

# **RAJEEV GANDHI GOVERNMENT P. G. COLLEGE AMBIKAPUR**

## **Report on ISF of Commerce, MSW, and Economics on Unorganised Labour in the Economy dated 22 February 2022**

### **Introduction**

The unorganised labour sector is a critical component of the Indian economy, encompassing a vast majority of the workforce. This report, prepared by a combined study circle of Commerce, Master of Social Work (MSW), and Economics students, aims to provide a comprehensive analysis of the unorganised labour sector, its challenges, and potential solutions.

### **Overview of Unorganised Labour**

Unorganised labour refers to workers who do not have formal employment contracts and are not covered by social security benefits. This sector includes a wide range of occupations such as agricultural labourers, construction workers, street vendors, and domestic workers. According to the National Sample Survey Organisation (NSSO), approximately 93% of India's workforce is employed in the unorganised sector<sup>1</sup>.

### **Economic Contribution**

Despite the lack of formal recognition, unorganised labourers contribute significantly to the economy. They are involved in various sectors, including agriculture, construction, manufacturing, and services. The unorganised sector is estimated to contribute around 60% of India's GDP<sup>2</sup>.

### **Challenges Faced by Unorganised Labourers**

1. **Lack of Social Security:** Unorganised workers often lack access to social security benefits such as health insurance, pensions, and maternity leave.
2. **Insecure Employment:** Many unorganised workers face job insecurity, with no formal contracts or job guarantees<sup>1</sup>.
3. **Low Wages:** Wages in the unorganised sector are typically lower than in the organised sector, leading to financial instability.
4. **Poor Working Conditions:** Unorganised workers often work in hazardous conditions without adequate safety measures.

### **Legislative Framework**

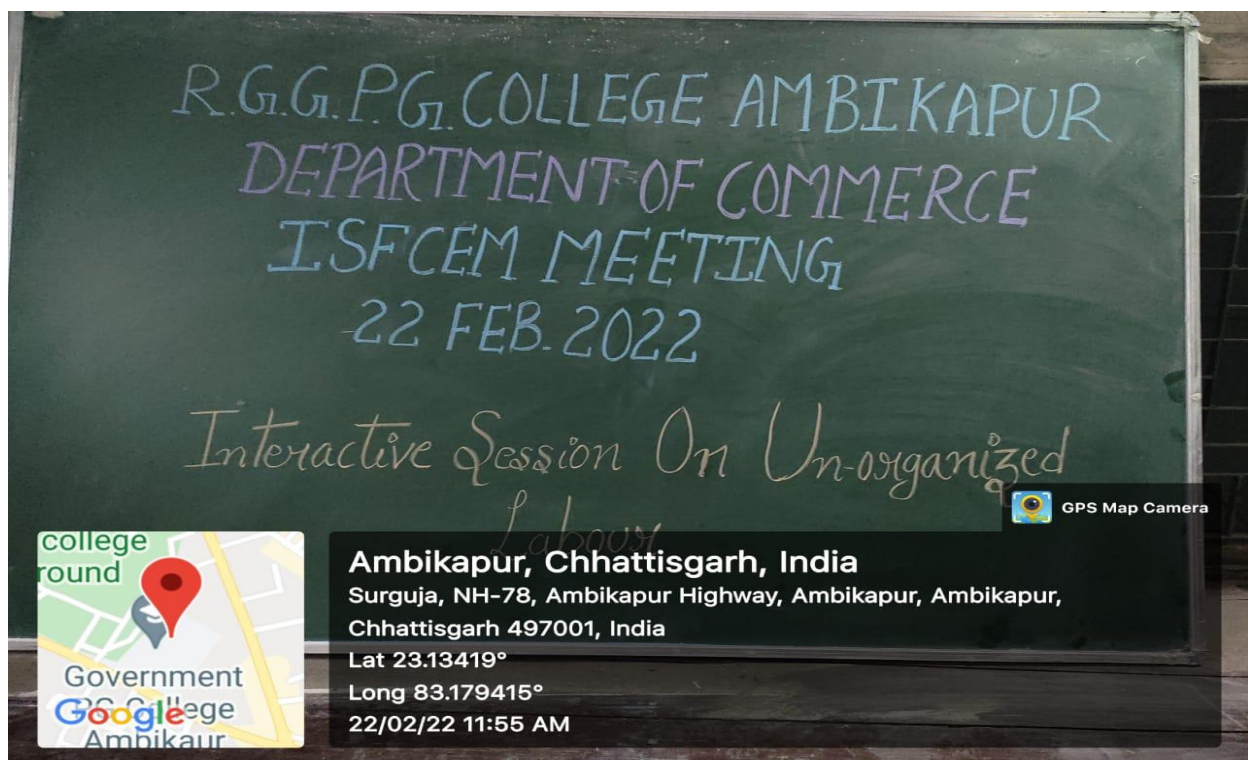
The Unorganised Workers' Social Security Act, 2008, was enacted to provide social security and welfare measures for unorganised workers. However, the implementation of this Act has been inadequate, with many workers still not receiving the intended benefits.

### **Recommendations**

1. **Strengthening Legislation:** There is a need to strengthen the existing legislative framework to ensure better implementation of social security measures for unorganised workers.
2. **Awareness Programs:** Conducting awareness programs to educate unorganised workers about their rights and available social security schemes.
3. **Skill Development:** Implementing skill development programs to enhance the employability and income potential of unorganised workers.
4. **Improving Working Conditions:** Ensuring better working conditions through stricter enforcement of labour laws and safety regulations.

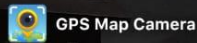
## Conclusion

The unorganised labour sector is a vital part of the Indian economy, yet it faces numerous challenges that need to be addressed. By implementing the recommended measures, we can improve the livelihoods of unorganised workers and ensure their contribution to the economy is recognised and valued.

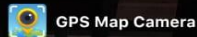




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# **Report on ISF of Commerce, MSW, and Economics on the Role of Management in Economic Growth**

## **Introduction**

Management plays a pivotal role in the growth and development of any economy. This report, prepared by a combined study circle of Commerce, Master of Social Work (MSW), and Economics students, explores the multifaceted contributions of management to economic growth, highlighting key areas where effective management practices can drive economic development.

## **Importance of Management in Economic Growth**

Management involves planning, organizing, leading, and controlling resources to achieve organizational goals. Effective management practices are crucial for enhancing productivity, fostering innovation, and ensuring sustainable economic growth.

## **Key Contributions of Management**

1. **Resource Optimization:**
  - Efficient management ensures optimal use of resources, reducing waste and increasing productivity. This is vital for both small and large enterprises, contributing to overall economic efficiency.
2. **Innovation and Technological Advancement:**
  - Management fosters a culture of innovation by encouraging research and development. This leads to technological advancements that can boost productivity and economic growth.
3. **Human Capital Development:**
  - Effective management practices include training and development programs that enhance the skills and capabilities of the workforce. A skilled workforce is essential for economic growth and competitiveness.
4. **Strategic Planning and Decision Making:**
  - Managers play a critical role in strategic planning and decision-making processes. By analysing market trends and economic conditions, managers can make informed decisions that drive business growth and economic development<sup>3</sup>.
5. **Corporate Governance and Ethical Practices:**
  - Good management practices ensure strong corporate governance and ethical business practices. This builds trust among stakeholders and creates a stable business environment conducive to economic growth.

## **Challenges in Management**

1. **Adapting to Technological Changes:**
  - Rapid technological changes require managers to continuously update their skills and knowledge to stay relevant and competitive.
2. **Globalization:**
  - Managers must navigate the complexities of globalization, including diverse markets, cultural differences, and international regulations.
3. **Sustainability and Environmental Concerns:**

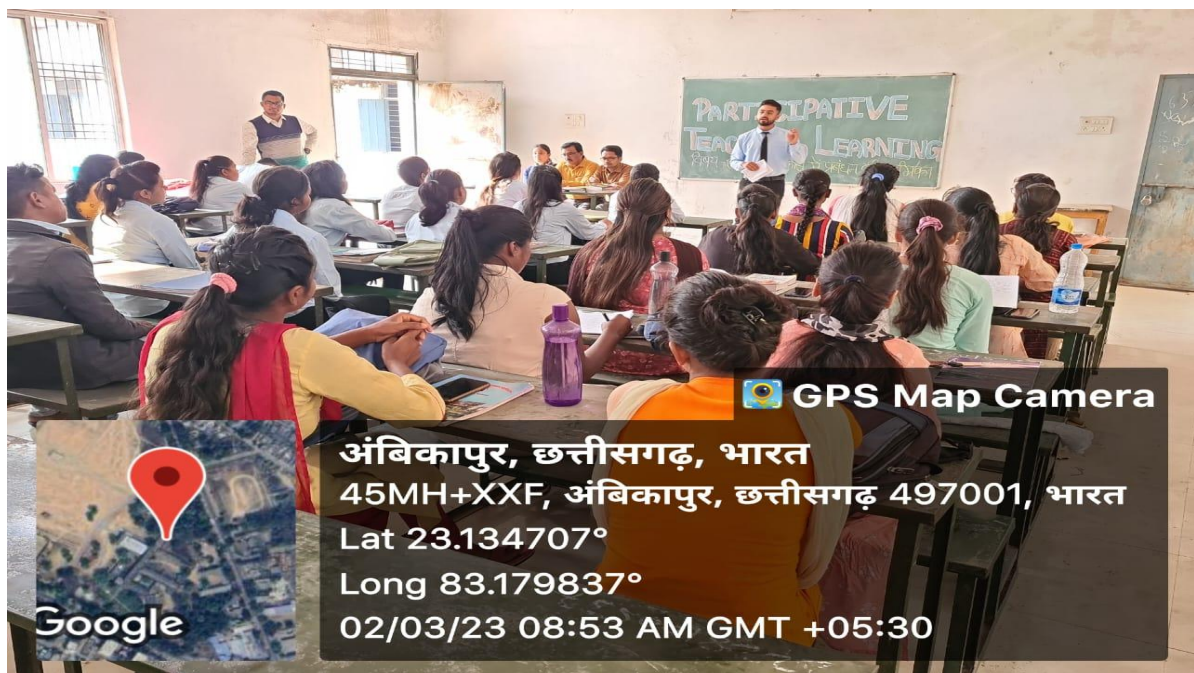
- Modern management must balance economic growth with sustainability, ensuring that business practices do not harm the environment.

## Recommendations

- 1. Continuous Learning and Development:**
  - Encourage continuous learning and professional development for managers to keep pace with technological and market changes.
- 2. Promoting Innovation:**
  - Foster an organizational culture that encourages innovation and supports research and development initiatives.
- 3. Strengthening Corporate Governance:**
  - Implement strong corporate governance frameworks to ensure ethical practices and build stakeholder trust.
- 4. Sustainable Practices:**
  - Integrate sustainability into business strategies to ensure long-term economic growth without compromising environmental health.

## Conclusion

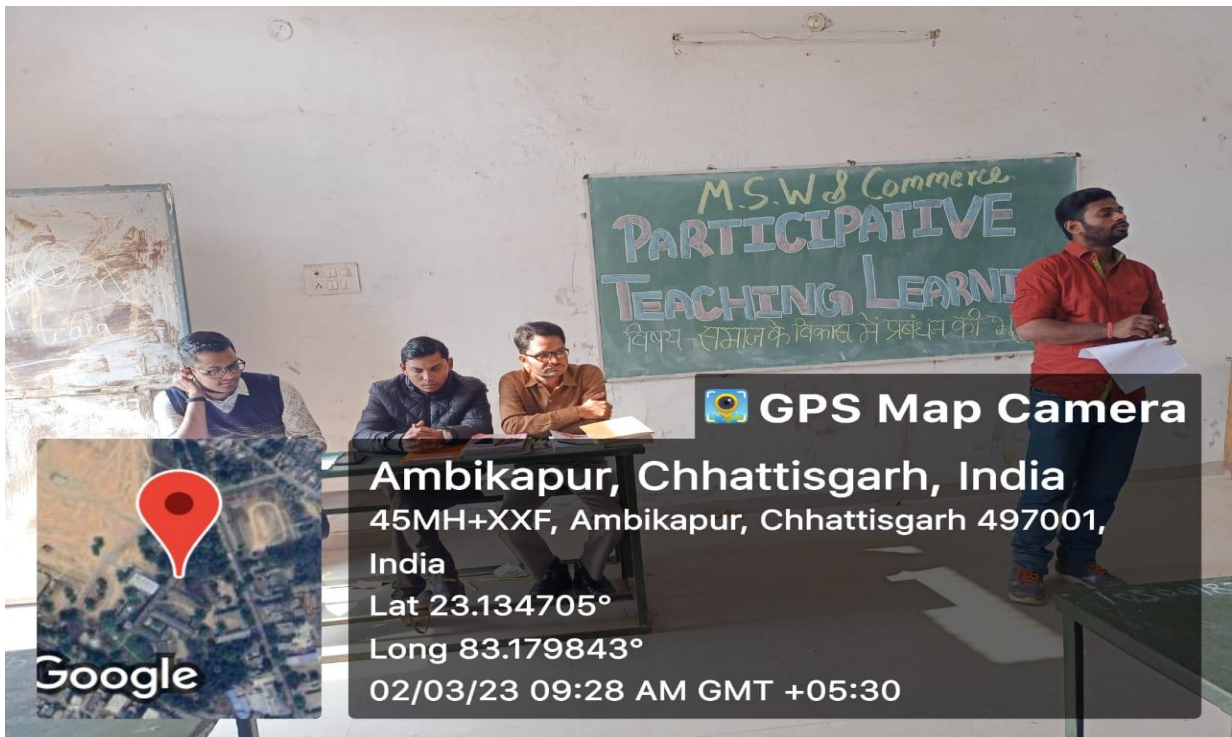
Management is a cornerstone of economic growth, influencing various aspects of business operations and economic policies. By adopting effective management practices, organizations can drive innovation, optimize resources, and contribute significantly to the overall economic development.





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