



CHAPTER IV

THEORETICAL BACKGROUND OF THE STUDY

1. Meaning and characteristics of the term Labour.
2. Different concepts of labour
3. Definition of season and seasonal employee.
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Classification of seasonal workers during the year 1986-87.

Table No.1.8

S.No.	Name of the department	Total No.of seasonal employees.
1.	General	-
2.	Labour Office	-
3.	Medical	-
4.	Accounts	1
5.	Civil	-
6.	Watch & Ward	-
7.	Agriculture	57
8.	Cane Development	1
9.	Vehicle	1
10.	Time office	-
11.	Cane yard	63
12.	Sugar godown	-
13.	Stores	4
14.	Manufacturing	75
15.	Engineering	74
	Total	276

Theoretical Background of the study :-

Meaning of the term Labour -

Before discussing the term Seasonal worker or Labourer our concept of labour must be clear. What is the meaning of the term labour? In broad sense, the term may be defined as any hand or brain work which is undertaken for a monetary consideration.

According to S.E. Thomas " Labour consists of all human efforts of body or mind, which is undertaken in the expectation of reward".

According to Jevons " Labour is exertion of mind and body undertaken partly or wholly with a view to do some good other than the pleasure derived directly from the work".

Labour issues are of primary importance in almost all the countries of the world because the majority of the population is either selling or buying labour and is dependent on such sales, for their livelihood. The independent producer and self-employed worker are fast disappearing as a result of technical developments and industrialisation. This leads to establishment of two distinct classes in the society that is employers and employees.

In past, the life of the worker was not a particularly happy. His ambition was to be able to live and his efforts were devoted to earning the bare means of subsistence. The concept of equal rights was undreamed of by him. After the industrial revolution a great economic and social change took place because of which the situation of workers is somewhat improved.

Different concepts of labour :

1. The commodity concept :

Wages were high when labour was scarce in relation to demand and were low when labour was substantially in excess of demand gave rise to the idea that labour affected by the law of supply and demand was like a commodity the price of which was determined by the supply and demand for it.

2. The machinery concept :-

The employer bought and sold not actual labour but the products this labour produced. The value of labour was determined by the goods it brought forth. This thinking led to the machinery concept.

3. The Goodwill approach to labour concept :

Employers finally began to realize that the welfare of their employees had a direct effect upon their productivity. Safety, First aid, lunch rooms, rest-rooms were introduced.

4. The Natural resource idea of labour value :-

As per this concept there is a view to conserve natural resources and workers providing a great resource to be protected. This concept gives rise to child labour laws, workmen's compensation and health and accident legislation.

5. The humanitarian approach to labour :-

It declared that the minds of the workers as well as their bodies must be considered by management and that the state of their minds had much to do with the value of their services.

6. The concept of individual differences :-

Accordingly men often differ one from the other in mental abilities, emotional stabilities, traditions and sentiments for more than they differ physically.

7. The citizenship concept of labour :

As a citizen in a democracy has certain inalienable rights and a voice in determining and exercising these rights, so to workers as industrial citizens, have a right to be consulted in determining the rules and regulations under which they work.

8. The partnership concept of the labour :-

As per this concept labours should be recognised as partners in business. Profitsharing has come into prominence. The partnership relationship implies mutual responsibilities as well as sharing of the fruits of the joint endeavors, of course labour must be ready to share losses also.

All of us know well that there are four factors of production, namely land, labour, capital and enterprise. Though all these four factors are of equal importance to produce a particular thing, still the role of labour can't be overemphasised because the proper utilisation of other factors is largely depends on labour.

Workers are humanbeings, they have their own aspirations, qualities, ambitions, commodity approach towards labour is no more useful. If labour force ...68 ...

is handled in a proper manner particular industry can make rapid progress.

We should not forget the fact that in these days, labour is in the organised form (Trade Unions) and conscious of its rights. It forms important and vocal section of the developing economy like India. The importance of labour is every increasing in the modern society. If we want to achieve the goals of industrialisation, modernisation and of increased productivity, there is need of industrial peace.

Characteristics of labour :

Labour is living thing and so it is different from other factors of production. Following are the distinguishing characteristics of labour.

1. The first characteristic of labour is that it can't be separated from the person who labours. Therefore the labour has to himself sell his services and has to present himself to sell his services and has to present himself where he has to deliver his services. Thus the environment and the working conditions in which the worker has to work is of utmost importance in the supply of the labour.

2. Secondly, the worker sells his work services only but he himself remains his own property.
3. Labour is a perishable commodity, therefore it doesn't last and cannot be stored for future. If a worker doesn't work for a particular day, that day is lost for ever. Hence he doesn't want to remain unemployed even for a day. Thus bargaining power of a labour is weak as compared to the employer.
4. As the sellers of the labour are commonly poor and have no reserve fund, therefore they can't withhold their labour from the market. Hence the worker has no reserve price, for this reason also he is generally placed in a weaker bargaining position.
5. The supply of labour can't be decreased or increased with fall or rise of wage.
6. Labour is not so mobile as capital. The difference in environments, languages, customs etc. at different places are a hinderance to the mobility of the workers from one place to another.

7. The marginal productivity of labour is comparatively less than capital. A man stands in no comparison with the productive capacity of modern machine. Therefore the owners of capital, claim and take away a larger share of national dividend than what actually the workers receive.
8. Finally labour is a living thing and that makes all the difference.

So that not only economic but morale and social considerations should be taken into account in discussions of the problems ~~■~~ ^lconcepted with the labour.

Agricultural labour :-

It is true that the seasonal worker can't be called fully as agricultural labour, as he works in sugar industry but it is clear fact that the problems of agricultural labour and that of seasonal labour are many times one and the same such as low income, low productivity and lack of continuous employment.

Agricultural labour Enquiry committee defined Agricultural labour as a person who for more than half of the total number of days on which he actually worked during the year, worked as an agricultural labourer". This means that an agricultural labour may

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be the owner of a piece of land or an artisan, but his main profession is neither agriculture nor an small scale or cottage industry. In this sense more than 70% seasonal workers can be called as Agricultural labour.

Let us see the some of the characteristics of Agricultural labourer which are also applicable to seasonal worker working in Sugar industry.

1. Unemployment and underemployment .

2. Seasonality in employment.

Intensity of employment varies according to seasons.

L Large proportion of labour remains unemployed or underemployed during the slack-season.

3. Distribution of additional labour force by sector of activity.

4. Wage Rates :

The level of wages for agricultural worker is very poor.

5. Earning strength and household income :

The agricultural labour forms one of the most economically backward section of the rural community.

6. Consumption and cost of living :

The earning of agricultural labour are not enough to meet even his necessary expenditure.

7. Indebtedness :-

The debt on agricultural labour is continuously increasing. It should be noted that about 46% of the total debt per indebted household was incurred for meeting consumption expenditure.

8. Housing of Agricultural Labour :-

The housing conditions of agricultural workers are miserable. Their houses are generally situated at places where insanitary conditions of highest order are found.

9. Organisation among agricultural workers :-

Agricultural workers couldn't organise themselves in a proper manner because they live in distant places and don't work in large number at one place.

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, 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 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.

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.

Recruitment of labour :-

Any business organisation, whether it is small or big is in need of recruiting the efficient workers to run that organisation in a proper manner. To a certain extent the success or failure of any organisation depends on its employees naturally recruiting of labour is of prime importance for the organisation. Recruitment forms the first stage in the process which continues with selection and ceases with the placement of the conditions. Recruiting makes it possible to acquire the number and types of people necessary to ensure the continued operation of the organisation.

Recruiting is the discovering of potential applicants for actual or anticipated organisational vacancies.

Recruitment is the first step in the employment of labour. There is need to give proper attention to the organisation and methods by means of which labour is brought into industry. Unless the right type of people are hired, even the best plans, organisation charts and control systems would not do much good.

If a labourer isn't recruited properly, he may prove to be unfit and inefficient for the job and production will suffer.

There is no general procedure for hiring new personal which is applicable to all business enterprises, each enterprise has its "tailor made" procedure which brings it the desired quality and quantity of manpower at the minimum possible cost. There was no application of any scientific principles of labour administration and management till recently in India, because of the shortage of labour in early period and migratory character of Indian labour.

Sources of Recruitment or supply of labour :

In India, there is a large and perennial supply of unskilled labour flowing from the villages to the towns and back again to the villages. According to seasonal and other requirements, village still remains the main source of labour supply.

But for our convenience let us divide the sources of supply of labour under two heads.

1. Internal.
2. External.

1. Internal sources :

Internal sources are the most obvious sources. These include personnel already on the pay roll of an organisation i.e. its present working force. Whenever any vacancy occurs, somebody from within the organisation is upgraded, transferred, promoted or sometimes, demoted. This source also includes personnel who are once on pay roll of the company but who plan to return or whom the company would like to rehire, such as those on leave on absence, those who quite voluntarily or those on production lay offs. This source is very useful, there are certain advantages of this source such as

1. Loyalty of workers increases
2. It improves employee morale
3. It is less costly.

Of course, there are some disadvantages also such as

1. It doesn't allow new blood in organisation.
2. There may be chances of the things such as misunderstanding, jealousy among the employees and so on.

But still it is said that, it is not only reasonable but wise to use this source if the vacancies to be

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filled over within the capacity of the present employees, if adequate employee records have been maintained and if opportunities are provided in advance for them to prepare themselves for promotion from blue collar to white collar jobs.

External Sources :-

1. Employment or labour exchanges : are the main agencies of public employment. Employers inform them of their personnel requirements while job seekers get information from them about the types of jobs that are referred to by employers. These agencies provide a wide range of services- conciling, assistance in getting jobs, information about the labour market, labour and wage rates.

2. Educational and professional institutes :-

For opportunities for recruiting their students, the companies that need employees maintain contact with employment bureaus and teachers of business and vocational subjects. The prospective employers can take interview of the candidates for management trainees or probationers. Educational Institutions provide an excellent source of potential employees for entry level positions in organisations.

3. Employee Referrals :

Friends and relatives of present employees are also a good source from which employees may be drawn.

4. Trade Unions :-

Also provide manual and skilled workers in sufficient number under agreement, they may agree as to who is to be given preference. But in case of adverse industrial relations, this technique may create difficulties.

5. Unconsolidated applications :-

A company can maintain files of applications received from candidates who make direct enquiries about possible vacancies on their own or may send unconsolidated applications. The information may be index and filed for future use when there are openings in these jobs.

6. Advertisements :-

Advertisements in a widely circulated newspaper or in business magazines form an important source of recruitment. In such advertisements, the information of organisation is generally given and conditions

possessing specific qualifications, age, and experience are asked to send applications in a prescribed form only.

Recruitment of Labour in Sugar Factory:

The Sugar factories seasonal workers are needed in a large number. Their services are required only during the season. So all seasonal workers 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 only. We know there is large number of unskilled and unemployed labour available in the villages of India. Because of the peculiar nature of sugar industry most of the sugar factories are situated at different villages and so in most of the cases recruitment of seasonal workers is direct, that means, the labour officer or factory manager make the selection of needed workers amongst the persons who present themselves at factory gate. This method is generally used for recruiting the unskilled labour.

For recruiting semi-skilled or skilled workers, many times workers obtaining necessary skill are promoted or sometimes applications are invited on the same line seasonal workers, for clerical jobs are recruited through advertisements.

So we can say direct hiring is the important source of recruitment of seasonal labour. Alongwith it recommendations from influential persons or from the persons who are already employed, also form the important source. It is believed that because of it, loyalty as well as co-operation among the employees increases.

Recruitment of Seasonal workers in Sree Dudhaganga Wedaganga Sahakari Sakhar Karkhana Ltd.

Generally the season of the sugar factory begins at the end of the October or in the first week of November. At that time, sugarcane is mature for processing and the crushing season ends at the last week of April. Of course it isn't hard and fast. The crushing season depends mainly on the availability of sugarcane. Roughly speaking we can say the working period of seasonal workers is 5 to 6 months.

In this factory the recruitment of seasonal workers is from 2 sources. First important source is recommendations from directors, officers or the employees who are already working there in that factory and second source is labourers are recruited directly. Under this system selection of necessary workers is made from amongst the persons who present themselves at the

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 is already adopted by factory for recruitment of seasonal workers.

" Notification only for seasonal workers "

The sugarcane crushing season year 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 in the time office upto in person.

The seasonal workers who fail to report themselves in factory time office and fail to report their duties back before a day or unable to report before a day should give satisfactory reason within 7 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 published in local news paper is only for the old seasonal employees who are to be recruited again.

In this factory workers required to do highly skilled job in manufacturing department are mostly recruited on promotion basis.

Clerical employees are given grade on the seniority basis.

Employees such as supervisors are recruited through advertisements in news papers or in employment exchange. Before 1970, there was impact of friends and relatives on the recruitment.

In this factory actually 731 permanent employees and 587 seasonal employees are required according to staff schedule but actually 637 permanent and 276 seasonal employees are working in the factory.

This is due to the litigation between workers and the Management.

Training of Labour :

Every organisation needs to have well trained and experienced people to perform the activities that have to be done. Training isn't an activity that is desirable but also an activity that an organisation must commit resources to it if it is to maintain a viable and knowledgeable work force.

In old days much importance wasn't given to the training on the contrary training was treated as a fad particularly old and experienced employees held bias about training, they thought there was no need of training for them, but now it is well accepted, that training isn't a fad but is must and the funds invested in training, isn't a dead investment after a due period we can get back returns of it.

So employees in any organisation whether that organisation is small or large* old or new, are in need of training. New and fresh employees as well as old and experienced employees both are in need of training.

Meaning of the term training :-

Training is a process of learning a sequence of programmed behaviour. It is application of knowledge. It gives people an awareness of the rules and procedures to guide their behaviour. It attempts to improve their performance on current job or prepare them for an intended job.

Importance of Training :-

It is a corner stone of sound management. It makes employees more productive and effective.

Training is essential with the help of it new and

changed techniques can be learned. The old methods can be improved.

Training is widely accepted problem -solving device.

Training is advantageous to the employers as well as to the employees.

Advantages of training to employers :

1. Increased quality and quantity of production.

Training imparts the knowledge how a particular job should be done in a most up-to-date manner, using minimum material, incurring minimum possible cost and within a less time. Naturally because of training productivity as well as quality of products increased.

2. Useful to company in fulfilling its future personnel needs :-

If a company have a continuous good training programme, when the need arises organisational vacancies can more easily be staffed from internal sources.

3. Improved organisational ultimate :-

Production and product quality may improve, financial incentives may then be increased, internal

promotions become possible, less supervisory work.

In all the organisational ultimate improves.

4. Avoidance of wastage and spoilage :-

Trained employees make a better and economical use of materials and equipment it results in reduction of wastage and spoilage, and the need for constant supervision is reduced.

5. Health and safety :-

Proper training can help to prevent industrial accidents. A safer work environment leads to more stable mental attitudes on the part of employees.

Advantages of training to employees :-

1. Development and rise :-

With the help of training employees can learn many new things which are helpful for their own development and progress. It enables employees to rise within organisation and increase their market value.

2. Co-operation, loyalty, morale increases :-

Employees can do their jobs better, naturally dis-satisfaction complaints, grievances and

and absenteeism reduces. On the other hand co-operation, loyalty, morale increases.

3. Job Security and Job satisfaction :-

Because of the training programmes, employees become expert in their work, so the chances of promotion and confirmation of the job are also increases. Another important thing is as employee can do his job in a better manner, it gives him more job satisfaction which is very important.

Training Policy :-

While forming a training policy there is a need to decide following things :-

1. To whom the training should be given ? Unskilled- Semi-skilled, skilled.
2. Training period- duration of training.
3. Where the training should be given, centralised or decentralised.
4. How the training should be given- methods of training.
5. To whom the training should be given ? 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 by superior officers. Training period ranges from 3 weeks to 6 weeks. .

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 of departments or in segregated training shops where machines and other facilities are usually available. The training is usually imparted by the more proficient workers, bosses or inspectors and lasts for a few hours or week.

Skilled workers are given training through the system of apprenticeship, such training is particularly useful for workers in carpentry, drilling, boring etc. The duration of such training is from 1 year to 3 years or 5 years also. Apprenticeship programme usually takes into consideration the facts of individual differences in abilities and capacities. Such programmes are conducted in training centres and industry itself.

A part from the above employees others- typists, stenographers, accounts clerks and supervisory staff are in need of training.

2. Training period or duration of training :

It depends upon subject of training, type of training and method of training.

3. Where the training should be given ?

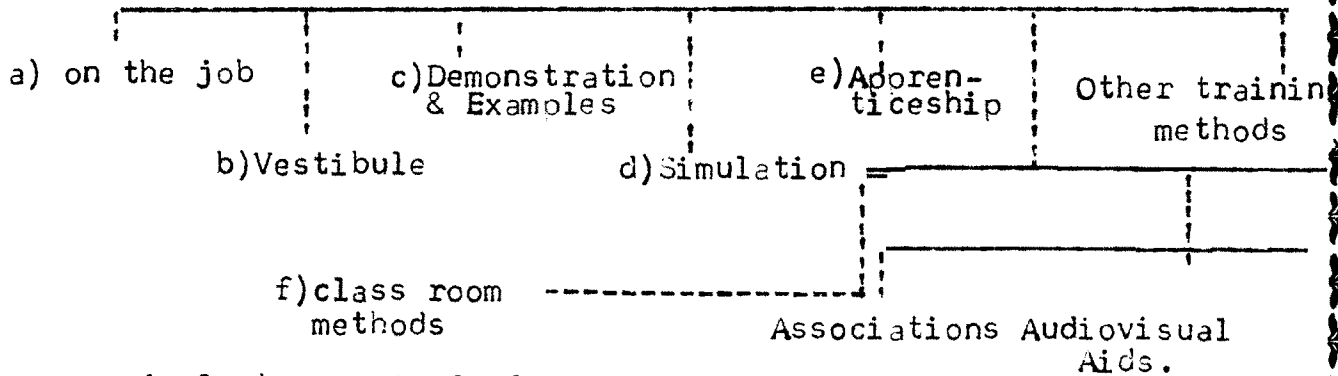
There is need to consider this particular point while forming the training policy. It again depends on the method of training, number of employees to be trained and period of training.

Training can be centralised or decentralised. That means it can be given at head office or persons can be sent to different places.

4. Now the last thing is how the training should be given

Methods of Training :-

Classification of Training methods :-



1. Lectures, 2. Conference
3. Case study 4. Role playing & Instruction.
5. Programmed

1. On the job training :

On the job training is the most common, widely used and accepted and the most necessary method of training employees. Under this, an employee is placed in a view * job and is told how it may be performed. It is monthly given for unskilled and semi-skilled jobs-clerical and sales jobs. Employees were coached and instructed by skilled co-workers, by supervisors, by the special training instructors. They learn the job by personal observation and practice as well as occasionally handling it. It is learning by doing.

There are varieties of on the job training methods such as internship, apprenticeship, job rotation, special assignments etc.

2. Vestibule training (Training centre training) :

It is a classroom training which is often imparted with the help of the equipment and machines which are identical with those in use in the place of work.

This method is used to train semi-skilled personnel such as clerks, inspectors, machine operators, testers etc.

C) Demonstrations and examples (Learning by seeing):-

In this method, the trainer describes and displays something, as and when he teaches an employee, how to do something by actually performing the activity.

This method is very effective. Demonstrations are often used in combination with lectures, pictures, text materials, discussions etc.

Demonstrations are particularly effective in the training for the acquisition of skills.

d) Simulation :-

Simulation is a technique which duplicates the actual conditions encountered on a job. Nearly the actions of trainee closely duplicate the job conditions. ...92....

So the interest of trainee is more in this method, examples of simulation are vestibule training or business game method.

This method is used in aeronautical industry, the cost of this training method is high.

e) Apprenticeship :-

Apprenticeship is the oldest and most commonly used method especially in crafts, trades and in technical areas, Apprenticeship training is offered in various fields, persons such as machinist, printer, tool maker, mechanic are trained by this method. Each apprentice is given a programme of assignments according to pre-determined schedule, which provides for efficient training in trade skills.

f) Classroom or off the job method :-

1. Lectures :

When facts, concepts, principles, attitudes and theories are to be taught at that time lectures are useful. Lectures are generally given by the training specialist, formal superior etc. This method is used generally for large groups.

To make the lectures interesting, film shows, role playing, demonstrations are also arranged with it.

2. The conference method :-

It is a formal meeting conducted in accordance with an organised plan, in which the leader seeks to develop knowledge and understanding by obtaining a considerable amount of oral participation of trainees. It lays emphasis on small group discussions, on organised subject matter and on the active participation of the members involved. Learning is facilitated by building up on the ideas continued by the conferences.

3. Case studies (Learning by doing) :-

Case study is based upon the belief that management competence can best be attained through the study, contemplation and discussion of concrete cases.

The case is a set of data (real or fictional) written, oral, description and summary of such data present issues and problems. When trainees are given cases to analyse, they are asked to identify problem and to recommend tentative solutions for it. This method deals with real life situations.

It is useful to develop decision-making skills and for broadening the perspective of the trainee.

This training technique is useful for superiors.

4. Role Playing :-

The idea of role playing involves action, doing and practice.

In this method two or more trainees are assigned parts to play before the rest of the class. The role players are informed of a situation and of the respective roles they have to play. Sometimes after the preliminary planning, the situation is acted out by the role players.

Role playing primarily involves employee- employer relationship- Hiring, firing, . . . discussing a grievance procedure etc.

Role Playing is useful to provide new insight, and to develop interactional skills.

5. Programmed instructions (or teaching by the machine made).

A programmed instruction involves breaking information down into a meaningful units and then arranging these in a proper way to form a logical and sequential learning programme. In such a programme knowledge is imparted with the use of a text book or a teaching machine. The programme involves- presenting question, facts or problems

to the trainee to utilise the information given and the trainee instantly receives feedback (and some times rewards or penalties) on the basis of the accuracy of his answers.

This method is primarily used in teaching factual knowledge, such as mathematics, physics, a foreign language etc.

9. Other methods :-

1. Associations :

Members of a professional association receive training by it in new techniques and ideas pertaining to their own vocations. Through the regular supply of professional journals and informal social contacts or gatherings, members are kept informed of the latest development in their particular field.

2. Audio-Visual aids :-

Audio-visual aids means records, tapes and films etc. are generally used in conjunction with other methods such as lectures, seminars etc.

Training for seasonal employees in shree Dudhaganga Vedganga Sahakari Sakhar Karkhana.

There is no provision for training the workers continuously

If the management needs and desires, it sends for training only the permanent workers to the institutes such as Deccan Sugar Institute, Advanced Vocational Training School etc.

But the seasonal workers are never sent for any such training.

The seasonal workers get the knowledge of the job only through experience. Most of them have to begin their job as helpers only.

So we can say, seasonal workers get no formal training in this particular factory.

Practical knowledge of work on the job is learnt by seasonal workers.

WAGES :

Wages mean 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 production.

Wages in the widest sense mean any economic compensation paid by the employer under some contract to his workers for the services rendered by them. Wages, therefore, include family allowance, relief 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 wages proper. They are composed of two parts.

The basic wage and other allowances :-

The basic wage is the remuneration, by way of basic salary and allowances, which is paid or payable to an employee in terms of his contract of employment for the work done by him. Allowances on the other hand, are paid in addition to the basic wage to maintain the value of basic wages over a period of time. Such allowances include holiday pay, overtime pay, bonus and social security benefits. They are usually not included in the definition of wages.

Different Acts include different items under wages :-

All acts include basic wage and dearness allowance under the term wages.

According to workmen's compensation Act 1923, wages for leave period, holiday pay, overtime pay, bonus, attendance bonus and good conduct bonus " form a part of wages.

Under the payment of wages Act 1936.

" Any award of settlement and production bonus, if paid, constitutes wages ".

Under the payment of wages Act 1948 :-

" retrenchment compensation, payment in lieu of notice and gratuity payable on discharge constitute wages ".

But the following items don't include in wages under any of acts :

1. Bonus or other payments under a profit sharing scheme which don't form a part of the contract of employment.
2. Value of any house accommodation, supply of light, water, medical attendance, travelling allowance or payment in lieu thereof or any other concession.
3. Any sum paid to defray special expenses entailed by the nature of the employment of a workman.
4. Any contribution to pension, provident fund or a scheme of social security and social insurance benefits.
5. Any other amenity or service include from the computation of wages by a general or special order of an appropriate governmental authority.

Type of wages :-

Time wages :-

Under this method workers are paid according to the work done during a certain period of time at the rate, per

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hour, per day, per week or any other fixed period of time. The important thing is, the production of worker isn't taken into consideration in fixing the wages. This is the oldest and most common method of fixing wages.

There are certain advantages as well as disadvantages of this method.

Advantages :

1. It is simple, to understand.
2. There is no time limit to do a particular job, so workers can pay full attention to the quality of work.
3. Due to slow and steady work there is no rough handling of machinery.
4. This system is useful when the output of an individual workman or group can't be measured.
5. There is stability of earnings.

Disadvantages :

1. As all workers are paid on the basis of time worked and not on the basis of output, there is no incentive for the efficient workers to work more.
2. Under this system it is difficult to calculate the total expenditure on wages for turning out a certain piece of work.

3. Relative efficiency of workers is difficult to estimate as there is no record of an individual worker's output.

Piece Wages :

Under this system workers are paid according to the number of units produced, rate of each unit is fixed in advanced. In this method time taken is not considered unit in the payment of wages. Of-course there is indirect implication that a worker should not take more than the average time. In this method worker is paid in proportion to his physical output. This system is adopted generally in jobs of a respective nature, where tasks can be readily measured, inspected and counted.

Advantages :-

1. It pays the workman according to his efficiency.
There is direct relationship between efficiency and wages.
This gives direct incentive to work more.
2. Supervision charges are not heavy because workers don't waste their time.
3. Direct labour cost per unit of production remains fixed and constant.
4. Output increases as well as total unit cost of production comes down.

Dis-Advantages :

1. It is very difficult to fix piece rate on a scientific basis.
2. As the workers wish to do their work with speed with a view to earn more wages, there is possibility of overstrain on machines and wastage of materials. It results in high cost of production and lower profits.
3. There is possibility of deterioration of quality of work.
4. Thus system encourages rivalry among workers because their earnings are different from each other.

BALANCE OR DEBT METHOD :-

This is a combination of both time and piece wage system. The worker is guaranteed an hourly or a day rate with an alternative piece rate. If the earnings of a worker calculated at the piece rate exceeds the amount which he would have earned, if paid on time basis, he gets credit for the balance i.e. excess piece rate earnings over the time rate earnings. If his piece rate earnings are equal to time rate earning the question of excess payment doesn't arise. Where the piece rate earnings are less than time rate earnings, he is paid on the basis of the time rate, but the excess which he is paid is carried forward as a debt against him

to be recovered from any future balance of piece work earnings over time work earnings. In this system the fixation of the time and piece rates on a scientific basis is essential.

Elements of a good wage plan :-

1. It should be easily understandable
2. It should be capable of easy computation.
3. It should be capable of effectively motivating the employees i.e. it should provide an incentive for work.
4. It should provide for remuneration to employees as soon as possible after the effort has been made. Daily or weekly payment of wages would be preferable to induce employees to work.
5. It should be relatively stable.

Wages in Sugar Industry in India.

In the sugar industry in 1956 the per capita average annual earnings were Rs. 932/- for all states. The central wage board for sugar industry set up in Dec.57.

Its first recommendation is to give the prescribed interim relief to workers in sugar factories with effect from January 1, 1959.

In December 1960, the wage Board submitted its final report which was accepted by the Govt. of India in Feb. 1961.

The Board has recommended that the country should be divided for the purpose of wage fixation into four regions- North, Central- Maharashtra and South.

The Board has stated that although the total minimum wages will necessarily vary from region to region, the basic minimum wages should be Rs. 60-1-65 and the rest should be treated as D.A. for each region.

The recommendations should be effective from 1st Nov.60. Graded pay scales for different categories of the employees and gratuity and dearness allowance for the workers have also been recommended. The Indian Sugar Mill Association has sent telegraphic instructions to all member factories. The recommendations of the Board are implemented more or less fully.

Wages of Seasonal workers in Shree Duchaganga Wedganga Sahakari Sakhar Karkhana.

In this sugar factory, there are 3 categories of workers-
1. Operatives. 2. Clerical and 3. Supervisory.

Workers are given wages as per the Second wage Board and since 1983, as per the recommendations of Shri S.B. Patil Committee.

Though there are 3 systems of payment of the wages in force such as 1. daily, 2 weekly, 3 monthly, generally most of the workers whether they are seasonal permanent or seasonal temporary, only the seasonal temporary workers who work in civil dept. or in the farm are paid weekly.

Following table throws light on the different categories of workers and their basic pay.

S.No.	Category	Scale (S.B.Patil committee award). Rs.
1.	Unskilled	292-5-317-7-387
2.	Semi-skilled	305-7-340-9-430
3.	Skilled-C	312-9-357-11-467
4.	Skilled-B	327-11-382-13-512
5.	Skilled-A	352-13-417-15-567
6.	Highly skilled	387-15-462-17-632

Clerical

1.	Clerical Gr.V	Abolished
2.	Clerical Gr. IV	319-9-364-11-474
3.	Clerical Gr. III	342-11-397-13-527
4.	Clerical Gr.II	367-13-432-15-582
5.	Clerical Gr I	437-15-512-17-682.

Supervisory :

1. Supervisory Gr. V - 437-21-542-27-812
2. Supervisory Gr.B. - 487-27-622-34-962
3. Supervisory Gr.A2 - MERGED in A Grade.
4. Supervisory Gr.A - 557-45-782-60-1382.

BONUS

In the past, bonus was generally a payment for some special or additional service and the object was usually to secure regularity of attendance and to encourage good work of special quality- this meaning refers to incentive bonus i.e. when payment is made as an incentive to greater effort. But the world bonus has now acquired different meaning- as a rightful share of the workers in the profits and has become an important question of industrial relations.

Payment of bonus has been a regular feature in case of many industries. Bonuses are generally paid out of the profits of the industry.

There are certain concepts regarding nature of bonus, which should be examined first. It has to be decided whether bonus -

1. is an ex-gratia payment which depends entirely on the goodwill of the employers and which can't be therefore be claimed as a legal right, unless it

forms part of the contract, unless it forms part of the contract of service.

2. is deferred wages payable to the workers to reduce the gap between the wages paid and the living wage standard.
3. is a share in the profits, which workers may claim as of right in view of the fact, that profits are the result of the joint contributions made by both capital and labour.

In these days the concept, bonus is an ex-gratia payment is no longer supported.

There can be no doubt, that in modern times bonus is clearly regarded as deferred wages payable to employees which may be claimed by them as of right under the terms of employment.

Labour's claim to the payment of bonus has received legal recognition.

The granting of bonus is not an act of charity but is to be regarded as workers rightful share in the profits which are earned with the aid and co-operation of the workers.

Payment of Bonus Act :

An ordinance for regulating payment of bonus was issued

in May 1965 and was later replaced by the payment of Bonus Act 1965 in Sept. of that year.

The act applies to every factory as defined under the factories act 1948 and to every other establishment which employ 20 or more persons.

According to the Act, the salary or wage of a worker includes basic wage and dearness allowance only. The benefits of bonus extend to all employees receiving a salary or wage of upto Rs. 1600 p.m. The Act also requires that a minimum of 30 days, work in a year has to be put in, to qualify for payment of bonus and it provides for a reduction in the payment of bonus payable to those who work for less than the stipulated number of days during an accounting year.

Thus bonus which was originally a voluntary payment has become a statutory obligation under the payment of Bonus Act 1965.

A minimum bonus is now taken for granted by workers. The employers also keep it in mind while making their calculations of the total wage bill.

Bonus to seasonal workers in Shree Dudhaganga Vedganga Sahakari Sakhar Karkhana.

In this factory as per the payment of Bonus Act 1966,

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bonus is paid to all workers, continuously. According to this Act, minimum 8.33% and maximum 23% bonus should be paid to workers, this factory has paid an average 20% bonus.

In this factory both the seasonal workers and permanent workers get the bonus at same rate.

Before 1970, bonus was paid in 2 instalments, first instalment was given at 15th of August and second instalment was given at the time of Diwali festival. But since 1970, the amount of bonus is given in one instalment only and that is at the time of Diwali festival.

The rate of bonus is calculated on the basis of the profit gained by the factory. It is calculated in percentage of annual payment of the workers.

The following table shows the bonus payment from the year 1975-76 to 1984-85.

<u>Year</u>	<u>Rate of bonus</u>
1975-76	14%
1976-77	20%
1977-78	20%
1978-79	20%
1979-80	20%
1980-81	20%
1981-82	20%
1982-83	20%
1983-84	20%
1984-85	20%

In the year 1975-76, because of the adverse climatic conditions there was reduction in the production of sugarcane as well as in the recovery of sugar. It affects, the profit as well as rate of bonus. In the year 1975-76, the bonus at the rate of 14% was given to workers. But since 1976-77 the Karkhana has given bonus at the rate of 20% continuously to the workers. Of course there are certain ups and downs in the financial position of the karkhana but in-spite of it, karkhana has maintained constant rate of bonus (20%) every year).

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Working conditions :-

The conditions under which a worker is supposed to work are called working conditions. Working conditions effect the workers efficiency, health and psychology in many ways e.g. it may not be possible for worker to work for longer hours under heat, dust and without light. The bright and inspiring atmosphere leads to more work than dirty sullen and unhealthy atmosphere. The attention of the worker is diverted if the surroundings are noisy or dirty. Concentration in the work is most essential and it is possible only if there are no outside disturbances to divert the mind of the worker. Even the colours on walls, placement of machinery etc. have some effect on the psychology of a labourer.

Importance of working conditions :-

Good working conditions have a great effect on efficiency, wages, migratory character and on industrial relations.

Efficiency :-

Efficiency of workers depends directly on his health and willingness to work, If working conditions are undesirable. Maturity worker is not comfortable and feels as if job is difficult. On the other hand in good working conditions worker remains happy, his efficiency will increase, which results in more production.

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Wages :

With the help of better working conditions, the gap between nominal wages and real wages can be reduced. If the working conditions are healthy and satisfactory workers may be ready to work at lower wages also.

Migration :

Workers who come from open surroundings of the villages, find the work in factories entirely different. If working conditions are bad they feel miserable and try to go back to their villages as early as possible. Good working conditions can remove this important cause of the instability of labour force and will also reduce labour turnover and absenteeism to a great extent.

Industrial relations :

The relations between employers and workers will also improve, if the employers take care of the conditions under which the workers have to work and provide them with bright and clean atmosphere.

Scope of working conditions :

Under the working conditions, we can include number of things like sanitation, dust and dirt, temperature and humidification, ventilation.

Welfare measures :

Welfare measures like canteen, bathrooms, drinking water, wash basins etc.

Safety measures :

Safety measures like fencing of machines

Alongwith it, hours of work, shift system- night work and so on.

The important working conditions are as under :-

1. Sanitation :

Sanitation is the important factor of working conditions. Sanitation means cleanliness inside the factory. It also includes neat and clean machines, suitable arrangements for latrines and urinals, provision for waste materials baskets etc.

It also includes provision for removing dirt and dust inside the factory. Because of improper roads, manufacturing processes, or ultimate itself there is dust and dirt. Dirt and dust causes many diseases and affects the eye sight. Provisions must be made to water the paths and roads.

According to the provisions in factory Act-every factory shall be kept clean and free from effluvid arising from any drain. Accumulation of dirt shall ...113...

be removed by sweeping. The floor of every workroom shall be cleaned at least once in every week by washing disinfectant. All inside walls and partitions, ceilings, passages and staircases should be repainted at least once in every five years and will be cleaned once in every 14 months. There should be proper arrangements for disposal of wastes and effluents which arises in the manufacturing process.

2. Ventilation :

It is effected by windows, ventilators, sometimes it may be artificial also, comprising methods of entrainment of air by fans, mechanical appliances are also used for it. Dust or injurious fumes must be removed from inside the factory by proper ventilation. There are number of effects and deficient ventilation. Especially in the industries such as textile, where work is often carried on in dusty and moist air, there is actual need of ventilation.

According to the provisions in the factory Act there should be adequate ventilation for the circulation of fresh air. The State Govt. are to prescribe a standard of adequate ventilation. If in any factory in the manufacturing process, there is dust or fume or other impurity, likely to be injurious or offensive to the workers measures shall

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be taken to prevent its inhalation and accumulation in any workroom and exhaust appliance for the purpose shall be applied.

3. Humidity and temperature :

If the temperature is very high, it makes physical work very unpleasant. Provisions of electric fans, exhaust fans, airconditioning plants are used for reduction of excessive temperature.

According to the provisions in the factory Act :

In every factory the temperature should be such as will secure to workers therein reasonable conditions of comfort and prevent injury to health. Walls and roofs should be of such material and so designed that temperature is kept as low as practicable. If nature of work requires high temperature, workers should be protected against it by taking some measures. The State Governments are to prescribe the standard of reasonable temperature and can ask any factory to reduce temperature by such methods as white washing, spraying, screening outside walls or rooms or windows, or by raising the level of roof or by some other method.

4. Lighting :

Lighting is the important factor of working conditions from the point of view of protection of eye sight and

increased output. Adequate and suitable lighting is essential. Lighting is of 2 types, natural and artificial. Natural lighting may be taken from the roof or from the side windows. Artificial lighting may be had through electricity, kerosene or petrol lamps.

Of course, ~~excess~~ continuous use of artificial lighting is unnatural and strains the eyes.

Many times unsatisfactory natural lighting is caused due to old and unsuitable buildings, nearness of other buildings, dirty window-pans, walls and ceilings etc. Because of unsatisfactory lighting risk of accidents, increases, in sanitary conditions increases, so lighting should be sufficient but should not fall directly on the eyes of operatives.

According to the Factory Act :-

In every part of the factory where workers are working or passing there shall be provided and maintained sufficient and suitable lighting. Provision shall also be made for the prevention of glare.

The State Governments are to prescribe standards of sufficient and suitable lighting for different classes of factories.

5. Drinking water :-

Arrangements must be made for drinking water inside the factory.

According to provisions in factory - arrangements shall be made to provide and maintain at suitable and convenient points, a sufficient supply of good drinking water. In case of factories, employing more than 250 workers- arrangements for cooling drinking water during hot weather shall also be made.

6. Fencing and safety provisions :-

Fencing and safety provisions are also essential inside the factory in order to prevent accidents. Provisions have been made for that purpose in the various factories Acts, but it is essential that they should be properly enforced.

7. Hours of work :-

The efficiency of workers depend mostly on the number of hours they have to work. If working hours are long, the operator is bound to be tired and slack in his duties.

If the hours of work are long, workers develop the habit of idling and wasting time. Long hours not only cause physical exertion but also keep a worker away

from home for long time. The ultimate conditions in country and unhealthy working conditions also point out the necessity of lower hours of work in country like India. A normal period of working hours with rest interval would enable the workers to perform their duties efficiently and happily.

8. Shift system :

In modern industrial organisation, shift system is common.

Shift system enables many things such as it makes full use of machinery and reduces standing expenses in terms of output, and increased production is also possible.

Generally there are three types of shifts in different industries in India.

1. Single shift : In which work is carried on during the day, ordinarily lasts from 8 to 11 hours, inclusive of the rest interval of half to one hour.
2. Double Shift - which are worked one during day time and the other in the night, each ordinarily lasting for 9 or 10 hours or even more continuously with one hour interval.
3. Multiple shift system - of 3 shifts each of 8 hours with or without rest interval of half an hour, with a general day shift.

Working conditions in Shree Dudhaganḡa Vedganga Sahakari
Sakhar Karkhana Ltd.

As per the factory act 1948, the factory has satisfied the requirements of different aspects of working conditions, such as -

1. Sanitation :

In this factory can be said to be satisfactory. The problem of sanitation in any sugar factory is created because of, Molasses, press-mud and sullage water. In case of molasses it is sent to the United Co-Op. distillery which is started by this particular factory in co-operation with Bhogawati Sahakari Sakhar Karkhana and Shri Kumbhi Kasari Saha.Karkhana Ltd. Press mud is profitably used to make the compost manure, which is very useful to increase the fertility of soil, This compost manure is given to the farmers at fair rate. Then the third aspect of sanitation is sullage water. Disposal of sullage water is universal problem before every sugar factory. This particular factory store the sullage water in the tank and at the time flood, it is mixed in river water , so that there is less danger of water pollution.

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2. Lighting and ventilation :-

Lighting and ventilation can be said to be satisfactory in this factory. The plan of factory was sanctioned only after scrutinising it by the factory inspector.

3. Fencing and safety guards :

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 and tight fit dress to operators.

4. Temperature and air movement :-

Temperature and air movement conditions regarding the air movement, temperature and humidity are satisfactory.

5. Hours of work :-

In this factory, workers are required to work for 8 hours.

6. Shift system :-

Shift system makes possible fuller use of machinery and reduces standing expenses in terms of increased output increased production is possible.

There is multiple shift system. percentage shifts of

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8 hours are there in this Karkhana.

In this Sugar Factory majority of workers are satisfied about temperature, air movement, humidity, illumination, sanitation and ventilation.

The factory has provided all working conditions well as per factory Act 1948.

Before starting the crushing season, factory inspector inspects the working conditions in the factory.

If there are any complaints of workers about the working conditions, factory inspector can give sudden visit to the factory and can inspect the working conditions.

LABOUR WELFARE ACTIVITIES :

The term labour welfare is flexible. It has different interpretations in different countries and different people have given different interpretations to it. It is difficult to give precise definition of the term " Welfare ".

Following are some of the definitions of it.

1. " Voluntary efforts on the part of the employees to provide the best conditions of employment in their own factories "-
2. " It is anything for the comfort and improvement, intellectual or social of the employees over and above the wages paid, which is not the necessity of industry for required by law.
3. Service facilities and amenities which may be established in or in the vicinity of undertakings to enable the persons employed in them to perform their work in healthy, congenial surroundings and provided with amenities conducive to good health and high morale.
4. In its Resolution of 1947 ILO defined Labour Welfare, as " such services, facilities and amenities as adequate canteen, rest and recreation facilities,

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

Scope of Welfare activities :-

Labour investigation committee of Govt. of India clears the scope of the welfare activities.

WELFARE activities include anything done for the intellectual, physical, moral and economic betterment of workers, whether by Govt. or by other agencies over the above what is laid down by law or what is normally expected as part of the contractual benefits for which the workers may have bargained.

So according to it we can include following things in welfare activities.

1. Housing, 2. Medical . 3. Educational 4. Provision of canteens 5. Facilities for rest and recreation
6. Co-operative societies 7. Provision for sanitary accommodation 8. Holiday with pay 9. Social insurance etc.

Thus, the term labour welfare is comprehensive, but precisely we can say labour welfare activities means the activities which lead to improvement in health, efficiency, and happiness of industrial workers and their families.

Some special aspects of welfare activiesses:

1. Canteens :

It is an essential part of Industrial establishment. It is required from the point of view of health, efficiency and well-being of the workers. The object of canteen is to provide cheap and clean food and offer an opportunity to relax in confort near the place of work to save time and trouble of the workers.

In India, however, the workers and the employers have not fully appreciated the valuable services rendered by the canteens. In most places canteens have not been organised and whenever they exist, they are mostly run by contractors, they are not clean, attractive and sanitary, result is workers prefer tobring their own meals with them.

For the successful running of canteen there are certain essential conditions.

A canteen should be commodius, bright and clean and must be situated in the factory. There should be friendly atmosphere in it. It should run on no profit ba/sis. The articles supplies should be of good quality. The employers should grant subsidies to the canteen and also should provide free building, furniture and crockery etc.

2. Recreational facilities :-

To relieve the monotoxy of long working hours, to introduce an element of joy and relief there is need of recreational facilities in every industry.

Necessary of Recreational facilities :-

Industrial workers work in an atmosphere of dust, noise, and heat and in terrible over-crowded and insanitary dwellings. Most of them are away from their friends and relatives. In such a situation there is a possibility that they will be victims of the things such as gambling, drinking etc. They are deprived of the normal social life. There is need to provide something which can occupy their spare time in a healthy atmosphere. The provision of recreational facilities, such as indoor and outdoor games, radio listening, concrets, lectures, cinema shows, reading rooms and liabraries, theatres, holiday hours etc. must fulfil this object.

Recreational facilities are useful for improving the health, knowledge and well-being of the workers leading to a stable and contended labour force, harmonious industrial relations and increased productivity.

3. Medical facilities :-

In relation to general industrial development ...125....

and progress health of workers is very important.

There are number of evil effects of sickness and ill health of workers such as labour absentism, lowered morale and bad time keeping leading to decreased production, spoiled work and bad employer-employee relations.

In our country the health of workers is adversely affected because of bad climatic conditions, unhealthy conditions in factories, tropical diseases and illness due to ignorance and poverty, long working hours and low wages. Hence the provisions for medical facilities for the workers are of great importance in our country.

It is the well accepted fact that the workers are responsible for mitigating the physical sufferings and providing medical aid when sickness is directly due to the industrial employment. But at other times alongwith the employers, Govt. as well as society should contribute its own share in providing the medical facilities to workers.

Of course it is the responsibility of employer, to make the provision of first aid, for accidents or sudden sickness provisions of ambulances, maintenance of standards of industrial hygiene.

4. Washing and Bathing facilities :

According to the factories Act in factory there should be a sufficient supply of water suitable for washing, and at suitable places with the facilities of its use.

Almost all the factories provide water for washing but not soaps and towels which are also necessary. Taps and basins are also inadequate.

In some industries such as coal mines etc. there is acute need to provide bathing facilities also. But many times facilities for bathing are unsatisfactory.

The fact should be kept in mind that the facilities of bathing and washing can definitely add to the comfort efficiency and health of workers.

5. Educational facilities :-

Educational facilities for workers and their children is of tremendous importance, in the country like India, where illiteracy is found every where. From the point of industrialisation also, provision of educational facilities is must as it is useful for the acquisition of industrial skills and techniques. The increase in extent of workers participation in management and improvement of their working and living conditions, largely depends upon the development of their capacities through education.128.....

In order to make the workers useful citizens, to promote better industrial relation to enable workers to understand modern economic trends and to discipline the mind of workers and develop their thinking power and latent potentialities the importance of educational facilities is very great indeed.

Provision of educational facilities can't be imposed on employers as a matter of policy. However employers must be interested in the education of their workers in their own interest. Several employers have already provided good educational facilities for workers and their children.

6. Grain shop facilities :-

To increase the efficiency, health and morale of workers grain shops are essential. In such shops the food grain and etables of good quality are provided at cost or at concessional prices. In the days of rationing, price-control regulations, profiteering and blackmarketing for the the welfare of workers and their family members, provision must be made for starting such shops from where the workers can purchase good quality food stuffs and things of daily requirements of life at reasonable prices. For this purpose, establishment of consumer's co-operative stores of workers should be encouraged and the employers can advance some initial capital for it.

Importance of welfare activities in India.

The usefulness of welfare work in India can't be over-emphasised. Welfare activities influence the sentiment of the workers. When workers feel that the employers and the state are interested in their happiness, naturally condition of industrial relations and industrial peace will improve.

Secondly the provisions of various welfare measures such as good housing, canteen, medical benefit etc. makes them realise that they have some position in the undertaking and they will not take any irresponsible action against the undertaking.

Thirdly, welfare measures such as free educational and medical and housing facilities, cheap grain shops, increase the workers' real income.

Fourthly- welfare facilities are useful to reduce labour absenteeism and turnover.

Fifthly welfare activities will go long way to better the mental and moral health of workers by reducing the incidence of vices of industrialisation.

Welfare measures will improve the physique, intelligence, morality and standard of living of the workers which in turn will improve their efficiency and productivity.

4. Rest Room :

Facility is provided by factory, but it is observed that majority of workers are not satisfied with it.

5. Canteen :

Canteen named as ' Dudhasakhar' is there in the premises of factory. But food available there is not of good quality. Majority of workers are not interested in taking the advantage of the canteen, they prefer to bring their own food with them.

6. Recreational facilities :

Recreation is essential for every human being. Recreation is an opportunity for ~~went~~ a refreshment. There is provision for different sports in the factory such as football, ~~bagdminton~~, carum etc. Recreation hall is also there.

7. Medical facilities :-

Factory has provided medical facilities free of charge. First aid medicines are provided. Medical facilities are made available to workers during the season as well as in the off season.

8. Educational :

Educational facilities for workers and their children is of tremendous importance in country like India.

There is well equipped school building. Provision for primary and secondary education is there.

There is English Medium School stated by the factory.

9. Co-operative credit society :

Co-operative credit society is formed by workers. This society undertakes number of useful activities. Society gives advance as well as loan to the workers. For conveyance, workers society has given 50 Hero Majestic Mopades on hire purchase basis to workers.

10. Housing facilities :

To provide the housing facilities to workers who come from long distances the requirement of second wage board. Accordingly this factory has made the provision of well equipped houses for seasonal workers. 250 houses are there at the site. Workers who come from long distances and when there is problem of residence, they can take advantage of this facility.

11. Cultural activities :

Ganesh festival and Shivajyanti- these cultural festivals are celebrated every year. At this time entertainment programmes, sports and competitions are arranged.

12. Other welfare activities :

The factory has successfully carried out family planning programme.

Factory has also undertaken the project of constructing homes for homeless.

There is guidance bureau at the site of Karkhana. Guidance is given to the unemployed, both educated and uneducated assistants, and small land holders.

Every year factory arranges group marriage programme.

Social security :

According to ILO social security is the security that society furnishes, through appropriate organisation against certain risks to which its members are exposed.

Social security may generally be defined as protection provided by the society to its members against providential mishaps over which a man has no control.

These social securities, the security which the society especially the state and the employers furnish through appropriate organisations to the individual members of the society who are exposed to certain risks.

In modern world, social security is an important tool to strike at the roots of poverty, unemployment and disease. Basically, the idea is to guarantee security of income whenever normal income ceases and in addition to provide medical care and financial help in bringing up large families. When such schemes are financed from general revenues, they are called "social assistance schemes", where they are financed on contributory basis, they are called social insurance schemes.

Importance :

1. Social security makes the protection available to the workers of limited means against the uncertainties of future.
2. Social security measures are also important for every industrialisation plan, as they enable workers to become more efficient and also reduce wastage arising from industrial dispute.
3. Social security measures reduces the man-days lost on account of sickness and disability.
4. It reduces the labour absentism and turnover and help in the formation of stable and efficient labour force.

Social security in Shree Dudhaganga Wedganga Sahakari
Sakhar Karkhana Ltd.

Following are the different aspects of social security provided to workers in this factory :-

1. Workmen's 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 such other events. This act is applicable especially to the manual workers. If the worker is injured or dead when he is on duty, factory ~~may~~ pays compensation only in the labour court according to this act.

2. Leave and holiday with pay :-

Casual and sick leave is granted to both the workers seasonal and permanent.

Casual leave of 12 days, sick leave of 12 days and ~~privilege~~ leave of 30 days is sanctioned to permanent workers. While 1 day leave for 20 days is granted to seasonal workers. 13 days holiday with pay are also sanctioned to seasonal workers.

3. Provident fund :

Provident fund is there for both permanent and seasonal permanent workers. There is equal contribution to the

provident fund by workers and by Karkhana. Provident fund is useful to worker when he is retired from service.

4. Insurance :

There is no compulsory insurance scheme in this factory. If any worker desires to take insurance, factory sends premium from his salary as per this desire.

5. Family pension :

Family pension scheme is there in this factory. Under this scheme, factory, Govt. and worker has to give equal contribution. Family pension is given to the family members of workers, if worker dies when he is in service. Social security is therefore not a burden but a wise investment which yields good dividends in the long run.

Social security measures in India.

Following are the social security measures in India.

1. Workmen compensation Act 1923.

According to this Act, Compensation is payable by the employer in the case of injury caused by the accident arising out of and in course of employment.

No compensation is however payable if the injury not resulting in death is caused by the fault of the worker e.g. due to influence of drinks, drugs etc.

2. Maternity benefit
3. Employees state insurance scheme
4. Sickness benefit
- b) maternity benefit
- c) Disablement benefit
- d) Dependents benefit
- e) ~~Fureral~~ benefit
- f) Medical benefit.

Welfare facilities provided to workers in Shree Dudhaganga
Wedganga Sahakari Sakhar Karkhana Ltd.

In order to keep morale and efficiency of workers high,
this factory is providing different welfare facilities
to workers.

Statutory welfare facilities :

Facilities such as better working conditions, sanitation
and conservance, drinking water and washing facilities,
spitoons, uniform, rest rooms, canteen, communication
facilities, participation in management are provided
by factory.

Non statutory welfare activities such as housing,
conveyance, recreational, cultural, medical are also
undertaken by the factory.

General welfare activities like credit society and trade
Union, are there in this Karkhana.

Some special aspects of welfare activities provided
to workers by this factory are as under :-

1. Washing and drinking water facilities :

Management has provided drinking and washing water
at all convenient places in all departments.

2. Latrine and urinals :-

Sufficient latrines and urinals are provided in factory.

3. Workers participation in Management.

There are 2 representatives of workers in the board of directors of Karkhana They are expected to take part in discussions relating the matters and decisions about workers.