

C H A P T E R - IIIOCCUPATIONAL PROFILEINTRODUCTION :

In this chapter we discuss occupational information of the drivers under study. The main points of discussion will be training, experience, recruitment, choice of occupation, overtime, working hours, wages, bonus, social/<sup>security</sup>and other facilities.

TABLE NO.3.1CLASSIFICATION OF DRIVERS BY THE YEAR OF JOINING

<u>Year of Joining</u>	<u>Total</u>	<u>Percentage</u>
1962 to 1965	07	09.21
1966 to 1969	09	11.84
1970 to 1973	20	26.31
1974 to 1977	07	09.21
1978 to 1981	23	30.26
1982 to 1985	03	03.94
1986 to 1988	07	09.21
<u>Total</u>	<u>76</u>	<u>99.98</u>

It is seen from data in Table No. 3.1 that, 26.31% of drivers joined S.T. during the years 1970 to 1973.

30.26% drivers joined S.T. during the year 1978 to 1981. Most of the drivers joined during this period.

TABLE NO.3.2CLASSIFICATION OF DRIVERS BY LENGTH OF SERVICE

Length of service	Total	Percentage
Less than a year	04	05.26
More than a year and less than three years	05	06.57
More than three and less than five years	01	01.31
More than five and less than ten years	23	30.26
More than ten and less than fifteen years	10	13.15 X
More than fifteen and less than twenty years	21	27.65 X
More than twenty and less than twenty five years	10	13.15 X
More than twenty five years and less than thirty years	02	02.63 X
Total	76	99.98

Table No. 3.2 gives classification of drivers by length of their service. It is seen that 56.58% of drivers have a service length of more than 10 years. 30.26% of the drivers have put in more than 5 years and less than 10 years of service. In other words, it is clear that the composition of drivers in terms of youth and maturity is more or less balanced.

It is also important to note that all the drivers reported that they had earlier experience and driving license before they joined the S.T. This shows that the recruitment policy of the S.T. gives great weightage to earlier license holding and experience.

TABLE NO.3.3

CLASSIFICATION BY TYPE OF TRAINING OF THE DRIVERS

<u>Types of training</u>	<u>No.of drivers</u>	<u>Percentage</u>
Professional training schools	01	01.31
Training by S.T. Depot	01	01.31
Defence service	18	23.68
Friends	52	68.42
Family business	02	02.63
While working in transport office	02	02.63
<u>Total</u>	<u>76</u>	<u>99.98</u>

Table No. 3.3 gives classification of drivers by the type of training they had before they joined the S.T. It is seen that, 68.42% of the sample drivers obtained their driving training through their friends, Mainly truck drivers. It is important to note that 23.68% of drivers had their training in defence services. The proportion of drivers getting their training through professional driving schools or through training programmes of S.T. is very negligible.

TABLE NO.3.4CLASSIFICATION BY THE LENGTH OF PERIOD REQUIRED FOR TRAINING

Period	Total	Percentage
Up to 6 Months	23	30.26
7 to 12 Months	16	21.05
13 to 18 Months	02	02.63
19 to 24 Months	11	14.47
25 to 30 Months	00	00.00
31 to 36 Months	09	11.84
37 to 42 Months	00	00.00
43 to 48 Months	05	06.57
Above 48 Months	09	11.84
Don't know	01	01.31
Total	76	100.00

We also asked the sample drivers about the length or time required for training. It was reported by 68.41% of drivers that their training period was not more than two years. In fact, 51.31 of the drivers maintained that they completed driving training within one year only.

Regarding direct cost of training about 99% of the drivers reported that they did not incur any direct expenditure on training. Only one driver reported that he spent Rs. 300/- as fees of the driving school.

TABLE NO.3.5

CLASSIFICATION BY THE REASONS FOR THE CHOICE OF THIS OCCUPATION

<u>Reasons</u>	<u>Total</u>	<u>Percentage</u>
Liking	15	19.73
No alternative job	06	07.89
Low level of education	06	07.89
Government service is better than private	24	31.57
Additional source of income	07	09.21
Interest in public service	04	05.26
Limited work in S.T.	01	01.31
Father was working in S.T.	01	01.31
Driving is a only skill	01	01.31
Easy access for recruitment	05	06.57
Friends and relatives are S.T. drivers	01	01.31
S.T. authorities asked me to work in S.T.	01	01.31
Local job	04	05.25
<u>Total</u>	<u>76</u>	<u>100.00</u>

We wanted to find out the more important and commonly shared reasons for the choice of motor driving in S.T. as an occupation.

31.57% of the drivers reported that they considered drivers job in S.T.-a public sector employer better-and more rewarding.

19.73% of the drivers had chosen driving because of their liking. An equal percentage of drivers (7.89) told as that chose the occupation of S.T. driver either because they had a low level of education or there was no other alternative. 5 (6.57%) drivers told us that, they chose this occupation because they found it easy to get. An equal proportion of drivers maintained that they joined S.T., as drivers because they liked the role of S.T. in public service, mainly in the field of passenger transport. Fathers occupation, limited work, no other skill, friends and relatives as drivers in S.T., need of S.T. authorities are some other reasons for the choice of this occupation; accounting for 6.57% of the drivers.

TABLE NO.3.6

CLASSIFICATION BY THE METHODS OF RECRUITMENT IN S.T.

<u>Methods</u>	<u>Total</u>	<u>Percentage</u>
1. Through employment exchange and routine application procedure	54	71.05
2 Routine application procedure and defence experience	14	18.42
3 Through employment exchange routine application procedure and acquaintance	06	07.89
4 Routine application procedure defence experience and backward class preference	02	02.63
<u>Total</u>	<u>76</u>	<u>99.99</u>

So far as recruitment of drivers is concerned, it is seen that, 71.05% of drivers were recruited through a procedure of routine application backed by employment registration records and 18.42% of the drivers were recruited by the procedure of routine application on the basis of their experience of defence services, though they were not registered with employment exchange. 7.89% of the drivers reported that though they were registered with employment exchange, they got themselves recruited through their acquaintances in the S.T. only 2.63% of the drivers reported that they were recruited on the basis of Backward Class preference.

TABLE NO.3.7

A) CLASSIFICATION OF OVERTIME BY NUMBER OF HOURS IN A MONTH

<u>Number of Hours</u>	<u>No. of drivers</u>	<u>Percentage</u>
Don't know correctly	18	60.00
Up to five hours	02	06.66
6 to 10 hours	03	10.00
11 to 15 hours	03	10.00
16 to 20 hours	01	03.33
More than 20 hours	03	10.00
<u>Total</u>	<u>30</u>	<u>100.00</u>

It was found that only 39.47% of drivers do overtime work. We tried to classify the drivers by monthly number of overtime hours of work. However, it was found that nearly 60% of the drivers could not give definite answer to this question. From table No. 3.8 it is seen that only 6.66% of drivers doing overtime for less than 5 hours a month. Similarly, about 10% of drivers reported overtime of more than 6 hours to 10 hours a month. Whereas an equal proportion of drivers do overtime for more than 10 hours to 15 hours a month. The proportion of drivers doing more than 20 hours of overtime per month is also 10%.

TABLE NO.3.8

B) CLASSIFICATION BY REASONS FOR OVERTIME

<u>Reasons</u>	<u>No. of drivers</u>	<u>Percentage</u>
Additional income	12	40.00
Orders of superiors	06	20.00
No alternative engagement	04	13.33
Out of friendship	00	00.00
Out of need	00	00.00
Unmarried	00	00.00
Additional income and orders of superiors	07	23.33
Additional income, orders of superiors and no alternative engagement	01	03.33
<u>Total</u>	<u>30</u>	<u>100.00</u>



In table No. 3.8, we have classified drivers by reasons for doing over time work. It is clearly seen that additional income, orders of the superiors and both these together, constitute the major causes which motivate drivers for overtime work.

C) TABLE NO. 3.9

CLASSIFICATION BY AVERAGE MONTHLY INCOME FROM OVERTIME

Income of overtime (Rs.)	Total <sup>40</sup>	Percentage
Up to 50	02	06.66
51 to 100	01	03.33
101 to 150	05	16.66
151 to 200	10	33.33
201 to 250	00	00.00
251 to 300	04	13.33
301 to 350	00	00.00
351 to 400	02	06.66
401 to 450	00	00.00
451 to 500	04	13.33
Above 500	01	03.33
No definite answer	01	03.33
<b>Total</b>	<b>30</b>	<b>100.00</b>

We classified the drivers by the range of monthly income from overtime work. It is seen from table No. 3.9 that, 33.33% of drivers reported that they get Rs. 151 to 200 as additional

income monthly by way of overtime work. The proportion of drivers getting monthly more than Rs. 300 to 500 is also quite large i.e. 23.32%.

TABLE NO.3.10

CLASSIFICATION BY REASONS FOR NOT DOING OVERTIME

<u>Reasons</u>	<u>No.of drivers</u>	<u>Percentage</u>
Unwillingness	03	06.52
Other engagement	08	17.39
Traffic is increasing, accidents are increasing, buses are not good, hard duties	06	13.04
No capacity	19	41.30
Doing overtime is not good to health	01	02.17
Other engagement and no capacity	02	04.34
No need	04	08.69
No other responsible person at home	01	02.17
Problems of distance	01	02.17
Not available	01	02.17
<b>Total</b>	<b>46</b>	<b>100.00</b>

It is seen that 60.53% of drivers are not interested in doing overtime work. We tried to find out reasons for this apathy towards overtime. It is seen from Table No. 3.10 that, there are two major reasons why majority of drivers avoid overtime. The reasons are exhaustion of capacity( 41.30%) and other engagements (17.39%).

HOUSE OF WORK :TABLE NO.3.11CLASSIFICATION OF DRIVERS BY THE METHOD OF FIXING WORKING HOURS

<u>Answers</u>	<u>Total</u>	<u>Percentage</u>
Don't know	23	30.26
Determined by S.T. Management	42	55.26
Determined by superiors	03	03.94
As per motor vehicle act	01	01.31
As per schedule	06	07.89
As per agreement between trade union and Govt. and by the rule of motor vehicle act.	01	01.31
<b>Total</b>	<b>76</b>	<b>100.00</b>

We asked the drivers about the methods of fixing their working hours. 55.26% of the drivers reported that S.T. management determines the number of working hours. 30.26% of the drivers reported that they do not know how their working hours are determined.

TABLE NO.3.12CLASSIFICATION OF DRIVERS BY NUMBER OF WORKING HOURS PER DAY

Working Hours	Total	Percentage
6 Hours	08	10.52
7 Hours	06	07.89
8 Hours	28	36.84
9 Hours	02	02.63
10 Hours	02	02.63
11 Hours	28	36.84
Don't know correctly	02	02.63
Total	76	99.98

From Table No. 3.12 it is seen that drivers are not very clear about their daily number of working hours. 36.84% of drivers reported that their daily working hours are 8 where an equal proportion of drivers reported that their working hours per day are 11.

FACILITIES DURING WORKING HOURS :

Only 32.89% of drivers reported that during working hours they get the facility only of rest room. However, 67.10% of the drivers reported that they do not get any facilities during working hours.

RELATIONSHIP BETWEEN WORKING HOURS AND DRIVING ROUTE :

37 i.e. 48.68% drivers reported that they get night allowance when they work in night shifts. If the driving route is more than 8 hours, drivers are paid overtime allowance. In case of distant destinations, the drivers have to halt for the night for which they are paid night out allowance. The next day they are supposed to drive for the return trip with the same bus.

11 drivers i.e. 14.47% agreed that there is a relation between working hours and driving route but they don't know the nature of the relationship.

10 drivers i.e. 13.15% told that, they work on city buses so there is no need to go on long routes. Therefore, they showed their inability to answer the above question. But they said that, on city buses it is necessary to drive 100 to 150 kilometers daily.. and if they drive more than 150 kilometers, they get overtime allowance.

5 drivers (6.57%) told that, they drive 300 kilometers. This is the maximum limit. Such drivers also get overtime allowance.

3 drivers( 3.94%) told that, they never go on long routes. It was also pointed that irrespective of length of route, S.T. takes 8 hours of work from drivers and for extra time they are

paid overtime allowance. Another important observation is that the working hours ( mainly steering hours) per day get reduced working hours.

One driver told that S.T. gives halt after six hours continuous steering duty and gives overtime after 11 hours including spread over.

According to one driver, if it is possible to complete a distance of 180 Kms. <sup>and</sup> to<sub>^</sub> fro, he does it. Otherwise he makes a halt and after a rest of 9 hours he returns. In this case he gets night out allowance as also overtime allowance.

It was pointed that S.T. had decided average 40 kilometers running per hour on long routes and for city bus 1 kilometers running in three minutes. In case of other routes S.T. decided = running time by nature of route and conditions of roads.

In case of very long routes, a driver is given what is known as a jumping screw. Such routes take almost 4/5 days for return journey ( in route, shifts are given to regionally located drivers.

Majority of drivers (82.88%) reported that continuous steering duty is generally between 6 hours to 8 hours.

Nearly 77.63% i.e. 59 drivers reported, young drivers with perfect skill in driving and drivers with good health, sharp sight, secured service, non addicts are generally sent on long routes. However, 10.52% i.e. 8 drivers maintained only highly

experienced drivers must be sent on long routes.

Only 2 drivers reported that, all drivers are sent on long routes by rotation. It was also maintained that only those drivers with age more than 45 years should be sent on long routes.

Broadly speaking, even young drivers with a record of safe driving for 2000 hours, and those without spectacles and addictions should be sent on long routes. In fact, this was pointed out by some drivers on the policy of the S.T. Management. The S.T. management takes into consideration the mental and physical health of the drivers before they are assigned to long distance routes.

There is no practice of paying any special allowance for protracted continuous driving. However, drivers are paid overtime and night out allowance after they work for more than 8 hours at the steering. The overtime and night out allowances are related to the basic pay of the drivers.

#### OTHER FACILITIES :

Apart from these, the S.T. drivers get other facilities like free travelling pass, uniform, woollen coat, rain coat, medical allowance etc. Travelling facility is given to all drivers

except daily wages drivers, free travelling pass is given to family members also. This facility is available only to those members of drivers family who are unmarried and not in any Government or private service. This facility is available for drivers parents also. It is given for 2 months in a year. It is also reported that, this facility is available for limited members of drivers family. If the size of family is big, this facility is restricted to a limited number only.

WAGE FIXATION :

Regarding method of wage fixation adopted by the S.T. management, it was found that all the drivers are fairly well acquainted with the procedure. First the structure of basic pay is determined by a process of collective bargaining which results in to an agreement to be valid and binding for 4 years. Dearness allowance is determined on the basis of Solapur Index of cost of living of industrial workers.

73.68% of the drivers told that, their pay fixation system is appropriate and satisfactory. 27% drivers reported that, their pay fixation system is not satisfactory. Majority of drivers, however, maintained that their real wages are lagging for behind the rise in the general price level.



BONUS :

69 drivers i.e. 90.78% drivers told that, they gets bonus. 5 drivers( 6.57%) drivers said that, they don't gets bonus from S.T. because they are on daily wages. The rate of bonus is 8.33% of the annual wages. The bonus is paid at the time of Deepawali festivals. The maximum limit of bonus is up to Rs. 1600.

SOCIAL SECURITY :

Out of 76, only 2 drivers answered the question regarding social security benefits. Remaining 74 drivers drivers said that, they do not know anything in this respect. This shows a general ignorance regarding social security schemes.

Only one driver reported knowledge of the workmen's compensation Act. However, he maintained that it is always a time consuming and difficult affairs to get such compensation from the S.T.

One driver reported that, most of the drivers are illiterate or less educated and as such they do not know the schemes of social security. Naturally, the corporation is also lukewarm in such matters.

Most of the drivers reported that, the corporation does not take proper care of drivers in <sup>the</sup> case of accidents. Similarly,

drivers are not given protection in case of accidents. Fortunately the S.T. management has the good practice of giving alternative employment to drivers if they are found ineligible for steering duty.

FACILITIES AFTER RETIREMENT :

S.T. drivers on time scale get facilities of provident fund, gratuity and compensation of accumulated leave and also the pension(family pension) after their retirement.