

**CHAPTER - III**  
**AN ANALYSIS OF THE WORKING CONDITIONS AND**  
**SOME MAJOR LABOUR PROBLEMS IN THE VICO**

---

The present Chapter deals with the analysis of the working conditions in the industrial co-operative organizations with special reference to Vikas Industrial Co-operative Organization Limited, Palus.

The conditions under which the work is done are very important for the successful performance of the organization. It has been said that environment creates a man. If the environment improves, the man's ability to work also improves. It has, therefore, to be realised that good working conditions have a great effect on the efficiency of the workers.

The working conditions in a factory include a number of things such as sanitation, dust and dirt, temperature and humidity, ventilation, space inside the factory, safety and security measures, facilities like canteen, restrooms, drinking water, etc.

The main objective of the Factories' Act, 1948, is to ensure adequate safety measures and to promote the health and welfare of the workers employed in factories. The Act extends to the whole of India and applies to all establishments employing 10 or more persons where power is used. Elaborate provisions have been made in the Act to safeguard the health

and to promote safety and welfare of the workers. It specifies in clear terms the requirements regarding cleanliness, lighting, ventilation, etc., and provisions for the disposal of waste, elimination of dust and fumes. The provisions for drinking water facilities, latrines, urinals, etc., and controlling the temperature also. These provisions of the Factories' Act are applicable to industries of all types.

#### **Health and Safety:**

The Factories' Act, 1948, provides elaborate measures for the health and safety of the workers. These relate to proper lighting, ventilation, exhaust of offensive fumes and gases, provision of proper uniform, gasmasks, eye protection glasses, boots, etc., and periodical check-up of labourers. A considerable portion of the working time of a large segment of the male adult population and quite a number of adult females too, is at the present time spent in an industrial setting where they are employed. Such employment in industry has a special importance from the point of view of workers' health. On the one hand, efficiency in work is possible only from healthy workers. Sometimes, the industrial environment exposes the workers to certain hazards, which they would not meet elsewhere and which may affect his health. It is with the intention of reducing such hazards and improving the workers' health that the discipline of industrial health came into being as a branch of public health in its own right. Thus, it is necessary that small industries should take direct

interest in maintaining health and safety of their workers. They should try to adopt all the measures which are necessary for maintaining good health of their employees.

**Fire and Accidents:**

Fire and accidents may take place in factories due to certain natural causes or negligence on the part of the workers. According to the provisions of the Factories' Act, the factories should adopt certain necessary measures to protect the workers and the premises from the occurrence of fires and accidents. The Act provides that in every factory, all dangerous parts of all machines, shall be securely fenced by safety guards of substantial construction which shall be kept in position while the parts of machines they fence are in motion. Adequate provisions should be made to protect the workers from fire, dangerous fumes, explosive gases, dust, etc.

**Social Security:**

Social security, as at present, understood, is one of the dynamic concepts of the modern age, which has deeply influenced the social and economic policy of many countries in the world. The idea of social security is that the State shall make itself responsible for ensuring minimum standard of material welfare to all its citizens on a basis wide enough to cover all the main contingencies of life. From childhood to old age, a person faces a number of contingencies. In order

to help him during such contingencies, the idea of social security has emerged in the modern world.

According to the definition given in the ILO Publication, "Social security is the security that society furnishes through appropriate organization against certain risks to which its members are exposed. These risks are essentially contingencies of life which the individual of small means cannot effectively provide by his own ability or foresight alone or in private combination with his fellowmen". Accordingly, as the State is an association of citizens which exists for the same of their general wellbeing, it is a proper function of the State to promote social security.

Methods of providing social security to the workers:

There are two important methods of providing social security to the workers, viz. Social Assistance and Social Insurance. Social assistance includes such benefits provided to the workers as old-age pensions, maternity benefits, workers' compensation, etc. Social insurance refers to a scheme of maintaining an insurance fund from the contributions made by the workers and the employers and to grant out of it, such benefits to the workers as sickness-, injury-, maternity-, unemployment-benefits, old-age pension, etc.

**Social security scheme in India:**

The main statutory provision that has been provided so far in our country in the direction of social security is in

respect of -

- (1) Compensation in case of industrial injury and diseases;
- (2) Maternity benefits to women workers, and
- (3) The recent scheme of health insurance provident fund, old age and family pensions, gratuity, etc.

**Incentive Schemes:**

The various incentive schemes are used to improve the efficiency of the workers ultimately. Schemes like minimum wages, extra remuneration to the efficient workers, etc. It also includes the bonus system. In India, all the labour co-operative organizations are providing these incentives to the workers.

Regarding Vikas Industrial Co-operative Organization Limited at Palus, the factory does not provide the necessary working conditions wherein the workers can raise their efficiency.

Table 3.1 below shows a detailed picture of the responses of the workers towards the working conditions prevailing in the organization.

**Table 3.1**

Details about the working conditions  
in the organization

Working Conditions	No. of dis-satisfied workers	Percentage	No. of satisfied workers	Percentage	Total No. of workers	Percentage
Temperature	35	87.5	5	12.5	40	100
Air movement	40	100	-	-	40	100
Humidity	35	87.5	5	12.5	40	100
Illumination	40	100	-	-	40	100
Sanitation	40	100	-	-	40	100
Ventilation	40	100	-	-	40	100

According to Table 3.1 with regard to air movement, illumination, sanitation and ventilation, all the sample workers are dissatisfied. Regarding temperature and humidity, only 12.5 per cent are satisfied.

#### **Weekly-off and Leave Facilities.**

Regarding the weekly-off facility, the workers get only Sunday as the weekly off day. They also get other public holidays. But with respect to leave facility, they do not get anything of that sort.

#### **Working Shift:**

The organization has only one general shift starting from 8 AM to 5 PM.

#### **Welfare facilities:**

Providing adequate welfare facilities to the workers is essential to raise their efficiency. The organization does not provide welfare facilities to the workers. These facilities are :

1. Washing and bathing,
2. Sitting,
3. Restroom,
4. Medical, and
5. Canteen.

In succeeding paragraphs, some of the major labour problems of the workers are dealt with.

**MAJOR PROBLEMS:**

The Vikas Industrial Co-operative Organization was established in the year 1959. The unique feature of this society is that this society has been run by the workers for the welfare of the workers. Labour problems, as such, may not emerge in this society, yet, the study of working conditions of the workers is necessary. There are two divisions in the society, viz. Workers' Committee and the Managing Committee. But the rules/regulations are uniform in respect of both these committees. In the sample survey of this society, it was found that there is not much difference in the problems of workers in private organizations or in this organization. Labour problems are similar everywhere. Even then, the workers in this organization have to face some problems.

**Working Conditions:**

The working conditions where the workers work greatly affect their health and efficiency. It is an experience that where the working conditions are conducive, the efficiency of the worker, his capacity to work, are enhanced. It is difficult to work in adverse conditions. Favourable working conditions are good not only for the efficiency of the workers, but they influence the wages, industrial relations and attitude of employers and workers. However, efficiency of the workers depends directly on his health and willingness to work. In adverse situations, he is not attentive to his work and does not perform his work properly. In good working conditions,

not only the workers are happy but the increase in production caused by his efficiency is profitable to the employers. The disparities in money wages and real wages are lessened. The percentage of absenteeism and migration decrease when the working conditions are good.

Working conditions include different factors such as health facilities, humidification, temperature, light, ventilation, security measures, etc. Also, canteen, bathrooms, drinking water facilities, lunch/breakfast rooms, etc., are included in this.

The workers in this organization experience certain problems:

The workers in this organization experience certain problems:

(1) Health-facilities:

These include dispensaries, bathrooms, etc. There is no facility for medicine in this organization. Supposing the workers sustain some injuries or fall sick, there are no facilities of medical aid. The practising doctor takes one round every week and attends the patients on that day. But the worker does not receive any compensation or assistance for medicine.

(2) Latrine:

There is no facility of latrines. It affects adversely the health of the workers and the workers also do not work satisfactorily.



(3) Rest-Pause/Lunch-Rooms:

There is no separate room for taking lunch. The workers sit under a tree or in their respective departments and take their lunch. Workers do not seem to happy in this respect.

(4) Bathrooms:

There is no facility for taking bath, though drinking water facility is seen.

(5) Security Provisions:

These include uniforms, shoes/boots, goggles. This factory supplies a limited number of uniforms.

In general, it has been found that there are deficiencies in respect of health/hygiene and security provisions. Hence, they affect the efficiency of the workers.

**Leave:**

It is seen that the proportion of absenteeism is more in this organization. There are a number of factors responsible for this:

- (1) Majority of the workers in this factory come from rural areas and they are farmers. During busy season, there is larger proportion of absenteeism.
- (2) Eighty per cent of the workers are Marathas and as such, they observe religious festivals. Hence, they remain absent.
- (3) The workers receive low wages, so they remain discon-



tented and remain absent.

- (4) There are no residential quarters provided by the factory. The workers stay outside or come by railway. When the railway comes late, they are late. Hence, absent.
- (5) Due to larger absenteeism, there is an adverse effect on productivity.

**Wages:**

Wages are important from the standpoint of work. A number of labour problems have their roots in inadequate wages.

Indian workers get basic wages and dearness allowance. Besides this, they get the benefits of bonus, provident funds, etc.

The Vikas Industrial Co-operative Organization is run on a co-operative principle. There is no difference between the workers and the owners, but in reality, wage differences are found in the salaries received by the Managing Committee staff and the workers. The workers receive less wages. Really speaking, many of the members in the Committee are actual workers. They receive wages according to gradations. The wages in this organization are lesser. The workers receive only basic wages and dearness allowances. Besides, they get bonus, provident fund, gratuity, but they are paid in lesser quantity. They receive less bonus, but when the organization receives

more profit, bonus is paid. But if there are non-member workers, they do not receive share in the profit.

..oo00oo..