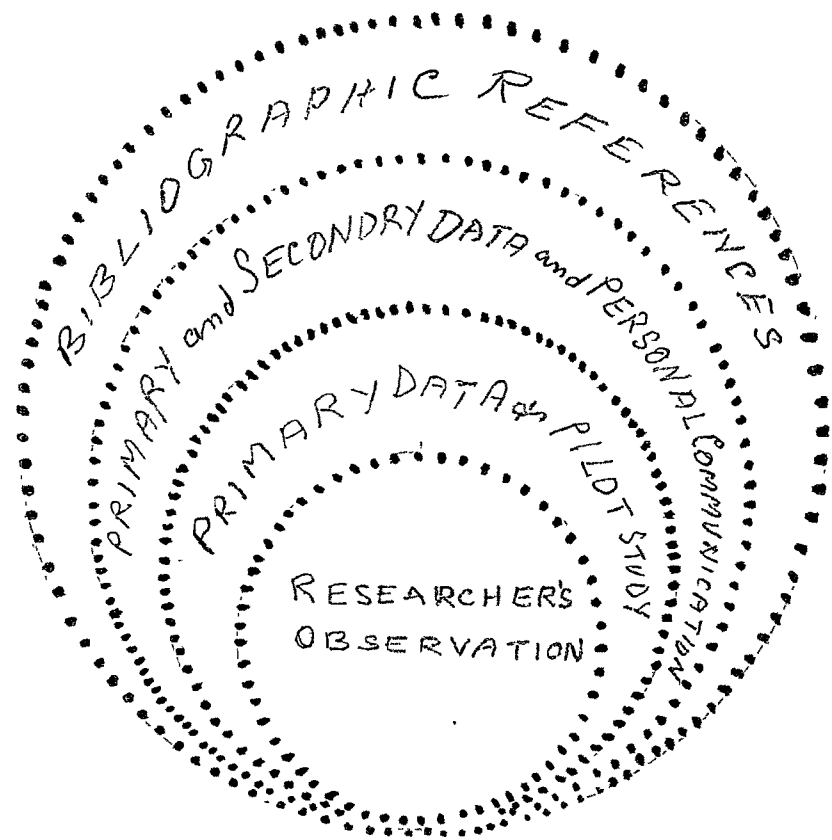


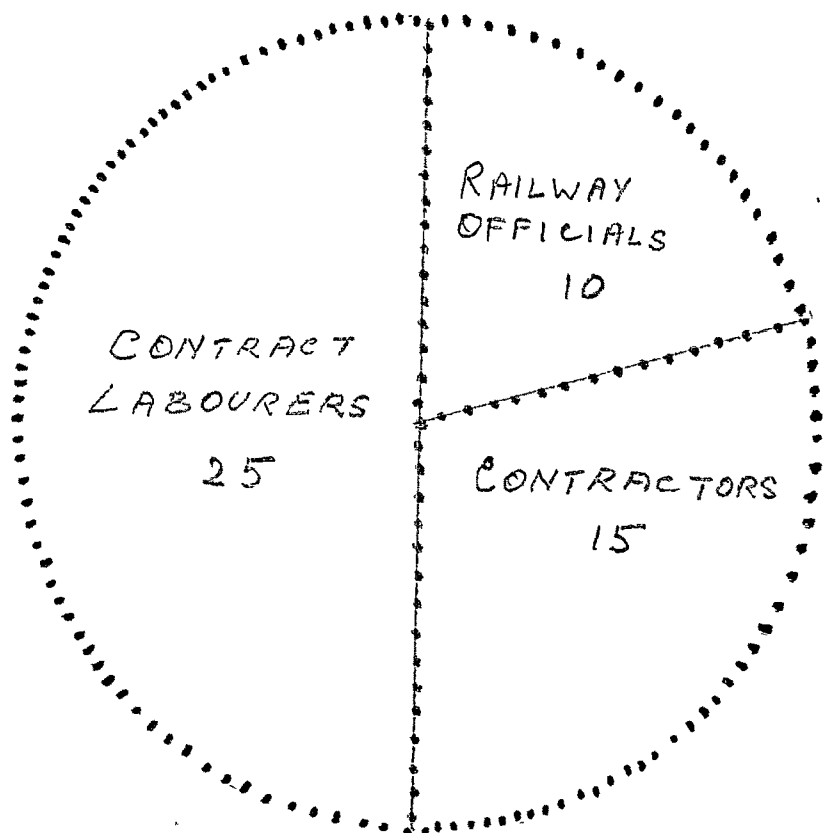
CHAPTER - III  
ANALYSIS AND INTERPRETATION

ANALYSIS AND INTERPRETATION OF DATA  
AND CONCLUSION

## SOURCES OF DATA COLLECTION



## TYPE OF RESPONDANTS



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### I ) LIST OF TABLES SHOWING VARIABLES OF CONTRACT LABOURERS.

- 1) A table showing the age group wise analysis of the labourers.
- 2) A table showing the type of labourers in according to sex.
- 3) A table showing the type of residence in relation to income.
- 4) A Table showing the type of labourers family and the area.
- 5) A table showing the type of residence in relation to the type of locality.
- 6) A table showing total income of the family in relation to property.
- 7) A table showing the sources of recruitment of labourers
- 8) A table showing the job satisfaction of contract labourers in contract work.
- 9) A table showing attitudes of contractors towards labourers.
- 10) A table showing the compensation given after the accidents investigated.
- 11) A <sup>and graph</sup> table showing the daily wages of the individual labourers with respect to rate of wages.
- 12) A table showing the grievances of labourers with regard to contract work.

TABLE NO. I

A Table showing the age group wise analysis of the contract labourers

Age group	Contract labourers	Percentage
17 - 24	6	24 %
24 - 31	8	32 %
31 - 38	6	24 %
38 - 45	5	20 %
Total	25	100 %

FOOT NOTE :- Exclusive method is followed where upper limit is not included in the same class.

The nature of work of the contract labourer is purely manual and of great physical hardships, and as such age has got a direct relation in terms of physical output of work. In the light of the above fact, the most suited age group is 24 to 31 years old, and this particular age group is predominantly seen in the above table, which constitute almost  $\frac{1}{3}$  of the total number of labourers ( 32 % ). Just the contrary, when the age advances i.e. from 38 to 45 years, the percentage automatically comes to the lowest i.e.  $\frac{1}{5}$  ( 20 % ) of the total strength. Any one above the age of 45 years is conspicuously vanished.

The logic behind is that aged people cannot withstand

SHIVAJI UNIVERSITY

(47)

The laborious hardwork which is closely linked with cash payment as per the measurement and quantum of work done by individual labourer.

TABLE NO -II

A Table showing the type of labourers in according to sex

Sex	Type of labourers			Total
	Unskilled	Semiskilled	Skilled	
Male	5	5	8	18
Female	7	-	-	7
Total	12	5	8	25

The above table shows that the male female ratio is 18:7 and in the unskilled job only females outnumbered males with a slight margin of 5:7.

In the skilled and semiskilled group female labourers are virtually nil. It shows that female as a whole lacking skill? Yes, it is to be admitted in this particular field and context. Picture may change in near future.

Another inference is that the contractor depends upon the male labourers, than the female to execute his contract work.

TABLE NO III

A. Table showing the type of residence in relation to income

Type of residence	Total income from all earnings per month			Total
	300-600	600-900	900-1,200	
Permanent structure	1	4	2	7
Tin roof	3	7	2	12
Hutments	3	3	-	6
Total	7	14	4	25

FOOT NOTE :- Exclusive method is followed where upper limit is not included in the same class.

The above table shows that the labourers of any income group ranging from Rs. 300/- to Rs. 1200/- Permonth cannot afford a house of tiled roof. 50% of those in the above income group live in tin roofed structure, probably due to the convenience of shifting the structure from place to place and comparatively cheaper. 24 % of the income group up to Rs. 900/- P.M. however have to take shelter in huts.

The labourers are compelled to change the site of working frequently. Hence tin structures are more preferred by the labourers, due to the convenience of dismantling and reconstructing.

TABLE NO IV

A Table showing the type of labourers family and the area

Area	Nuclear	Joint	Total
Urban	15	1	16
Rural	2	7	9
Total	17	8	25

In urban area nuclear family accounts for 65 % whereas in rural areas joint family accounts for 28 % compared to 4 % joint family in urban area. This is because of the fact that the labourers move to the cities and towns from the rural area with their wife and children only, in search of job and finally got employed under some contractors. Larger family finds themselves unsuited to cities.



TABLE NO V

A Table showing the type of residence in relation to the type of locality.

Type of locality	Type of residence			Total
	Permanent structure	Tin roof	Hutments.	
Slum area	-	1	4	5
Conjuted area	7	11	2	20
Total:-	7	12	6	25

The labourers in general take shelter in slum and conjuted areas, mostly in tin sheds. 50 % of the labourers are found to live in tin sheds, 24 % in huts and 26 % find their shelter in rented houses in conjuted areas.

TABLE NO. VI

A. Table showing total income of the family in relation to property

Property	Total income of the family per month			Total
	300-600	600-900	900-1,200	
Land	—	6	2	8
House	1	2	1	4
Nil	6	6	1	13
Total	7	14	4	25

FOOT NOTE :- Exclusive method is followed where upper limit is not included in the same class.

More than 50 % of the contract labourers could not secure land or house of their own. However 33% of them have managed to purchase land and 16.5 % could build their own houses. More than the well paid group ( Rs. 900 to 1200 per month ), a lower paid group of pay of Rs. 600 to 900 P.M. could save better to purchase land and house.

TABLE NO VII

A Table showing the sources of recruitment of contract labourers

Friends	Contractors	Mukkadam	Total
8	11	6	25
8	11	6	25

¶ The labourers are mostly brought from different villages by the contractors themselves ( 44 % ) and some are motivated and brought by the mukardams working under contractors ( 24 % ) and 34 % of the labourers came for the work of their own through their friends motivation.

The contractors themselves are recruiting more labourers for them, rather than through other means.

TABLE NO VIII

A Table showing the job satisfaction of contract labourers in contract work.

Years in contract system	Job satisfaction			Total
	Satisfied	Satisfied to some extend	Not satisfied.	
1 - 3 Years	7	1	-	8
3 - 6 Years	4	3	-	7
6 - 9 Years	2	4	-	6
9 - 12 Years	2	1	1	4
Total.	15	9	1	25

FOOT NOTE :- Exclusive method is followed where upper limit is not included in the same class.

96 % of the labourers are satisfied with their job and the pay they get, 60 % are satisfied and 36 % are satisfied to some extend. An interesting point to note is that those put in less than six years service are more satisfied than those who are put in service more than six years. It shows that the beginners are more happy to work under the contractors, and in the long run they lose the charm.

However 15 out of 25 labourers found satisfaction of work under the contractor, because of the fact that their expectations and aspirations are limited.

TABLE NO IX

A Table showing attitudes of the contractors towards labourers

Attitudes of the contractors	Indifferent	Inhuman	Considerate	Total
	8	3	14	25
Total:-	8	3	14	25

In the opinion of the labourers, 56 % of them feel that the contractor is considerate about them whereas 32 % of them think the contractor is indifferent. However 12 % of the labourers felt inhuman behaviour on the part of the contractors.

Majority of the labourers (14 out of 25) have taken into granted that their contractor is considerate may be due to their simplicity.

TABLE NO X

A Table showing the compensation given after the accidents investigated.

Type of accidents witnessed	Medical facilities	Medical leave facilities with leave	None	Total.
Minor	3	—	8	11
Major	7	4	3	14
Total	10	4	11	25

Major accidents are given due importance and considerations ( 11 out of 14 ) probably due to legislation. Minor accidents are neglected in a greater proportion i.e. 8 out of 11. However the Medical benefits were found imparted to 14 out of 25 accident victims, as per the witness report, of the labourers

TABLE NO XI

A Table showing the daily wages of the individually labourers with respect to rate of wages.

Rate of wages	Daily wages to individual labourers			Total
	Skilled	Semiskilled	Unskilled	
Rs. 10 - 20	-	-	5	5
Rs. 20 - 30	-	2	6	8
Rs. 30 - 40	4	3	1	8
Rs. 40 - 50	4	-	-	4
Total.	8	5	12	25

FOOT NOTE :- Exclusive method is followed where upper limit is not included in the same class.

It goes without saying that the skilled is paid very high while the unskilled is paid very low with a difference of more than double a day. 5 unskilled is getting 10 to 20 Rs. a day ( 20 % ) 4 skilled earns 40 to 50 Rs. a day, constitutes 16 % of the total labourers. Another 16 % skilled labourers are found to have earned Rs. 30 to 40 a day. 5 semiskilled constitutes 20 % of the total labourers earning 20 to 40 Rs. a day. 50% labourers are found unskilled and are paid Rs. 10 to 30 with an exception of 4 % labourers getting 30 to 40 Rs. a day being unskilled.

The inference is that the contractor is giving due consideration for the skill of the labourers and are paid accordingly

Table No - XI

$OX = 2 = 1 \text{ cm}$   
 $OY = 10 = 1.5 \text{ cm}$

Type of contract laborers	Rate of daily wages in Rs
Unskilled	30
Semiskilled	40
Skilled	50

← Rate of daily wages in Rs →

← Type of contract laborers →

Table No - XI

$OX = 2 = 1 \text{ cm}$   
 $OY = 10 = 1.5 \text{ cm}$

The bar chart displays the rate of daily wages for three types of contract laborers. The Y-axis is labeled 'Rate of daily wages in Rs.' and ranges from 0 to 50. The X-axis is labeled 'Type of contract laborers' and ranges from 0 to 26. The bars are labeled 'Unskilled', 'Semiskilled', and 'Skilled'.

Type of contract laborers	Rate of daily wages in Rs.
Unskilled	30
Semiskilled	40
Skilled	50

Table No - XI

$OX = 2 = 1 \text{ cm}$   
 $OY = 10 = 1.5 \text{ cm}$

Rate of daily wages in Rs. → Y

Unskilled

Semiskilled

Skilled

← Type of contract laborers → X

Type of contract laborers	Rate of daily wages in Rs.
Unskilled	30
Semiskilled	40
Skilled	50

Table No - XI

$OX = 2 = 1 \text{ cm}$   
 $OY = 10 = 1.5 \text{ cm}$

Type of contract laborers	Rate of daily wages in Rs
Unskilled	30
Semiskilled	40
Skilled	50

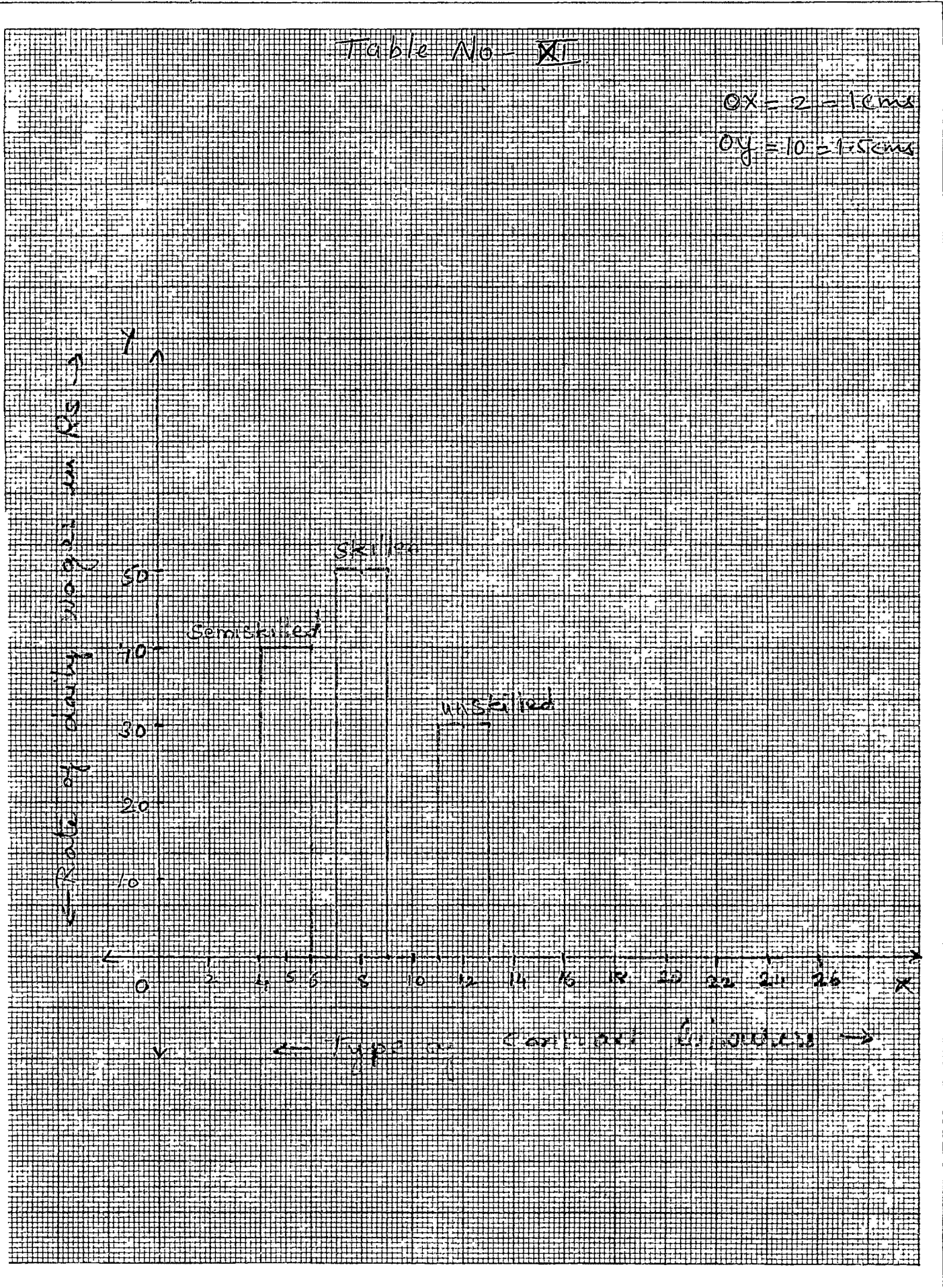




TABLE NO XII

A Table showing the grievances of labourers with regard to contract work

Grievances.	Labourers response with regards to contract work	Percentage
No protective devices	8	32 %
Less pay	9	36 %
Hardship of work	7	28 %
Indefinitness of work	1	4 %
Total	25	100 %

Out of 25 , 9 labourers have complained of less pay. The payment is not linked with cost of living, as in the case of organised labourers. Naturally, the shooting up of prices of essential commodities have affected them.

32 % of the labourers were found worried about their protection of life while working. The prescribed protective devices for certain work, like helmet, gumboots, masks, sunglass hand gloves, firstaid kits etc are not provided to the workers but are mentioned <sup>only</sup> on papers.

This resulted in hardships of work with extended hours of working, less facilities for rest and comfort and recreations. Hence 7 out of 25 labourers had complaints of hardships.

The grievances of labourers are genuine and therefore warrant the immediate attention of the contractors and concerned authorities.

II) LIST OF TABLES SHOWING VARIABLES OF CONTRACTORS.

- 1) A table showing age group wise qualification wise comparative study.
- 2) A table showing religion-wise analysis.
- 3) A table showing the type of residence, type of locality in relation to yearly income.
- 4) A table showing yearly income and property.
- 5) A table <sup>graph</sup> showing the years of experience in contract in relation to class.
- 6) A table showing the ways and means of acquiring contracts.
- 7) A table showing the completion of work in relation to class of contract.
- 8) A table showing the class of contract and the supervisory staff of contractor and their permanency.
- 9) A table showing contract work with partner or individual and class of contract.
- 10) A table showing the class of contractor and heavy machineries and other equipments.

## SHIVAJI UNIVERSITY

(61)

TABLE NO I

A Table showing age group wise qualification wise comparative study

Education	A G E G R O U P					Total
	20-30	30-40	40-50	50-60	60-70	
Non-Matric	-	-	-	-	1	1
S.S.C.	-	-	2	2	-	4
Graduate	1	4	-	-	-	5
Post graduate	-	1	-	-	-	1
Diploma holders	-	-	2	1	-	3
B.E.	-	-	1	-	-	1
Total.	1	5	5	3	1	15

FOOT NOTE :- Exclusive method is followed where upper limit is not included in the same class.

Age group 30 to 40 and 40 to 50 are found predominant in contract business. The same age group is found more educated, including graduates, diploma and degree holders in Engineering.

66 % of them fall in the age group 30 to 50 years. 28 % are matrices and nonmatrices of advanced age of 50 to 70 years, 6 % of graduates of early age group of 20 to 30 years.

The inference is that middle age group is found more qualified in the particular business. The success may depend upon qualification as well as mature age.

M Phil

Graduates are more conspicuous, ( 5 out of 15 ) may be due to educated unemployed situation prevalent in the country.

TABLE NO II

A. Table showing religion wise analysis

RELIGION					
	Hindu	Muslim	Jain	Sikh	Total
	8	3	2	2	15
Total.	8	3	2	2	15

Religion wise grouping shows Hindus are more business minded compared to the other religion in contract line. Jain and Sikh are found of equal strength were as Muslims have slight edge.

The percentage wise participation is, Hindus 53.4 % Muslims 20 % Jain and Sikh having 13.3 % each.

TABLE NO IV

A. Table showing yearly income and property.

Property.	Y E A R L Y I N C O M E						Total
	10,000	20,000	30,000	40,000	50,000	60000	
Land	2	1	2	1	-	-	6
House	-	-	-	-	-	2	2
Land and House	-	1	-	3	2	-	6
None	-	-	1	-	-	-	1
Total.	2	2	3	4	2	2	15

40 % of the contractors have secured land, and an equal number of them had purchased land and house. 13.36 % have satisfied with house only. A small group of 6.68 % could not buy either land or house though with an income of 30,000 Rs. annually.

Middle income group of 20,000 to 40,000 Rs. are after land, where as high income group of Rs. 60,000 and above cares little for land.

The general picture shows that the low income group is cautious in securing land or house or both.

TABLE NO. V

A Table showing the years of experience in contract in relation to class

Class	Years of experience in contract					Total
	1 - 8	8 - 15	15 - 22	22 - 29	29 - 36	
A	-	-	1	-	-	1
B	-	-	1	-	1	2
C	-	1	-	-	3	4
D	-	3	1	2	-	6
E	1	1	-	-	-	2
Total.	1	5	3	2	4	15

FOOT NOTE :- A - Above Rs. 50 lakhs, B - 21 - 50 lakhs  
 C - 6 - 20 lakhs, D - 1 - 5 lakhs, E - upto 1 lakhs.  
 Exclusive method is followed where upper limit is not included in the same class.

The contractors with less experience of 1 to 15 years have ventured to take only small work of D and E class i.e. from 1 to 5 lakhs only, 33.33 % with an exception of 6.6 % of C class.

Contractors with greater experience of work handles greater amount of contract. A, B and C class contracts of Rs. above 50 lakhs to 20 lakhs have been taken by contractors put in 15 to 36 years experience. The percentage works out to 40 .



However in D class 20 % is found to be an exception.  
A class contract is found to be an exception again, which  
was taken by contractors of 15 to 22 years of experience  
percentage is 6.66.'

Graph showing The years of experience in contract in relation to class of contract.

Table No - V

OX = A - 2 cm

OY = 10 = 2 cm

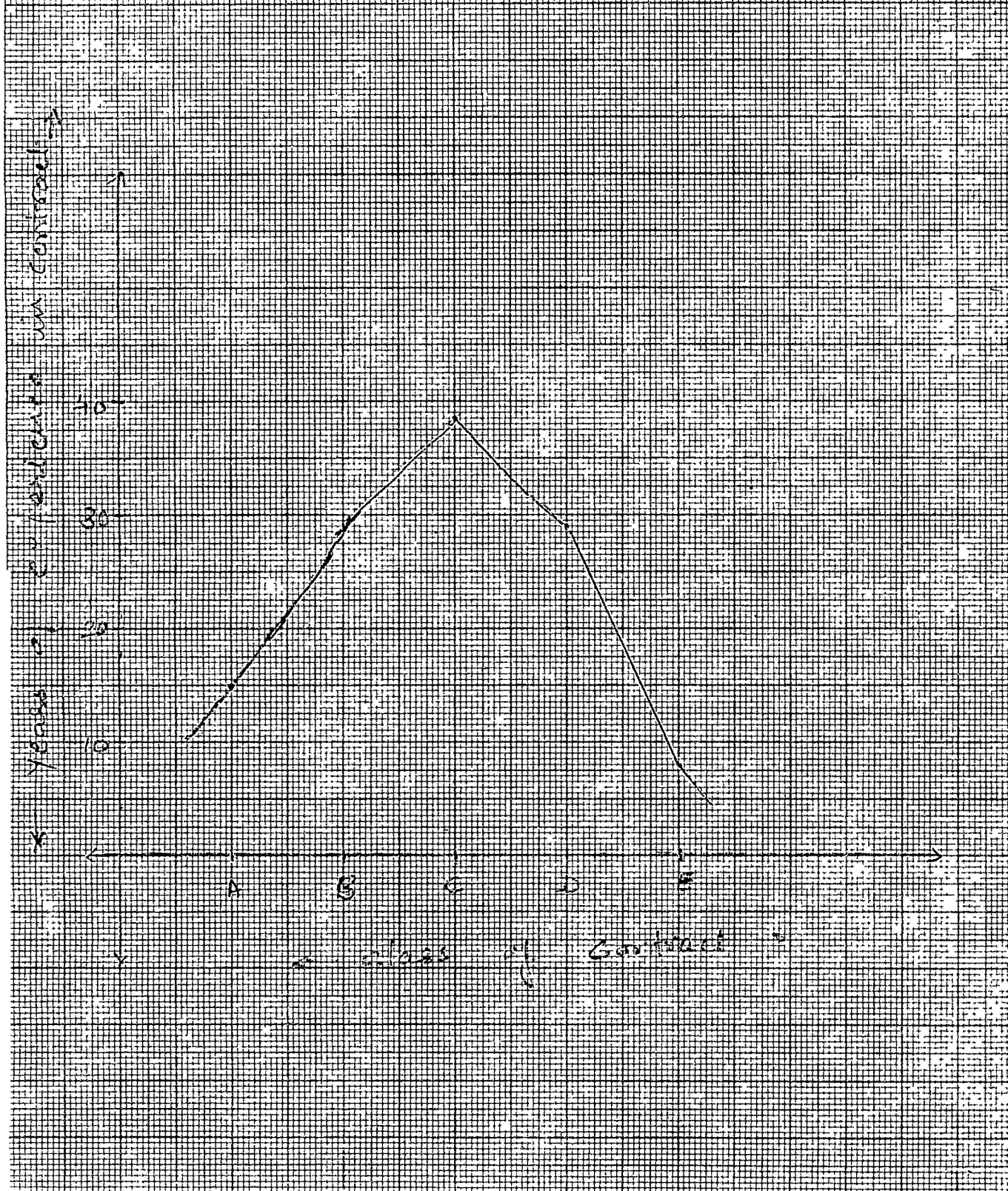


TABLE NO. VI

A Table showing the ways and means of acquiring contracts

Inherentant	Induced	Normal course	Total
6	4	5	15
6	4	5	15

Larger percentage of 40 is found to be inherentant  
The business strated by the father is taken over by his sons is  
quite common, in contract business.

Due to pressing circumstance i.e for want of job  
compulsion makes to take contract. Such category form a percen-  
-tage of 26.66 %.

In the normal course without any specific reasons  
in the circumstantial way, 33.33 % enters in the contract  
business.



TABLE NO VII

A. Table showing the completion of work in relation to class.

Class	Completion of work			Total.
	Work completed	Work half done.	Work abandoned	
A	1	—	—	1
B	2	—	—	2
C	4	—	—	4
D	4	1	1	6
E	2	—	—	2
Total:-	13	1	1	15

FOOT NOTE :- A - above Rs 50 lakhs, B - 21 - 50 lakhs,  
C - Rs. 6 lakhs - 20 lakhs, D - 1 - 5 lakhs  
E - upto 1 lakhs.

Contractors, when doing the work of 1 to 5 lakhs, 1 out of 15 found totally abandoned, and 1 out of 15 have left the work half done.

All the contracts above 5 lakhs proved to be completely done. So also contracts of less than 1 lakhs is also successfully completed.

Therefore the abandoned percentage works upto 6.66 % and half done 6.66 %. Major works above 5 lakhs is completed and upto 1 lakhs is also completed totally by 86.66 % of the contractors.

Inference :- Whenever the amount of contract is huge, concentration of work is proved better, whereas small works of less capital amount is more or less neglected probably due to less profit. However the small contractors with small capital amount of less than 1 lakhs have taken the pain to complete the work.

## SHIVAJI UNIVERSITY

(71)

TABLE NO VIII

A Table showing the class of contract and the supervisory staff of contractor and their permanency.

Class	Permanent staff						Total.
	None	1	2	3	4	5 and above	
A	—	—	—	—	—	1	1
B	—	—	1	—	1	—	2
C	—	1	3	—	—	—	4
D	3	1	2	—	—	—	6
E	1	—	1	—	—	—	2
Total:-	4	2	7	—	1	1	15

FOOT NOTE :- A - Above Rs. 50 lakhs, B - 21 - 50 lakhs, C - 6 - 20 lakhs, D - 1 - 5 lakhs, E - upto 1 lakh.

Contractors of all classes have permanent staff, generally. But in D class and E class 4 contractors had no permanent staff and another 4 contractors of the same classes had permanent staff. All the 7 contractors of A, B and C class do have permanent staff. According to the Railway rules, A, B and C class contractors are liable to keep permanent men and machinery. A class contractors keep much more than 5 permanent staff, because their establishment is very big.

TABLE NO IX

A Table showing contract work with partner or individual and class of contract.

Contract work with	C L A S S O F C O N T R A C T					Total
	A	B	C	D	E	
Partner	1	2	4	4	1	12
Individual	-	-	-	2	1	3
Total	1	2	4	6	2	15

80 % of the contractors found to be doing business in partnership. Especially contract work of A to D class do have partners. Out of 15 contractors 12 has partnership. 3 contractors without partners are doing business under lower class D and E. It shows partner ship is a must for big contract because it warrants not only huge capital, but also technical know-how and many other allied appliances and manpower.

TABLE NO X

A Table showing the class of contractor and heavy machineries and other equipments.

Class	Heavy machineries		Total.
	Of their own	On rent	
A	1	0	1
B	2	0	2
C	4	0	4
D	1	5	6
E	0	2	2
Total:-	8	7	15

FOOT NOTE :- A = Above Rs. 50 lakhs, B = 21 - 50 lakhs,  
C = 6 - 20 lakhs, D = 1 - 5 lakhs, E = upto  
1 lakhs.

The contractors of A, B and C class found to have heavy machineries and vehicles of their own. The percentage works out to 46.6. Remaining contractors managed to carry out their work by rented or hired machineries 46.66 %, with an exception of 6.6 % of D class contractor having his own machinery.

It shows that the big contractors are well established and well equipped. Moreover this is a primary condition of the Railways to give contract to A, B and C class contractors.



III ) LIST OF TABLES SHOWING VARIABLES OF RAILWAY OFFICIALS.

- 1) A table showing qualification and age group of the railway officials.
- 2) A table showing sanctioning authority of railway officials.
- 3) A table showing caste wise analysis and type of family of railway officials.
- 4) A table showing the salary source in relation to other source.
- 5) A table showing the opinion of respondents with regard to the future of contract system.
- 6) A table showing the inspection of track of the field staff of Engineering Department.

## SHIVAJI UNIVERSITY

(75)

TABLE NO I

A Table showing qualification and age group of the Railway officials.

Qualification	Age group		Total
	30 to 42 years.	42 to 55 years.	
B.E,M, Tech	1	-	1
B.E	-	2	2
Diploma in Engineering	1	2	3
B.Sc.with departmental training	-	4	4
Total :-	2	8	10

Officers of the early age group upto 42 years are of lower category, and advanced age group 42 to 55 years are found to be of higher cadre. However considering the very high qualification lower age group of 30 - 42 has attained high position by virtue of their technical qualification 80 % of advanced age group are in high position.

TABLE NO II

A Table showing sanctioning authority of Railway Officials.'

Designation.	Sanctioning authority		Total.
	Yes	NO	
Sr. Divisional Engineer	1	-	1
Divisional Engineer North	1	-	1
Divisional Engineer South	1	-	1
Assistant Engineer	-	1	1
Inspector of Works ( 3 )	-	3	3
Permanent way Inspector ( 2 )	-	2	2
Bridge Inspector	-	1	1
Total:-	3	7	10

The Divisional Engineers have the authority to sanction the contract i.e. 30 % of the officers are entitled for sanctioning, while the remaining 70 % are only executive authorities to extract work from the contractors.'

TABLE NO III

A Table showing caste wise analysis and type of family of Railway Officials.

Caste.	Type of family			Total.
	Nuclear	Joint	Extended.	
C.K.P.	-	1	-	1
Maratha	2	3	1	6
Lingayat	1	1	-	2
Brahmin	1	-	-	1
Total:-	4	5	1	10

90 % of the Government Officials have nuclear and joint family, with 50 % of them with joint family. In Marathas, the liking for joint family is comparatively more ( 30 % ) of the total. 10 % extended type of family is also found in the same caste.

TABLE NO IV

A Table showing the salary source in relation to other source.

Salary source.	Other source				Total.
	Other family members earnings.	Land.	House.	None.	
2000 - 3000	2	1	1	2	6
3000 - 4000	1	1	1	-	3
4000 - 5000	-	-	-	1	1
Total:-	3	2	2	3	10

The lower income group ( 30 % ) make other family members to earn, where as the higher salary group Rs. 4000 to 5000 per month is not bent upon it. Also they have no other sources other than monthly salary.

In lower income group 40 % have sources of income from land and houses also.

Salary group Rs. 2000 to 4000 per month constitute 90 % of the officials and 10 % in salary group above Rs. 4000 per month

TABLE NO V

A. Table showing the opinion of respondents with regard to the future of contract system.'

Opinions of respondents.	Future of contract system		Total.
	Continued.	Modified.	
Sr. Divisional Engineer	-	1	1
Divisional Engineer North	1	-	1
Divisional Engineer South	-	1	1
Assistant Engineer	-	1	1
Inspector of Works ( 3 )	2	1	3
Permanent way Inspector ( 2 )	1	1	2
Bridge Inspector	1	-	1
Total:-	5	5	10

50 % of the officials are in favour of continuing the present contract system and another 50 % suggested modification. But all are of the view that the present contract system should be continued or modified. Higher officials including Divisional Engineers and Assistant Engineer desires to have modified contract system.'

In view of completing the work in short duration, and non interfered by union activities and qualitatively, the Government Officials prefer contract system.

## SHIVAJI UNIVERSITY

(81)

TABLE NO V

A Table showing the inspection of track of the field staff of Engineering Department.

Authorities	TRACK		INSPECTION			Percentage
	Weekly.	Fort night.	Monthly.	Once in 6 month.	None	
Sr.Divisional Engineer	-	-	-	1	-	10 %
Divisional Engineers	-	-	2	-	-	20 %
Assistant Engineer	-	1	-	-	-	10 %
Permanent Way Inspector	2	-	-	-	-	20 %
Inspector of works	-	-	-	-	3	30 %
Bridge Inspector	1	-	-	-	-	10 %
Total:-	3	1	2	1	3	100 %

The frequency of track inspection is increasing with lower category from monthly visits to weekly visits, and proportionately decreasing from monthly to half yearly in case of higher category. The frequency of track inspection is 30 % weekly and 20 % monthly by the different categories of staff.

Inspector of works is concerned with building works, roads, drainage etc.