

CHAPTER-III

THEORETICAL BACKGROUND OF THE STUDY

1) MEANING AND CHARACTERISTICS OF LABOUR :

Meaning -

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

which includes all persons who work for a living as distinguished from those " who do not or are not expected to work for a living as house wives, children, old persons etc. In this sense labour is synonymous with human resources.

Labour, however, is manifestly different from other factors of production. Any work, whether manual or mental, which is undertaken for a monetary consideration is called 'labour' in economics. There have been differences of opinion with regard to the importance of labour, and as to what is productive or unproductive labour, into the details of which it is unnecessary for us to go; but the fact remains that no production is possible without an efficient labour force. Labour, however, is manifestly different from other factors of production and has got certain characteristics which give rise to various labour problems in all countries. Labour is a living thing and that makes all difference.¹

Labour, in the broad sense of the term, may be defined as any hand or brain work, which is undertaken for a monetary consideration. Thus, according to S.E. Thomas, "Labour consists of all human efforts of body or mind, which is undertaken in the expectation of reward. "For Jevons, "Labour is any exertion of mind and body undertaken partly or wholly with a view to some good other than the pleasure to derived directly from the work."²

As a factor of production labour is the most important and utilization of other factors largely depending on the proper utilization of time and energy on the part of workers. In fact, workers are human beings capable of holding responsibilities extending cooperation 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. Besides, labour is no more an unorganised mass of ignorant and unconscious workers ready to obey the arbitrary and discretionary dictates of the employers/management. To-day it deals with the latter not only as individuals but also as members of trade unions which have greatly added to its strength consciousness.

Thus, it is obvious that labour is a major factor in the field of production and its great role cannot be over estimated. To-day 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. To-day greater interest is being taken in the study of labour and its problems by State agencies, social welfare organisations, planners, employers and all others concerned with it. It is also now being increasingly realised that in India labour education, which means training and research in problems pertaining to labour can provide a common platform for trade unions and universities.³

Labour problems centre round the purchase, sale and performance of labour services, but there are no labour problems when persons work for themselves and sell the articles that they produce. Labour problems arise when persons sell their services for a wage and work, as directed on the premises of an employer. Therefore, the term labour as is 'generally' used refers either to those persons who live by selling their services directly to the employers or to the services that they sell.⁴

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 factors of production. Such characteristics are often labelled as peculiarities of labour and have been discussed below.

1) The first characteristic of labour is that it is inseparable from the person of the labourer. The labourer has to go himself to deliver goods. The environments in which labour has to work are, therefore, of utmost consequence. In the words of Prof. Marshall, "The worker sells his work but he himself remains 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 alongwith other things, depends upon the forethought and selflessness of these who bring up the labourer. ⁵

2) The worker sells his work only, but himself a retains his own property. The investment in labour, that is, his training and efficiency, therefore, are of great importance. ⁶

3) "When a person sells his services he has to present himself where they are delivered." Therefore, the environment in which the labourer has to work is of utmost importance in the supply of labour. The supply of labour cannot be curtailed immediately even if wages fall, and it also takes time for children to grow up or for people to get trained in order to increase the labour supply. Hence, there can be no rapid adjustment of the supply of labour to its demand. ⁷

4) Labour is a perishable commodity. One day lost is last for ever. Labour cannot be stored up like other commodities. It has no reserve price. Hence, workers cannot afford to wait, and so they are in a weak bargaining position as compared to employers. ⁸

5) Rapid adjustment of the supply of labour to its demand is not possible. If for example, there is a period of depression wherein the demand for labour decreases, its

supply cannot be increased like that of any other commodity and so the wages must rise.⁹

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

7) Labour is not so mobile as capital. There are differences in environments, fashions, habits, languages etc. which make people prefer to remain at home rather than move from place to place.

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

9) Labour being a human factor, not only economic but moral, social and other considerations, having a bearing on human beings, have also to be taken into account in the discussion of problems connected with labour. Labour problems, thus, have many aspects economic, political, psychological, sociological, legal, historical and administrative.¹⁰

2) DEFINITION OF SEASON :

'Season' means the period of 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, far 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 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."

3) CLASSIFICATION OF EMPLOYEE :

Employees are generally classified as under :

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 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, reverted or sent away.

Explanation -

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

2. Seasonal Employees -

The seasonal workers are those who usually work when factory production is an operation. Seasonal workers work only when the factory works during the particular season.

3. Probationers -

Probationer is an employee who is provisionally appointed by the Managing Director to fill a permanent vacancy or post and has not been confirmed or made permanent.

4. Temporary employee -

Temporary employee is one who has been appointed by the Managing Director for a limited or particular period for work which is essentially of a temporary nature or is employed temporarily as an additional employee in connection with an increased or contingency in work of a permanent or a seasonal nature.

5. Casual employees -

The term 'casual employee' denotes an employee who is appointed for work which is necessarily of an occasional nature.

6. Apprentice -

Apprentice means an employee taken up by the Managing Director who is paid an allowance during the period of his training and without any obligation on the part of the undertaking for his employment in service on the conclusion of his period of apprenticeship.

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

7. Substitutes -

'Substitutes' means an employee appointed in writing by the Managing Director in the post of a permanent or seasonal or a probationer who is temporarily absent.

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

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

Procedure of work -

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

Every employee shall surrender his ticket on -

- a) a change in his classification or department,
- b) leaving the service of the undertaking,
- c) the termination of his service, and
- d) the termination of his service, season.

If the employee is a non-permanent seasonal employee.

4) RECRUITMENT, TRAINING, WAGES,
BONUS TO WORKERS :

A) Recruitment -

Generally, speaking there was no regular system of recruitment until recently in Indian Industries. There are

two obvious reasons for a haphazard growth of the system of recruitment of industrial workers in this country. Firstly the migratory character of the Indian labour and secondly, the shortage of labour in the early days of the organised industry in India.¹¹

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

The methods of recruiting labour have to be more effectively organised in the case of such industries. The methods and policies of recruitment play an important role in labour administration. Management from the view point of protecting the legitimate interests of the workers as well as meeting the requirements of an industry for an adequate and efficient work force.

Sources of supply of Labour -

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

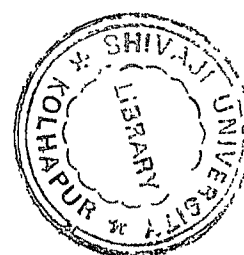
Internal Recruitment -

The inside source of supply has the advantages of conservation of the existing manpower, that is, "of stimulating preparation for possible transfer or promotion, increasing the general level of moral and providing more information about job candidates through analysis of work histories within the organisation."

i) Promotion -

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

Merit and seniority are the two formal bases of promotion decisions. Generally, personnel management prefers merit as determined by job performance and by analysis of employee potential for development. The performance appraisal is, however, a complicated task that deserves separate treatment from different angles. Although it is difficult to do so as a part of the text of this book, yet it is perhaps not appropriate to refer to it here in brief.



ii) Transfer -

Transfer refers to horizontal movement of an employee within the organisation. It may be defined as a change in job where the new job is substantially equal to the old in terms of pay, status and responsibilities.

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

External Recruitment -

An organisation has to go to external sources for filling up the lower c vacancies caused by the process of changes in the personnel within the organisation, for expansion and for positions which could not be filled up by the present personnel. We, therefore, now describe these external sources of labour supply.

1. Application
2. Labour Unions,
3. Educational Institutions,
4. Advertisements.

1. Application -

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

2. Labour Unions -

Labour Unions are another important source of employers, particularly in case of firms having close shop relationships.

3. Educational Institutions -

The educational institutions like colleges, universities and vocational and professional institutes are increasingly providing the opportunities to the management to interview prospective employees.

4. Advertisements -

However, the most common practice is to recruit employees through various kinds of advertisements. Advertising taps sources not otherwise open to a given employer. Advertising

throughout a wide area brings in a large number of applications providing opportunity for selection of employees from an extensive area.¹²

Recruitment in various Industries -

Generally speaking, except for skilled or semi-skilled worker, a part of the labour in most factories and the bulk in some, are recruited direct. Direct recruitment is followed by many factories in the State of Maharashtra, Tamil Nadu, Punjab, Bihar and Orissa. The general procedure for direct recruitment is exhibition of a notice at the factory gate that so much labour is required. Then the general manager or the labour officer comes to the gate and selects the necessary labour, sometimes the recruitment for fresh recruits is brought to the notice of those already working in the factory, who advertise it among their friends and relatives. A large number of people gather to the gate on the date on which they are called. Recruitment of skilled and semi-skilled labour is more difficult and is made either by promoting more efficient workers or by inviting applications and subjecting selected applications to trade tests and interviews, if necessary.¹³

Recruitment of Labour in Sugar Industry -

In sugar factories where work is seasonal, all workers except a few technicians and supervisors, are discharged at the

end of the season, and when the season starts again, they are notified and are recruited, if they present themselves on the appointed day.¹⁴

Recruitment of seasonal workers in sugar factory -

Generally, a part of the labour force in sugar factory is recruited directly. Under this system selection of necessary persons is made from amongst the persons who present at the factory get the factory manager or labour officer. This method of recruitment is effective for the employment of unskilled seasonal workers.

For the recruitment of skilled and semi-skilled workers promotion method becomes necessary. In some cases applications are usually invited from the skilled workers and direct selection is made after holding some trade tests if necessary. The recruitment through advertisement is restricted to clerical cadre.

The Source of Recruitment of Seasonal Workers -

1) Direct Hiring -

This has reference to those who come to the door of the company looking for employment. This is a very common source of recruitment. These firms, which have a good reputation

regarding wages, working conditions, and other facilities, attract a good number of people, from whom the company may think of selecting some men.

ii) Friends and relatives -

As already pointed out, friends and relatives of employees are another good source of supply and some companies prefer to utilise this source extensively. Often the employee may tell his friend or relative that his company is hiring people and so the word spreads. This is also a popularly used source of recruitment and this is sort of a recommend their friends or relatives and the companies feel that this promotes employee loyalty.

iii) Advertisement in News paper -

This is one of the most commonly employed source. The corporation needing manpower to fill certain job, advertises the available job, likely pay, duties and responsibilities of the job - job specification - and also man specifications in a newspaper, magazine or journal and invites applications. But advertisements must be carefully written giving all relevant data, and they must attract only the right type of people with right qualifications. If the advertisement is vague and general, it may attract hundreds or even thousands of applications, rendering the process of screening time-consuming and

costly. The advertisement must clearly state the educational qualifications, experience and skills necessary to do the job to be filled, with a view to discouraging the unsuitable conditions from applying.¹⁵

Recruitment of Seasonal Workers in
Vasantdada Shetkari Sahakari Sakhar
Karkhana Ltd., Sangli -

In this factory, all workers except a few technicians and supervisors are discharged at the end of the season and when the season starts again, they are notified and are recruited, if, they present on the appointment day.

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

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

The following prescribed notification already adopted by the factory for recruitment of seasonal workers.

Notification only for seasonal workers

THE sugarcane crushing season year 1988-89 is going to be started probably in the second 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 in person.

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

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

B) Training -

Importance of training in
Sugar Industry

After the selection, placement of employees, training is necessary to handle the job and meet the requirements of new methods. Training is essential for effective work habits, to avoid waste, accidents and improve quality of the product.

Training is also required for the healthy industrial relations to increase the confidence of worker. Industrial training has, thus, been an important tool for the development of desirable motives and attitudes on the part of both the management and the labour.

Induction

Induction means that a new worker is made familiar with the organisation and establishment which he joins. An employee begins a new life and needs to know the organisation, its objectives, functioning, conditions of work, rules of behaviour, workers right and obligations, welfare facilities and the structure and activities of the undertaking its product, and role of the particular job, thus, the newcomer is to occupy within the enterprise as a whole.

Induction programme for all categories of workers are very useful.¹⁶

Need for training

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

1) To Increase Productivity -

"Instruction can help employees increase their level of performance on their present job assignment. Increased human performance often directly leads to increased operational

productivity and increased company profit." Again, "increased performance and productivity, because of training, are most evident on the part of new employees who are not yet fully aware of the most efficient and effective ways of performing their job."

ii) To Improve Quality

"Better informed workers are less likely to make operational mistakes. Quality increase may be in relationship to a company product or service, or in reference to the intangible organisational employment atmosphere."

iii) To help a company fulfil its future personnel needs

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

iv) To Improve Organisational Climate

"An endless chain of positive reactions results from a well-planned training programme. Production and prudent quality may improve, financial, incentives may then be increased,

internal promotions become stressed, less supervisory pressures ensure and base pay rate increases result. Increased morale may be due to many factors, but one of the most important of these is the current state of an organisations educational endeavour."

v) To Improve Health and Safety

"Proper training can help prevent industrial accidents. A safer work environment leads to more stable mental attitudes on the part of employees. Managerial mental state would also improve if supervisors know that they can better themselves through designed development programmes."

vi) Obsolescence Prevention

"Training and development programmes foster the initiative and creativity of employees and help to prevent manpower obsolescence, which may be due to age, temperament or motivation, or the inability of a person to adapt himself to technological changes."

vii) Personal Growth

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

Training for different employees -

Employees at different levels require training.

1) Unskilled workers

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

ii) Semi-skilled workers

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 machines and other facilities are easily available. The training is usually imparted by the more proficient workers, bosses or inspectors, and lasts for a few hours or a week depending upon the number of operations, and the speed and accuracy required on a job. Training methods include instruction in several semi-skilled operations because training in one operation only creates difficulties in adjustment to new conditions lends the colour of specialisation to a job and makes work somewhat monotonous for an individual.

iii) Skilled workers

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

iv) Other Employees

Besides the above types of employees, others - typists, stenographers, accountants, clerks and those who handle computers - need training is usually provided outside an industry.

Training Methods

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

CLASSIFICATION OF TRAINING METHODS

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a) On the job	b) Vestibule	c) Demonstration and examples	d) Simulation	e) Apprenticeship	f) Classroom methods	g) Other training methods
: :	: :	: :	: :	: :	: :	: :
: :	: :	: :	: :	: :	: :	: :
Lectures	Conference	Case Study	Role Playing	Programmed Instruction	Associations	Audio-visual Aids

a) On-the-Job Training

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

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

b) Vestibule Training - (Or Training Centre Training)

This method attempts to duplicate on-the-job situations in a company classroom. 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 technique enables the trainee to concentrate on learning

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

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

c) Demonstration and Examples
(Or Learning by Seeing)

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

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

often used in combination with lectures, pictures, text materials, discussions etc.

Teaching by example is effective in mechanical operations or inter-personal relationships, for job duties and responsibilities, for informal group standards, supervisory exceptions, and the like.

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

d) Simulation

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

e) Apprenticeship

For training in crafts, trades and in technical areas, apprenticeship training is the oldest and most commonly used method, especially when proficiency in a job

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

f) Classroom or of-the-job methods

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

These methods consist of -

- a) Lectures;
- b) Conferences;
- c) Group Discussions;
- d) Case Studies;
- e) Role Playing;
- f) Programmed Instruction;
- g) T-Group Training.

g) Audio-Visual Aids

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

Planned and Supervised reading programmes

Planned and supervised reading programmes are conducted. Technical publications and the latest journals are kept in the library for the use of the trainees.¹⁷

Training for seasonal workers in
Vasantdada Shetkari Sahakari Sakhar
Karkhana Ltd., Sangli

After the selection and placement of employees, training is necessary to handle the job and meet the requirements of new methods. This sugar factory has not adopted a continuous procedure of training. Only induction training is given for increasing the knowledge and skill of workers for doing a certain work. In this factory practical knowledge of work is given on the job to seasonal workers. Nobody is sent for special training in other institutes only they are given a practical knowledge of work through engineers, foremen and 'A' grade fitters. Some of them are sent to seminars, workshops and small courses in off season. Generally, those workers engaged in manufacturing departments are sent to seminars or small courses in the off season. The employees

working in agriculture department are sent for training in Padegaon Sugarcane Research Centre and Deccan Sugar Institute, pune.

c) Wages

Wages of seasonal worker in Sugar Industry

Definition of wages -

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

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

But in the narrowest sense, wages are the price paid for the services of labour in the process of production and include only the performance wages or wage proper. They are composed of two parts, i.e. basic wages and other allowances.

Rightly speaking wages may be understood as the remuneration for physical and or mental work.¹⁸

Other Definitions -

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

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

2) Under Minimum Wages Act, 1948 (Section 2 M)

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

1. The value of -

- a) Any house accommodations; supply of light, water, medical attendance etc.
- b) Any other amenity or any service excluded by general or special order of the appropriate Government.

2. Any contribution paid by the employer to any person and/or provident fund or under any scheme of social insurance.

3. Any travelling allowance are the value of the travelling concession.
4. Any sum paid to the persons employed to defray special expenses entitled on him by the nature of his employment.
5. Any gratuity payable on discharge.

3) Under Payment of Wages Act, 1936 (Sect.2)

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

Wages include -

- 1) Any bonus.
- ii) Other additional remuneration of the nature, a fore said which would be so payable.
- iii) Any sum payable to such person by reason of the termination of his employment.
- iv) It includes any sum payable under any award or settlement between parties.

- v) Overtime work or for working on holidays or any other leave period.

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

Wages do not include -

i) The value of any house accommodation, supply of light, water, medical attendance, and any other amenity.

ii) Any contribution paid by employer to any person or provident fund or interest accrued thereon.

iii) Any travelling allowance or value of any travelling concession.

iv) Any sum paid to the person employed to defray special expenses incurred by the nature of his employment.

v) Any gratuity payable on the discharge of the workers from services.

vi) Any bonus which does not form part of the remuneration payable under terms of employment or under any award of settlement between the parties or under of court.

Classification of wages

- a) Minimum wages;
- b) Fair wages;
- c) Living wages.

a) Minimum wages -

The minimum wage represents not only the subsistence wage but also some provision for some measure of education, medical and other amenities. It is the wage cover bare necessities of life, i.e. food, shelter, clothing, housing, fuel, lighting.

b) Fair wages -

The fair wage is the wage based on the ability to pay principle and is equal to that received by workers performing similar work. It should not be less than minimum wage but should be a step towards a living wage and the actual wages to be based on labour productivity, going wages, level of national income and its distribution, and place of industry in the economy.

c) Living wage -

It is impossible to define living wages. The living wage depends on standard of living. The standard of living differs from man to man and place to place. Therefore, the amount of living wages in terms of money will vary as between trade and trade and between locality and locality.

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

- a) Basic earnings,
- b) Dearness allowance,
- c) Overtime payments,
- d) Bonus.¹⁹

Methods of payments

There are two fundamental methods of wage payments -

- (i) Wages may be paid according to the work done or
- (ii) according to the period of time the worker is employed.

The seasonal worker in cooperative sugar factory wages may be paid by time wages or time wage system. The time wage system is by far the simplest and historically the oldest method of wage payment. This method is also called 'Day Wage System'. Under this system, the worker is paid on the basis of the time, that he devotes to his work at the work place irrespective of the output turned out by him. The time unit may vary from one hour to one month in duration.

This method of wage payment is found in those industries where quality of the goods produced is extremely important i.e. where the speed of production is key and the control or energy of the worker e.g. when production is automatic or it depends on heat treatment or a chemical reaction. This method is easy and simple to follow. In the case of time wages the workers do the job slowly and efficiently and his income is likely to be

more regular. Time rate is also preferred when the work requires careful and accurate application and delicate and expensive materials and machinery is used. It is also better to pay on a time wage basis where the work is being done on small scale so that effective supervision is possible by the employer himself.²⁰

Methods for fixing wage differentials

Sugar Wage Board has classified the workers into four categories in sugar industries. They are as under :

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

a) Unskilled workers -

An unskilled employee is one who does work that involves the performance of the simple duties which requires the exercise of little or no independent judgement or previous experience although a familiarity with the occupational environment is necessary. His work may, thus, require in addition to physical exertion, familiarity with a variety of articles or goods. No workman shall be classified as unskilled if he is called upon to operate any sweepers, scavengers and employees doing the work of similar nature.

b) Semi-skilled -

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

c) Skilled workers -

A skilled worker is one who is capable of working independently and efficiently and turning out accurate work.

d) Highly skilled worker -

A highly skilled worker is one who is capable of doing high degree of precision work and can work on drawing and direct a group of skilled and other workers at times.

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

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

- i) Degree of skill,
- ii) Strain of work,
- iii) Experience involved,
- iv) Training required,
- v) Responsibility undertaken,
- vi) Mental and physical requirements,
- vii) Disagreeableness of the fact,
- viii) Hazards on the work,
- ix) Fatigue involved.

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

Wages of Seasonal Workers in
Vasantdada Shetkari Sahakari
Sakhar Karkhana Ltd., Sangli

The main source of income of seasonal workers is wages. In this sugar factory the wages are given to the seasonal workers according to the rule the skilled seasonal workers get higher salary as compared to the unskilled seasonal workers.

d) The Bonus issue -

An additional part of worker's earnings is the bonus. The factors of workers total earnings are the attendance bonus, incentive bonus, shift allowance, overtime pay and so on.

The dictionary meaning of the word 'bonus' is 'something to the good; especially extra dividend to the shareholders of a company distribution of profits to insurance policy holders or gratuity to workmen beyond their wages.'

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

The following two distinct advantages would follow from such a concept of bonus :

- i) It would enable the low paid workers also to share the profits and thereby help to bridge the gap between the actual wages and the living wage.
- ii) It would also impart at the same time a measure of desirable flexibility to wage structure without disturbing the basic wage structure.²¹

We may now pass on to the problem of bonus payment. The income in Indian workers cannot be measured completely in their cash earnings, as they are frequently supplemented by various forms of bonuses and concessions. The bonus is usually a payment for some special or additional service and the object is usually to secure regularity of attendance and to encourage good work of special quality. Bonus is sometimes defined as cash payment made in addition to wages as a stimulus to extra effort on the part of labour. But this definition refers to 'incentive bonus' i.e. when payment is made as an incentive to greater effort. The word bonus has now acquired a secondary meaning also, as a rightful share of the workers in the profits and has become an important question of industrial relations.²²

As pointed out under the wage level, payment of bonus has been a regular feature in case of many industries. Bonus is generally paid out of the profits of the industry, and they have come to be regarded as a part of workers wages.²³

Bonus to seasonal workers in
Vasantdada Shetkari Sahakari
Sakhar Karkhana Ltd., Sangli

Every permanent and seasonal worker is entitled to get bonus from this factory. The rate of bonus is calculated on the basis of the profit gained by the factory. It is calculated in percentage of the annual payment of the worker. During the year 1988-89 bonus was given at the rate of 20% of the annual payment.

The following table shows the bonus payment from 1979-80 to 1988-89 in Vasantdada Shetkari Sahakari Sakhar Karkhana Ltd., Sangli.

Year	Rate of Bonus %	Rate of Incentive Bonus %
1979-80	20.00	15.00
1980-81	20.00	25.00
1981-82	20.00	7.00
1982-83	20.00	7.00
1983-84	20.00	7.00
1984-85	20.00	9.00
1985-86	20.00	9.00
1986-87	20.00	9.00
1987-88	20.00	9.00
1988-89	20.00	12.00

The above table indicates that from 1979-80 to 1988-89 the factory gave the bonus to seasonal workers at the rate of 20%.

However, in addition to this, factory gives incentive bonus to its employer. In the year 1979-80 incentive bonus was paid at the rate of 15% to the workers during the year 1980-81, it was paid at 25% to the workers. But from 1981-82 to 1983-84 incentive bonus was paid at the rate of 7%. And from 1984-85 to 1987-88, incentive bonus was paid t at 9% to the workers.

And the last year 1988-89 incentive bonus was paid at the rate of 12% to the workers by the factory.

5) Working Conditions -

Concept and significance
of working conditions

Working conditions include cleanliness, light, heat, ventilation, physical energy required, length of the work day, irregularity of the work hours such as night shifts or the rotation of shifts, physical hazards, exposure to possible industrial diseases, and similar conditions, also those social, group and management conditions that directly or indirectly influence the worker's happiness, satisfactions or dissatisfactions at work. Physical, mechanical as well as organisational environments constitute working conditions in an industrial or business establishment.²⁴

Importance of working conditions

The conditions under which the workers perform their task have a great bearing on their general health and efficiency. It has been said that environment creates a man, and if the environment improves, the man's ability to work also improves. It is not possible to carry on hard work under unhealthy surroundings. It has, therefore, to be realised that good working conditions have a great effect not only on

the efficiency of the workers but also on their wages, industrial relations etc. The efficiency of a worker depends directly on his health and willingness to work. In the absence of desirable working conditions, the worker feels that his job is a very tough one, he becomes sluggish and it becomes difficult for him to work well. With good working conditions not only the worker remains happy, but the employer also gains because of increased production owing to greater efficiency. Further, the gulf between the nominal wages and the real wages can be reduced with the help of better working conditions. Those who come from the open surroundings of the village find the work in the factories entirely different and, under bad working conditions, feel more miserable and try to go back to their village as early as possible. Good working conditions can eliminate this important cause of the instability of labour force, and thus, can reduce absenteeism and labour turnover to a considerable extent.

Under working conditions, however, a number of things may be included such as sanitation, dust and dirt, temperature and humidification, ventilation, space inside the factory, safety measures like fencing of machines and various welfare measures like canteens, bath-rooms, drinking water arrangements, refreshment room etc. ²⁵

Aspects of working conditions

Conditions under which the workers do their job may be considered as under :

Physical Environment

The physical environment that includes regulate humidity in accordance with the technical needs of the plants. Excessive humidity in workshop is nearly always deliberately introduced for technical reasons connected with the physical properties of the material being worked.

Illumination

It is bad lighting that leads to lower output, increased spoiled work, over-strain and ultimately to increasing accidents in industry. The size of each work room of workshop, the location of windows, the layout of machines, nature of work to be performed, working position of the operatives all these have to be taken into account for provision of adequate illumination in the establishment. The management has also to see that lighting is not only sufficient but also avoids the casting of extraneous shadows in actual place of work. The variations in day light do not affect worker greatly so long as the minimum illumination is high. No doubt, bad natural lighting is a difficult problem and is an important system of poor planning of plant layout. But, to a

a certain extent, problem may be solved by artificial lighting arrangements made by the management. Improvements in illumination do constitute one of the effective means promoting job satisfaction amongst workers.

Sanitation

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

Ventilation

Lassitude, discomfort and fatigue are the experience of every one who works in a badly ventilated room. It is proper ventilation in the workshop which lowerest heat generated in body due to physical and mental activity, because of the cooling power of air movement. Natural ventilation is affected by windows and ventilators. It may also be artificial comprising methods of extraction of air by fans or propulsion of air into the building by mechanical appliances.

Hours of work

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

Shift system

The introduction of shift system in modern factories has become a common feature as it enables the management to have the maximum use of installed plants, machinery and building, and also cope with temporary increase in the demand for their products. ²⁶

Generally, three types of shifts are worked in different industries. The single shift in which work is carried on during the day ordinarily lasts from eight to ten hours, inclusive of the rest interval of half to one hour. Double shifts are worked—one during the day time and the other in night time, each ordinarily lasting for nine to ten hours continuously with certain interval. The third type is the 'multiple shift' system where three shifts are worked and every shift runs for eight hours inclusive of rest period.

The duration of the multiple-shifts varies and they may also overlap and hence they are also known as overlapping shifts.²⁷

The Shift System in Sugar Industry

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

Three kinds of shifts are generally found to work in sugar industry firstly there may be a single shift in off season of the factory, the work may be carried on ordinarily for 8 a.m. to 5.30 p.m. hours inclusive of the rest period of one and half hours. Secondly there may be a multiple shift system in sugar industry in season time; one being worked during the day and other during the night time each of these three shifts may ordinarily worked for 8 hours including rest period.²⁸

Working conditions in Sugar Factory

Working conditions in sugar factory were found to be unsatisfactory. The workers were found working in places

atmost like stables; sanitation in and around the sugar factories are i an acute problem on account of sullage water, mollasses and the press-mud.

Although disposal of effluents and sanitation was a problem in all units, lighting and ventilation arrangement were adjudged as satisfactory by the Rege Committee. The number of units had more than double during the succeeding period, with the type of working environment dictated by installation of latest equipments the National Commission concluded that a certain improvement in working conditions must have set in though complaints about conditions of work in cooperative units were brought to their notice.

As regards sugar industry, on the whole the general sanitary and working conditions in the factories in Madras and Bombay are better than those obtaining in U.P. and Bihar. (According to R.C. Saxena). The foul smell is characteristic of sugar industry in U.P. and Bihar, sanitation in and around the factories has become an acute problem on account of the sullage water, mollases and the press-mud. The effluent from the factory is allowed to flow into kachcha tanks, steams or soak pits. In Gorakhpur two factories allow their sallage water to roll into streams. In Meerut, it was found that only one sugar factory has constructed pucca drains for the purpose soaking pits are found only in one unit in Bihar. The storage

of molasses in kacha tank leads to an unbearably stinking smell. The press-mud is generally to be stored inside the mill premises. The flooring in many factories is also broken and unclean. The labour investigation committee also reported that there were steam leakages in certain factories in U.P., Bihar and Ahmednagar and some of the stair-cases of factories in Bombay and Madras were steep and slippery. In Gorakhpur the wooden staircases, in two units, were in a dilapidated condition. Machineries and fast moving pulleys and belts were not properly guarded in some units. From the point of view of lighting and ventilation however, the condition of sugar factories was found to be generally satisfactory, except in Madras sugar factory.²⁹

Working conditions in Vasantdada
Shetkari Sahakari Sakhar Karkhana
Ltd., Sangli

As per the working conditions provided are concerned the factories Act 1948 is applicable to this sugar factory. That is why almost all the workers are satisfied with the working conditions existing in this factory. This sugar factory runs in three shifts, each shift is of 8 hours. The workers are required to work for 8 hours every day and in every shift.

In this factory, it is observed that, there are fencing guards, safety measures for electric motors and moving machines for security of the workers. Workers are provided for security

and precaution, safety goggles, safety belt, tight fit dress to operator, welder, boiler-attendant and also hand glove provided to workers and then provided bathroom facility, toilet, spit-pot, shidi. In this sugar factory the factory inspector inspects the working conditions of the factory every month.

Majority of the workers are satisfied about temperature air-movement, humidity, illumination, sanitation and ventilation. The factory has provided all the working conditions very well.

Various aspect of wrking conditions

1. Sanitation -

The sanitation in this factory were observed satisfactory. The problem of sullage water, mollasses and press-mud is solved in good manner.

2. Lighting and ventilation -

In this factory, lighting and ventilation were observed to be satisfactory in general.

3. Temperature -

From the point of view of temperature, the condition of this sugar factory was found to be satisfactory.

4. Air Movement -

It is observed that in this factory the supply of fresh air is made available naturally as well as artificially, hence, there is no such problem of air movement.

6) Social Security -

Meaning of social security

Social security is a dynamic conception, which is considered in all advanced countries of the world as an indispensable chapter of the national programme to strike at the root of poverty, unemployment and disease. Social security is that security which furnishes through appropriate organisation, against certain risk to which its members are exposed.

Social security is a very comprehensive term and includes in it, schemes of social insurance and social assistance as well as some schemes of commercial insurance. It is necessary, therefore, to distinguish between these terms and have a clear idea about the scope of each, though, generally, the terms social insurance and social security have been used by some in the same sense, because social insurance forms the most important part of any social security scheme.³⁰

Various measures of social insurance

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

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

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

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

1. Sickness and invalidity insurance
2. Accident insurance
3. Maternity insurance
4. Unemployment insurance
5. Old age insurance
6. Survivorship insurance. ³¹

Industrial safety accident

The 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. An industrial accident has been defined as any occurrence that interrupts or interferes with the orderly progress of the activity in question. According to the Indian Factories Act, 1948, "it is occurrence in an industrial establishment causing bodily injury to a person which makes his unfit to resume his duties in the next 48 hours." Therefore, an accident in the present context, must arise in the

course of employment in a factory or establishment. It is an unexpected event which cannot be designed. It occurs suddenly and it is an event or occurrence to which a definite date and time cannot be assigned.

Causes of Accident

A) Improper attitudes like -

- a) Operating or walking at unsafe speed.
- b) taking unsafe position or postures.
- c) working or walking on moving or dangerous equipment.
- d) using a defective tool.
- e) Operating without clearance.
- f) Unsafe loading or storing.
- g) Disobeying regulations.
- h) Lifting improperly.
- i) Hours play.
- j) Failure to utilise safety devices.

B) Unsafe conditions

- a) Unsafe design, defective conditions or inadequate grading of tools and machines.
- b) Hazardous arrangement of stores, idle, space, exists layout, overload, misalignment.
- c) Unsafe illumination.
- d) unsafe ventilation

- e) Unsafe method processes, procedures, planning etc.
- f) Unsafe dress and appeared.
- g) Poor house-keeping like-faculty walking and working surfaces, slippery and cluttered. Floor area, unsafe arrangements of equipments.
- h) Absent or defective personnel protective clothing.

Social security in Vasantdada
Shetkari Sahakari Sakhar
Karkhana Ltd., Sangli

The factory has made available first-aid facility. There is no grievance from the workers side about the safety equipments and machinery guards provided by the factory are of proper type. The factory has formed safety committee. The company provides uniforms, boot, goggles etc. to the workers. All the workers are satisfied with safety equipment.

7) Holiday pay and Leave Benefit -

The general principle of holiday with pay is a sound one and the tendency is indeed a sign of progress and can be expected to avert serious social problems. The movement is based on the recognition of the needs of the workers as human beings and not merely as an instrument of production.

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

The valuable effects which holidays could bring can be had only when they are granted with pay. When holidays are taken without pay, their beneficial effects rather tend to be lost specially amongst the low paid workers due to resultant, financial worry and therefore, they are in such causes more often an added strain than a means of relaxation. The absence of payment prevents those who have days off from using them in such a way as to add to a large extent to their happiness, health and efficiency.

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

For sugar industry -

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

Permanent workers -

Casual leave 6 days and sick leave 10 days in a year.

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 crushing season. A period exceeding 15 days in any month is to be counted as full months.

Festival holidays with wage have also been fixed in U.P. under Industrial dispute Act of 1947. In 1950, they were fixed at 17 days in a year. The number was raised to 18 days in 1953. This 18 paid holidays on festivals were extended to sugar factories also in November, 1955. In August 1961, the U.P. Industrial Establishment (National Holiday) Act was passed, which provides paid holidays to industrial workers on the Republic Day.

Independence Day and Gandhi Jayanti

The employers in some seasonal and unregulated factories connive at this practice as is clear from the fact that while the attendance registers show workers as absent on a weekly holiday, the wages register record payment for all the seven days in a week. Leave or holiday also granted not as a matter of right but as one of favour and as

matter of right but as one of favour and as a result, there is much discrimination and partial treatment and trade union workers in many cases are penalised. In the case of sick leave, a medical certificate of the factory, medical officer has to be produced, but he is not always impartial and accepts illegal gratification in many cases.

Leave facilities provided by
Vasantdada Shekari Sahakari
Sakhar Karkhana Ltd., Sangli

In this sugar factory all holidays including periodical holidays falling within the period of any kind of leave shall be treated as leave. The workers get factory and public holiday and Sunday or periodic holiday. In addition to that they get leave with pay as per the Act. They also enjoy sick leave. For granting sick leave a worker has to produce medical certificate in support of his application.

It is observed that, every seasonal worker is entitled to enjoy sick leave, optional leave and casual leave. Every seasonal worker is entitled to enjoy optional leave of 1 day for 20 days of work and casual leave of 4 days during the season period and sick leave of 7 days in this factory.

8) Labour Welfare Activities

Concept of Labour Welfare

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

Prof. Richardson, on the other hand, includes under it "any arrangement of working conditions, organisation of social and sports club, and establishment of funds by a firm, which contributes to workers health and safety, comfort efficiency, economic security education and recreation."

Dr. Panadikar defines it as "work for improving the health, safety and general well-being and the industrial efficiency of the workers beyond the minimum standard laid down by labour legislation."

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

Significance of Labour Welfare

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

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

Different Welfare Amenities in Factory

1) Washing and Bathing facilities

In every factory in which any process involving contact by the workers with any injurious or abnoxious substances is carried on, a sufficient supply of water suitable for washing is very essential for the use of workers at suitable places and with facilities for its use.

Table showing provision of washing and bathing facilities in sugar industry

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

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

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

2) Sitting facilities

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

3) Canteen

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

Table provision of and agency running canteens in sugar industry

Year	% of Establishment with 250 & provided	Percentage of canteen run by workers			
		Management	Contractors	Jointly Management and workers	Or their cooperative
1962-63	80.0	17.0	67.0	11.0	5.0

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

4) Rest Room

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

Table showing provision of Rest Room in sugar industry percentage of establishment with more than 150 workers and providing

Year	Rest shelters only	Canteen and Rest shelter	Canteen but not Rest shelter	Neither canteen nor Rest shelter
1962-63	33.3	-	-	66.7

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

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

5) Educational facilities

There are a few instances of large undertakings in organised industries making arrangements for education of the worker's children in cooperation with the state or local

institutions where factories are located in a city or town which has educational institutions run by the State, level bodies and private institutions, the enlightened employers have provided workers' children with scholarships, text-books and other assistance. The industrial townships have in many cases taken on the responsibility for running secondary schools and colleges where primarily workers' children are imparted education at the managements cost. After natively, transport is provided to them to institutions which are situated far away from the residences. Many of the well established concerns have also set up libraries and reading rooms for their workers.

6) Medical facilities

The importance of industrial health and care in general has been emphasised by the international labour organisation since 1919. The Royal Commission on labour in 1931 and the labour investigation committee in 1946 also emphasised the necessity of providing basic health and medical facilities to industrial workers, since it will help to reduce the incidence of sickness and, therefore, absenteeism among them and increased productivity.

Prior to the medical facilities provided through the employees State Insurance Corporation, Sugar Factories had their own arrangements for the treatment of the workers.

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

7) Recreational facilities

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

8) Grain Shop facilities

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

9) Housing facilities

Of all the needs of workers, the importance of cheap and decent housing accommodation is very great. Housing is the primary need of a human family in civilised life. It constitutes the most important part of the physical environment which continuously influences the health and well-being of a person. Housing means the provision of comfortable shelter and such surroundings and services as would keep the worker fit and cheerful for all the days of the year. Besides, the provision of pleasant and convenient shelter, housing includes the creation of new building site in well laidout areas as well as the improvement of existing localities. This means the inclusion of proper arrangement for water supply, drainage, roads, lighting, means of communication and civil centres, required for medical relief, education, sports recreation, administration, shopping etc. ³²

Labour Welfare facilities provided by
Vasantdada Shetkari Sahakari Sakhar
Karkhana Ltd., Sangli

In order to keep the moral and efficiency of the labourers high, the factory had done its best in the field of labour welfare. The factory has provided all the welfare facilities that are necessary and are being run efficiently in the best interest of the workers.

a) Statutory

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

- a) Statutory Welfare facilities
- b) Non-statutory Welfare facilities
- c) General.

a) Statutory Welfare facilities

- i) Working hours,
- ii) Leave and holidays,
- iii) Social securities
 - a) Provident Fund
 - b) Gratuity,
 - c) Advance and loan,
 - d) Insurance,
 - e) Pay-roll scheme
- iv) Better working conditions,
- v) Sanitation and conservance,
- vi) Drinking water and washing facilities,
- vii) Spitoon,
- viii) Safety measures,
- ix) Uniform,
- x) Compensation in case of accidents,
- xi) Safety at plant level,
- xii) Medical facilities,
- xiii) Rest-rooms,
- xiv) Canteen,
- xv) Communication facilities,
- xvi) Discipline and Grievance procedure,
- xvii) Workers participation in management.

B) Non-statutory Welfare facilities

- i) Housing,
- ii) Guest House,
- iii) Conveyance facilities,
- iv) Schools,
- v) Recreational facilities
 1. Temple,
 2. Cultural activities
 3. Library.

C) General Welfare facilities

- i) Co-operative Credit Society,
- ii) Trade Union
- iii) Vasantdada Shetkari Sahakari Sakhar Karkhana Ltd., Sangli arranged family planning programmes through Health Department.
- iv) This factory has given grant to backward class small land farmers and workers through State Government.

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

1. Washing facilities

Washing places and places for storing and drying of cloths are provided every department and also at important places.

2. Drinking water

The factory has provided drinking water facility at all convenient places in all departments.

3. Latrine and Urinals

Latrine and urinals are provided in all the essential places in the factory.

4. Canteen facility.

The factory has provided canteen facilities both for worker and the staff. The factory provides tea to the workers at the time of rest intervals. The tea is provided at concessional rates by issuing coupons to the staff. The factory is running the canteen on contract basis but the workers do not seem to be satisfied about the canteen.

5. Rest Room

Inproportions to the workers working in this factory, the rest rooms are also provided by the Factory Act, in the factory premises. The rest rooms are provided with adequate lighting, ventilation and sanitary arrangements.

Since there are no female workers employed in the factory there is no need of separate facilities for them in the factory premises.

6) Dispensary and Medical facilities

Dispensary and medical facilities provided by the factory are satisfactory. If any accident take place during the working period the factory provides medical facilities free of charge, where all the first aid additional, tablets etc. are kept qualified experienced doctors are working in the factory alongwith staff in each shift. In the times of emergency such as accidents etc. The factory provides adequate medical facilities and sickness benefit at the time of need.

7) Recreational facilities

Recreational facilities provided by the factory for the workers are very good. The factory has been providing some entertainment programmes such as dramas, cinema shows, different types of games, newspapers, social club. There are also facilities both for indoor and outdoor games. There is a library run by the factory newspapers and periodicals are provided to the workers all these facilities are provided free of charge.

8) Cooperative Credit Society and Consumers Stores

There is a cooperative credit society of the workers in the factory. The workers are getting loans as well as various

other types of benefits from the society. Also Jijamata Grahak Bhandar is run. Thus, the workers get loans, grains etc. at the cheaper rates.

A consumer stores by name 'Vasant Bazar' is established and thereby the workers on the factory site and customers and other customers from the city are benefitted as they get quality goods at reasonable rates.

a) Housing facilities

The factory is situated in the township area and as such it is difficult to get accommodation in the city to the workers. Taking into consideration this aspect the factory has made arrangement for 486 families on the factory site. This facility is made available to the officers as well as workers of the factory. In addition to this the construction work of 12 flats of 'C' type and 24 rooms of 'e' type is going on at the factory site. Also the factory has made arrangements for loans to the workers for purchase of plots and construction works through banks.

The research worker has observed that all the workers in the factory are not provided with housing facilities. The housing facility is mainly provided to the permanent staff and to the seasonal workers to some extent. The seasonal workers are in need of the willing facilities. Most of the seasonal

workers were in ardent demand in this respect. Thus, the basic need of appropriate housing is not fulfilled to the full extent.

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

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