

CHAPTER-III

THEORETICAL BACKGROUND OF THE STUDY

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CHAPTER - III

THEORETICAL BACKGROUND
OF THE STUDY -

1. MEANING, IMPORTANCE AND CHARACTERISTIC OF LABOUR -

Meaning -

The term ' Labour ' defines as ' the unskilled worker or the man doing the work which requires only physical power '. Meaning of the word Labour is, 'Exertion of body or mind, task '.¹

Labour is the word can be used for unskilled worker or semi-skilled worker. According to S.E.Thomas, " Labour consists of human efforts and body or and mind, which is undertaken in the expectation and 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."²

Labour problem is the big problem in every country. Now we see, that the world is divided into two categories one is called employer and other is called employee. The Labour or the employee is now termed as the

1 Dr.T.N.Bhagoliwal : Economics of Labour and Social

2. B.P.Tyagi : Labour Economic & Social Welfare, p.1.

worker working for fixed amount with guidelines given to him for that particular work. Now the labourer is not a mass, which can be exploited by any body, but having a legal background for his work and his work is framed in that legal frame.

In the past, the labourer or the worker was working to earn whatever he could grab, after putting many hours of work, without any proper agreement or any proper guideline. Now due to trade Union movement, all over the working conditions of the workers are drastically changed. And now the worker is a united force backed by strong trade unions to protect his rights. In India also, the same change is observed. Now the Indian worker is backed and guided by not only the trade unions but also the welfare boards, social welfare organisations. Now the employers have recognised this united work force of the workers. They now seek and solve their socio-economical problems. If the employer gives justice to the workers and distributes his profits then this united force will do better work of nation building.

Importance -

The United worker or the work force of the laboures, with disciplined, organised life than before, will do better work of industrialization, modernization of new

India. As a factor of production labour is the most important and utilization of other factors largely depends on the proper utilization of time and energy on the part of workers. Infact, workers are human beings capable of holding responsibilities extending co operation and achieving objectives. They have their own attributes and aspirations, which if handled properly, lead to the success of Industrial or other work and growth of the economy.

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

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. Such characteristics are often labelled as peculiarities of labour and have been discussed below :-

- (1) The first characteristics of labour is that it is inseparable from labourer himself. The labourer has to go himself to deliver the services.

According to prof. Marshall, " The worker sells his work but he himself remain his own property; those 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 forethought and selflessness of those who bring up the labourer.

- (2) 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 labourer.
- (3) Labour is a perishable commodity therefore it does not last and cannot be stored for future.
- (4) Labour has a very weak bargaining power. As sellers of labour are commonly poor and have no reserve fund, they cannot easily withhold it from the market. Hence Erich Roll remarks that " The worker has no reserve price."
- (5) Labour is not so mobile as capital. The differences in environments, languages, customs, etc. at different places are a hindrance to the movement of the workers from one place to another.
- (6) Rapid adjustment of the supply of labour to its demand is not possible. If, for example, there is a

period of depression where in the demand for labour decreases, its supply cannot be contracted and the wages, therefore, must fall. On the other hand, in time of increased demand for manpower and the wages must be rise.

(7) Labour is a human factor and therefore not only economic but moral and social considerations should also be taken into account in the discussion of problems connected with labour". Thus it has many factors, economical, political, sociological and administrative.

(8) The marginal productivity and labour is comparatively less, than capital."¹

2) 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."²

1 Dr.T.N.Bhagoliwal : Economics of Labour & Social Welfare, p.6-7.

2

(Bombay Industrial Relation Act, 1946)

Provided that the period of clearing and over-houling, is not more than one month before or after the season.

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.

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 Dy. Commissioner of Labour, Poona.)

3) CLASSIFICATION OF EMPLOYEES -

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

(1) Permanent Employees :

" Permanent Employee " Means an employee who has been appointed as such in 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 or sent away.

Permanent employee can be defined as an employee who is appointed by the set rules and received a appointment letter after completion of the probationary period, who get a confirmation letter to that effect.

(2) Seasonal Employee -

Seasonal worker is the worker / employee, who works for a season for an employer.

(3) Probationer -

Probationer means an employee who receives appointment letter to that effect to fill a permanent

vacancy and has not been made permanent yet.

(4) Temporary Employee -

Temporary employee means an employee who has received appointment letter to that effect, for a limited period of work which is of temporary nature.

(5) Casual Employee -

He has been appointed for a work which is of an occasional nature.

(6) Apprentice -

Apprentice means an employee appointed to learn the given work under the guidance of a trainer. During this period, the apprentice receives a fixed stipend. But there is no obligation on the part of the employer to give him an employment.

(7) Substitute -

An employee appointed to do the work of a permanent employee or a seasonal employee when the employee is on the leave or absent such a employee is called the substitute.

4) RECRUITMENT OF LABOUR -

In any Company or the organisation, small or big, efficient employees are required to run that

organisation efficiently. That is why, the process of recruitment is an important process, without which any organisation cannot employ, the efficient employees. Recruitment means the selection of the right employee for the right place.

Recruitment makes it possible to acquire the number and types of people necessary to ensure the continued operation of the factory. This is the process of searching for potential applicants and as such is concerned with the range of sources of supply of labour and for actual or anticipated organization techniques. There is need to give proper attention to the factory 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 be much good.¹

According to S.N. Mehrotra, Recruitment is a second step in the total staffing process that begins with the determination of manpower requirements of the organisation.

Management from the view point of protecting the legitimate interests of the workers as well as meeting the requirements of an industry for an adequate and efficient

1 Dr.C.B.Mamoria : Personnel Management, p.203-204.

work force. There was no application of scientific principles of labour administration and Management recently in India. Because of the shortage of labour in early period and migratory character of the Indian labour.

Sources of supply of labour -

The sources of labour supply may conveniently be examined under the two heads viz. Internal sources and External sources.

(A) Internal sources -

Internal sources of supply of labour refers to recruitment of labour from within the organisation. These include personnel already on the pay roll of an organisation (i.e. its present working force) whenever any vacancy occurs, somebody from the organisation is transferred, promoted or sometime demoted. The primary internal sources are the recommendation of employees, relatives, friends and the former employees. If they were in good standing when they left the organisation.

(1) Promotion -

A promotion system is a most valuable adjunct to any personnel policy provided. This system is increased responsibilities along with rise in prestige as well as

earnings. The promotions are given on the basis of merit and seniority. Generally, personnel management prefers merit, as determined by job performance and by analysis of employee potential for development.

(2) Transfer -

This refers to horizontal movement of an employee within the organisation. Under this system change in Job, where the new job is substantially equal to the old, in terms of pay status and responsibilities. Transfers are thus either for the convenience of the Management or of the employee. The causes of transfers are an ill health, accident, family considerations and a like circumstances, which is temporary or permanent nature for the convenience of the employees depending on the period concerned. This source is very useful for recruitment.

The factory gets the advantages of internal sources as follows -

- i) It increases loyalty of workers and improves employees morale.
- ii) It is an economic source.
- iii) It is found, to be a suitable source to the factory.
- iv) It eliminates the energy and time. Disadvantages of these sources are as follows :-
 - i) It does not permit the new skilled worker to enter the organisation.

- ii) It creates misunderstanding and jealousy among the existing employees.

(B) External sources ;

1. Employment Exchange
2. Applications
3. Labour Unions
4. Educational Institutes
5. Advertisements
6. Applicant at the gate
7. Employees Referals.

1) Employment Exchange -

These are main agencies of public employment. Employers inform them of their personnel requirements while job seekers collect the information from them about the types of jobs that are referred to by employers. These agencies give assistance in getting job information, about the labour and wage rates.

2) Applications

The applicant who call on their own accord at the employment office constitute an important external source of supply of labour. A careful screening of the applicants is required to have the right type of applicants.

3) Labour Unions -

These Unions are another important source of employees, particularly in the case of firms having close relationships.

4) Educational Institutes -

Educational Institutes like, colleges, University and professional Institutes are increasingly providing the opportunities for recruiting their students, these institutions provide an excellent source of potential employees for entry level positions in organisations.

5) Advertisements -

Advertising throughout the wide area, brings in a large number of applications providing opportunities for selection of employees from an extensive area.

6) Applicant at the gate -

Most industrial Units rely to some extent on the casual labour who present themselves daily at the factory gate. But this source is uncertain.¹

7) Employees referrals -

The employees in the organisation refer their friends and relatives. New employees are drawn from this source also.²

1 C.B. Memoria - Personnel Management, p. 214.

2. M.N. Rudra Basavaraj - Dynamic personnel Administration, p. 108-109.

Recruitment of Labour in Sugar Industry -

In the Sugar factories all workers except a few technicians and supervisors are discharged at the end of season and when the season starts again, they are notified and are recruited, if they present themselves on the appointed day.¹

Recruitment of Seasonal Workers in Sugar Factory

In the sugar factories the work is seasonal and requirement of the seasonal worker is constant Generally a part of the total labour force in most of the factories and bulk in some is recruited directly. Under this system selection of proper persons become necessary. The labour officer or the factory manager makes the selection of the workers from the persons who present themselves at the factory gate. This method of recruitment is useful for the employment of unskilled seasonal workers. The recruitment of skilled and semi-skilled workers, promotion method becomes useful. Sometime, applications are invited from the skilled workers and direct selection is made after conducting some trade tests if necessary. The recruitment of clerical job, they are recruited through advertisements.

1 Dr. T. N. Bhagoliwal : Economics of Labour and
Social Welfare, p. 336.

The Sources of Recruitment of Seasonal Workers -

1) Direct hiring -

This is an important source of recruitment of seasonal workers. This has reference to those who come to the door of the factory, looking for employment, from whom the sugar factory selects labour.

2) Friends and Relatives -

This is a popular source of recruitment and this is recommended labour .

The employees of the factory may recommend their friends or relatives and the management think that this promotes employee's loyalty.

3) Advertisements in News papers -

The Sugar factories always give advertisements in the local news papers giving the details of job specifications and the labour requirements.

In sugar factories use external and internal recruitment method for the recruitment of the seasonal workers.¹

1 M. N. Rudrabasavaraj - Dynamic personnel
Administration.

Recruitment of Seasonal Workers in Someshwar
Sahakari Sakhar Karkhana Ltd., Someshwarnagar -

In this sugar factory, the recruitment of the seasonal workers are concerned, the total labour force is recruited directly. The Management selects the labour at the factory gate who come there every year for the seasonal work. The management gives notice or advertisement for the seasonal workers.

"Notification only for seasonal workers "

The sugarcane crushing season is going to start from the last week of October. The seasonal workers, who were discontinued last year from this sugar factory, are here by informed that, they should present themselves at the time office, with their bio-data.

If the seasonal workers fail to appear at the sugar factory time office, on the mentioned date, then they should give valid reason within seven days, from the date of this advertisement / notice, the management reserves the right to select new candidates, after seven days. Then no complaint will be entertained by the Management.

This is an example of an advertisement published in the local news paper.

5) TRAINING AND INDUCTION OF LABOUR -
Training of the Labour .

The Training :

The employee is selected and put under training. The training part is essential in any job, because the employee should work efficiently. In any organisation the training is must, without training, the employee will hamper the work, there will be accidents and the entire production system will get disturbed. The new employees go under training and the old workers go under the refresher course to stream line the work of the factory.

Induction :

After completion of the training the employee knows regarding his job. Then he is installed in a particular department. Then the employee knows regarding the organisation, its goals, trade union activities, organisational policies, etc. This period is very important for new employees. If they get good training and placed properly in a organisational set up, then will help in good production of the products.¹

1 K.K.Ahuja : Personnel Management - p.154.

NEED OF TRAINING -

1. To improve quality -

Training gives knowledge more knowledge, to the worker. Improves his efficiency, these things lead to improve the quality of the product.

2. To increase the productivity -

The training removes snags from the workers and help him how to produce more goods in minimum time, without waste. Thus the productivity is increased of a worker.

3. Training fulfils the future needs of personnel

The trained workers are promoted when they become more senior and more efficient.

4. To improve organisational climate -

Trained personnel increase productivity. Increased productivity in turn increase more profits, more incentives to the workers, more jobs and promotions. In short expansion of the organisation.

5. Avoidance of wastage and spoilage -

The trained employee always avoids wastage of the raw materials as well as time.

6. To improve health and safety -

Proper training can help to prevent accidents. The safety measures are ingrained in his mind, keeps the factory without any accidents. This gives him more confidence in his work, which is essential.

7. Personal growth -

The training develops character and personality of the workers.¹

The Training and the workers -

Every organisation devices the training system, keeping in view the categories of the workers. Skilled workers require refresher course, which is different from the semi-skilled workers. The unskilled workers require complete training.

Training for different employees -

1. Training of the unskilled workers -

Whenever any person joins the organisation, he is called unskilled worker. He requires complete training to perform his duties perfectly.

2. Training of the semi-skilled workers -

The worker, who joins as a semi-skilled worker or who acquires skills during his service is called semi -

1 C.B. Memoria - Personnel Management, p.307,308.

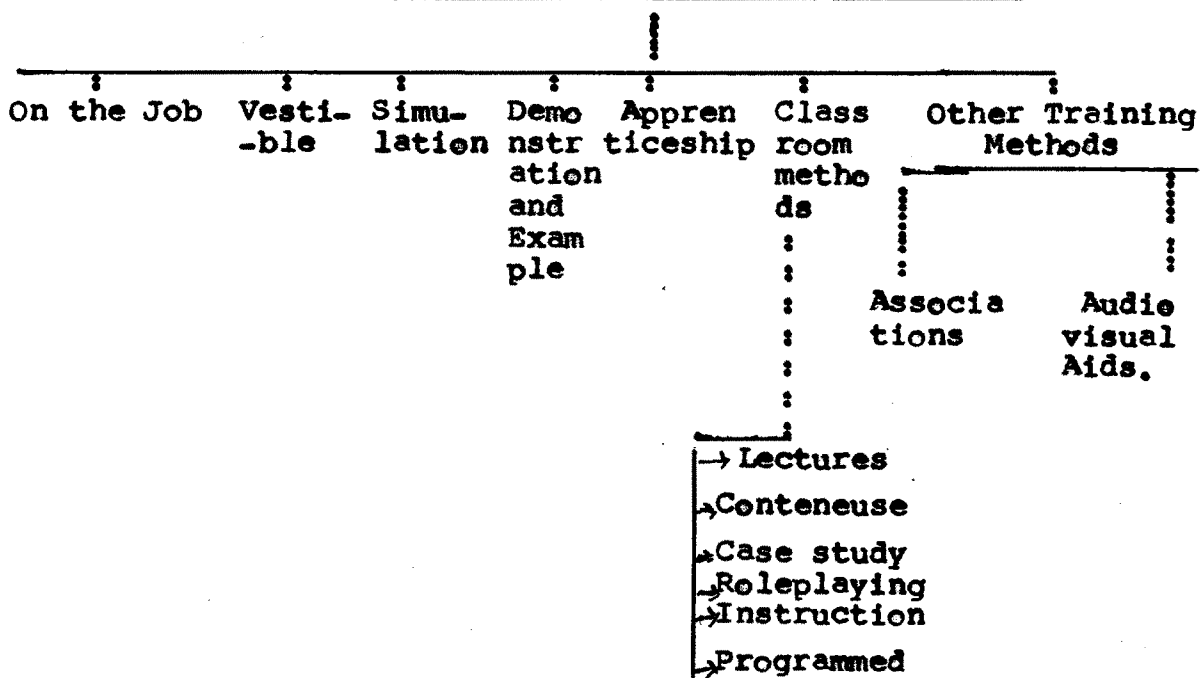
skilled worker. His training is different than the unskilled worker. Every organisation has different system and set up to train the semi-skilled workers.

3. Training of the skilled workers -

The skilled worker is directly employed or the semi-skilled worker is turned into a skilled worker due to refresher courses, his experience in that particular job. The training of the skilled worker varies from organisation to organisation.

Now we have seen the training of the workers. But to perform the job of administration, typists, clerks, accountants, supervisors are required. These are employed with their developed skills in their particular fields .

Classification of Training methods



1. On the job Training

In the service the training has three aspects. One is the training or the refresher course, the second is job rotation and the third one is the special assignments. Training the personnel in the service is easy. This is achieved by various aids and techniques.

2. The vestibule training -

In the training centre, the trainees are placed comfortably. The simulated condition of the work is created. The required equipment, Machines are used to develop the skill of the trainees. This technique improves the skill of the trainees. Also gives them upto date knowledge of the latest techniques used in the industry.

3. Demonstrations / and Examples -

Here the trainer gives lectur and shows how to do it, the technique, under discussion. This audio-visual impact of learning is every easy to grasp. The trainees lear quickly and master it.

4. Apprenticeship -

Apprenticeship is the oldest and most commonly used method of training. Here the skill is learned by the apprentice, when he works under the skilled worker or

trainer. In the printing industry, tool making, electric wiring etc. or the carpenters use this method.

5. Class room methods -

In this methods the theory is taught, concepts are impressed on the trainees and problem solving ability is developed.

These methods consist of:---

- a) Lectures
- b) Conferences
- c) Discussions
- d) Case studies
- d) Role playing
- f) T. Group Training

Training for the seasonal employees in Shree Someshwar Sahakari Sakhar Karkhana Ltd.

This sugar factory lends only the permanent workers for the training, but not the seasonal workers. And there is no training centre as such. The seasonal workers receive training when they are doing their jobs. This training improves their skills. It is observed that , seasonal workers not getting formal training in this factory. Practical knowledge of the work in the service is learnt by seasonal workers.

6.A. WAGES :

Wages of seasonal worker in sugar industry:

Definition of wages :

Wages means, ' the amount paid periodically esp. by day or week, for work or service of employee or servant."

Workers work on daily wages or weekly wages, in short they receive the amount for their work, periodicall

On the other hand the salary is a fixed periodical payment for other than manual or mechanical work. Some workers get allowances a part from salary or the wages. These are fixed sums allowed by the management. But these allowances are not called salary or wages.

- 1) Definitions under workmen's compensation Act, 1923
(Sec.2.M.)

"Wages for leave period, holiday pay, Overtime pay, Bonus, attendance bonus and good conduct bonus from part of wages."¹

- 2) 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."

Wage Include :

- a) Any bonus

1 C.B.Memoria : Personnel Management, p.708.

- b) Any additional remuneration of the nature aforesaid which would be so payable.
- c) It includes any sum payable under any award or settlement between parties.
- d) Overtime work or working on holiday or any other leave period.
- e) Any sum payable to such person by reason of the termination of his employment.¹

Classification of wages -

- a) Minimum wages
- b) Fair wages
- c) Living wages
- a) Minimum wages :

These are the wages to fulfil the minimum necessities of life, i.e. food, shelter and clothing. It may provide little for worker's efficiency, e.g. for his health and education.²

b) Fair wages -

The lower limit of the fair wage is the minimum

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1. K.R. Bulchandani : Industrial Law - P.W.5.
 2. Shelvlekar S.A. : Modern Business Organisation and Management, p.1052.

wage and the upper limit is equally set by the "capacity of the industry to pay". Fair wage depends on the productivity of labour, prevailing rate of wages in the similar occupation in the neighbouring localities.

c) Living wages -

Living wage is a sufficient to ensure to workman Food, shelter, clothing trugal comforts and some provision for evil days.¹

Methods of payments -

There are different methods of wage payment i.e. Time wage, piece wage and incentive plan etc.

a) Time wages means under this method of wages payment is paid at an hourly, daily, weekly or monthly rate.

The seasonal worker in the co operative sugar factory is paid on the basis of time wages. This is common method of fixing wages.

b) Piece wages -

In this system, workers are paid, as per the amount of work done or the number of units produced. This system is not utilised in sugar industry for the seasonal workers.

1 M.N. Rudrabasavaraj : Dynamic Personnel Administration, p.297.

c) Balance or Debt method -

In this system a combination of time wage and piece wage is used. The worker is guaranteed time wage or alternative is given of piece rate.

Methods for fixing the wages classification -

The central wage Board for sugar industry has classified the workers into four categories.

1. Unskilled,
2. Semi-skilled,
3. Skilled,
4. Highly skilled,

1) Unskilled -

This employee is the one who does work, that involves the simple duties, which requires the exercise of little or no previous experience.

2) Semi-skilled -

This is the one who has sufficient knowledge of that trade or work to be able to do simple jobs with the help of simple tools and machines.

3) Skilled -

A skilled employee is the one who is capable of working independently, efficiently and accurately.

4) Highly skilled ;

This employee is the one who is capable of doing high degree of precision work. He must be capable of organising day to day work.

The Board has recommended, that the country should be divided, for the purpose of wage fixation into four regions i.e. North, Central, Maharashtra and South. The recommendations are implemented from 1st November, 1970.

The Indian Sugar Mills Association has instructed telegraphically to the all member sugar factories, to pay the wages as per the gradations. The recommended pay scale of the board is implemented from first November, 1960.

Wages of Seasonal Workers in " Someshwar Sahakari Sakhar Karkhana Ltd. "

In this sugar factory workers are divided into three categories a managerial staff, clerical staff and workers.

The seasonal workers receive wages as per the second Board and Patil Committee recommendations.

In this factory, two systems of wages are implemented one is monthly wage system and another is daily wage system. The 85 percent seasonal workers get the benefit of monthly wage system.

B) The Bonus -

In the past, bonus was considered as an encouragement to the worker, to do better, efficient, productive work. Now bonus is considered as sharing profits with the workers. Here to encourage the productivity, the incentives are given for extra production. Also the overtime incentive is paid to the workers, for their extra work. There is a provision for the attendance allowance, shift allowance etc.

Bonus is now made compulsory to all industries in India. Bonus depends on the profit earned by the organisation. Now the government has made rule, regarding the minimum bonus, every worker should receive.

The dictionary meaning of the bonus is "Some thing extra, esp. addition to dividends or wages." ¹

The bonus has acquired a significant meaning in the trade unions and labour movement in India.

Payment of Bonus Act 1965 -

An ordinance regarding the payment of bonus was issued in 1965 and was later replaced by the payment of bonus Act 1965. The factory Act 1984, says the salary or wages of a worker includes basic wages and dearness

1 R.Datta and Sundharam : Indian Economy, p.627.

allowance only. Generally bonus is paid out of the profit of the industry and it is regarded as a part of workers wages.¹

Bonus of Seasonal Workers in Someshwar Sahakari
Sakhar Karkhana -

In this factory bonus is paid to the workers as per the payment of bonus Act. The rate of bonus is calculated on the basis of profit gained by the factory. It is based on the fixed percentage of the annual salary. In this factory both the permanent as well as the seasonal workers get the bonus at same rate. The amount of bonus is given in one instalment and that is at the time of Diwali Festival.

1. M.N.Rudrabasavaraj : Dynamic personnel Administration,
p.302-303.

The following table shows the bonus paid from the year 1977-78 to 1986-87.

No.	Year	Rate of Bonus
1	1977-78	20 %
2.	1978-79	20 %
3	1979-80	20 %
4	1980-81	20 %
5	1981-82	20%
6	1982-83	20 %
7	1983-84	20 %
8	1984-85	20 %
9	1985-86	20 %
10	1986-87	20 %

Source - Annual Report of S.S.S.K. Ltd. Someshwarnagar.

Since 1977-78 the Karkhana has given bonus at the rate of 20 % to the workers. Of course, there were certain ups and downs in the financial position of the Karkhana. But in spite of it, Karkhana has maintained constant rate of bonus i.e. 20 %

7) Working Conditions -

The conditions under which a worker is supposed

to work are called working conditions. Working conditions include light, heat, ventilation, working hours etc. These conditions affect the worker's efficiency, health and psychology in many ways. It is not possible for a worker to work long hours in the 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 should not get diverted. The concentration in the work is most essential. If the external disturbance is removed the place is painted with bright colours and good atmosphere is created then the worker certainly puts more efforts in his work.¹

Importance of working conditions .-

The good working conditions, certainly affect the worker. His efficiency is improved which leads to more productivity. So his earning is increased and stabilized. His relations with the management remain healthy. Stability in one factory makes him loyal to the management, and migratory habits are changed.

The workers come from near by villages. They are accustomed to the clean atmosphere. In the factories, if they do not get the good working conditions, then they change the jobs. But, if, the working conditions are good then the workers put more work and their stability increases.²

1. Scott, Clothier & Spriegel: Personnel Management, p. 451.

2. Davis, Hudson A : Work and Environment in Industrial Psy.

Under the term 'Working conditions', many factors are considered and included. These are, the working space, sanitation, humidity, heat, dust, light, drinking water, first aid, canteen etc. The working hours, the shifts also affect the workers.¹

The Important factors of working conditions -

1) Sanitation :

Sanitary conditions in the factory must be upto a level. The sanitary inspectors check these conditions regularly. Every factory requires grinals and lavatories. There must be supply of clean drinking water. The air in the factory must be without smoke.

As per the rules of the factory act, the designe of the factory its walls, roof must be comfortable. The temperature should be maintained as per the requirements. If low temperature and cool air is required, then it should maintained or the high temperature is required, than suitable protective clothes, masks should be provided to the workers.

2) Ventilation -

As per the factory act the ventilation every

1 T.N. Bhagoliwal : Economic of Labour and Social Welfare -
p.683.

factory is must. The exhaust fans should installed. The air should be circulated and it must be without dust and fumes.

Now, the Government has passed an act regarding the air pollution. So the factories should make suitable change according to the act.

3) Lighting -

Alongwith other safety measures, the lighting arrangement in the factory should be as per the prescribed rules. There should be provision for natural, adequet sunlight in the factory, also if artificial light is required, if should arranged in such a way, that it should provide maximum light, without straining eyes. The windows and the ceiling should be clean.

4) Safety Measures -

All the safety measures required by the factory act should be observed. The fence is must around the factory. There should be ready first aid kit and fire light equipment.

5) The working hours -

As per the factory act the working hours are fixed. If the worker works more then he should get overtime. With more hours of work many accidents had happened. So, to

avoid strain and stress on the worker. The working hours are fixed.

6) The shift system -

Due to fixed hours of working the factories has to adopt, the shift system. The shift system provides more employment to the workers, as the workers change in every shift. Also the machinery installed, is used to its maximum peak. This leads to more production and more profit.

Generally three types of shifts are worked in different industries.

a) A Single Shift System -

The factory runs for a shift of eight or ten hours only with a interval or intervals.

b) The Double Shift System -

Here, due more production, two shifts are kept, of eight to ten hours each. One at night and one at day time.

c) Multiple Shift System -

In this three shift go round the clock and the workers work in three shifts.¹

1 S.N.Melhrotra : Labour Problems in India - p.122,126 & 133.

The shift system in Sugar Industry -

In the sugar factories one shift system are observed. One shift system is observed the crushing is stopped. Then the multiple system is observed, when the season starts. In the season, work goes round the clock in three shifts i.e. 4 a.m. to 12 p.m. then 12 p.m. to 8 p.m. and the third shift from 8 p.m. to 4 a.m.

Working Conditions in Sugar Factory -

All the sugar factories have an acute problems of molasses, press mud, and sullage water. But it is observed that lighting and ventilation systems are satisfactory in all sugar factories. It is observed that in Tamilnadu and Maharashtra State, the sugar factories observe the sanitary and working conditions as per the act, than in Bihar and Uttar Pradesh.

In the state of Bihar and Uttar Pradesh, they do not observe the sanitary conditions. The problem of sullage water, molasses is acute. So the foul smell is a problem than any where else. In these factories the floors is in broken conditions. The storage tanks used for molasses are Kachha that leads to the air pollution due to foul smell and the water pollution problem is acute.

The Labour Investigation Committee has pointed out that steam leakage is more in the factories of Bihar

and Uttar Pradesh. They have commented on the steep and slippery stair cases of the sugar factories in the Maharashtra and Tamilnadu.¹

Working conditions in the Someshwar Sahakari
Sakhar Karkhana Ltd., Someshwarnagar -

The Sugar Factory has observed the rules, as per the factory Act, 1948²

1) Sanitation :

In this sugar factory the sanitary conditions are good. The mollasses is sent to the Nira valley co-operative Distillery at Phaltan. This distillery is started by Shree Ram Phaltan Sakhar Karkhana, Chh. Sakhar Karkhana Bhawani - nagar and this above mentioned sugar factory.

The press mud is used to make compost manure, which is used in field. The compost manure is sold to the share holders at fair price. The problem of sullage water is solved by storing the same in the tanks and is disposed of in rainy season. So there will no water pollution.

2) Lighting and Ventilation :

In this sugar factory lighting and ventilation

1 Report - The Labour Investigation Committee - pp.143-47.

system is satisfactory. This was approved by the factory inspector.

3) The Fencing and the safety guards -

The fencing is laid around the factory. The safety measures are observed, for the electric motors and the moving machines. The workers are provided with goggles and suitable dresses for the operators.

4) The working hours -

The workers work not more than eight hours.

5) Shift system -

Multiple shift system is used for more productivity.

8) SOCIAL SECURITY -

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

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

Social security is a very comprehensive term and includes schemes of social insurance and social assistance as well as some schemes of commercial insurance.¹

1 T.N. Bhagoliwal : Economics of Labour and Social Welfare , p.516-517.

Importance :

Social security makes the protection available to the workers of limited means, against the uncertainties of future 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 disputes, it reduces the labour absenteeism, Labour turnover and help in the formation of stable and efficient labour force.¹

Social Security Measures in India -

Workmen compensation Act 1923:

According to this Act, compensation is payable by the employer in 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 drink ,drug etc.

The main ingredients of a complete social insurance system as follows :-

1. Maternity benefit,
2. Employees State Insurance Scheme
3. Sickness benefits

1 R.C.Saxena : Labour Problems and Social Welfare,p.383

4. Disablement benefits
5. Fureral benefits
- 6
6. Medical benefits
7. Dependents benefits.

Industrial Safety - Accident -

Safety of industrial workers is an important as their health. An industrial accident is an unfortunate occurrence resulting in cessation of work by a worker or a group of workers.¹

Social Security in Shree Someshwar Sahakari
Sakhar Karkhana Ltd. :

Following are the different aspects of Social Security provided to the workers in this factory.

1. Workmen's Compensation Act 1923 :

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. This act is applicable especially to the manual workers, if the worker was injured or dead when he was on duty. The management pays compensation only in the labour court as per this act.

1 N.D.Kapoor : Elements of Marchantile Law - P.L.122.

This factory has formed safety committee in order to reduce accidents and industrial hazards. The company provides uniforms, goggles etc. to the workers. The workers are satisfied with safety equipment.

Leaves and holidays with pay -

The sugar factory workers in U.P., from November, 1957 by a notification, the following provisions have been made as regards leave with pay, besides the provisions under the factories Act.

The permanent workers casual leave 6 days and sick leave 10 days in a year. The seasonal workers, 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 curshing season. Industrial Establishment Act was passed, which provides paid holidays to industrial workers on the Republic Day, Independence Day and Gandhi Jayanti etc.¹

Leave facilities provided by someshwar Sahakari Sakhar Karkhana Ltd., Someshwarnagar.

The permanent worker and the seasonal worker get the benefit of casual and sick leaves. The permanent workers get 30 days previllage leave, casual and sick leave, half day for every month of the crushing season. While the

¹ Report of the Royal Commission On Labour in India p.19.

seasonal worker gets previllage leave one day, for every 20 days of the crushing season. 13 days of holidays with pay are sanctioned to the seasonal worker. Any public holiday during the leave is treated as leave.

12) LABOUR WELFARE ACTIVITIES -

The term 'Labour Welfare' is flexible, it has different interpretation in different countries and different people have given different interpretation of it. It is difficult to give precise definition of the term 'Welfare' activities.¹

Following are the definitions :

'Labour Welfare is voluntary efforts on the part of the employers to provide the best conditions of employment in their own factories'. 'Labour Welfare is any thing for the comfort and improvement intellectual or social of the employees over and above the wages paid, which is not a necessity of industry for required by Law.'²

In its resolution of 1947 ILO defined :

Labour Welfare as 'such services, facilities and amenities as adequate canteens, rest facilities, recreation facilities, arrangements for travel to and from work and for the

1 Report of the Royal Commission on Labour in India - p.281

2 Report II of the I.L.O., - p.3.

accommodation of workers employed at distance from their houses and such other services, amenities and facilities as contributed to improve the conditions under which workers are employed.

Significance of labour welfare -

Labour investigation committee of the Government of India clears the scope of the welfare activities, it include any thing done for the intellectual, physical, morale and economic betterment of workers, whether by government or by employer or by other agencies over and 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.

Welfare measures are of significance to improve moral, loyalty and reduce absenteeism, labour turnover and maintain good industrial relation etc.

Some Special Aspects of Welfare Activities -

1. Canteen -

It is an essential part of the industrial establishment, providing very great benefits, 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.

In India, however, the workers or the employees have not fully appreciated the valuable services rendered by the canteens. Canteens are mostly run by contractors, as a result, the workers prefer to bring their own meals with them.¹

2. Washing and Bathing Facilities -

According to the factory Act, in every factory in which, any process involving contact by the workers with any injurious or obnoxious substances is carried out, sufficient supply of water and suitable for washing is very essential for the use of workers at suitable places.

3. Recreational Facilities -

The workers are working for long hours and they need joy and relief. The industrial worker works in an atmosphere of dust, noise and heat, over crowded place and unhygenic dwellings etc. There is a need to provide something, which can occupy their spare time in a healthy atmosphere. The provision of recreational facilities, which include various types of indoor and out door games, excursions, cinema shows, libraries, holiday homes etc. must effectively fulfil this object.

1 Planning for Labour (I.L.O.) - 1947 - p.107.

4. Sitting Facilities -

Sitting facilities are essential for all workers obliged to work in a standing position, So they can take the advantage of rest which may occur in the course of their work.

5. Medical Facilities -

The progress of the factory is depened on the workers. The Labour Investigation Committee in 1946 also emphasised the necessity of providing basic health and medical facilities to industrial workers. There are number of evil effects of sickness and ill health of workers suchas labour absenteeism and bad employer-employee relations.

According to the factory Act, it is the responsibility of the employer to make the provision of first aid,for accidents or sudden sickness and arrangement of ambulance industrial hygiene etc.

6. Rest Rooms -

Restrooms attached to lunch accommodation will prove to be most effective,recuperative measure provided that they are sufficiently lighted,ventilated and maintained cool and clean conditions. Sugar industry 33 %
1
of the establishments have provided the restroom facilities

1 S.N.Mehrotra : Labour Problems in India - p.237-238, 239

7. Educational Facilities -

These facilities for workers and their children are social services of tremendous importance. In India, where illiteracy is found every where from the point of industrialisation, 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 in improvement of their working and living conditions largely depend on the development of their capacities through education.

In sugar industry educational facilities for workers children were almost non existant and for the adults they were almost nil.

8. Grain Shops Facilities -

The importance of opening some special shops for the working class was realised. A large number of consumers stores were organised by the government of India for distribution of control priced commodities. The importance of such consumer's co operative societies was again recognised, when the country embarked upon planned economic development.¹

1 R.C. Saxena : Labour Problems and Social Welfare -
p.372, 378.

9. Housing Facilities -

Housing is the primary need of a human family in civilized life. Housing constitutes the most important part of the physical environment, which continuously influences the health and well being of a person. It means the provision of comfortable shelter and such surroundings, services, that would keep the worker fit and cheerful for all the days of the year.¹

10. Cultural Activities -

The common festivals are arranged like the ganesh Festival and Shivjayanti . Entertainment programmes are arranged on these occasions.

Welfare Facilities in Sugar Industry -

These facilities influence the sentiments of the workers, when workers feel that the employers and the state are interested in their happiness. The majority of the units provide medical facilities as well as some other facilities i.e. canteen facilities, educational facilities and recreational facilities etc. The co-operative stores and credit societies are also exist in some

1 S.C.Agrawal :

concerns. Rest shelters have been provided in the majority of the units.

Generally the welfare facilities include, the medical, maternity, industrial hygiene, water supply, washing, educational, recreational, transport to and from the factory and other facilities.

Labour Welfare facilities provided by the Someshwar Sahakari Sakhar Karkhana Ltd., Someshwarnagar -

In this factory adequate facilities are provided to the workers to boost their morale and productivity.

1. Drinking Water :

The management has provided drinking water facility all convenient places in all the departments.

Washing facilities are as per the rule.

2. Latrine and Urinals -

The lavatories are used by the workers whenever they need it . Also adequate facilities of latrines is available.

3. Canteen facilities -

Excellent canteen facilities are available to the workers. The tea is provided by the management to the workers at tea time. The workers grumble about the costly food in the canteen.

4. The Rest Room -

The management has provided a rest room to the workers as per the rule.

5. The Medical Facilities -

The Sugar Factory provides medical facilities to the workers. These are free. One dispensary is started by the management with one doctor and one compounder. At the time of the emergency a ambulance is provided to the workers. These facilities are round the year.

6. The Recreational Facilities -

This sugar factory provides the recreational as well as sport facilities. So the workers can take the advantage of these facilities.

7. The co-op. credit society -

This sugar factory has a co-op. credit society for the benefit of the workers. They get loans at low interest.

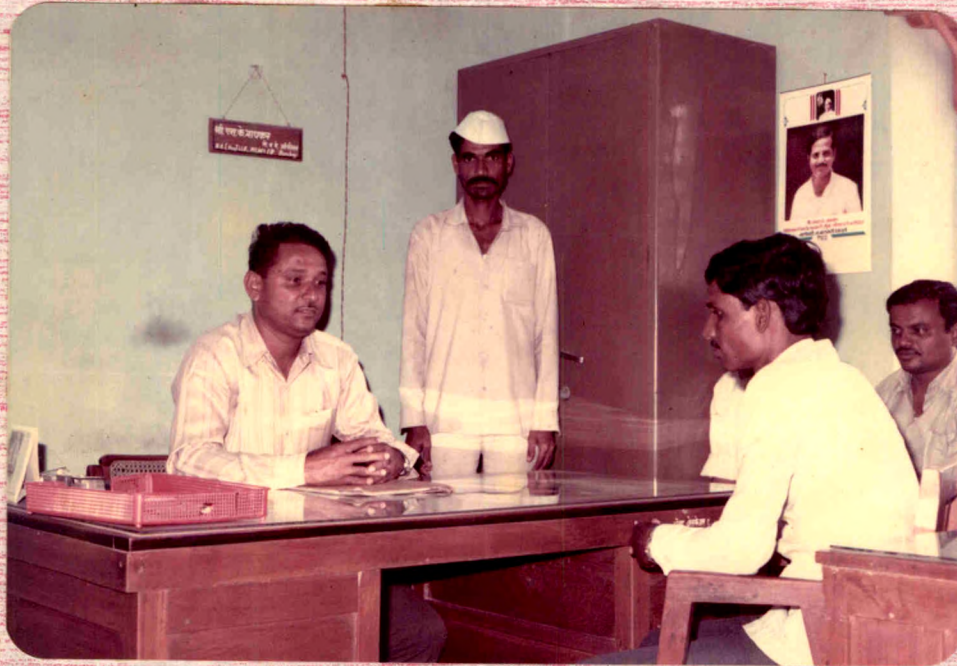
8. The Housing Facilities :-

The Management provides housing facility to the

permanent workers and the management staff. For those, who come from a long distance, the performance is given.

The quarters are good .These are well equiped with water, electricity, ventilation etc. The majority of the seasonal workers live near by the Sugar Factory.

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THE RESEARCHER DISCUSSING WITH LABOUR OFFICER



THE RESEARCHER IS OBSERVING THEIR WORK.

