of these programmes is the Pradhan Mantri Kaushal Vikas Yojana (PMKVY), which aims to teach youth new skills and make them more employable in a variety of fields. In conclusion, the problems that workers in the unorganised sector of Dumka district face are serious and need immediate attention from the government and other stakeholders. But it's not all bad news for the people who work in this industry. The government has started a few schemes and programmes to help workers in the unorganised sector get social security benefits and learn new skills. These projects could help workers make a better living and make the world a fairer and more just place.

Keywords: Unorganised Sector, Social Security, Opportunities, Immediate, Fairer

INTRODUCTION

The unorganized sector plays a significant role in the Indian economy, employing a large percentage of the workforce in various industries. However, laborers in the unorganized sector face a range of problems such as low wages, long working hours, lack of social security benefits, and poor working conditions. These problems are particularly acute in the Dumka district of Santal Pargana in Jharkhand, which is characterized by a significant population of tribal people engaged in agriculture and other unorganized sector activities. In this context, this paper aims to examine the problems and prospects of laborers in the unorganized sector in Dumka district. The paper begins by defining the unorganized sector and highlighting its significance in the Indian economy. It then provides an overview of the problems faced by laborers in the unorganized sector in Dumka district, including the lack of social security benefits, inadequate skill development and training opportunities, prevalence of child labor, dominance of a few powerful individuals, and absence of a minimum wage policy.

The unorganized sector in Dumka district faces a range of problems that negatively impact the livelihoods of laborers. One of the key challenges is the lack of social security benefits, such as healthcare, insurance, and pension. Many laborers do not have access to these benefits, making them vulnerable to economic shocks and hardships. Another issue is the inadequate skill development and training opportunities for laborers in the unorganized sector. This leads to a lack of upskilling and job growth opportunities, which can limit their earning potential and career growth. The prevalence of child labor is another significant challenge in the unorganized sector in Dumka district. Children are often forced to work in hazardous and exploitative conditions,



compromising their education and well-being. The dominance of a few powerful individuals in the unorganized sector is another problem, leading to exploitation and unfair practices such as low

wages, long working hours, and poor working conditions. The absence of a minimum wage policy exacerbates this issue, as there is no regulation of wages in the unorganized sector. Despite these challenges, there are prospects for laborers in the unorganized sector in Dumka district. The government has initiated various schemes and programs to provide social security benefits and skill development opportunities to laborers.

What is unorganized worker: An unorganized worker is a person who is engaged in economic activities that are not regulated or protected by the government and lack formalization. These workers are typically employed in small and scattered units of production and distribution, which are not registered under any law and operate outside the purview of taxation and regulation. Unorganized workers are not entitled to legal protection, social security benefits, and job security. They are often employed in low-paying jobs that lack basic facilities, such as safe working conditions, leave benefits, and overtime pay. Examples of unorganized workers include casual laborers, street vendors, domestic workers, agricultural workers, and construction workers. The unorganized sector is a significant part of the Indian economy, accounting for around 80% of the workforce, and is an essential source of livelihood for millions of people.

Greater awareness exists for the unorganised sector. Workers from rural regions and urban areas make up a significant percentage of the informal sector, which may also include family labour and technology. Due to their intermittent, seasonal, and temporary employment, unorganised employees are unable to organise unions. The National Commission on Labour provided a list of various unorganised worker categories, which included contract workers in the construction sector, casual workers, workers in small-scale industries, bidi and cigar makers, retail workers, sweepers and manual scavengers, tannery workers, tribal labourers, and other vulnerable labourers. Unorganised employees are individuals who "organise themselves in pursuit of common objectives due to constraints like casual nature of employment, ignorance and illiteracy, small and scattered size of establishments," as stated by the First National Commission on Labour. owing to the nature of the sector, and the position of power possessed by the employers. This list may be expanded to include things like forced migration, poverty, debt, bad pay, a lack of negotiation power, and the employment of regional strategies. Government of India National Labour Commission Report, 1969.

Statistics have showed that, when compared to other businesses like home-based work, employment in different kinds of manufacturing, and building and construction, the agricultural sector has the biggest number of unorganised employees (approximately 50%). According to research by the National Sample Survey Organisation, India has seen a steady decline in the

number of regular employees while the number of casual workers has been growing irregularly since 2000. Additionally, the NSSO survey discovered that 30% of unorganised employees are in motion, which is why Supreme Court Justice TS Thakur emphasised the need of the federal and state governments to implement welfare programmes correctly. largest group of voters. 14 crore of the 46 crore workers are female. Every state has programmes to fight poverty, but they don't all benefit from them, according to Justice Thakur. He went on to remark that while Rs 750 crore was collected for the benefit of Punjabi workers, little of it was really used. In 2008, 2009, 2010, 2011, 2012, and 2013 there is no expense. We are strict with them.

OBJECTIVE OF THE STUDY

The objective of this study is to examine the problems and prospects of laborers in the unorganized sector in Dumka district of Santal Pargana in Jharkhand. Specifically, the study aims to:

1. Identify the various types of economic activities in which laborers in the unorganized sector in Dumka district are engaged.
2. Analyze the problems and challenges faced by laborers in the unorganized sector, including low wages, lack of social security benefits, inadequate skill development and training opportunities, prevalence of child labor, dominance of a few powerful individuals, and absence of a minimum wage policy.

Challenges or Problems faced by laborers in the unorganized sector of Dumka district-

The laborers in the unorganized sector in Dumka district face several challenges that affect their livelihoods and well-being. Some of the significant problems faced by them are:

1. **Lack of Social Security Benefits:** A majority of laborers in the unorganized sector do not have access to social security benefits, such as health insurance, pensions, and maternity benefits. This makes them vulnerable to economic shocks and hardships.



2. **Inadequate Skill Development and Training:** The laborers in the unorganized sector face a lack of upskilling and training opportunities, which can limit their earning potential and career growth. This makes them susceptible to exploitation and low wages.
3. **Prevalence of Child Labor:** Children are often forced to work in hazardous and exploitative conditions, compromising their education and well-being. Child labor is prevalent in sectors such as agriculture, domestic work, and construction.
4. **Dominance of a Few Powerful Individuals:** The unorganized sector in Dumka district is dominated by a few powerful individuals, who exploit laborers by paying low wages, offering poor working conditions, and imposing long working hours. The absence of a minimum wage policy exacerbates this issue.
5. **Poor Working Conditions:** Laborers in the unorganized sector often work in hazardous and unsafe conditions, which can lead to health problems and injuries. The lack of proper safety measures, hygiene, and sanitation facilities further aggravates the situation.
6. **Financial Insecurity:** The irregularity and unpredictability of work in the unorganized sector make laborers financially insecure, leading to high levels of debt, poverty, and vulnerability.

Prospects for laborers in the unorganized sector of Dumka district-

While the challenges faced by laborers in the unorganized sector in Dumka district are significant, there are also some prospects for their improvement. Some of the prospects for laborers in the unorganized sector are:

1. **Government Initiatives:** The Government of India has launched several initiatives and schemes aimed at providing social security benefits and skill development opportunities to laborers in the unorganized sector. For example, the Pradhan Mantri Shram Yogi Maan-dhan Yojana provides pension benefits to workers in the unorganized sector.
2. **Skill Development Programs:** There has been an increase in the availability of skill development programs for laborers in the unorganized sector. These programs offer training and upskilling opportunities, which can help laborers improve their earning potential and career growth.
3. **Increased Awareness:** There has been an increase in awareness regarding the rights and entitlements of laborers in the unorganized sector. This awareness has led to greater advocacy for social security benefits, minimum wages, and better working conditions.
4. **Entrepreneurship Opportunities:** Laborers in the unorganized sector can leverage entrepreneurship opportunities by starting their own businesses or self-employment ventures. This can provide them with greater financial stability and independence.
5. **Civil Society Organizations and Trade Unions:** Civil society organizations and trade unions play a crucial role in advocating for the rights of laborers in the unorganized sector. They can facilitate access to information, training, and networking opportunities for laborers.

Government initiatives to provide social security benefits-

The Government of India has launched several initiatives and schemes aimed at providing social security benefits to workers in the unorganized sector. Some of these initiatives include:

Pradhan Mantri Shram Yogi Maan-dhan Yojana (PMSYM): This scheme is aimed at providing pension benefits to workers in the unorganized sector. Workers between the ages of 18 and 40 can enroll in the scheme and receive a minimum assured pension of Rs. 3,000 per month after the age of 60.

Pradhan Mantri Laghu Vyapari Maan-dhan Yojana (PMLVM): This scheme is aimed at providing pension benefits to small traders and shopkeepers in the unorganized sector. Those between the ages of 18 and 40 with an annual turnover of less than Rs. 1.5 crore can enroll in the scheme and receive a minimum assured pension of Rs. 3,000 per month after the age of 60.

National Pension Scheme for Traders and Self-Employed Persons (NPS-Traders): This scheme is aimed at providing pension benefits to self-employed workers in the unorganized sector. Workers between the ages of 18 and 40 with an annual turnover of less than Rs. 1.5 crore can enroll in the scheme and receive a minimum assured pension of Rs. 3,000 per month after the age of 60.

Rashtriya Swasthya Bima Yojana (RSBY): This scheme is aimed at providing health insurance coverage to workers in the unorganized sector. It provides cashless health insurance coverage of up to Rs. 30,000 per annum for hospitalization expenses to eligible families.



Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA): This scheme is aimed at providing employment opportunities to workers in the unorganized sector.

Atal Pension Yojana (APY): This scheme is aimed at providing pension benefits to workers in the unorganized sector who are not covered by any pension scheme. Workers between the ages of 18 and 40 can enroll in the scheme and receive a minimum assured pension of Rs. 1,000 to Rs. 5,000 per month after the age of 60, depending on the contribution made.

Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY) and Pradhan Mantri Suraksha Bima Yojana (PMSBY): These schemes provide life insurance and accidental death insurance coverage to workers in the unorganized sector. PMJJBY provides a life insurance coverage of Rs. 2 lakhs for an annual premium of Rs. 330, while PMSBY provides accidental death insurance coverage of Rs. 2 lakhs for an annual premium of Rs. 12.

Overall, these government initiatives aim to provide social security benefits to workers in the unorganized sector, who often lack access to formal social security systems. These schemes can help in improving the economic and social well-being of workers and their families in the unorganized sector.

CONCLUSION

In conclusion, the unorganized sector in Dumka district of Jharkhand faces several challenges, including low wages, poor working conditions, and limited access to social security benefits. These challenges have significant impacts on the economic and social well-being of workers and their families. However, there are prospects for laborers in the unorganized sector, such as the potential for increased income through skill development and entrepreneurship, as well as access to government initiatives aimed at providing social security benefits. The government initiatives, such as PMSYM, PMLVM, NPS-Traders, RSBY, MGNREGA, APY, PMJJBY, and PMSBY, can help to improve the economic and social well-being of workers and their families in the unorganized sector. There is an urgent need for government and stakeholder attention to address the problems faced by laborers in the unorganized sector. A multi-faceted approach is required, including measures to improve working conditions, increase access to social security benefits, and provide opportunities for skill development and entrepreneurship. In summary, the problems and prospects of laborers in the unorganized sector of Dumka district need to be addressed urgently to ensure that workers in the unorganized sector have access to basic rights and entitlements. The government initiatives mentioned above can help in improving the economic and social well-being of workers and their families in the unorganized sector, but there is a need for further action and support to ensure that these initiatives reach the most vulnerable and marginalized workers.

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