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WORKING CONDITION AND SOCIAL SECURITY OF LABOUR

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Introduction

The working conditions where the workers work greatly affects their health and efficiency, it is an experience that where the working conditions are conducive the efficiency of the worker, his capacity to work is 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 situation he is not attentive to his work and does not perform his work efficiently, in good working condition, not only the labours are happy also the work efficiency of labour.

4.1 Working Condition

Working condition include different factors such as health facilities, waiting room, canteen, bathroom, latrine and toilet, drinking water, living rooms, pay scale, working hours etc. In the Shahu Market Yard these working conditions are as follows.

i) Health Facilities

In Shahu Market Yard area there is no hospital, but in working time accident accrued the workers are taken to nearly Dr. D. Y. Patil Hospital

and health facilities are given to these labour. This facility is offered to labours who are nominated labours by Mathadi Board. But these health facilities are too much limited.

We have studied 75% labours in response to the health facilities which are inadequate.

ii) Waiting Room

There is only one waiting room in the market yard. Near about 1000 to 12000 labours are working in the market but there is only one waiting room and no separate ladies waiting room also.

iii) Canteen

In the market area there is no canteen facility. There are some private hotels and wad-paw centers. Labours goes there and take tea or breakfast. Sometimes they spend a whole day on wada and pav only.

iv) Latrine and Toilet

There is one latrine and it is on the basis of pay and use. It is in a corner of the market yard for such a big labour strength.

v) Drinking Water

in the market yard drinking water facility is not available for separate departmentwise. In the summer season traders keep mataka for drinking water.

vi) Bathroom

Most of labours are living in Shahu Market Yard. There is no bathrooms facility for taking baths, but labours take their bath in open grounds where taps are connected.

vii) Pay Scale

The pay scale of labours of Shahu Market Yard is decided according to the Minimum Wage Act, 1948. The scale of labour is decided by the Kolhapur district Mathadi Board along with representative of the Mathadi labours and APMC.

viii) Working Hours

since these are the Mathadi labours working in Shahu Market Yard and type of their work is like contract labour their working hours are not fixed. In order to get more cash benefits the Mathadi labours do the work from 10 to 12 hours.

Considering the above unhygienic and inadequate facilities, the Mathadi labours in Shahu Market Yard requires better health facilities, such as sophisticated hospital, which provides all medical facilities, waiting room for the ill labour and their families.

The Shahu Market Yard should start a good type of canteen which will be operated by the labours on co-operative base. The canteen should provide good type of tea, breakfast and lunch/dinner to the labours of the market yard.

The Kolhapur District Labour Board along with APMC should also go through other requirements which are necessary to the labours such as latrine and toilet, drinking water, bathroom etc.

4.2 Social Security of Labours

The concept of social security is to provide protection provided by the society to its members through a series of public resources against the economic and social distress that otherwise is caused by stoppage or substantial reduction of earnings resulting from sickness maternity employment injury occupational distress unemployment invalidity, old age and death.

i) Programmes in the Unorganized Sector

The social security of the unorganized sector is being provided through centrally founded social assistance programmes social insurance scheme, social assistance through welfare funds of central and state governments and public initiatives. The centrally funded social assistance programmes include a scheme called National Social Assistance Programme (NSAP) was launched through 3 sub scheme of i) National Old Age pension Scheme (NOAPS), ii) National Family Benefit Scheme, and iii) National Maternity Benefit Scheme.

In providing social assistance benefits to poor households, NSAP supplements the efforts of the state governments with the objective of ensuing minimum national levels of well being. To ensure creation of adequate employment opportunities to provide social security to the

people in the unorganized sector, NSAP also provides opportunities for linking social assistance package to scheme for poverty alleviation and provision of basic minimum services. In this direction the important schemes being implemented by the government and are Employment Assistance Scheme (EAS), Swarna Jayanti Gram Swarozgar Yojana, Jawahar Gram Samriti Yojana.

ii) Kolhapur District Mathadi and Unorganized Labour Board

Maharashtra Mathadi Hamal and Other Manual Worker (Regulation of Employment and Welfare) Act 1969 established Kolhapur District Mathadi and Unorganized Labour Board. The board was established on 1st May 1978 but working from 1st May 1985.

iii) Functions of the Board

The functions of the board are as follows –

1. Supplying the Mathadi labours
2. Planning of labours working
3. To determine labours service terms
4. To determine labours salary
5. Fixation of labours working hours and time
6. Disputes settlement between labours and traders

These are the main functions of Kolhapur District Mathadi and Unorganized Labour Board.

The board takes care of the Mathadi labours by calling meeting along with its inspectors and union leaders and APMC to decide the working rates for the period 3 or 5 years. These rates can be revised after 3 or 5 in joint meeting of Board. The board also looks after the welfare of labours such as financing them in short term loans. The board provides text books and other stationery to the children's of labours.

4.3 Labours Welfare

The Maharashtra Labour Welfare Board is a statutory body constituted by the state government under the Bombay Labour Welfare and Fund Act 1953 for the promotion of welfare of labour and their dependents in the state of Maharashtra. The finance of the Board include the fines collected from various factories and establishments, six monthly triparties contributions i. e. contribution from employees, employers and the government all factories coming under the Factories Act 1948. All shops and establishments within the meaning of the Bombay Shops and Establishment Act 1948 employing or more persons, and all motor transport undertaking coming under the Motor Transport Workers Act 1961 are required to pay to the labour welfare funds, employees and employers contributions, in respect of all employees on their establishment register as on 30th June and 31st December every year at the prescribed rates.

The Board conducts a variety of institutionalized and non institutionalized welfare activities through 247 small and big welfare centers in and around 127 cities and towns all over the state, Educational, recreational, health and sports activities form the main agenda of the board. The facility for training in weaving and handicrafts under a trained female teacher constitutes a special programme for wives and wards of workers. Each center is provided a minimum of 4 sewing machines.

The Welfare Commission is the principle executive office of the board and is directly responsible to the board for the implementation of the various programmes of the board.