

CHAPTER V

CLERICAL PERSONNEL IN THE ORGANIZED AND THE UNORGANIZED SECTOR - A COMPARATIVE ANALYSIS

I Introduction

In this chapter an attempt is made to compare the organized sector and the unorganized sector. In what respect they differ from over all conditions prevailing in the respective sector and in what way the personal, academic, employment and employment history data of the clerks engaged in the unorganised sector differ from those clerks who are engaged in the organized sector? What inferences one can arrive at out of these differences that are found between these two sectors?

A comparative analysis not only throws light on certain peculiar characteristics of the unorganized sector but also gives a chance to test certain hypotheses which are held for these two sectors. We have taken for comparison only those points which are very important.

(i) Are we in a position to establish that the family background of clerks engaged in the unorganized sector is weaker compared to those in the organized sector?

(ii) What sort of picture emerges when we look at the occupation of parents in both the sectors? (iii) Can we say that the social background, social mobility of the family changes more rapidly in case of the organized sector compared to the unorganized sector? (iv) Is there any difference in caste composition of the clerks engaged in the organized sector as compared to those of the unorganized sector? (v) How about profiles of poverty? What is the size of the family in both the cases? Is there any difference in the per capita income of the family and per earner? Do we find that from profiles of poverty point of view the position of the clerks in the organized sector is better than those of the unorganized sector? (vi) The general impression is that the clerks engaged in the unorganized sector have a very poor academic background and when it is compared to the organized sector, it is found weaker. Is this impression correct? (vii) Since there is no specific criteria of minimum qualification in appointing clerks in the unorganized sector, the nature and extent of over qualification is more in case of organized sector than the unorganized sector. And this is also due to the fact that better organizations attract better qualified people. Is this correct? (viii) What is the position in regard to inconsistency between the degree and work in both of

them? (ix) Would it be correct to say that the wage differentials among the organizations in the organized sector is more than those among the unorganized sector?

(x) What is the gap in earnings per month between the clerks of these two sectors? Is it very big? Is it found in case of junior and senior persons both? Can we say that over a period of time this gap tends to widen? Is it true to say inspite of the same qualification and length of service, the gap between them is very big? How about Matriculates and Graduates? (xi) Is it true to say that the clerks engaged in the organized sector are relatively better, qualification wise, so they change their jobs more than those clerks in the unorganized sector?

(xii) What is the waiting period to get the first job in case of clerks in both these sectors? What is the comparative picture of Matriculates and Graduates?

(xiii) What sort of difference is found in sources to get employment in these two sectors? Is it true to say that in the unorganized sector, it is the personal influence which matters most than anything else?

II Specific Comparison (Personal Data)

(1) Age-Group

The data of age-group of clerks in both the sectors reveal that most of the clerks are in the age-group of

21-35 years. In the organized sector there are 131 clerks out of 163 in this group while in the unorganized sector there are 22 out of 25 in this age-group. This proves that majority of them are young educated persons in this clerical occupation in both the sectors. The clerical occupation in both the sectors employs a good number of educated persons and to a certain extent this is reflected here. The average age is 30.7 in the organized sector while it is 27 in the unorganized sector.

(2) Caste

The data from both the sectors in this regard support the belief that in clerical occupations majority of persons are from higher castes i.e. Brahmins, Bania, Patel etc. In the organized sector, there are 112 persons out of 163 (68.71 per cent) while in the unorganized sector there are 21 such persons out of 25 (84 per cent). Here also like the organized sector, the artisan caste is almost absent.

(3) Father's Occupation

In regard to father's occupation, the result is the same in both the sectors 97 out of 163 (60 per cent) are engaged in service in the organized sector while here 16 out of 25 (64 per cent) are engaged in service. Thus majority of them are found to be engaged in service which is the

reflection of the fact that they are engaged in a type of occupation which can't bring to them higher income. And hence they have a weak financial family background. They are in government services, teaching profession, private service both in the organized and unorganized sector etc.

(4) Father's Education

What do we find in regard to fathers' education in both the sectors? In the organized sector from the data we found that out of 163, 73 have a very weak educational background. It is from uneducated to VII Std. While in the unorganized sector such cases are 11 out of 25. 13 are between Matric to Graduate level and 1 is a non-Matric. There are 90 such cases in the organized sector. If a comparison of these two types of data is made, then one is not in a position to say that the picture of unorganized sector is very inferior.

(5) Father's Income

It is true that in this case there is no uniform reference period in both the sectors. Hence the comparison made cannot be perfect. Yet it can reveal to a certain extent this point. In the case of organized sector we found that 143 out of 163 (88 per cent) are in the range of Rs.1000 - 10,000 P.A. while here we find that 21 out of

25 (84 per cent) are in this range. Thus majority of them are in this range in both the cases. It certainly draws a poor income background. The difference between the two is not much striking.

(6) Social background, social mobility of the family

In case of clerks engaged in both the sectors, it can be seen from the above mentioned data of parents' occupations income and education that the picture is more or less the same. Even when junior clerks' family background is compared to those who are very senior to them, then also we find that the social background, social mobility is almost the same, and has not changed much, at least from the point of view of parents' occupation and income. The change is found to a certain extent in case of parents' educational background and the educational background of the clerks has improved in comparison to their parents' background. This can be seen in both the sectors. So from education point of view it has changed for better. On the whole in both the sectors, the clerks have a weak family and social background.

(7) Profiles of Poverty

What does a comparative picture suggest in regard to profiles of poverty in both the sectors? Table V(i) shows this.

Table V(1)
Profiles of Poverty - A Comparative Picture of
Both the Organized and the Unorganized Sector

Item	Unorganized Sector	Organized Sector
Average family size of single earner family	3.4	4.8
Average family size of more than single earner family	5.1	7.2
Average family size of single and more than single earner family	5	6.3
Number of single earner families	9	57
Number of more than single earner families	16	106
Families below poverty line	5	13
Families not below poverty line	20	150
Single earner families below poverty line	5	8
More than single earner families below poverty line	-	5
Average earnings per family of single earner family	Rs.313.8	Rs.746
Average earnings per earner of single earner family	Rs.313.8	Rs.746
Average earnings per person of single earner family	Rs. 91.8	Rs.157
Average earnings per family of more than single earner family	Rs.1059.3	Rs.1441
Average earnings per earner of more than single earner family	Rs.484.2	Rs.595
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Table V(1) Contd.

Item	Unorganized Sector	Organized Sector
Average earnings per person of more than single earner family	Rs.206.7	Rs. 198
Over all average earnings of both - single and more than single earner per family	Rs.791	Rs.1198
Average earnings per earner of both single and more than single earner family	Rs.448	Rs.622
Average earnings per person of both single and more than single earner family	Rs.154	Rs.187

*Earnings Figures are per month.

- (i) The data reveal that in the organized sector, out of 163, 57 are Single earner Families(34.97 per cent) while 106 (65.03 per cent) Double Earner. Here out of 25 they are 9 (36 per cent) and 16 (64 per cent) respectively.
- (ii) In the organised sector, The average size of the single earners family is 4.8 here it is 3.4 which is smaller, average size of more than single earner family is 7.2 here it is 5.1 which is also smaller, for both type of families the average size of the family in the organized sector is 6.3 here it is 5. Thus as far as family size is concerned

in all three cases, it is found to be smaller in the unorganized sector.

(iii) In all 13 (7.97 per cent) families are below poverty line and 150 are not out of 163 in the organized sector. Out of 13 such families 98 are single earner and 05 are more than single earner. While here in the unorganized sector, out of 25 such families are 5 (20 per cent) which are below poverty line and all 5 are single earner families. So number of families below poverty line in the unorganized sector are more.

(iv) The per capita income in the organized sector is Rs.187 and here it is 154. So the difference between the two is not big. But average income per month per earner is Rs.622 in the organized sector and here it is Rs.448. Thus a difference is noticed here. In the ~~xx~~ unorganized sector the earnings per family is Rs.791 while it is Rs.1198 for the organized sector. Thus the difference is found here between the two.

(v) (1) Average Earnings per family of single earner family in the unorganized sector is Rs.313.8 while it is Rs.746 for organized sector.

(2) Average earnings per earner of single earner family is Rs.313.8 in the unorganized sector while it is Rs.746 for the organized sector.

(3) Average earnings per person of single earner family is Rs.91.8 in the unorganized sector while it is Rs.157 for the Organized sector.

Thus in all three cases it can be seen that the position of a single earner family of the organized sector is much better than that of the unorganized sector.

(4) Average earnings per family of a more than single earner family in the unorganized sector is Rs.1059.3 while for the organized sector it is Rs.1441.

(5) Average earnings per earner in the unorganized sector of such a family ~~in the unorganized sector~~ is Rs.484.8 while it is Rs.595 for the organized sector.

(6) Average earnings per person in the unorganized sector of such a family is Rs.206.7 while it is Rs.198 for the organized sector.

Thus except per capita income case (which is also almost equal) the position of a more than single earner family in the organized sector is better than the unorganized sector.

Thus over all analysis of profiles of poverty in both the sectors of both type of families suggests that

the earnings wise the position of organized sector clerks is certainly better than those who are in the unorganized sector.

(8) Additional Earning Members in the Family

The income position of the family depends on the size and the number of earners in the family and their income. In both the sectors, there are additional earning members. In the organized sector there are 78 out of 163 while in the unorganized sector, there are 18 out of 25. From the data we find that in both the cases, these additional earning members are engaged in low paying occupations and majority of them are engaged in service in government, teaching, private, autonomous body etc. So it is not surprising to find that in both the cases more than 50 per cent of additional earning members are in the income range of Rs.200-500 p.m. It is obvious that after all these additional earning members also belong to the same families to which these clerks belong, and hence they also have the same weak family background which is reflected in their occupation and income both.

But in both the cases one can say that additional income in the family is a help. It has proved to be a

little help considering the over all family position. And it is reflected from the per head and per earner income data that even with the additional income in the family their financial position cannot be considered as satisfactory.

(9) Migration

What picture do we get if it is compared with the organized sector? In the analysis of the organized sector, we saw that out of 163 persons for 84 persons (51.53 per cent) Surat is a native place. So 79 persons (48.46 per cent) have migrated to Surat city of whom 17 are doing up-down. While as noted earlier in the unorganized sector, out of 25 persons for 15 persons (60 per cent) Surat city is a native place. And 10 (40 per cent) persons have migrated to Surat of whom 3 are doing up-down.

Out of 163 persons, 79 persons in the organized sector who have migrated to Surat, for 67 (41 per cent) persons South Gujarat areas are native places. If we add 84 to this for whom Surat city is a native place, it comes to 151 out of 163 (i.e. 92.63 per cent). Out of rest 12 persons, 8 persons belong to other districts in Gujarat and 4 persons to other states in India. While in the unorganized sector out of 25, 19 persons (76 per cent)

belong to South Gujarat areas. And rest 6 persons belong to other districts in Gujarat. No one belongs to other state in India. It should be noted that in the unorganized sector most of them are local persons.

Another point of comparison is that out of 57 who have migrated in the last 10 years in the organized sector 42 (74 per cent) are in the age-group of 20-30 years. In the unorganized sector also out of such 7 cases, 5 (71 per cent) persons are in this age-group. So migration is age-selective in both the sectors and over all trend is more or less the same.

II Academic Data

(10) Qualification

(i) From the data we find that in the organized sector out of 163, 19 are Matriculates 1 Under-Graduates, 128 Graduates and 15 Post-Graduates. So in all there are 143 Graduates (88 per cent) out of 163. Here in the unorganized sector, out of 25, 9 are Matriculates, 1 Under-Graduate while 15 are Graduates. So 15 (60 per cent) out of 25 are Graduates. It can be seen from the figures that the picture of unorganized sector is not bad when compared to the organized sector. So the clerks engaged

in this sector are not very much less qualified. The reason is that employers employ the Graduates and prefer them to Matriculates. And such persons are available to work on low emoluments because of severe unemployment.

(ii) In both the sectors, it has been observed that majority of the clerks are B.Com. and they are from Faculty of Commerce. In the organized sector they are 60 (42 per cent) out of 143 while here they are 14 (93 per cent) out of 15 Graduates. This speaks of the recent faculty trend in higher education.

(iii) Are we in the position to say on the basis of data that the clerks engaged in the unorganized sector have comparatively a poor record? Since majority of them have a poor performance at the final degree, they are unable to enter the organized sector?

In the organized sector out of 20 Matriculates (including an Under-Graduate) 8 (40 per cent) had IIIrd class while out of 143 Graduates (including Post-Graduates) 78 (55 per cent) had IIIrd class at the final degree. In the unorganized sector out of 10 Matriculates (including 1 Under-Graduate) 5 (50 per cent) had IIIrd class and out of 15 Graduates 9 (60 per cent) had IIIrd class.

If we take Matriculates and Graduates then we find that in the organized sector 86 (53 per cent) out of 163 had IIIrd class while in the unorganized sector 14 (56 per cent) out of 25 had IIIrd class.

One can see from the data that although the performance of clerks in the unorganized sector is relatively poorer, it is not very poor. So it is not possible to say that in comparison to the organized sector's clerks they are very poor academically. Another point which can be made here is that there are a number of persons in the unorganized sector also who had a good academic career and any day they are fit for the organized sector. So all those who are in the organized sector are always better than those who are in the unorganized sector is not seen. But over all one can say that the organizations in the organized sector are able to attract better qualified people than unorganized sector.

(11) Over Qualification

While examining this point, one point should be made clear that there is nothing like minimum qualification laid down in the unorganized sector. However, for the

clerical post a minimum qualification of Matriculation is considered desirable and hence it becomes the minimum qualification. While in the organized sector, we have seen that there are certain organizations where the minimum qualification is Matriculation while there are some organizations where the minimum qualification requirement is a Graduate degree. So the minimum criteria differs here. Hence a comparison in regard to over-qualification point should be made keeping this in view. If we take Matriculation as minimum then 15 Graduates out of 25 clerks in the unorganized sector become over-qualified (60 per cent) and for the sake of comparison we apply the same criteria in the organized sector also. In spite of the fact that there are organizations where which insist for a Graduate degree as minimum. Then we can say that 144 (Under-Graduate + Graduate + Post-Graduates) out of 163 are over-qualified cases.

Thus a fairly high degree of over-qualification is found in both the sectors. Although in clerical occupation both Matriculates and Graduates may be perfect substitutes of each other, this much extent of over-qualification is found because of devaluation of the degree in the last few years.

(12) Earnings Per Month

Out of all the points this is perhaps the most important one from comparison point of view. One point while making comparison should be kept in mind that we have already seen in our analysis of the organized sector that there are differences in emoluments, extra-monetary advantages among the different organizations. And their position in this regard differs from each other. Some organizations like LIC, Banks, Private concerns are relatively better than organizations like Municipal Corporation, Collector Office, Income Tax Office, Zilla Panchayat, etc. in this regard. So it is obvious that when the position of clerks in the unorganized sector is compared with above mentioned better organizations then the gap still becomes wider. But even when they are compared with relatively weaker above mentioned organizations their position is weaker and gap here also exists. Thus they are poorly paid and have practically no scope to improve their financial position even after long service. Since they do not have any other alternative they have to continue here and get exploited.

From the data we find that there are 4 clerks out of 25 in the unorganized sector who are earning between

Rs.150-200 per month. The fact that some one who is educated and is paid only Rs.175 p.m. itself speaks of the situation prevailing in this sector. Even if we compare this clerk of the unorganized sector who is getting Rs.175 p.m. with the Junior most clerk in the organized sector in our analysis then also we find that the difference between the two is double.

What sort of picture do we get from the averages we have worked out for both the sectors? The overall average earning per clerk per month in the unorganized sector is Rs.347 while it is Rs.675 in the organized sector. So the difference between the two is not small. For Matriculate and Graduate clerks, the averages per month are respectively Rs.403 and Rs.310 in the unorganized sector while in the organized sector they are Rs.742 and Rs.666. So the gap between the Matriculates and Graduate clerks in these two sectors can be seen here. In both the sectors the earnings of Matriculates are more than Graduates. This is because comparatively the number of Matriculates is less and secondly these cases of Matriculates are of Senior persons. So the result is ~~the~~ in contrast to the general belief that higher educated persons get more. But it also shows that there is no strong relationship between the educational level and the earnings in this occupation. It is true to say that if we examine the

gap between the Matriculates and Graduates within the sector then it is almost nil. But then it proves our point that there is hardly any distinction made between these two in the clerical occupation in both the sectors. And a number of Graduates are working on Matriculates' scale. They are treated at par for all practical purposes.

It would be now interesting to examine some cases of those clerks from both the sectors who have the same qualification and experience. Are we in a position to establish despite this similarity that the gap between the two is wide and over a period of time this gap in emoluments becomes wider? Let us examine the data to verify this from both the sectors.

We have some nearby cases in our data which can be compared. There is a clerk in the unorganized sector who has been working in this occupation for last 15 years and yet he is getting Rs.500 p.m. His qualification is Matriculation. And we have a clerk's case in LIC who is a Matriculate and has been working for last 20 years in LIC and comparatively has put in five years service more is drawing Rs.1750 p.m. If he is compared with a clerk in the unorganized sector who has put in 20 years service, the difference between the two would be almost three times.

Here we have not considered extra advantages like medical benefits, LTC, P.F., Gratuity etc. otherwise in real terms the difference between the two would be much larger because such advantages are not available to the clerks engaged in the unorganized sector. Another case is of a Graduate clerk who has been serving in the unorganized sector for last 6 years and is getting Rs.700 p.m. while a Graduate clerk in LIC who has been working there for last 7 years is getting Rs.925 p.m.

So whether we take a case of a Matriculate or a Graduate that is to say with the same qualification and with either the same length of service or almost near by, then we find that the difference between the clerks in these two sectors is striking. It is found right from the beginning which we can see from the cases of those clerks who are the junior most in both the sectors. And this gap which is seen in the beginning over a period of time widens.

Sometimes Matriculates are ahead of Graduates from earnings point of view and this we have observed in the organized sector while making inter and intra organization wise analysis. Similarly, we find such cases in the unorganized sector also. It is true that if these cases

are compared with non-commercial organizations of the organized sector then the gap between the two would be less but still it is there. But when they are compared with commercial organization, the gap is wide which tends to widen over a period of time.

(13) Age-Qualification - Earning Profiles

What sort of a comparative picture do we get if we compare both these sectors? It can be seen from the age-groups that there is a substantial difference between the two from earnings point of view. The position of the organized sector's clerk is much better. The figures prove this.

(1) In the age-group 20-25 years, in the unorganized sector, the average earnings per month for Matriculates are Rs.263, Graduates Rs.289 and for both Rs.286. These figures for the organized sector are Rs.481, Rs.501 and Rs.558 respectively.

(2) Another point of difference to be noted is that as the age advances the gap in earnings between these two sectors widens more. And when the position is compared with the Commercial Organizations, the difference is striking. As such the clerks of the unorganized sector

are weaker compared to non-commercial organizations also but the gap is not very big.

(2) Over all position of the organized sector and unorganized sector suggests that the gap in earnings is almost double or near to it. The earnings per month of Matriculates, Graduates and over all are Rs. 403, Rs.310 and Rs. 347 respectively in the unorganized sector which are Rs.742, Rs.666 and Rs.675 respectively for the organized sector.

The average income per month of Commercial organizations' clerks comes to Rs.937 while the unorganized sector's average ^{is} Rs.347. So the difference is almost three times and for the Non-Commercial Organizations in the organized sector it is Rs.468. Thus the difference is not big. And overall position of both Commercial and Non-Commercial Organizations is Rs.675 compared to Rs. 347 of the unorganized sector. Here also it can be seen that the difference is near to double.

III Employment Data and Employment History

(14) Sources of job

Let us now examine the last point for comparison and it is in regard to the sources of job. And here we find the difference between the two because of the

peculiar nature of the unorganized sector. This we can see from the data of both.

In the organized sector we found that out of 163 clerks only 21 clerks got their jobs through Employment Exchange Offices, 14 by personal search, 4 by relatives and 124 through the advertisements. Thus majority of them got in response to the advertisements. What was the source for clerks in the unorganized sector? Out of these 25 clerks, 22 got their jobs with the help of their relatives or friends, 2 by personal search, 1 in response to the advertisement and none through the Employment Exchange Office. So the difference between the two is quite obvious and it is not surprising. Because the unorganized sector's employers are not bound by any rules and regulations in this regard and so it is the contact and personal influence which is more important here, perhaps it is the only thing which matters here. But in both the cases, the role of Employment Exchange offices is found to be poor and very much poor in case of the unorganized sector. It is true that the entire blame cannot be placed upon these authorities. Here it is the attitude of employers which is more responsible. However, the efforts made so far by these authorities to be in contact with this unorganized sector are very much limited and here something needs to be done.

IV Conclusion

The foregoing analysis shows that there are points of similarities and dissimilarities between the clerks engaged in these two sectors. But the most important point which has attracted the attention is that of the gap that exists in emoluments between these clerks.

Apart from this point of emoluments, the comparison of other points has shown that the differences between the two are ~~not~~ wide. It is true that over all picture does suggest that relatively the clerks engaged in the unorganized sector are weaker in every respect to a certain extent. But the most disturbing feature is that inspite of the same qualification and experience these clerks in the unorganized sector are drawing very less salary and have no advantage of extra benefits.

Having examined the position of clerks in both the sectors and made comparison, let us now turn to the last chapter VI which is a concluding chapter in which we will note the salient findings of our study and discuss some issues from policy point of view and also make some suggestions.