

CHAPTER - IV

A. SUMMARY OF FINDINGS AND CONCLUSIONS

GENERAL OBSERVATIONS AND SUGGESTIONS

A SUMMARY OF FINDINGS AND CONCLUSIONS REGARDING THE CONTRACT
LABOURERS

- 1) Age group ratio of the labourers.
- 2) Sex wise ratio
- 3) Type of residence in relation to income.
- 4) Monthly income and property earned ratio
- 5) Job satisfaction in relation to length of service.
- 6) Contractor's attitude towards labourers
- 7) Compensation benefits against accidents reports
- 8) Grievances of contract labourers.

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A SUMMARY OF FINDINGS AND CONCLUSIONS REGARDING THE CONTRACT LABOURERS

From the study conducted by the researcher the following findings and conclusions are recorded.

I) AGE GROUP RATIO OF THE LABOURERS :- The labourers found working under contract system constituted mainly of the age group 24 to 31 years i.e., 1/3 of the total strength of the labour of various ages. Above 45 years old, no one was found

The conclusion that can be drawn is that, physical strength and capacity of the youthful age is essential to work as a contract labour, as the age advances the labourer is automatically proved unfit and he will have to search for other work for his livelihood.

II) SEX WISE RATIO :- In the unskilled manual labour, male outnumbered female labourers in the ratio of 18:7 and in skilled and semiskilled works, female is totally absent.

The conclusion is that, the contractors prefer male to female for the laborious contract work.

III) TYPE OF RESIDENCE IN RELATION TO INCOME :- 50 % of the labourers are found to stay in tined structures, irrespective of income group.

The conclusion is that, it is probably due to the convenience of dismantling and reconstructing the structure as and when the work site changes from place to place.

IV) MONTHLY INCOME AND PROPERTY EARNED RATIO :- Middle income group of earnings Rs. 600-900 per month is found to

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be more successful in savings and securing properties like land and house (almost 1/3)

V) JOB SATISFACTION IN RELATION TO LENGTH OF SERVICE :-

Those who are put in shorter period of service, less than 6 years are found more satisfied, and satisfied to some extent under the contractor, where as more experienced with more than 6 years service found little charm in working under a contractor. The first category constitutes 60 % and the latter 40 %

The conclusion is that 15 out of 25 contract labourers with less experience found satisfaction of work under the contractor because of the fact that their expectations and aspirations are limited and liabilities are less compared to the more experienced and aged.

VI) CONTRACTOR'S ATTITUDE TOWARDS LABOURERS :- 56 % of the labourers agree the contractor as considerate and the remaining 44 % have no appreciation, for him, as he is described as inhuman and indifferent by 12 % and 32 % respectively.

The conclusion is that, by and large the contractor is not fulfilling the bare minimum requirements of the labourers.

VII) COMPENSATION BENEFITS AGAINST ACCIDENTS REPORTS :-

Major accidents are looked into with due seriousness (11 out of 14) where as, minor accidents are neglected.

Conclusion is that the contractors, under compulsion take major accidents seriously, due to the laws which are binding on them.

VIII) GRIEVANCES OF LABOURERS :- Of the 25 contract labourers interviewed all of them had grievances in different types with majority of them complaining less pay (9 out of 25). 8 out of 25 complained for want of protective devices. The other major group 7 out of 25 had complaints of hardships in their work.'

The conclusion is that the grievances of labourers are genuine and therefore a review of the contract labour system is warranted.'

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A SUMMARY OF FINDINGS AND CONCLUSIONS REGARDING THE
RAILWAY CONTRACTORS

- 1) Age group qualification comparative study.'
- 2) Yearly income and type of residence relation study
- 3) Yearly income and property.'
- 4) Contracts secured inheritantly or otherwise.'
- 5) Class of contractor with permanent staff relative study
- 6) Class of contract and partnership basis.'
- 7) Class of contractor in relation to years of experience.'
- 8) Class of contractor in relation to completion of work.'
- 9) Class of contractor and heavy machinery relation.'

A SUMMARY OF FINDINGS AND CONCLUSIONS REGARDING THE CONTRACTORS

I) AGE GROUP AND QUALIFICATION COMPARATIVE STUDY :- Age group 30 to 50 years of Rly contractor are found predominant in contract business so also they ^{are} more educated including graduates, diploma and degree holders in Engineering 66 % .

The conclusion is that, the successful contractors are of mature age and well qualified.

II) YEARLY INCOME AND TYPE OF RESIDENCE RELATION :- The income of the contractors ranges from Rs. 10,000 to 60,000 and even more per year. 9 out of 15 contractors interviewed, could build their own bungalows 60 % out of 9 bungalows 8 are located in non-congested and posh areas. 5 out of 15 are living in tiled houses in congested and non-congested areas with income upto 40,000 per year.

Conclusion is that the contractors are financially well placed and all of them could secure houses of their own.

III) YEARLY INCOME AND PROPERTY :- Middle income group of Rs. 20,000 to 40,000 per annum were found successful in possessing land and house (8 out of 15)

IV) CONTRACTS SECURED INHERITANTLY OR OTHERWISE :- Out of 15 contractors interviewed 6 were found to have inherited this business from father to son 40 % and the remaining 60 % in natural course 33.3 % and under compelling

circumstances 26.6 % .

V) CLASS OF CONTRACTOR WITH PERMANENT STAFF RELATIVE STUDY

:- Contractors of A, B and C class always have permanent staff under them (7 out of 15). But in D and E class 4 contractors have permanent staff and 4 contractors have no permanent staff.

Conclusion is that big contractors invariably have their own permanent staff.

VI) CLASS OF CONTRACT AND PARTNERSHIP BASIS :- 80 % of the contractors found to be doing work in partnership of A to D class, 3 contractors out of 15 are without partners and are doing business under lower class D and E.

Conclusion - partnership is a must for big contracts because it involves huge capital money, technical know-how and many other allied appliances and a big man-power.

VII) CLASS OF THE CONTRACTOR IN RELATION TO YEARS OF EXPERIENCE. :- Contractors with 8 to 36 years

experience has taken contracts from 1 lakh to 50 lakhs and above. The contractors below 8 years experience have not ventured to take contracts above 5 lakhs.

VIII) CLASS OF CONTRACTOR IN RELATION TO THE COMPLETION OF

WORK :- The contractors of class A, B and C completes the work fully, however in D class dropouts are nearly 13.33 %.

The conclusion is wherever the amount of contract is

huge, concentration of work is proved better, where as small works of less capital amount is slightly neglected probably due to less profits. However small contractors of E class up to 1 lakh have completed the work without dropouts.

IX) CLASS OF CONTRACTORS AND HEAVY MACHINERY RELATION :-

Contractors of class A , B and C have heavy machineries of their own i.e. 7 out of 15 and 7 contractors manage with rented or hired machineries.

The conclusion is that big contractors are well established and well equipped because it is the primary condition of the railways, that the contractor of A , B and C class should have heavy machineries of their own.

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C H A P T E R - IV

A SUMMARY OF FINDINGS AND CONCLUSIONS, SUGGESTIONS
REGARDING THE RAILWAY OFFICIALS

- 1) Age group and qualification study.
- 2) Sanctioning authority of contracts by railway officials
- 3) Source of income
- 4) Future of contract system

A SUMMARY OF FINDINGS AND CONCLUSIONS REGARDING THE RAILWAY OFFICIALS

I) AGE GROUP AND QUALIFICATION STUDY :- The officials below 30 years are not in the picture at all, Those above the age of 30 to 40 years constitute 30 % and those above 40 to 55 years constitute 70 %

II) SANCTIONING AUTHORITY OF CONTRACTS BY RAILWAY OFFICIALS

:- Officials at the high level of Divisional Engineers only has the right for sanctioning contracts while remaining 70 % are only executive authorities to extract work from the contractors.

III) SOURCES OF INCOME :- The salary group Rs. 2,000 to 4,000 per month constitute 90 % of the officials who are having other source of income and 10 % are in the salary group of 4,000 and above. The latter group was found to have no other source of income other than pay. The lower income group i.e. Rs. 2,000 to 4,000 per month have other earning members in their families.

IV) FUTURE OF CONTRACT SYSTEM :- In the opinion of the officials regarding contract system, 50 % of the officials are in favour of continuing the present contract system and other 50 % suggested modification. But all are of the view that contract system should be continued, modified or unmodified.

The conclusion is that to get the work done in short duration and qualitatively, railway officials prefer

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contract labour system as there arose no labour troubles,
strikes etc etc, in the Government Departments.'

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GENERAL OBSERVATIONS

The general observations based on this study about three categories namely I) contract labourers, II) contractors and III) the railway authorities (the Principal Employer) are being narrated hereafter.

There is a gulf of difference in contractor and contract labourer comparison, in their standard of living. The contractors have earned the huge wealth through the labourers with only marginal profits spent on labourers and the remaining profits the contractors have bracketed for themselves.

The Railway officials or the Government representatives shed only crocodile tears for the poor contract labourers and their wretched life. So many golden letters were printed in the names of laws and by-laws, rules and regulations on white papers, remained on the white paper only. Their only aim is to get any huge and gigantic works done in time with standard quality prescribed in the most competitive rates in the present standard market value. For that they have cunningly adopted the method of tenders giving the work to the lowest bidder under such circumstances the employer has no moral rights, in the real sense, to dictate the contractor, in terms of contractor and contract-labour bargains.

The railways officials or the Government representatives

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has got one more bad intention in getting the work done through contractor i.e. Labour Union activities, the legitimate struggle of the labourers under organised unions, strike etc will be for the contractors to bother about. So that the departments stand aloof from all sorts of labour agitations.' The result is that the contract labourers will be the sufferer in the real sense, under the mercy of the contractor.' It is believed that the Social Workers can save the situation to some extent.'

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SUGGESTIONS

- I) It is suggested that the contractors be asked to extend the facility of paid weekly holiday.
- II) As the labourers are collected from different places, the group may bring some disease to the spot of labour congregation and will become health hazard and the work itself will be disturbed and the disease will spread far and wide.' So epidemic control measures is to be taken.' At work place First-aid box, medical treatment and checkup periodically will be useful.'
- III) It is strongly urged and suggested that educational facilities be provided.
- IV) It will be more suited if the labour community be provided with creche to look after the small children and it will be more meaningful also of the working women.
- V) The rules and Act implemented so far should be enforced in a meaningful way.'
- VI) The Union Government should intervene at proper stage in the contract-labour relation instead of leaving the responsibility on the contractors solely.'
- VII) The services of existing trained staff from personnel department could be utilised.'
- VIII) The existing system of contract labour which is under the exploitation of the contractor needs total abolishment, since its continuation will affect the interest and future

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of nomenclatured category under study i.e. 'Railway contract labour.' And alternative to the system, the Railway should hold the responsibility of absorbing such labourers, as a protective measure in any form of establishment, either ^{temporary} ~~skilled~~, semi-^{Permanent} ~~skilled~~ or permanent too.'

IX) Women labourers resort to manual labour due to utter poverty and pressing circumstances. It is to be realised and recognised in the face value, so they may be allowed to continue working with liberal concessions such as curtailed working hours, less labourious, work. They may be even encouraged to take up skilled works according to their capacity.'

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