

CHAPTER - I

INTRODUCTION

Social sufferings such as poverty, Unemployment and disease are the sound reasons for advocating the provisions of social security measure in India as a national programme. Social security is a multidimensional conception which is considered in all advanced countries of the world as an indispensable chapter of the national programme.

Social security means the security, as provided by the society to its members against the contingencies they can not meet out of their small means effectively. Such contingencies imperil the ability of the working man to support himself and his dependents in health and decency. It has been realised after II world war, that the state exists for the general well being of the people. Therefore, it must be the state responsibility to provide social security to its citizens.

With the development of the welfare state, it has been considered to be the most essential for the industrial workers. Because social security covers a broad range of contingencies, which a worker cannot face both at the work place and at home. The individual worker can not afford to these contingencies by his limited means and by his ability or foresight alone. An industrial worker has to face number of risks or contingencies such as sickness, old age, invalidity, disablement, employment injury, family maintenance, maternity, unemployment and so on. As the state stands for general well being of people, it is the duty of state to assist the individual worker to face successfully these risks and to lead at least reasonable standard

of living. Social security measure covers a broad range of benefits such as medical care, oldage benefits compensation on employment injury, maternity benefits etc., which helps in this regard.

The social security benefits are made available through various legislations like, Factories Act 1948, employees state Insurrance Act 1948, Provident fund Act 1952, bonus Act, Payment of Gratuity Act, Maternity Benefit Act, Employees Family Pension Schemes etc and through participation in small savings, life insurance, credit co-operative societies etc.

As social security forms an important part of labour welfare, all the industrial workers have to be covered by social security measures. Then only the worker, both at work place and at home, will be satisfied. This will be a stimuli to improve his efficiency.

(a) TILE INDUSTRY

In the present study the concept of the word 'Tile' refers to a roofing material made up of clay. Hence, the present study is limited to the Tile Industry Producing roofing Tiles only. "Tile roofs were very popular in the Mediterranean area and in the low countries of Western Europe. Tile roofs in many countries used extensively in the past.¹ This shows its significance.

In India tile is used for roofing since ancient times. In olden days, huts were roofed with leaves of coconut, cane and other trees. But these were non-durable and yielding very easily

1 - The new Encyclopedia Britanica Vol - 3- p.165

for rain, storm, snakes and other evils. so people started the use of "Tiles"

In 1865 for the first time factory system was introduced and "tile" manufacturing took place with the help of machines in large scale.

(b) PROCESS OF MANUFACTURING TILES :

Tile factories are generally located in areas where suitable types of clay and fire wood are easily available.

The following are the successive stages in Tile production:-

1. WEATHERING : Clay is one of the basic raw material for Tile Production. The clay must be sufficiently plastic for being moulded into required shape. After getting the clay, the first process is proper weathering. This is done for getting red colour to tiles. The weathering is done by the exposure of clay in the loose form to the action of natural agencies like rain, wind, sun, frost etc., Weathering improves plasticity of the clay. Generally one year weathering is considered sufficient.

2. SOURING: After proper weathering, the clay is removed from the clay yard and will be stored in souring pits. Each type of clay is formed into a separate layer one above the other. After one layer of clay is laid water is mixed. A heap of clay is formed one above the other and is allowed to sour for about 15 days. In order to get the required consistency, certain quantity of sand is mixed with the clay at this stage. Head load workers are generally employed for souring. In these days machines are used at this stage by big industries.

3. MIXING AND GRINDING: It is necessary to grind and mix the clay properly before it is sent to the pug mill. With this process the clay mix is converted into a more homogeneous clay mass. The mixing and grinding is done by employing a box feeder.

4. PUG MILLING : The Pug mill is an important mechanical unit which determines the quality of finished product. The function of the Pug Mill is to extrude the clay in the form of block sliced into slabs of the required size for pressing them into Tiles. The blocks extruded from the pug mill will be kept for a day or two for curing as it contains moisture. Usually the blocks are piled over near the "Press" and it is covered. Because the outer surface of the blocks are to be kept damp. The latest technology is the use of de-airing pugmill. This is helpful in getting compact and homogeneous clay blocks. The use of de-airing Pug-Mill reduces storing and beating the slab before pressing. The process of deairing helps to reduce warping and cracking.

5. PRESSING OF TILES:- The next step is pressing the slabs into Tiles. Before pressing, the slabs are individually polished either by hand beating or by using polishing machines. The slabs are smoothed with oil. Two types of presses are used for pressing Tiles. The first one is hand operated screw press. The other type is power driven revolver press. This is to be operated by highly skilled workers. The green tiles coming out of the press have to be properly trimmed. The trimming the edges of the green Tiles is a very skilled operation.

6. DRYING TILES:- The green tiles obtained from the Press section have to be properly dried before they are sent for kiln firing. Drying green tiles is a skilled job. The process of drying is to

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be done slowly and carefully to avoid warping and cracking. The green tiles obtained from press is carried to wooden racks. The drying will be with the help of atmospheric heat. In some factories kiln heat is provided for quick drying. Some times sun drying is also made.

In some modern factories mechanical drier is employed where heat is generated and controlled by steam in order to dry green tiles. The use of mechanical drier ensures speedy operation.

7.KILN FIRING:- After drying the next process is kiln firing. By this process the Tiles are baked adequately and each of them attains sufficient hardness and strength. Tiles are removed from the pellets and arranged in sets inside the kiln chambers for firing. It is a very delicate and risky job. Much experience is required for the proper setting and drawing of tiles in the kilns. The temperature level is generally 800 to 900 °C and firing for baking will be for 16 to 24 hours.

There are two types of Kilns:-

(a) Down-draught kiln:- This type of kiln is more commonly seen. It is also called Intermittant kiln. Here the firing cannot be done continuously. Only certain number of chambers are fired at a time. In this type of kiln, the fuel gas cannot be diverted from one chamber to another chamber. Therefore, heat wastage takes place. So if intermittant kiln is used, firewood wastage is a common feature.

(b) Continuous Kilns:- It is a modern type of kiln. It ensures economy in firewood consumption. In this type, fire once started need not be put out and fuel can be regulated and directed from one chamber to another. In this type of kilns, firing, loading

and unloading of Tiles can be done simultaneously. No heat is lost.

In Kumta and Honnavar Taluks all factories have continuous kiln.

8. SORTING:- After the tiles are fired and baked adequately, tiles are allowed to cool. The tiles are then sorted into different quality grades. The sorting is done on the basis of sound, shape and colour.

(C) RESEARCH METHODOLOGY:- The present study is relating to the Social Security measures in Tile Industries of Kumta and Honnavar Taluks of Uttar Kannada District.

The General observation of the tile industries in these two taluks noticed that the living condition of the worker is very poor. The tile factory workers are leading low standard of living. The observation also showed that the workers are disorganised and experiencing a feeling of insecurity. A feeling of not properly being treated is noticed among the workers.

One of the reason for this state of affairs may be the poor implementation of the social security measures. No study is conducted in respect of social security measures for tile-industry workers in Kumta and Honnavar Taluks and made a concrete suggestions.

So, it is decided to take up an in depth study of industrial law provisions relating to social security measures in tile industries and the problmes in implementing the social security measures. And finally to come out with a concrete suggestions to improve the living conditions of workers.

(dL TITLE OF THE RESEARCH PROJECT: A STUDY OF SOCIAL SECURITY MEASURES IN TILE INDUSTRIES OF KUMTA AND HONNAVAR TALUKS OF UTTAR KANNADA DISTRICT.

The social security measures selected for this purpose are as follows :

- (1) The employees Provident Fund Scheme, Family Pension Scheme and Deposit Linked Insurance Plan.
- (2) The payment of gratuity Scheme.
- (3) The Bonus Scheme.
- (4) The Employees State Insurance Scheme.
- (5) Maternity benefits to women workers.
- (6) Compensation to the workers on the employment injury.
- (7) Compensation to workers on lay off and retrenchment.
- (8) Other Schemes. Such as :-
 - (a) Life Insurance
 - (b) Group Insurance
 - (c) Small Savings
 - (d) Credit Co-operative Society.

(e) OBJECTIVES OF THE STUDY :

The study is undertaken with a view of attaining the following objectives:-

- (1) To study the provisions as per the industrial laws relating to social security measures in Tile Industries of Kumta and Honnavar Taluks of Uttara Kannada District.
- (2) To study the problems in providing social security measures to the workers in Tile Industries.
- (3) To suggest appropriate measures to be taken up in overcoming the problems in implementing social security measures

and to impart the benefits of social security measures to the workers.

(f) SCOPE OF THE PROJECT :

The study has been limited to the social security measures in Tile Industries of Kumta and Honnavar Taluks only.

(g) DESCRIPTION OF WORKERS

There are 1479 workers in six Tile factories considered for study. These workers are classified as follows -

(1) Skilled workers:- Those workers engaged in pug-mill, press, kiln firing, carpentary, drying and sorting are classified as skilled workers.

(2) Unskilled workers:- Those engaged in loading and unloading of clays and firewood, helpers impressing, kiln firing are generally Unskilled workers.

(3) Semi-skilled workers:- Those engaged in mixing and grinding, polishing slab beating, placing of pellets in racks and movers of green tiles and dried tiles are semi-skilled workers.

Out of 1479 workers. majority are skilled i.e. 43.95%, unskilled workers are constituting 33.60% of the total. 15.40% are semi-skilled and remaining are administrative. (Table 57).

Out of the 1479 workers, 73.05% are males and 26.95% are females. (Table 58)

There is no casual workers. but 14.20% are temporary and out of which 32.38% are females and remaining 67.62% are male workers. 85.80% of the total workers are permanent. Out of this 19.38% are females (Table 60)

(h) SAMPLING METHOD:-

The random sampling method is used to select the respondents. There are 1479 workers working in six different Tile factories. 100 workers are selected as respondents which is 6.76% of the total workers. The sample of 100 workers are taken randomly from all six units. Out of 100 workers 19% are temporary and remaining 81% are permanent. Adequate representation is given to each category of workers. (Table No.1).

The sample consists of the workers of all the age groups, (Table No. 2) length of service, (Table No.4) different level of education (Table 3) different earnings (Table No.5). All the six Tile Units are the respondents.

(i) Tools of Data Collection:- The main tool is questionnaire. The Questionnaire is prepared separately for employers and workers. The questionnaire is checked, verified and approved by the Guide. (Dr.P.S. Rao, Principal SIBER, Kolhapur).

(j) METHOD OF DATA COLLECTION:-

The Primary data is collected by personal interview with the help of Questionnaire. The questionnaire is filled in by the researcher. The personal interview is supported by discussion with employers and labour leaders. The secondary data is collected from annual reports, State Gazettes, seminar papers, journal and magazines.

(k) INTERPRETATION AND ANALYSIS OF DATA:-**A) PROCESSING**

The informations collected through the Questionnaire is processed as follows.

- a) Preparation of Code-Book and Mastersheet.
- b) Classification and Tabulation of data.

B) INTERPRETATION

With the help of the tabulated data, the interpretation is made in the light of industrial law provisions relating to social security measures. The interpretation helped to make certain findings and observations.

C) FINDINGS AND OBSERVATIONS:

Based on interpretation the findings and conclusions and certain suggestions were made.

(L) DIFFICULTIES FACED BY RESEARCHER:-

During the initial stages of data collection, the respondents were hesitant about answering the questions, particularly those which asked for their opinion and suggestions. But when the researcher explained to them that the informations are required for academic purpose and will be kept confidential and research is in no way connected with the present management and internal affairs of the organisation, then they were much co-operative.