

EFFECTIVENESS OF “CENTRAL BOARD FOR WORKERS EDUCATION (CBWE)” IN UNORGANISED AND ORGANISED SECTOR: A COMPARATIVE STUDY

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Abstract: Workers education is one of the most ongoing topic prevailing in recent times. Education is the most important tool to enlighten our workers working in any sector either it is unorganized or organized sector. This paper will focus on increasing the strength of the workers by educating them as well as to find out whether the industries are really using this tool for maintaining their strength in the industry. As we know that for the success of any industry or any business, education as well as as proper training is required for the workers. In this paper we will also discuss the role played by the “Central Board for Workers Education (CBWE)” in strengthening and educating the employees working in both the sectors.

Keywords: organized sector, unorganized sector, CBWE

What is CBWE??

The Central Board for Workers Education (CBWE) is an autonomous body under the Ministry of Labour & Employment, Government of India. It is registered under the Societies Registration Act, 1860. Started in 1958, the Workers Education Scheme in India has been playing a very significant role in our national development; creating an enlightened and disciplined work force and bringing about desirable behavioral changes in our workforce in the organized, unorganized and rural sectors. It gets grants-in-aid from the Ministry of Labour & Employment to operate its activities. The Scheme of Workers Education aims at achieving the objectives of creating and increasing awareness and educating the workforce for their effective participation in the socio-economic development of the country. To achieve these objectives, various training programmes are conducted by the Board for the workers of formal and informal sectors at national, regional and unit levels through a network of 50 Regional and 09 Sub-Regional Directorates spread all over the country and an apex Training Institute viz. Indian Institute of Workers Education (IIWE) at Mumbai. To discuss the effectiveness of CBWE first of all we will discuss the objectives set by the said organization:

Objectives of CBWE

- To strengthen among all sections of the working class, including rural workers, a sense of patriotism, national integrity, unity, amity, communal harmony, secularism and pride in being an Indian.
- To equip all sections of workers, including rural workers and women workers, for their intelligent participation in social and economic development of the nation in accordance with its declared objectives.
- To develop amongst the workers a greater understanding of the problems of their social and economic environment, their responsibilities towards family members, and their rights and obligations as citizens, as workers in industry and as members and officials of trade union.

- To develop capacity of workers in all aspects to meet the challenges of the country from time to time.
- To develop strong, united and more responsible trade unions and to strengthen democratic processes and traditions in the trade union movement through more enlightened members and better trained officials.
- To empower the workers as employees of the organization and to develop sense of belongingness as effective instruments of amicable industrial relations and maintaining industrial peace.
- To meet the needs of workers to have access to ways of acquiring and continuous up gradation of knowledge and skills that they require to find and hold a job.

Important Activities /Schemes :

Initially the Board's activities were concentrated on educating the workers employed in the organised sector. However, as recommended by the Workers Education Review Committee and agreed by the Govt. of India, the Board shifted its emphasis from organised sector to the education of workers in rural sector. Starting with seven pilot projects since 1977-78, the rural workers education of the Board has become a regular, continuing and countrywide programme. However the role of the Central Board for Workers Education is mainly educational and motivational through dialogic process to equip rural workers to appreciate and analyse their socio-economic problems through organised action. The categories of workers covered in these rural programmes are in conformity with ILO Convention No. 141 and Recommendation No.149 on rural workers.

Further the Board took initiative to educate the workers of Unorganised and Small Scale Sector industries since 1979 with a view to develop awareness about their problems, difficulties and protective labour laws at work place and help them in finding solutions as well as equip them in developing and strengthening their own organisations.

The Board publishes simple literature and study material in form of textual and pictorial booklets in English and Indian Languages in a lucid style on subjects such as Trade Unionism, Labour-Management Relations, Labour Economics, Labour Laws, Population and Family Welfare etc., To sustain the interest of participants in the class and also to make teaching more interesting, the Board has brought out various types of audio-visual aids such as posters, flipcharts, flannel graphs, posters, stickers etc., on different themes. Also the Board conducts the training programmes at the national, regional and unit/village levels.

The Board has recently launched a new programme "Quality of Life for Workers and their Spouses" with a view to mould their attitudes, develop motivation, build up personality, raise family status, maintain good neighbourhood relations, develop awareness about environmental cleanliness, develop a spirit of team work, human relations, productivity consciousness, commitment to discipline, mutual trust and hygiene etc.

The Broad Structure of the Organisation :

- 1).The Members of the Society (Board) include the Chairman,(nominated by the Govt.of India), Representatives of Workers, Employers, Government (both Central and State) and Educational Bodies.
- 2) The Director of the Board is the Member Secretary and Principal Executive Officer.
- 3) The affairs of the Board are managed by a Governing Body elected annually from amongst the members of the Board.

Comparative study of unorganized and organized sector

Now we will have a look at the two sector pertaining now a days i.e unorganized and organised sector. Over 94 percent of India's working population is part of the unorganised sector. In local terms, *organised sector* or *formal sector* in India refers to licensed organisations, that is, those who are registered and pay sales tax, income tax, etc. These include the publicly traded companies, incorporated or formally registered entities, corporations, factories, shopping malls,

hotels, and large businesses. *Unorganised sector*, also known as *own account enterprises*, refers to all unlicensed, self-employed or unregistered economic activity such as owner manned general stores, handicrafts and handloom workers, rural traders, farmers, etc.

	Organized sector	Unorganized sector
1.	The enterprise or places of work where the terms of employment are regular and therefore, people have assured work. They are registered by the Government and have to follow its rules and regulations which are given in various laws such as: the Factories Act, Minimum Wages Act, Payment of Gratuity Act etc.	The enterprises or places of work are not registered by the Government and does not follow any rules or regulations. There are no terms of employment.
2.	Workers enjoy security of employment	Workers donot enjoy security of employment.
3.	They work only fixed numbers of hours. If they work more they get paid more.	There is no fixed number of hours.
4.	Worker enjoy benefits like paid leave, provident fund and medical benefits.	Workers donot enjoy any benefits.

Having discussed the difference between the two sectors it is clear that, the unorganized sector comprises mainly of workers in small scale industries, casual workers in the construction trade and transport sectors and those who work as street vendors , head load workers and garment makers. Protection and support for the unorganized sector workers is very necessary for both economic and social development. The Government laws protecting these workers should be strictly implemented and those who exploit these workers should be punished severely.

The unorganised sector, covers most of the rural labour and a substantial part of urban labour. It includes activities carried out by small and family enterprises, partly or wholly with family labour. In this sector wage-paid labour is largely non-unionised due to casual and seasonal nature of employment and scattered location of enterprises. This sector is marked by low incomes, unstable and irregular employment. The unorganised sector has low productivity and offers lower wages. Even though it is accounted for over 94 percent of workers, India's unorganised sector created just 57 percent of India's national domestic product in 2006, or about 9 fold less per worker than the organised sector. According to Bhalla, the productivity gap sharply worsens when rural unorganised sector is compared to urban unorganised sector, with gross value added productivity gap spiking an additional 2 to 4 fold depending on occupation. Some of lowest income jobs are in the rural unorganised sectors. Poverty rates are reported to be significantly higher in families where all working age members have only worked in the unorganised sector throughout their lives. Agriculture, dairy, horticulture and related occupations alone employ 52 percent of labour in India. About 30 million workers are migrant workers, most in agriculture, and local stable employment is unavailable for them.

The unorganised sector uses mainly labour intensive and indigenous technology. The workers in unorganised sector, are so scattered that the implementation of the Legislation is very inadequate and ineffective. There are hardly any unions in this sector to act as watch-dogs. But the contributions made by the unorganised sector to the national income, is very substantial as compared to that of the organised sector. It adds more than 60% to the national income while the contribution of the organised sector is almost half of that depending on the industry.

Conclusions:

Taking a glance at both the sectors, it is very much clear that the workers working in the organised sector are in more safer situation as well as their job is much secure, where as in the unorganized sector workers not getting even full time employment. No doubt, CBWE is doing its best to educate and train the employees but despite this, workers in unorganized sector are not getting full time employment. eg: Agricultural sector is the seasonal one and once the season is over, there is no more work for the workers. So, CBWE should do something in this regard and they should prepare themselves to cope up with these situations. According to CBWE, Workers Education covers a whole range of skills and knowledge, which contribute to the harmonious development of a worker's personality, his role in the society and

the knowledge and attitudes required for such roles. Education does not mean merely literacy, but also should enable an individual to understand his/her responsibility towards family, work place, society and nation.

Empowerment of workers is an essential component of Workers Education as the functioning and ultimate results achieved of any organization depends mostly on its workers. The standpoint of this autonomous body is good, But what about those workers who are not getting full time employment. Same thing happened in the MNREGA project, the first ever scheme launched by the Govt. of India which guarantees wage employment, the primary objective is to enhance livelihood security in rural areas by providing at least 100 days of guaranteed employment in a financial year to every household whose adult members volunteer to do unskilled manual work. But what about the other days? The Government should do something to create jobs for these types of workers, so that they are able to hold the responsibility of their families.

Now having discussed about both the sectors as well as the role of CBWE, its very much clear that this organization is doing a great job by educating as well as motivating the workers of both the sectors. But this is not at all sufficient. Workers will be motivated only if they get a good as well as permanent job. Thus CBWE should think on this matter and should find out some satisfactory options.

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