

C H A P T E R - III

THEORETICAL BACKGROUND OF THE STUDY

1. Meaning and characteristics of Labour.
2. Definition of season.
3. Definition and concept of seasonal worker.
4. Classification of Employees.
5. Recruitment of Labour.
6. Training and Induction of Labour.
7. Wage structure of seasonal workers.
8. The Bonus for Labour.
9. Working conditions.
10. Social security.
11. Holiday pay and Leave Benefits.
12. Labour Welfare Activities.

CHAPTER NO. III

: THEORETICAL BACKGROUND OF THE STUDY :

1) MEANING AND CHARACTERISTICS OF LABOUR :-

Meaning:- The term 'Labour' is used in various senses.

In economics, any work, whether manual or mental, which is undertaken for a monetary consideration is called labour. In the discussion of labour problems the term 'Labour' 'Labourer' 'Worker' 'Workman' and 'Employee' are practically synonymous meaning thereby wage labour which may be defined as workers who do not have any other 'adequate' source of livelihood except the sale of their labour power (i.g. capacity of work either physically or ~~me~~ mentally) in return for which they get wages (including salaries). The word adequate implies that a major part or say more than ~~that~~ half of the income, money as well as the real of the worker or workers concerned is derived from wages (remuneration for service rendered). Thus the term labour today includes workers both of hand and head who work for others for a given payment in cash or kind. Therefore, highly trained or skilled, technicians, supervisors, clerical and salaried staff are as much a part of labour as the unskilled or semi-skilled manual workers. Sometimes the term labour is used in a very broad sense of total working force or labour force which includes all persons who work for a living as distinguished from those who

do not or are not expected to work for a living such as housewives, children, old persons, etc. In this sense labour is synonymous with human resources.

"Labour at all times, has been recognised as a separate factor of production. Any work, whether manual or mental which is undertaken for a monetary consideration is called labour". There have been differences of opinion with regard to the importance of labour, and as to what is productive or unproductive labour, into the details of which it is unnecessary for us to go, but the fact remains that no production is possible without an efficient labour force.

Labour, however, is manifestly different from other factors of production and has got certain characteristics which give rise to various labour problems in all countries. Labour is a living thing and that makes all the difference.

Labour, in the broad sense of the term, may be defined as any hand or brain work, which is undertaken for a monetary consideration. Thus, according to S.E. Thomas "labour consists of all human efforts of body or of mind, which is undertaken in the expectation of reward." For Jevons "labour is any exertion of mind and body undertaken partly or wholly with a view to some

good other than the pleasure derived directly from the work."

A labour represents human contribution to production. According to the old concept of labour it is the second major element of cost and also labour is an important factor of production. Labour is directly and indirectly engaged in the production of goods and ~~work~~ services. Now labour is a indispensable part of the management, because human resources are the most valuable assets of an organisation.

As a factor of production labour is the most important and utilization of ^{other} ~~other~~ factors largely depend on the proper utilization of time and energy on the part of workers. In fact workers are human beings capable of holding responsibilities and extending co-operation. They have their own attributes and aspiration which if handled properly, lead to the success of industrial or other work and growth of the economy. Besides labour is no more an unorganised mass of ignorant and unconscious workers ready to obey the arbitray and discretionary dictates of the employers/management. Today it deals also as members of trade unions which have greatly added to its strength and consciousness.

Thus, it is obvious that labour is a major factor in the field of production and its great role cannot be

over emphasized. Today it forms an important and vocal section of the community and has now become a front-page news; particularly in a developing economy like that of India. Today greater interest is being taken in the study of labour and its problems by state agencies, social welfare organisation planners, employers, and all others concerned with it. It is also now being increasingly realised that in India labour education, which means training and research in problems pertaining to labour can provide a common platform for trade unions and universities.

Labour problems centre round the purchase, sale and performance of labour services, but there are no labour problems when persons work for themselves and sell the articles that they produce. Labour problems arise when persons sell their services for a wage and work, as directed on the premises of an employer. Therefore, the term labour as is 'generally' used refers either to those persons who live by selling their services directly to the employers or to the services that they sell.

(Source: Dr. T. N. Bhagoliwal, Economics of Labour and Social Welfare.)

Characteristics of Labour:

It is important to remember that labour is manifestly different from other factors of production. It is a living thing and that makes all the difference. There are

certain characteristics which distinguish it from the rest of the factors of production. These are often labelled as peculiarities of labour and have been discussed below:-

1) One important characteristics of labour is that it is inseparable from the person or the labour. The labourer has to go himself to deliver the goods. The environment in which labour has to work is, therefore, of utmost consequence. In the words of Prof. Marshall, "The worker sells his work but he himself remains his own property, those ~~he~~ who bear the expenses of training and educating him receive but little of the price that is paid for his services later." This peculiarity results in the fact that the supply of labour, along with other things depends upon the fore-thought and selflessness of those who bring up the labourer.

2) The worker sells his work only, but himself retain his own properly. The investment in labour, that is his training and efficiency, therefore, are of great importance.

3) When a person sells his services, he has to present himself where they are delivered." Therefore, the environment in which the labourer has to work is of utmost importance in the supply of labour. The supply of labour cannot be curtailed immediately even if wages

fall, and it also takes time for children to grow up or for people to get training in order to increase the labour supply. Hence, there can be no rapid adjustment of the supply of labour to its demands.

4) Labour is a perishable commodity, one day lost is lost for ever. Labour cannot be stored up like other commodities. It has no reserve price. Hence, workers cannot afford to wait, and so they are in a weak bargaining position as compared to employers.

5) Rapid adjustment of the supply of labour to its demand is not possible. If for example, there is a period of depression wherein the demand for labour decreases, its supply cannot be increased like that of any other commodity and so the wages must rise.

6) Labour is not so mobile as capital. The differences in environments, languages, customs, etc. at different places are hindrances to the movement of the workers from one place to another, which make people prefer to remain at home rather than move from place to place.

7) It has also to be kept in mind that labour is not only a factor of production but is also the ultimate end of production. The economic problems of labour as a consumer, such as the standard of life, cost of living and poverty, constitute important subjects of labour

economics.

8) Capital which helps labour in production, is more productive than labour itself. A man stands in no comparison with the productive capacity of a modern machine. Therefore, under the competitive economy, the owners of capital claim and take away a larger share of the national dividend than what goes to the ~~labourers~~ labourers.

9) Labour being a human factor, not only economic but moral, social and other considerations having a bearing of human being have also to be taken into account in the discussion of problems connected with labour, - labour problems thus have many aspects economic, political, psychological, sociological, legal, historical and administrative.

DEFINITION OF SEASON:

"Season" means the period or periods each year during which sugarcane is crushed and sugar manufactured, and "Off season" means the period of each year other than the season.

DEFINITION OF SEASONAL EMPLOYEE OR WORKER:

"Seasonal employee" means an employee who is appointed in writing by the managing Director to do seasonal work mainly and/or also for the period necessary for cleaning and overhauling either before and/or after the season.¹

Provided that the period of cleaning and overhauling, is not more than one month before or after the season.

"A seasonal worker is a person who, for more than half of the total number of days on which he actually worked during the year, worked as a seasonal worker".

Seasonal employee means any person who is employed for hire or reward to do any work for more than half of the total number of days on which he ~~was~~ actually worked during the year, whose work is skilled or unskilled, manual or clerical in a scheduled employment in respect of which minimum rate of wages have been fixed.

1(Bombay Industrial Relation Act,1946)

DEFINITION:-

Seasonal worker:

Seasonal worker means a worker who is appointed to do seasonal work mainly and/or also for the period necessary to meet the exigencies of work either before and/or after the season and is discharged after such work is finished.

(Source: (Standing order as settled by the Dy.

Commissioner of Labour, Poona.)

4) CLASSIFICATION OF EMPLOYEE :

Employees are generally classified as under:

- 1) Permanent employees,
- 2) Seasonal employees,
- 3) Probationers,
- 4) Temporary employee,
- 5) Casual employees,
- 6) Apprentices; and
- 7) Substitutes.

1) Permanent Employees:- "Permanent Employee" means an employee who has been appointed as such in ~~writing~~ writing by the managing Director and includes an employee who has completed a probationary period of three months and/or whose appointment has been confirmed in writing by the Managing Director. The probationary period may, however, be extended by the Managing Director in writing, for reason to be recorded, by a further period of three months only, before or at the end of which the employee concerned shall confirmed, reverted or sent away.

Explanation:- Any employee ~~is~~ employed continuously for three consecutive seasons, if he is a seasonal employee and in other cases employed continuously for not less than six months (otherwise than as a temporary employee a casual employee, a substitute or an apprentice) shall be deemed to be a permanent employee.

2) Seasonal Employee:- The seasonal workers who usually work when factory production is running. Seasonal workers namely those who work only during the season when factory work goes on.

3) "Probationer":- Probationer means an employee who is provisionally appointed in writing by the Managing Director to fill a permanent vacancy or post and has not been made permanent or confirmed in service.

4) Temporary Employee:- Temporary employee means an employee who has been appointed in writing by the Managing Director for a limited period ~~and~~ for work which is of an essentially temporary nature, or who is employed temporarily as an additional employee in connection with a temporary increase or contingency in work of a permanent or seasonal nature.

5) Casual Employee:- "Casual employee" means an employee who has been appointed for work which is essentially of an occasional nature.

6) Apprentice:- "Apprentice" means an employee taken up as such in writing by the Managing Director and who is a learner and is paid an allowance during the period of his training without any obligation on the part of the undertaking to employ him in the service of the undertaking on the conclusion of his period of apprenticeships,

Provided that no employees shall be classified as an apprentice if he has had training for an ~~aggrahit~~ aggregate period of two years or has been employed as a seasonal employee for three consecutive seasons.

7) Substitute:- "Substitute" means an employee appointed in writing by the Managing Director in the post of a permanent or seasonal or a probationer who is temporarily absent.

For each class of employees specified above, distinctive tickets shall be provided bearing the name of the class. Every employee (including seasonal worker) shall be given a ticket bearing :-

- 1) The name of the employee;
- 2) The name of the department in which he is working,
- 3) his number,
- 4) designation,
- 5) Daily attendance,
- 6) daily and total monthly wages and allowances.

Procedure of work:

Every employee, shall, when entering the place of work, delivers his ticket at the place provided, and shall show his ticket whenever required (except when it is not in his possession by reason on having been so indelivered) to any person authorised by the Managing Director in this behalf.

Every employee shall surrender his ticket on:

- a) a change in his classification or department,
- b) leaving the service of the undertaking,
- c) the termination of his service, and
- d) the termination of his service, season,
if the employee is a non-permanent seasonal employee.

5) RECRUITMENT OF LABOUR:

Recruitment is the first step in the employment of labour, and therefore, the methods and organisation by means of which labour is brought into industry has a lot to do ~~xxx~~ with the ultimate success or failure of such employment. If the workers in any undertaking are not recruited in accordance with some systematic, proper and judicious manner most of them are likely to be found inefficient and often quite unfit for the job allocated to them. It will hinder production which, in ~~turn~~^{turn}, will mean a substantial loss to total output. Such lack of adjustment between the worker and his job is often responsible; to a certain extent, for some part of the prevailing high magnitude of labour absenteeism and labour turnover in Indian Industries. It is, therefore, highly desirable that scientific principles of labour administration and labour management should be applied in recruitment of workers in various units or organised

industry, particularly in a country like India which is marching ahead on the ~~next~~ path of industrialization.

Generally speaking there was no regular system of recruitment until recently in Indian Industries. There are two obvious reasons for a haphazard growth of the system of recruitment of industrial workers in this country - firstly the ~~the~~ migratory character of the Indian labour and secondly, the shortage of labour in the early days of the organised industry in India.

According to S. N. Mehrotra, Recruitment is a second ~~is~~ step in the total ~~is~~ staffing process that begins with the determination of manpower requirements of the organisation. Recruitment is the process of searching for prospective employees and as such is concerned with the range of sources of supply of labour and of recruitment practices and techniques. The nature of problems that a Management faces in ~~recruiting~~ recruiting the manpower they need varies from industry to industry, unit to unit and time^{to} time. Recruitment may be relatively simple in the case of small units newly set up, it may, on the other hand be a complex and expensive activity involving conservation of existing manpower in the case of a larger organisation of certain standing.

The methods of recruiting labour have to be more effectively organised in the case of such industries.

The methods and policies of recruitment play an important role in labour administration. Management from the view point of protecting the legitimate interests of the workers as well as meeting the ~~RECRUITMENT~~ requirements of an industry for an adequate and efficient work force.

Sources of supply of labour:

Generally speaking the sources of labour supply may conveniently be examined under the two heads viz. Internal and External. Internal source of supply of labour refers to recruitment of labour from within the organisation so as to conserve the existing manpower through implementation of policies of transfers and promotions. Added to these two primary internal sources are the recommendation of friends and relatives by employees, and the former employees who were in good standing when they left the organisation. External sources of labour supply, on the other hand, are those from without Direct application in person or by Mail, labour organisations, educational institutions, advertising and employment agencies constitute these outside sources of labour supply.

Internal Recruitments: The inside source of supply has the advantages of conservation of the existing manpower, that is "after stimulating preparation for

possible transfer or promotion increasing the general level of morale, and providing more information about job conditions through analysis of work histories within the organisation.

1) Promotion: The successful promoting from within, however involves techniques and procedures that are somewhat complicated. A promotion system is a most valuable adjunct to any personnel policy provided. It can be worked out on a sound basis. A required definite and sound policy on promotion, which is defined as a movement to a position in which responsibilities are increased along with ~~xxxxx~~ rise in prestige as well as earnings, but not invariably, involves, a number of procedures, like a measure of the relative significance of the job, analysis, description, and classification of the jobs; indication of the line of promotion from one job; notification of vacancies within the organisation, ~~xxxxxxxxxxxx~~ measurement of individuals to rank those seeking promotion, and devising a training scheme to prepare either potential or selected candidates for specified jobs.

Merit and seniority are the two formal bases of promotion decisions. Generally personnel management prefers merit as determined by job performance and by analysis of employee potential for development. The

performance appraised is, however, a complicated task that deserve separate treatment from different angles. Although it is difficult to do so as a part of this dissertation, yet it is perhaps not inappropriate to refer to it here in brief.

2) Transfer:- A transfer refers to horizontal movement of an employee within the organisation. It may be defined as a change in job where the new job is substantially equal to the old in terms of pay, status and responsibilities. It may, however sometimes occasion changes in pay and responsibilities.

Transfers are thus either for the convenience of the Management or for the convenience of the employee. Both types of transfers may, again, be either temporary or permanent. Temporary transfers for the convenience of the Management arise due to shifts in the work load, absentism and sanction of leave to the employees for certain period, permanent transfers, on the other hand, are caused by shifts in the work-load on account of permanent factors like technological development and vacancies requiring special skill. Ill health, accident, family considerations and like circumstances cause transfer of temporary as well as permanent nature for the ~~xxxxxxx~~ convenience of the employees depending on the period concerned.

External Recruitment:

- 1) Application,
- 2) Labour unions or labour organisation;
- 3) Educational Institutes;
- 4) Advertisements.

1) Application:- The applicants who call on their own accord at the employment office constitute an important external source of supply of labour. Applications may also be received through the mail. In both cases a careful screening of the applicants is required to have the right type of placement.

2) Labour Unions: Labour unions are another important source of employees, particularly in the case of firms having closed shop relationship.

3) Educational Institutions:- Educational institutions like colleges, universities and vocational and professional institutes are increasingly providing the opportunities to the Management to interview prospective employees.

4) Advertisement:- However, the most common practice is to recruit employees through various kinds of advertisements. Advertising throughout a wide area brings in a large number of applications providing opportunities for selection of employees from an extensive area.

Recruitment in various Industry:

As regards factory industry, generally speaking, a part of the labour in most factories and a bulk in some factories are recruited direct. Direct recruitment is more in ~~the~~ evidence in the State of Bombay (Maharashtra), Tamil Nadu, Punjab, Bihar and Orissa. The general procedure for direct recruitment is exhibition of a notice at the factory gate that so much labour is required. Then the general manager himself or any other official or the labour officer comes to the gate and selects the necessary labour, sometimes the recruitment for fresh recruits is brought to the notice of those already working in the factory, who advertise it among their friends and relations. A large number of applicants thus come to the factory gate on the following or appointed day, and in some places one can see large queues of work beggars gathering in the morning hours. However, these methods are generally effective only for securing un-skilled or substitute workers. Recruitment of skilled and ~~XXXXX~~ semi-skilled labour is more difficult and is made either by promoting more efficient workers or by inviting applications and making a direct selection after some trade test, if necessary.

Recruitment of Labour in Sugar Industry:-

In sugar factories where work is seasonal, all workers except a few technicians and supervisors, are discharged at the end of the season, and when the season starts again, they are notified and are recruited if they present themselves on the appointed day. Special orders are issued by the U.P. Government regarding recruitment of seasonal workers.

Recruitment of Seasonal Workers in Sugar Factory:

Still there is a large perennial supply of unskilled labour flowing from the villages according to the seasonal and other requirements. As the village has been the main source of labour supply. The system of recruitment of seasonal workers in this country has had to be adapted to this situation and in doing this at certain times some undesirable methods have been practised for recruiting the necessary labour force.

Recently, attempts have been made to rationalise the method of recruitment by creating a pool of workers from which the employers or management of sugar factories can draw according to their needs.

So far as the recruitment in sugar factories is concerned, generally a part of the total labour force in most of the factories and the bulk in some is recruited directly. Under this system selection of

necessary. Workers is made from amongst the persons who present themselves at the factory gate by the factory manager or labour officer or some other official. This method of recruitment, however, is generally effective for the employment of unskilled seasonal workers.

The recruitment of skilled or semi-skilled and clerical seasonal workers is difficult and in some cases efficient workers gradually obtaining the necessary technical skill at a particular job through experience are promoted to higher ranks and in other cases applications are usually invited from the skilled workers and direct selection is made after holding some trade tests if necessary, Recruitment through advertisement is restricted mainly to clerical employments and it is increasingly used to tap seasonal labour.

The Source of Recruitment of Seasonal Workers:

1) Direct Hiring:- This has reference to those who come to the door of the factory looking for employment. This is very common source of recruitment. In sugar industry a good reputation regarding wages, working conditions and other facilities attract a good number of people, from whom the sugar factory may think of selecting some men.

2) Friends and Relatives:- As already pointed out, friends and relatives of employees are another good

source of supply and some sugar factories prefer to utilise this source extensively often the employee may tell his friend or relative that his factory is hiring people and so the word spreads. This is also a popularly used source of recruitment and this is a sort of recommended labour. Some sugar factories (Private Sugar Factory) encourage and invite employees to recommend their friends or relatives and the factory feel that this promote employee loyalty.

3) Advertisements in News Papers:

This is one of the most commonly employed sources. The sugar factory needing manpower to fill certain jobs, a advertise the available jobs, likely pay duties and responsibilities of the job - job specification and also man specification in a newspaper, magazine or journal and invite applications. But advertisement must be carefully written giving all relevant data and they must attract only the right type of people with right qualifications. The advertisement must clearly state the educational qualification, experience, and skill necessary to do the job to be filled with a view to discouraging the unsuitable candidates from applying.

In sugar factories recruitment of seasonal workers through direct method, and source of the seasonal workers all external as well as internal. Internal

source of recruitment through promotion system and transfer labour from department to department according to the policy of the Management.

In sugar factories all seasonal workers such as skilled, semi-skilled, unskilled and clerical in most factories and the bulk in some are recruited direct at the factory gate. The factory manager or labour officer or other official select the workers on occasions of season's starting or vacancies are brought to notice of the existing employees whose recommendations are considered by the Managing Director. A few concerns appoint labour officers for the purpose so far as the skilled workers are concerned they are appointed by inviting applications through advertisements followed by the employment test, interviews and other steps.

(Source: 1) R. C. Saxena; Labour Problem and Social Welfare)

2) Dr. T. N. Bhagoliwal; Economics of labour and Social Welfare.

3) M. N. Rudrabasavaraj; Dynamic Personnel Administration.

Recruitment of Seasonal Workers in Ashok Sahakari Sakhar Karkhana :

In this factory where work is seasonal, all workers except a few technicians and supervisors are

discontinued at the end of the season and when the season starts again, they are notified and are recruited if they present themselves on the appointment day.

Generally, the sugar factory starts operating in the month of October, when the sugarcane is mature for processing and the operation of sugar factory goes on till the end of May. Thus the working period of these workers is only 6 to 7 months.

So far as the recruitment in this factory is concerned, generally a part of the total labour force is recruited directly. Under this system selection of necessary workers is made from amongst the persons who present themselves at the factory gate by the Managing Director or Labour Officer.

Generally the recruitment of seasonal workers in this factory is done through notification. The following prescribed notification already adopted by factory for recruitment of seasonal workers.

"Notification only for Seasonal Workers".

The sugarcane crushing season year 1983-84 is going to be started probably in the first week of November. The seasonal workers, who were discontinued from their duties, are hereby informed that they should give their information i.e. their name, address, the previous post and department, in which they were working,

: 69 :

in the time office upto 19-10-1983 in person.

The seasonal workers, who fail to report themselves in Kakhana time office and fail to report to their duties back before a day or unable to report before a day, should give satisfactory reason within seven days or it will be considered that they have left their work and we reserve the right to appoint a new worker in place of them and not a single complaint against it will be considered, please take a note of it.

The above notification ~~publizx mg~~ published in local newspaper is only for the old seasonal workers who are to be recruited again.

6) TRAINING AND INDUCTION OF LABOUR:

Importance of training in sugar industry:

After the employee has been selected, placed and inducted, he must next be trained to handle the new job and meet the requirements of new methods. It is training that serves as an important means in the department for effective work habits and methods of work which reduces waste, accidents and improve quality of the product. To the employees, it does not mean merely increased remuneration, but also a broader outlook on life emerging from the spirit of self-reliance, dignity and self-esteem that develops out of it. To the Management, it does not mean merely improved production,

but also production of cordial and healthy industrial relations. Industrial training has, thus, been an important tool for the development of desirable motives and attitudes on the part of both the Management and the labour.

INDUCTION:

Induction or orientation of new employees into the work place as an aspect of personnel management, has not received adequate attention in our country.

Induction means that a new worker is made familiar with the organisation and establishment which he joins. An employee begins a new life and needs to know the organisation, its objectives, functioning good manufactured or services rendered and the like. Induction procedure are intended to give the new comer all the information he needs know about work and life in the new enterprise, the information given to newly recruited employee should include such matters as conditions of work, rules of behaviour, health and safety advancement workers rights and obligations leisure facilities, welfare services and benefit schemes, the structure and activities of the undertaking its products, and role of the particular job, the newcomer is to occupy within the enterprise as a whole.

Induction programmes for all categories of workers are very useful. A new employee starts his job in an organisation with enthusiasm and hope, but he may hear many reports, both right and wrong about the management, its policies and the establishment from his friends, colleagues, trade unions and others and may form his opinions on the basis of these reports.

Need for Training:

The need for the training of employees would be clear from the following observations made by different authorities.

i) To Increase Productivity: Instruction can help employees increase their level of performance often directly leads to increased operational productivity and increased company profit. Again, "increased performance and productivity, because of training, are most evident on the part of new employees who are not yet fully aware of the most efficient and effective ways of performing their jobs.

ii) To Improve Quality : Better informed workers are less likely to make operational mistakes. Quality increases may be in relationship to a company product or service, or in reference to the intangible organisational employment atmosphere.

iii) To help a Company fulfil Its Future Personnel

Needs:- "Organisations that have a good internal educational programme will have to make less drastic manpower changes and adjustments in the event of sudden personnel alternations. When the need arises, organisational vacancies can more easily be staffed from internal sources if a company initiates and maintains an adequate instructional programme for both its non-supervisory and managerial employees.

iv) To Improve Organisational Climate:- "An endless chain of positive relations results from a well-planned training programme, ~~higher~~ production and product quality may improve, financial incentives may then be increased, internal promotions becomes stressed, less supervisory pressure ensue and base pay rate increases result. Increased morale may be due to many factors, but one of the most important of these is the current state of an organisation's educational endeavour."

v) To Improve Health and Safety:- "Proper training can help prevent industrial accidents. A safer work environment leads to more stable mental attitudes on the part of employees. Managerial mental state would also improve if supervisors know that they can better themselves through company - designed development

programmes."

vi) Obsolescence Prevention:- Training and developments foster the initiative and creativity of employees and help to prevent manpower obsolescence, which may be due to age, temperament or motivation, or the inability of a person to adapt himself to technological changes."

vii) Personal Growth:- "Employees on a personal basis gain individually from their exposure to educational experiences." Again: "Management development programmes seem to give participants a wider awareness, an enlarged skill, an enlightened altruistic philosophy, and make enhanced personal growth possible."

Training for different employees:

Employees at different levels require training.

Unskilled Workers:- Unskilled workers require training in improved methods of handling machines and materials to reduce the cost of production and waste and to do the job in the most economical way. Such employees are given training on the job itself; and the training is imparted by their immediate superior officers, foremen. The training period ranges from 3 weeks to 6 weeks.

Semi-Skilled :- Semi-skilled workers require training to cope with the requirements of an industry

arising out of the adoption of mechanisation, rationalisation and technical processes. These employees are given training either in their own sections or departments, or in segregated training shops where machines and other facilities are easily available. The training is usually imparted by the more proficient workers, bosses or inspectors and lasts for a few hours or a week depending upon the number of operations, and the speed and accuracy required on job. Training methods include instructions in several semi-skilled operations because training in one operation only creates difficulties in adjustments to new conditions, lends the colour of specification to a job and makes work somewhat monotonous for an individual.

Skilled Workers:- Skilled workers are given training through the system of apprenticeship, which varies in duration from a year to three or five years. Craft training is imparted in training centres and the industry itself.

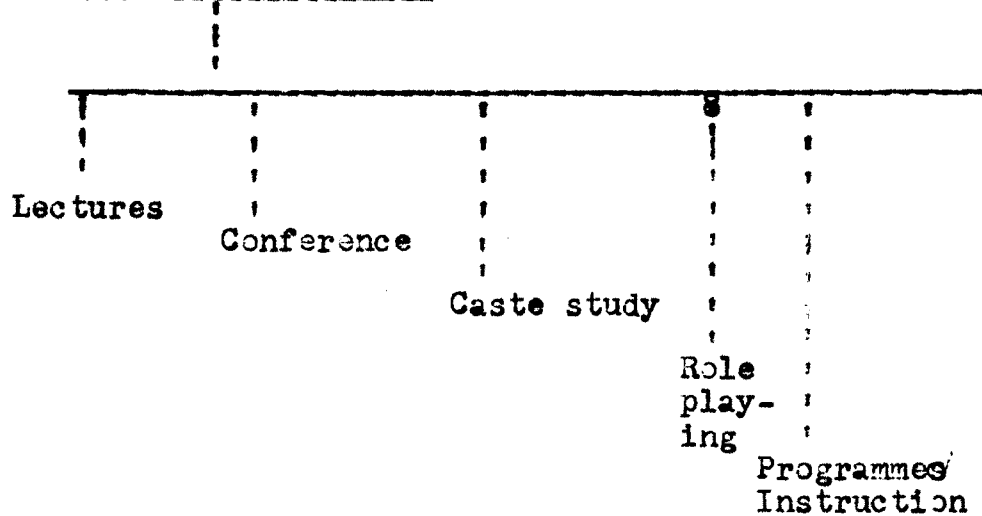
Other Employees:- Besides the above types of employees, others - typists, stenographers, account clerks, and those who handle computers - need training in their particular fields; but such training is usually outside an industry.

Training Methods:-

The forms and types of employee training methods are interrelated. It is difficult, if not impossible, to say which of the methods or combination of methods is more useful than the other. In fact methods are multifaceted in scope and dimension, and each is suitable for a particular situation.

Classification of Training Methods:

- a) On the job,
- b) Vestibule,
- c) Demonstration and Examples,
- d) Simulation,
- e) Apprenticeship,
- d) Class room methods.



- e) Other Training Methods.

Associations

Audiovisual Aids.

- a) On the job Training:- On the job training is

most widely used. An employee is placed in a new job and is told how it may be performed. It is primarily concerned with developing in an employee a repertoire of skills and habits consistent with the existing practices of an organisation, and with orienting him to his immediate problems. It is mostly given for unskilled and semi-skilled jobs-clerical and sales jobs.

Employees are coached and instructed by skilled workers, by superiors or by special training instructors. They learn the job by personal observation and practice as well as by occasionally handling it. Coaching, job-rotation and special assignments are the three most commonly used on the job techniques. Training is often made more effective by the use of a variety of training aids and techniques, such as procedure charts, lecture manuals, sample problems, demonstrations, oral and written explanations, tape-recorders and other aids.

b) Vestibule Training (or Training-Centre Training):-

This method attempts to duplicate on the job situations in a company class-room. It is a class-room training which is often imparted with the help of the equipments and machines which are identical with those in use in the place of work. This techniques enables the trainee to concentrate on learning the new skill

rather than on performing on an actual job. In other words, it is geared to job duties. Theoretical training is given in the classroom, while the practical work is conducted on the production line. It is a very efficient method of training semi-skilled personnel, particularly when many employees have to be trained for the same kind of work at the same time. It is often used to train clerks, bank tellers inspectors, machine operators, testers, typists, etc. It is most useful when philosophic concepts, attitudes, theories and problem solving abilities have to be learnt.

Training is generally given in the form of lectures, conferences, case studies, role-playing and discussion.

c) Demonstration and Examples(learning by seeing):-

In the demonstration method, the trainer describes and displays something, as when he teaches an employee how to do something by actually performing the activity himself and by going through a step-by-step explanation of "why", "how" and "what" he is doing.

Demonstrations are very effective in teaching because it is ~~much~~ much easier to show a person how to do a job than to tell him or ask him to gather instruction, from the reading material. - Demonstrations are often used in combination with lectures, pictures, text

materials, discussions etc.

Teaching by example is effective in mechanical operations or interpersonal relationships, for job duties and responsibilities, for informal group standards, supervisory ^{at} expectations, and the like.

Demonstrations are particularly effective in the training for the acquisition of skills, but their usefulness is limited when it is a question of ~~impart~~ training management personnel. In a demonstration, the emphasis is primarily on know-how, the principles and theory of a job must therefore, be taught by some other method.

~~Distinctions~~

B) Simulation:-

Simulation is a technique which duplicates, as nearly as possible, the actual conditions encountered on a job. The vestibule training method or the business-game method are examples of business stimulations. Simulation techniques have been most widely used in the aeronautical industry.

e) Apprenticeship:-

For training in crafts, trades and in technical ~~areask~~ apprenticeship training is the oldest and most commonly used method, especially when proficiency in a job is the result of a relatively long training

period of 2 to 3 years for persons of superior ability and from 4 to 5 years for others. The field in which apprenticeship training is offered very wide and covers the jobs of draughtsman, machinist, printer, tool maker, pattern designer, machinic, carpenter, weaver fitter, jeweller, die-sinker, engraver, and electrician. A major part of training time is spent on the job productive work. Each apprentice is given a programme of assignments according to a pre-determined schedule, which provides for efficient training in trade skills.

f) Class-room methods or off-the-job methods:

"Off-the-job training" simply means that training is not a part of everyday job activity. The actual location may be in the company classrooms or in places which are owned by the company, or in universities or associations which have no connection with the company.

These methods consist of :

- a) Lectures;
- b) Conferences;
- c) Group Discussions;
- d) Case studies;
- e) Role playing;
- f) Programmed Instructions;
- g) T-Group Training.

g) Audio-Visual Aids:

Records, tapes, and films - are generally used in conjunction with other conventional teaching methods.

Planned and Supervised reading Programmes:

Planned and supervised reading programmes are conducted. Technical publications and the latest journals are kept in the library for the use of the trainees. (C.B. MEMORIA; PERSONNEL MANAGEMENT)

Training for seasonal employees in Ashok Sahakari Sakhar Karkhana Ltd., Ashoknagar.:

After the employee has been selected, placed and inducted, he must be trained. This sugar factory has not adopted a continuous procedure of training. Only induction training is given for increasing the knowledge and skill of workers for doing a certain work. In this factory practical knowledge of work on the job is given to seasonal workers. Nobody is sent for special training in other institutes only they are given a practical knowledge of work through engineers, foremen and A grade fitters some of them are sent to seminars, workshops and small courses in off season. Generally those workers engaged in manufacturing departments are sent to seminars or small courses in the off season. The employees working in agricultural department are sent for training in Padegaon sugarcane

research centre. In this factory some selected workers are trained from each department.

7 W A G E S :

Wages of seasonal worker in sugar industry:-

Definition of wages:

Wages means the remuneration paid for the service of labour in production. They are the payments made by the employers for the efforts put in by the workers in productions. These wages do not include such things as travelling allowances, employer's contribution to the provident fund, gratuities payable on discharge or the value of any housing accommodation or welfare services rendered to the ~~wxxx~~ workers by the employer's.

Wages in widest sense means any economic compensation paid to the working people by the employer under some contract for the services rendered by them. They thus include family allowance, relief ~~xxx~~ pay, financial support and other benefits.

But in the narrower sense, wages are the price paid for the services of labour in the process of production and include only the performance wages or wage proper. They are composed of two parts,

i.e. Basic wages and other allowances. Rightly speaking wages may be understood as the remuneration
Remuneration
for physical and or mental work.

Other Definitions:

1) Workmen's compensation Act, 1928(Section 2 M.)

"Wages for leave period, holiday pay, overtime pay, bonus, attendance, bonus, and good conduct bonus form part of wages."

2) Under Minimum wages Act, 1948(Section 2(M):

"Wages means all remuneration capable of being expressed in terms of money which would, if the terms of the ~~compact~~ ^{Contract} of employment express or implied were fulfilled, be payable to a person employed in respect of his employment or of work done in such employment and includes house rent allowance but does not include,

1) The value of :-

- a) Any house accommodations; supply of light, water, medical attendance etc.
- b) Any other amenity or any service excluded by general or special order of the appropriate Government.
- 2) Any contribution paid by the ~~m~~ employer to any person/and or provident fund or under any scheme of social insurance.
- 3) Any travelling allowance are the value of the travelling concession.
- 4) Any sum paid to the persons employed to defray special expenses entitled on him by the

nature of his employment.

5) Any gratuity payable on discharge.

3) Industrial Labour Conference - 1948 :

"The remuneration paid by the employer for the service of a worker who is engaged by a hour, day, week, or fortnight."

4) Under payment of wages Act, 1936(Sec.2)

"Wages means all remuneration capable of being expressed in terms of money, which would if the terms of contract of employment express or ~~x~~ implied were fulfilled, be payable whether conditionally upon the regular attendance, good work or good conduct or behaviour of the person employed or otherwise to a person employed in respect of his employment or of work done in such employment.

Wages include :

- i) Any bonus;
- ii) Other additional remuneration of the nature, ~~xxxxxx~~ aforesaid which would be so payable.
- iii) Any sum payable to such person by reason of the ~~x~~ termination of his employment.
- iv) It includes any sum payable under any award or settlement between parties.
- v) Overtime work or for working on holidays or

or any other leave period.

"Wages always means earned wage and not potential wages".

Wages do not include :-

- i) The value of any house accommodation, supply of light, water, medical attendance, and any other amenity.
- ii) Any contribution paid by employer to any person or provident fund or interest accrued thereon;
- iii) Any travelling allowance or value of any travelling concession.
- iv) Any sum paid to the person employed to defray special expenses incurred by the nature of his employment.
- v) Any gratuity payable on the discharge of the worker from services.
- vi) Any bonus which does not form part of the remuneration payable under terms of employment or under any award or settlement between the parties or under of court.

Classification of wages:-

- a) Minimum wages,
- b) Fair wages,
- c) ~~living~~ living wages.

a) Minimum wages:- It is the wages cover bare necessities of life, i.e., food, shelter, clothing. It may provide little for workers efficiency, f.g. for his health and education.

b) Fair wage :- In the context of fair wages the committee (CFW) said that the lower limit of the fair wage is the minimum wage, the upper limit is equally set by what may broadly be called the capacity of the industry to pay. This will depend not only on the present economic position of the industry but on its future prospects. Between these two limits the actual wages will depends on the consideration of such factors (a) the productivity of labour (b) The prevailing rates of wages in the same or similar occupation in the same or neighbouring localities; (c) The level of national income and its distribution and (d) The place of the industry in the economy of the country.

c) Living wages:- It is impossible to define living wages. However, the living wage depends on standard of living. The standard of living differs from man to man and place to place. Therefore, the amount of living wages in terms of money will vary as between trade and trade and between locality and locality. It becomes clear from the fact that living wages have been defined differently in different countries.

Wages include all payments made to the workers. They refer to the payment made in cash as well as in kind. The various components of the average total earnings are as follows:-

- a) Basic earnings,
- b) Dearness allowance,
- c) Overtime payments,
- d) Bonus.

Factors governing actual wage level in a factory:-

Actual wage level depends upon :-

- i) Productivity of labour
- ii) Firms ability to pay
- iii) Bargaining power of the trade union
- iv) General level of wage in other countries
- v) Level of national income and its distribution.
- vi) Supply and demand conditions in the labour market.
- vii) Place of industry in the National Economy.
- viii) Job requirements indicated by job evaluation study.

Methods of payments:

There are different methods of wages payments also wages may be paid according to the work done or according to the period of time the worker is employed.

The seasonal worker in co-operative sugar factory wages may be paid by Time Wages or Time rate methods, Time wages means: a definite sum is paid for a fixed period of time, that is so much 'per hour' 'per day' 'per week' or 'per month'.

Time Rate or Time wages means under this method of wages payment the worker is paid at an hourly, daily, weekly, or monthly rate. ~~The~~ This method of wages payment is found in those industries where quality of the goods produced is extremely important i.e. where the speed of production is beyond the control or energy of the worker e.g. when production is automatic or it depends on heat treatment or a chemical reaction. This method is easy and simple to follow.

In the case of time wages the workers do the job ~~xxx~~ slowly and efficiently and his income is likely to be more regular. They are also quite simple and workers are not put on a competitive basis. The employers pay such a wage when the work cannot be easily standardised or inspected or is of unusual character and quality is more important than ~~quantity~~ ^{quality}. Time rate is also preferred when the work requires careful and accurate application and delicate and expensive materials and machinery are used. It is also better to pay on a time basis where the work is the joint product

of two or more people. Time rates are also desirable, where the work is liable to interruption through no fault of the worker.

Methods for fixing wages differentials:

Sugar wage Board has classified the workers into four categories in sugar industries. They are as follows:-

- a) Unskilled,
- b) Semi-skilled,
- c) Skilled,
- d) Highly skilled.

a) Unskilled:- An unskilled employee is one who does ~~not~~ work that involves the performance of the simple duties which requires the exercise of little or no independent judgement or previous experience although a familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion, familiarity with a variety of articles or goods. No workman shall be classified as unskilled if he is called upon to operate any sweepers, scavengers, and employees doing the work of similar nature shall be classified as unskilled.

b) Semi-skilled:- A semi-skilled employee is one who has sufficient knowledge of that trade to be able to do repetitive work and simple job with the help of simple tools and machines.

c) Skilled:- A skilled employee is one who is capable of working independently and efficiently and turning out accurate work. He must be capable of reading and working on simple drawing if necessary.

d) Highly skilled:- A highly skilled employee is one who is capable of doing high degree of precision work and can work on drawing and direct a group of skilled and other employees at times. He must be capable of organising day to day work under him.

Different scale of wages were fixed for these categories. This is a rough and ready method of job evaluation because this is based on only "skill".

However, there are other important factors of evaluating the job properly. They are as follows:-

- i) Degree of skill,
- ii) Strain of work,
- iii) Experience involved,
- iv) Training required,
- v) Responsibility undertaken,
- vi) Mental and physical requirements,

- vii) Disagreeableness of the fact,
- viii) Hazards on the work,
- ix) Fatigue involved.

In a proper job evaluation every one of the factory job mentioned above is given its due weight. Then the wages for the different jobs are fixed on the basis of such evaluation. All this should be done by the agreement between the management and the union.

Wages of seasonal workers in Ashok Sahakari Sakhar

Karkhana:-

This is the main source of income of seasonal workers. In this sugar factory the wages are given to the seasonal workers according to second wage Boards rule and as per rule of Patil Committee. This Committee was appointed for the determination of wages and salary of sugar factory workers. According to this rule the skilled seasonal workers get higher salary as compared to the unskilled seasonal workers. According to the study research worker found that in this factory there are two categories of payment of wages, first category monthly wages and second category daily wages, there are 60% of the seasonal workers getting wages according to daily wages system.

8) THE BONUS ISSUE:

Apart from the basic wages and D. A. there are

other items considered as part of a workers earnings. These include attendance bonus; production or incentive bonus, ~~pre~~ shift allowance, ~~extra~~ overtime pay and so on, profit bonus also constitutes an important component of workers income.

Bonus as a component of the gross wages, is peculiar to India. The dictionary meaning of the word 'bonus' is "something to the good; especially extra dividend to the shareholders of a company distribution of profits to insurance policy holders or gratuity to workmen beyond their wages." It is the last meaning of the word which has acquired significance for labour management relations in India.

Although the early employer's in India used to make some ex-gratia payments as a gift or 'bakhshish', to their employees on festive occasions like "Diwali" presumably because they were satisfied with their large profit.

Bonus could be claimed as a matter or right by workers and came to the conclusion that it is proper to construe the concept of bonus as sharing by the workers in the prosperity of the concern in which they are employed.

Two distinct advantages would follow from such a concept of bonus;

1) It would enable the low paid workers also to share the profits and thereby help to bridge the gap between the actual wages and the living wage.

2) It would also impart at the same time a measure of desirable flexibility to wage structure without disturbing the basic wage structure.

We may now pass on to the problem of bonus payment. The income in Indian workers cannot be measured ^{completely} ~~completely~~ in their cash earning, as they are frequently supplemented by various forms of bonuses and concessions. The bonus is usually a payment for some special or additional service and the object is usually to secure regularity of attendance and to encourage good work of special quality. Bonus is sometimes defined as cash payment made in addition to wages as a stimulus to extra effort on the part of labour. But this definition refers to incentive bonus i.g. when payment is made as an incentive to greater effort. The word bonus has now acquired a secondary meaning also as a rightful share of the workers in the profit and has become an important question of industrial relations.

As pointed out under the wage level, payment of bonus has been a regular feature in case of many

industries. Bonus is generally paid out of the profits of the industry, and they have come to be regarded as a part of workers wages.

Bonus to seasonal workers in Ashok Sahakari

Sakhar Karkhana:

Every permanent and seasonal worker is entitled to get bonus from this factory. The rate of bonus is calculated on the basis of the profit gained by the factory. It is calculated in percentages of the annual payment of the worker. The rate of bonus given by the factory is equal for the permanent as well as seasonal workers. During the year 1982-83 bonus was given at the rate of 12% of the annual payment.

The following table shows the bonus payment from 1972 to 1982-83 in Ashok Sahakari Sakhar Karkahana.

Year	Rate of bonus
1972-73	15% seasonal permanent and daily worker worker.
1973-74	One month basic wages to seasonal permanent worker and Rs.60/- to daily seasonal worker.

Year	Rate of bonus
1974-75	One month full wages to permanent workers, one month basic wages to seasonal worker.
1975-76	One month full wages (Basic + D.A. Allowances) to permanent worker and permanent seasonal workers, Rs.70/- to daily seasonal workers.
1976-77	8% bonus in advance to seasonal as well as permanent workers.
1977-78	Bonus in advance before Diwali and final bonus payment as above.
1978-79	8.33% bonus paid to all workers.
1979-80	10% bonus paid in advance. 6.66% final bonus paid to all workers.
1980-81	12% bonus paid in advance, 4.66% final bonus paid.
1981-82	15% in advance bonus 2.66% final bonus paid.
1982-83	12% in advance bonus paid to all workers.

Source: Annual Report of Ashok Sahakari Sakhar Karkhana Ltd., Ashoknagar from 1972 to 1983.

The above table shows the bonus paid to workers from 1972-73 to 1982-83 by Ashok Sahakari Sakhar Karkhana Ltd., Ashoknagar. During the season 1972-73 bonus was paid to all workers at Rs.15%, this rate of payment of bonus was similar to ~~pay~~ permanent as well as seasonal workers. During the season 1973-74 bonus was paid to permanent and seasonal workers at the ~~x~~ rate of one month basic wages and Rs.60 to daily seasonal Workers. This ~~2~~ rate comparatively less than the previous years. Then during the season 1974-75 bonus was paid to permanent workers at the rate of one month full wages and seasonal workers were paid only one month basic wages. During the season 1975-76 bonus was paid to seasonal workers at the rate of one month full wages and Rs.70/- to daily seasonal workers.

During the season 1976-77 bonus was paid at Rs.8% to all workers, this rate is less than the previous years. Then during the season 1977-78, bonus was paid in advance before Diwali. During the season 1978-79^{bonus} was paid to all workers according to payment of bonus act at the rate of Rs.8.33. During the season 1979-80 bonus was paid at Rs.10% in advance and the remaining amount of bonus Rs.6.66% were paid to all workers of the factory this rate is more than the previous years.

During the season 1980-81 bonus was paid at Rs.16.66% to all workers and then 1981-82 bonus was paid to Rs.17.66% to all workers. Then during the season 1982-83 bonus was paid in advance at the rate of 12% to permanent as well as seasonal workers.

According to the researcher's point of view Ashok Sahakari Sakhar Karkha Ltd., Ashoknagar paid bonus to all workers comparatively less than other co-operative sugar factories due to heavy loss every year from 1971-72. The reasons for sustaining heavy loss are (1) shortage of sugarcane due to famine conditions (2) investment of heavy amount for expansion of factory but due to shortage of sugarcane the full capacity of machinery not used for production of sugar. (3) Working capital of the factory blocked in to the heavy investment of machinery. Because of the above reasons this factory was not able to pay sufficient bonus to their workers; workers are not satisfied about the rate of bonus. This factory has paid bonus to permanent workers as well as seasonal workers, there is difference between permanent and seasonal workers for payment of bonus.

Working Conditions:

Concept and significance of working condition:-

Working conditions include cleanliness, light,

heat, ventilation, physical energy required, length of the work day; irregularity of the work hours, such as night shifts or the rotation of shifts, physical hazards, exposure to possible industrial diseases and similar conditions also these social group and managerial conditions that directly or indirectly influence the workers happiness, satisfactions, or dissatisfactions at work, physical, mechanical as well as organisational environments constitute working conditions in an industrial or business establishment.

Importance of working conditions:-

The conditions under which the workers perform their task have a great bearing on their general health and efficiency. It has been said that environments creates a man and if the environment improves, the man's ability to work also improves. It is not possible to carry on hard work in unhealthy surroundings. It may has, therefore, to be realized that good working conditions have a great effect not only on the efficiency of the workers, but also on their wages, industrial relations etc. The efficiency of a worker depends directly on his health and willingness to work.

In the absence of desirable working conditions, the workers feel that his job is a very tough one, he becomes, sluggish and it becomes difficult for him to

work well. With good working conditions not only the workers remain happy, but the employer also gains because of increased production owing to greater efficiency. Those who come from the open ~~and~~ surroundings of the village find the work in the factories entirely different and, under bad working conditions feel more miserable and try to go back to their village as early as possible. Good working conditions can eliminate this important cause of the instability of labour force, and thus can reduce absenteeism and labour turnover to a considerable extent.

Under working conditions, however, a number of things may be included such as sanitation, dust and dirt, temperature and humidification, ventilation, space inside the factory, safety measures like fencing of machines and various welfare measures like canteens, bath-room, drinking water arrangements, refreshment room etc.

Various aspects of working conditions:-

Sanitation is perhaps the most important factor in determining the good working conditions. By sanitation is meant the cleanliness inside the factory white washing, pucea floor, neat and clean machines, suitable arrangements for latrines and urinals, outlets for water, drainage, provision, for waste material baskets

or tins etc.

Provision for adequate cleanliness and removing dirt and dust inside the factory is another factor of importance. In dusty atmosphere a worker feels difficulty in breathing properly and it causes many diseases and also affects the eyesight.

However, conditions under which the workers do their job may be considered as under:-

Physical Environment:- The physical environment that includes temperature, air movement, humidity, illumination, sanitation, ventilation and hour of work and rotation of the shift, must be such as to make the worker comfortable and contented while at work.

Temperature:- The temperature inside the factory should be ~~not~~ maintained at a level necessarily required for the different processes and should not be such as to enervate workers. Ordinarily, in the hot months where the nature of work requires considerable muscular activity, it is desirable to have temperature at a sufficiently lower degree than that required for the office work, so as to add to the comforts of the worker. On the other hand during cold months inside of the building is required to be adequately kept warm by a suitable heating system. The question of installation of suitable air-conditioning plant must receive due

: 100 :

attention of the management at the time of designing the plant layout.

Air-Movements :- Since air stagnation is held as one of the important contributing factors to fatigue and inefficiency, air movement is one of the essential requirements to be provided for. There must be at all times a regular movement and supply of fresh air throughout the workshop in order to maintain a consistently proper temperature and degree of humidity.

Humidity:- The management has to regulate humidity in accordance with the technical needs of the plant. Excessive humidity in workshop is nearly always deliberately introduced for technical reason connected with the physical properties of the material being worked.

Illumination: Lighting :- It is bad lighting that leads to lower output increased spoiled work, overstrain and ultimately to increasing accidents in industry. The size of each work-room or workshop the location of windows, the layout of machines, nature of work to be performed, working position of the operatives - all these have to be taken into account for provision of adequate illumination in the establishment. The management has also to see that lighting is not only sufficient, but also avoid the casting of extraneous

shadows in actual place of work. The variation in day light do not affect workers greatly so long as the minimum illumination is high. No doubt, bad natural lighting is a difficult problem and is an important system of poor planning of plant layout. But to a certain extent the problem may be solved by artificial lighting arrangements made by the management. Improvement in illumination does constitute one of the effective means promoting job satisfaction amongst workers.

Sanitation:- Being another important environmental factor promoting worker satisfaction, cleanliness has an important contribution to production - self-respecting workers like neither dirt nor confusion. They prefer to return home after days work in clean garments. Further, breathing in dirty atmosphere of the factory does causes severe injury to their health. It is, therefore, essential for the management to see that sanitation standards are well maintained in all respects of work in the establishment at all levels.

Ventilation:- Lassitude, discomfort and fatigue are the experience of every one who works in a badly ventilated room. It is proper ventilation in the workshop which lowers heat generated in body due to physical and mental activity, because of the cooling power of air movement. Natural ventilation is effected by windows and

ventilators. It may also be artificial comprising methods of extraction of air by fans or propulsion of air into the building by mechanical appliances.

Hours of work:- There are a number of factors affecting length of hours of work per day or week in the industry. In the first instance, it is the climate that has an important role to play in this respect. In very hot countries, it may be more productive to work at low intensity for long hours and in colder countries at high intensity for short hours, as food consumed is of a different kind.

Shift system:- The introduction of shift system in modern factories has become a common feature as it enables the management to have the maximum use of installed plants, machinery and building, and also cope with temporary increase in the demand for their product. Generally three types of shifts are worked in different industries. The single shift in which work is carried on during the day ordinarily lasts from eight to ten hours inclusive of the rest interval of one and one and half hour. Double shift are worked one during the day time and the other in night time, each ordinarily lasting for nine or ten hours continuously with certain intervals. The third type of is the multiple shift system, where three shifts are worked and every shifts

runs for eight hours inclusive of rest period. These multiple shifts may be of varying duration and may overlap and as such are termed as overlapping shift system.

Night shift ~~is~~ should, therefore, be introduced only when unavoidable. In seasonal and continuous process factories like sugar industry, it is inevitable to continue with a proper arrangement for a change over after specific period. Its working can be effectively checked to mitigate the workers hardship through an international agreement over the subject.

The shift system in Sugar Industry:

In sugar industries the reduction of working hours involves the establishment of a system of shift which has now become a regular feature of sugar industry. The shift system implies that the workers are divided into groups, which work alternatively for certain number of hours per day. The necessity of such a system arises due to the greater demand for an increased production. The system has the advantage that it makes fuller use of machinery and reduces standing expenses in terms of output.

Three kinds of shifts are generally found to work in sugar industry firstly there may be a single shift in off season of the factory, the work may be carried

on ordinarily for 8 A. M. to 5.30 P.M. ~~xxxx~~ hours inclusive of the rest interval of one and half hours. Secondly there may be a multiple shift system in sugar industry in season time; one being worked during the day and other during the night-time each of these three shifts may ordinarily worked for 8 hours including rest interval.

Working conditions in Sugar Factory:-

Working conditions in sugar factories were observed to be unsatisfactory. The workers were found working in places atmost like stables; sanitation in and around the sugar factories are an acute problem on account of sullage water, mollasses and the press-mud. **Lighting** and ventilation in sugar factories were observed to be satisfactory in general. Working conditions were found to be deplorable in most of the tanneries. Apart from the lack of sanitation and suitable drainage arrangements for the disposal of effluent, flushings and hoofs were thrown on the premises indiscriminately.

Although disposal of effluents and sanitation was a problem in all units, lighting and ventilation arrangement were adjudged as satisfactory by the Rege Committee. The number of units had more than doubled during the succeeding period, with the type of working environment dictated by installation of latest equipments

the National Commission concluded that a certain improvement in working conditions must have set in though complaints about conditions of work in co-operative units were brought to their notice.

As regards sugar industry, on the whole the general sanitary and working conditions in the factories in Madras and Bombay are better than those obtaining in U. P. and Bihar (According to R.C. Saxena). The foul smell is characteristic of sugar industry in U.P. and Bihar, sanitation in and around the factories, has become an acute problem on account of the sullage water, mollasses and the press-mud. The effluent from the factory is allowed to flow into kachcha tanks, steams or soak pits. In Gorakhpur two factories allow their sullage water to roll into streams. In Meerut, it was found that only one sugar factory had constructed pucca drains for the purpose. Soaking pits are found only in one unit in Bihar. The storage of molasses in kacha tank leads to an unbearable stinking smell. The press-mud is generally to be stored inside the mill premises. The flooring in many factories is also broken and unclean. The labour investigation committee also reported that there were steam leakages in certain factories in U.P. Bihar and Ahmednagar, and some of the stair-cases of factories in Bombay and Madras were

steep and slippery. In Gorakhpur, the wooden staircases, in two units, were in a dilapidated condition. Machinery ~~WERE~~ and fast moving pulleys and belts were not properly guarded in some units. From the point of view of lighting and ventilation however, the condition of sugar factories was found to be generally satisfactory, except in Madras sugar factory.

Working conditions in Ashok Sahakari Sakhar
Karkhana Ltd., Ashoknagar:

As per the working conditions provided are concerned the factories Act 1948 is applicable to this sugar factory. That is why almost all the workers are satisfied with the working conditions existing in this factory, i.g. temperature air movement, sanitation and humidity and ventilation etc. Workers are required to work for 8 hours every day and in every shift. This sugar factory runs in three ~~w~~ shifts . Each shift is of 8 hours.

In this factory, it is observed that for security of the workers. There are fencing guards, safety measures for electric motors and moving machines. Workers are provided for security and precaution, safety goggles, safety belt, ~~xxx~~ tight fit dress to operator, welder, boiler- attendant and also handgloves provided to workers and ~~xxx~~ then provided bathroom facility,

toilet, spit-pot, shidi. In this sugar factory every month the factory Inspector inspects the working conditions of the factory.

As regards the working conditions, majority of the workers are satisfied about temperature, air-movement, humidity, illumination, sanitation and ventilation. Very few workers are unsatisfied. It means the company is interested in producing good working conditions.

The factory has provided all working conditions well as per factory act, 1948, but in some departments such as manufacturing, boiler the working conditions are not satisfactory.

Various aspect of working conditions:-

1) Sanitation :- Sanitation in this factory were observed to be unsatisfactory. The workers were found working in such places stables, sanitation in and around the this sugar factory on acute problem on account of sullage water, mollasses and the press-mud. The storage of mollasses in kacha tank leads to an unbearable stinking smell. The press-mud is generally to be stored inside the mill premises.

2) Lighting and ventilation:- Lighting and ventilation in this sugar factory were observed to be satisfactory in general.

3) Temperature:- From the point of view of temperature, however, the condition of this sugar factory was found to be generally satisfactory, except in boiler department.

4) Air-Movement:- According to researcher's observation in this sugar factory, there must be at all time a regular movement and supply of ~~xx~~ fresh air through the workshop in order to maintain a consistently proper temperature and degree of humidity.

10) SOCIAL SECURITY:

Meaning of social security:-

Social security is a dynamic conception, which is considered in all advanced countries of the world as an indispensable chapter of the national programme to strike at the root of poverty, unemployment and disease.

Social security is that security which furnishes, through appropriate organisation, against certain risk to which its members are exposed.

Social security is a very comprehensive term and includes in it, schemes of social insurance and social ~~insurance~~ assistance as well as ~~some~~ some schemes of commercial insurance. It is necessary, therefore, to distinguish between these terms and have a clear idea ~~in~~ about the scope of each, though, generally, the terms social insurance and social security

have been used by some in the same sense, because social insurance forms the most important part of any social security scheme.

Various measures of social insurance:

The social security system of a country in order to be complete, must provide an adequate cover against all the well known contingencies from which workers or people might probably suffer and which deprive them of the opportunities to earn. The risk which would deprive the workmen of their ~~existing~~ earning capacity may arise out of;

a) temporary inability to make a living due to sickness, accident, unemployment, maternity etc.

b) permanent incapacity for example total disablement, chronic invalidity, old age & etc.

c) death, leading to the absence of a bread-winner in the family under which we may include widowhood and orphanhood. Therefore, the main ingredients of a complete social insurance system may be said to be as follows:-

- 1) Sickness and invalidity insurance,
- 2) Accident Insurance,
- 3) Maternity insurance,
- 4) Unemployment insurance,
- 5) Old age insurance,

6) Survivorship insurance.

Industrial Safety-Accident:

Safety of industrial workers is as important as their health. An industrial accident is an unfortunate occurrence resulting in cessation of work by a worker or a group of workers. An industrial accident has been defined as any occurrence that interrupts or interferes with the orderly progress of the activity in question. According to the Indian Factories Act, 1948 "it is an occurrence in an industrial establishment causing bodily injury to a person which makes him unfit to resume his duties in the next 48 hours." Therefore, an accident, in the present context, must arise in the course of employment in a factory or establishment. It is an untoward event which is not expected or designed. It occurs suddenly and it is an event or occurrence to which a definite date and time cannot be assigned.

More often than not every accident also inflicts injuries on workers. However, an accident, cannot be called fortuitous or totally unexpected. Investigation has revealed that majority of the reported accident are of a preventable type. This shows that some factor in a chain of events results in the accident. Since an accident occurs to a person, the personal factor

of the individual can be considered as the first link of the chain. The existence of the hazard either on the machine or in the shape of an unsafe act of the persons who has suffered the accident is the next link resulting in the accident with or without injury. The removal of any one of the links will prevent the occurrence of the accident.

A) Accident causes:- Improper attitudes like:-

- a) operating or walking at unsafe speed
- b) taking unsafe position or postures
- c) working or walking on moving or dangerous equipment
- d) using a defective tool,
- e) operating without clearance,
- f) Unsafe loading or storing,
- g) disobeying regulations,
- h) lifting improperly,
- i) hours play,
- j) Failure to utilize safety devices:

B) Unsafe conditions:

1) Unsafe design, defective conditions or inadequate grading of tools and machines.

2) Hazardous arrangement of stores, idle space, exits layout, overload, misalignment.

3) Unsafe illumination.

:112 :

- 4) Unsafe ventilation.
- 5) Unsafe method processes, procedures, planning, etc.
- 6) Unsafe dress and appeared.
- 7) Poor house-keeping like,
 - a) faulty walking and working surfaces,
 - b) Slippery and cluttered floor area,
 - c) unsafe arrangements of equipments.
- 8) Absent or defective personnel protective clothing.

Social Security in Ashok Sahakari Sakhar Karkhana Ltd., Ashoknagar:

The factory makes first-aid provisions in the departments. There is no grievance from the workers side about the safety equipments and machinery guards provided by the factory are of proper type. The factory ~~XXXXXXXXXX~~ arranges safety training programmes. The factory has formed safety committee in order to reduce accidents and industrial hazards. The company ~~XXXX~~ provides uniforms, boot, goggles etc. to the workers. All the workers are satisfied with safety equipment.

~~XXXXXXXXXXXXXXXXXXXX~~:

Workers Compensation Act:- This act is applicable to this factory and according to this act the factory

gives compensation to the workers in case of accidents and other such events. The workers are satisfied with this scheme. Various measures of social insurance are not adopted by this factory for seasonal workers.

11) Holiday Pay and Leave with Pay:

Holidays are days of exemption from labour or work and hence a period of rest and recreation. However, the general principle of holidays with pay is a sound one and the tendency is indeed a sign of progress and can be expected to avert serious social problems. The movement is based on the recognition of the needs of the workers as human beings and not merely as an instrument of production.

The need for holidays, however, arises out of the consideration of practical utility. It arises mainly out of two considerations, firstly from considerations of health and efficiency and the alleviation of the evil effects of industrial fatigue, and secondly, from considerations of a broad social character which are related to the development of the personality of the workers.

It must be noted that the valuable effects which holidays could bring can be had only when they are granted with pay. When holidays are taken without pay, their beneficial effects rather tend to be lost specially

amongst the low paid workers due to resultant, financial worry and therefore, they are in such cases more often an added strain than a means of relaxation, The absence of payment prevents those who have days off from using them in such a way as to add to a large extent to their happiness, health and efficiency.

The value of holidays in maintaining and increasing industrial efficiency as well as in improving the employer-worker relations cannot be over-emphasized.

For sugar industry:- For sugar factory workers in U. P., from November, 1957, by a notification, the following provisions have been made as regards leave with ~~ex~~ pay, besides the provisions under the factories Act;

Permanent workers: Casual leave 6 days and sick leave 10 days in a year.

Seasonal worker:- Casual leave $\frac{1}{2}$ day for every month of the crushing season, and sick leave also $\frac{1}{2}$ day for every month of the crushing season. A period exceeding 15 days in any month is to be counted as full months.

Festival holidays with wages have also been fixed in U. P. under Industrial dispute Act of 1947. In 1950, they were fixed at 17 days in a year. The number was raised to 18 days in 1953. These 18 paid

holidays on festivals were extended to sugar factories also in November, 1955. In August, 1961 the U.P. Industrial Establishment (National Holiday) Act was passed, which provides paid holidays to industrial workers on the Republic Day;

Independence Day and Gandhi Jayanti

The employers in some seasonal and unregulated factories connive at this practice as is clear from the fact that while the attendance registers show workers as absent on a weekly holiday, the wages register record payment for all the ~~xxx~~ seven days in a week. Leave or holiday also granted not as a ~~xxx~~ matter of right but as one of favour and as a result, there is much discrimination and partial treatment and trade union workers in many cases are penalised. In the case of sick leave, a medical certificate of the factory, Medical Officer has to be produced, but he is not always impartial and accepts illegal gratification in many cases (R.C. Saxena).

Leave facilities provided by Ashok Sahakari
Sakhar Karkhana Ltd., Ashoknagar;

In this ~~2~~ sugar factory all holidays including the periodic holidays falling within the period of any kind of leave shall be treated as leave, workers

get factory and public holiday and sunday or periodic holiday. They utilise that day for domestic work and agriculture work. In addition to that they get leave with full pay as per the Act. They enjoy sick leave. The Managing Director may require a worker applying for sick leave, to produce a medical certificate in support of his application from a registered medical practitioner. In this factory researcher's observed that seasonal workers are not entitled to sick leave. Every worker shall be entitled to casual leave, casual leave shall be non-cumulative and no leave of any kind may be combined with casual leave. Permanent workers are entitled to casual leave and every seasonal worker is entitled to casual leave of 3 days during the season period. Every permanent worker is entitled to optional leave of 30 days during the year and casual leave of 10 days and sick leave of 10 days during the year. Seasonal workers are entitled to casual leave of 3 days during the season period. Daily seasonal workers get optional leave with pay for seven days after the crushing season is over.

12) LABOUR WELFARE ACTIVITIES:

Concept of labour welfare:- The concept of welfare is necessarily elastic, bearing a different interpretation from country to country and time to time

depending on different social system. The degree of industrialisation and general level of social and economic development. A series of sharply differing opinions exists on the motives and merits of labour welfare as well. In its widest sense, it is more or less synonymous with labour conditions as a whole, including labour legislation and social insurance. Another focus of interpretation centres round the voluntary or statutory nature of welfare for working class. According to provident welfare ~~for~~ work refers to the effects on the part of employees to improve within the existing industrial system the conditions of employment in their own factories.

Prof. Richardson, on the other hand, includes under it "any arrangement of working conditions, organisation of social and sports club, and establishment of funds by a firm, which contributes to workers health and safety, comfort efficiency, economic security education and recreation." Dr. Pandikar defines it as "work for improving the health, safety and general well-being and the industrial efficiency of the workers beyond the minimum standard laid down by labour legislation."

International labour organisation defines:

Labour welfare as "such services, facilities

and amenities as adequate canteens rest and recreation facilities, arrangements for travel to and from work and for the accommodation of workers employed at a distance from their houses, and such other services, amenities and facilities as contribute to improve the conditions under which workers are employed."

Significance of labour welfare:

Labour welfare is nothing but the maintenance function of personnel in the sense that it is directed specifically to the preservation of employee's health and attitudes. In other words, it contributes to the maintenance of employee morale. "Obviously, there is some creation and stimulation in the maintenance function just as there is some maintenance in other operative personal function. Labour welfare is, this one of the major determinants of industrial relations."

Apart from improved moral and loyalty, welfare measures are of significance to reduce absenteeism and labour turnover in industries, whatever improves the conditions of work and life for the employees, whatever leads to the increasing adaptation of the worker to his task and whatever makes him well contented will lessen his desire or need to leave it for a time and lighten for him and the industry the burden of absenteeism. It is, indeed welfare work that softens the

transition and enables the workers to adjust themselves to industrial environment.

Different Welfare Amenities in Factory:

1) Washing and Bathing facilities:- In every factory in which any process involving contact by the workers with any injurious or obnoxious ~~substances~~ substances is carried on, a sufficient supply of water suitable for washing is very essential for the use of workers at suitable places and with facilities for its use. Table showing provision of washing and bathing facilities in sugar industry.

Year	Percentage of Establishment providing		
	Washing facilities	Bathing facilities & supplied.	Washing facilities & cleaning material.
1962-63	69.0	35.0	42.5

(Source: S. N. Mehrotra: Labour Problem in India)

In sugar industries bathing facilities were relatively provided in limited number of establishments. Separate washing arrangement with supply of cleaning material for woman were inadequately provided in sugar industries.

2) Sitting facilities:- It is essential that sitting facilities are provided for all workers obliged to work in a standing position, ~~in~~ in order that they may take the advantage of any opportunities for rest which may occur in the course of their work. According to data available, such facilities were very inadequately provided in sugar factories with 30% .

3) Canteen:- To introduce an element of ~~nutri~~ nutritional balance into the otherwise deficient and unbalanced dietary of the workers, to provide cheap and clean food an opportunity to relax in comfort near the place of work, to save time and trouble to workers on account of exhausting journey's to and from work after long hours in the factory, are some of the objects of an industrial canteen.

Table provision of and agency running canteens in sugar industry.

Year	% of Establishment with 250 & provided.	Percentage of canteen run by workers.			
		Management	Contractors	Joint by Management & Workers.	Or their Co-operative
1962-63	80.0	17.0	67.0	11.0	5.0

(Source:- S. N. Mehrotra - Labour Problem in India)

4) Rest Room:- It is a properly equipped rest-room located away from the noise or shifted atmosphere of the work room that provides a good opportunity to industrial work to restore lost energy during the period of rest - pauses. These rooms attached to lunch accommodation will prove to be most effective recuperative measure, provided that they are ~~sufficient~~ sufficiently lighted, ventilated and maintained in cool and clean conditions.

Table showing provision of Rest Room in Sugar Industry percentage of establishment with more than 150 workers and providing.

Year	Rest Shelters only	Canteen & Rest Shelter	Canteen but not Rest shelter.	Neither canteen nor rest shelter.
1962-63	33.3	-	-	66.7

(Source: of information: S. N. Mehrotra Labour problem in India.)

In sugar industry, about two-thirds of the establishments did not have rest shelters.

Other amenities:

- a) Educational facilities,
- b) Medical facilities,
- c) Recreational facilities,

d) Grain shop facilities,

e) Housing facilities.

a) Educational facilities:- The need for imparting necessary education to workers in India had been emphasized by the Indian Industrial Commission(1918). The Royal Commission of labour(1900), The Indian Industrial Commission observed that, " A factor which has tended ~~taxtix~~ in the past to delay the progress of Indian Industrial development has been the ignorance and conservatism of the uneducated workman." The Royal Commission on labour stated that "In India nearly the whole mass of industrial labour illiterate, a state of affairs which is unknown in any other country of industrial importance.

In sugar industry arrangement for education of workers' children were meagre. However, there were no arrangements for adult education, there was only provision for education of primary stage for workers' children.

b) Medical facilities:- The importance of industrial health and care in general has been emphasized by the International labour organisation since 1919. The Royal Commission on labour in 1931 and the labour investigation committee in 1946 also emphasised the necessity of providing basic health and medical facilities

to industrial workers, since it will help to reduce the incidence of sickness and therefore, absenteeism among them and increase productivity.

Prior to the medical facilities provided through the Employees State Insurance Corporation, sugar factories had their own arrangements for the treatment of the workers.

The ~~fact~~ factory Act of 1948, provides for cleanliness, disposal of waste and effluents, dust and fume, artificial humidification, restriction regarding overcrowding, lighting, drinking water arrangements, ~~latrines~~ latrines and urinals, spittons etc. It is obligatory for the ~~employer~~ employers to maintain First-aid-kit and ambulance in all factories where 500 or more workers are working.

●) Recreational facilities:- Recreation is commonly taken to be the ~~opposite~~ opposite of work. There are some who find their work so absorbing and satisfying that to them work is recreation. But to millions who perform repetitive mechanical job in factories and workshops, ~~recreation~~ recreation is a leisure time activity by which monotony and drudgery of work is lessened. To them, recreation ~~is~~ is an opportunity for mental refreshment, a diversion to creative invigorating activity.

d) Grain-shop facilities:- The importance of opening some special shops for the working class was first realised during the second world war when a large number of consumers stores were organised by the Government of India for distribution of controlled commodities. The importance of such institutions was again recognised when the country embarked upon planned economic development.

e) Housing facilities:

Significance of housing:- Of all the needs of workers, the importance of cheap and decent housing accommodation is very great. Housing is the primary need of a human family in civilized life. It constitutes the most important part of the physical environment which continuously influences the health and well-being of a person. Housing means the provision of ~~comfortable~~ comfortable shelter and such surroundings and services as would keep the worker fit and cheerful for all the days of the year. Besides, the provision of pleasant and convenient shelter, housing includes the creation of new building site in well laid-out areas as well as the improvement of existing localities. This means the inclusion of proper arrangement for water supply, drainage, roads, lighting, means of communication and civil centres, required for medical

relief, education, sports, recreation, administration, shopping etc.

Welfare facilities in sugar industry:-

The standard of welfare work varies from unit to unit. A majority of the units have provided medical facilities to their workers. In some cases hospitals are also maintained. The canteens have been started by some of them while most of the units provided educational facilities. Some of them have got their own schools, while others give financial assistance to the schools attended by the worker's children. Almost all units provide recreational facilities like sports, libraries, reading rooms and radio sets for the workers. Co-operative stores and credit societies also exist in ~~some~~ ~~some~~ some concerns. Rest shelters have been provided in the majority of units.

The general welfare activities are directed for the improvement of health and sanitation prevention of disease, provision and improvement of medical facilities and maternity, promotion of industrial hygiene, provision for water supplies and facilities for washing, improvement of medical facilities and maternity, promotion of industrial hygiene, provision of water supplies and facilities for washing improvement of educational facilities, including libraries

and social conditions recreational facilities, and provision for transport to and from work. The development activities consist of providing facilities for imparting technical education and training connected with the manufacture of sugar and alcohol, and ~~gum~~ and the products derived therefrom, including the growing of sugarcane and utilization of by-products. It also includes facilities of all kinds of research for the growing of sugarcane and for building roads, and facilities for irrigation. At present, however, the activities of the funds are confined to building of houses for sugar factory workers. From the general welfare account, money has so far been drawn only for building Rest House for the workers and for reserving beds for sugar factory workers in district hospitals.

LABOUR WELFARE FACILITIES PROVIDED BY ASHOK

SAHAKARI SAKHAR KARKHANA LTD., ASHOKNAGAR:

The activities of the factory are gradually expanding and along with the increased number of workers employed. In order to keep the moral and efficiency of the labourers high, the factory is doing its best in the field of labour welfare. The factory has provided all the welfare facilities that

are felt necessary and the efforts are being made to run them efficiently in the best interests of the workers.

The welfare facilities provided by the factory to its employees may be classified for the sake of convenience as follows:-

- a) Statutory welfare facilities,
- b) Non-Statutory welfare facilities,
- c) General.

a) Statutory welfare facilities:

- i) Working hours,
- ii) Leave and holidays,
- iii) Social securities,
 - a) Provident fund,
 - b) Gratuity,
 - c) Advance and loan,
 - d) Insurance,
 - e) Pay-roll scheme.
- iv) Better working conditions,
- v) Sanitation and conservance,
- vi) Drinking water and washing facilities,
- vii) Spitoon,
- viii) Safety measures,
 - ix) Uniform,
 - x) Compensation in case of accidents,

: 128 :

- xi) Safety at plant level,
- xii) Medical facilities,
- xiii) Rest-Rooms,
- xiv) Canteen,
- xv) Communication facilities,
- xvi) Discipline and Grievance procedure,
- xvii) Workers participation in Management.

B) Non-Statutory welfare activities:-

- i) Housing,
- ii) Guest-house,
- iii) Conveyance facilities,
- iv) Public school,
- v) Recreational facilities,
 - a) Temple,
 - ~~ii~~ b) Cultural activities,
 - c) Library.

C) General welfare activities:

- i) Co-operative credit society,
- ii) Trade union,
- iii) Ashok Sahakari Sakhar Karkahana arranged family planning programme in 1982-83 through Primary Health Centre, Ashoknagar, T.B. Camp, Ponsil Camp.

- iv) This factory has given grant to backward small farmers and workers through State Government in 1981-82.

Welfare facilities provided by this factory are very good. This factory giving adequate labour welfare facilities to the workers inside the factory. According to the factory act, this is more important because by getting such benefits and amenities the workers remain satisfied in the factory which leads to increasing of their efficiency.

a) Washing facilities:- Washing places and places for storing and drying of clothes are provided in every department and also at important places.

b) Drinking water:- The Management has provided drinking water at all convenient places in all departments. These water taps are marked a "Cool Drinking Water."

c) Latrine and Urinals:- Latrine and urinals are provided in every departments and at essential places.

d) Canteen facilities:- The factory has provided canteen facilities both for workers and for staff. But the food is not cheap in this canteen. There are two big canteens run by the factory. The company provides tea to the workers at work place at the time of rest

intervals. Tea trolley system is found in the factory. There is a small staff canteen at work place. When the workers go out for lunch the big canteen provides lunch or meals to the workers. The factory is running the canteen on contract basis but workers are not satisfied about the canteen.

e) Rest-room:- In proportion to the workers working in this factory the rest rooms are also provided by the factory as per factory Act, 1948 in the factory premises. These rest-rooms are provided with adequate lighting and ventilation and sanitary conditions.

f) There is no female worker employed in the factory. So there is no need of the facility of creche in the factory premises.

g) Dispensary and Medicial facilities:-

Dispensary and medical facilities provided by the factory are very good. If an accident takes place during working period this factory has provided medical facilities free of charge, where all the first-aid medicines, tablets etc. are kept. One medical store is also kept. One qualified and experienced doctor is working in the factory along with

two compounders in each shift.

In an emergency such as accidents, the workers are provided one ambulance to reach to the hospital. In this way the factory has provided adequate medical facilities and sickness benefits at needed time.

h) Recreational facilities:- Recreational facilities provided by factory for the workers are very good. The factory has been providing some entertainment programmes such as dramas, one cinema show in month, different types of games, newspaper, social club and gymkhana etc. There are also facilities both for indoor and outdoor games. There is a library run by the factory. Newspapers and periodicals are provided to the workers. All these facilities are provided free of charge.

i) Co-operative Credit Society:- There is a co-operative credit society of the workers in the factory. The workers are getting from it various types of benefits. They can get cheaper grain, loans, dividends and other facilities through the society.

j) Housing facilities:- Lastly as regards housing facilities workers said that housing facilities are not provided to seasonal workers by the factory. But according to the researcher's observation factory has provided insufficient housing facilities

and workers are not satisfied with housing facilities. The quarters are provided only to staff members and for those who were recruited earlier in the factory. The quarters are rather good. There is adequate facilities of lighting, water, bathroom, lartine, ventilation etc. But the factory provides the facilities of houses made of Bambooes-mats to seasonal workers, the basic need of appropriate housing ~~are~~ not fulfilled by such houses.

But another thing is obviously that the majority of a seasonal workers are local and live near the factory operational area. If the factory provides them housing facilities they would not stay in the factory because they have their own house and business, agriculture and other property at home to look after. Because of these reasons they prefer to live in their local places and in their own house.