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THEORETICAL BACKGROUND OF THE STUDY

- ଉତ୍କଳ ଉଚ୍ଚାଦ୍ୟ ଶିକ୍ଷା ପ୍ରତିଷ୍ଠାନ ସମିତିର ଅଧ୍ୟକ୍ଷ ଶ୍ରୀ ରବୀନ୍ଦ୍ର କୁମାର ମହାପାତ୍ରଙ୍କ ଦ୍ୱାରା ଆୟୋଜିତ ଏହି ଗଣସଭାରେ ଶ୍ରୀ

RECRUITMENT OF LABOUR

Recruitment has been regarded as the most important function of personnel administration. Any type of business Organisation whether it is small or large or in factories or mining all is in need of recruiting the efficient workers. To the ultimate success or failure of such employment depends in a large measure upon the methods and Organisations by means of which the workers are brought into the industry.

Recruitment forms the first stage in the process which continues with selection and ceases with the placement of the candidate. Recruitment makes it possible to acquire the number and types of people necessary to ensure the continued operation of the Organisation. Recruitment is the discovering of potential applicants for actual or anticipated Organisational vacancies.

Recruitment is the first step in industrial employment. It is an important function of Personnel administration because unless the right type of people are hired even the best plans, Organisation charts and control systems would not do much good. If workers in any undertaking are not recruited in accordance with some systematic, proper and judicious manner most of them are inefficient and substantial loss to total output.

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Recruitment is differed in the size of Organisation, effects of past recruiting efforts rate of growth of Organisation, level of seasonality of operation etc.

There is no general procedure for hiring the new personnel which is applicable to all business enterprises. Each enterprise has its " tailor made " procedure which brings it the desired quality and quantity of manpower at minimum possible cost. There was no regular system of recruitment until the recently in Indian industries. There are two reasons- firstly the Shortage of labour in the early days of the Organised Industry in India, Secondly migratory character.

SOURCES OF RECRUITMENT

The migratory character of Indian labour has affected the system of recruitment in this Country to a very considerable extent. The large perennial supply of unskilled labour flowing from the villages to the towns and that again to the villages according to the seasonal and other requirements. According to the village has been the main source of labour supply. In this age some companies try to develop new sources. These sources accordingly may be as two types :-

- (1) Internal
- (2) External.

(1) INTERNAL SOURCES :

Internal sources are the most obvious sources. These include personnel already on the Pay-Roll of an Organisation i.e. its present working force whenever any vacancy occurs, somebody from within the Organisation is Upgraded, transferred, promoted or sometimes demoted. This sources also includes personnel who were once on the Pay-Roll of the Company but who plan to return or whom the Company would like to retire, such as those on leave of absence, those who quit voluntarily or those on production lay-offs. This source is very useful.

Following are advantages of these sources :-

- (1) To improve the morale of employees.
- (2) To promote loyalty among the employers
- (3) It is less costly.
- (4) They are tired people and can therefore be relied upon.

Disadvantages of these Sources :-

- (1) It is discourages new blood from entering an Organisation.
- (2) The learner does not know more than the lecturer.
- (3) As promotion is based on seniority.

These sources are used by many Organisations. This source is the lode that is rarely mined. It is not only reasonable but wise to use this source, if the vacancies to be filled

are within the capacity of present employee, if adequate employee records have been maintained and if opportunities are provided in advance, for them to prepare themselves for promotion from 'blue Collor' to 'White Collor' jobs.

(2) External Sources :-

These sources lie outside the Organisation. They usually include :-

- (1) New extent of labour force.
- (2) The Unemployed.
- (3) Retired Experienced persons.
- (4) Other not in labour force.

Merits :- (1) This sources provide the requisite type of personnel for an Organisation.

(2) Since persons are recruited from a large market.

Demerits :- (1) This system is called brain drain.

Following are various External Sources :-

- (1) State or Public employment agencies or Employment or labour exchange.

Are the main agencies of Public employment. Employers inform them to their personnel requirements while Job seekers get information from them about the type of jobs

that are referred to by employers. These agencies provide a wide range of services. Conciling assistance in getting jobs, information about the labour market, labour and wage rates.

(2) School Colleges and Professional Institutions :-

These Institutions offer opportunities for recruiting their students, the Companies that need employees maintain contacts with employment Bureaus and teachers of business and Vocational subjects. The prospective employers can take interview of the candidates for management trainees or probationers. Whether educational Institutions provide an excellent source of potential employees for entry level positions in Organisation. These general and technical/ Professional institutions provide blue-collar applicants, white collar and managerial personnel.

(3) Professional Organisation :-

These Organisation maintain complete information records about employed executives, These firms are looked upon as 'head hunters' 'raiders'.

(4) Employee Referrals :-

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

of recruitment however suffers from a serious defect that it encourages nepotism.

(5) Trade Unions :-

Trade Unions also provide a manual and skilled workers in sufficient numbers. Under agreement, they may agree as to who is to be given preference. But in case of adverse industrial relations, this technique may create difficulties.

(6) Unconsolidated Applications :-

For positions in which large numbers of candidates are not available from other sources, the companies may gain in keeping files of applications received from candidates who make direct enquiries about possible vacancies on their own or may send unconsolidated applications. The information may be indexed and filed for future use when these are opening in their jobs.

(7) Advertisements :-

Advertisement in a widely circulated newspaper or in business magazines form a important source of recruitment. In such advertisements, the information of Organisation is generally given and conditions possessing specific qualifications, age and experience asked to send applications in a prescribed form only.

(8) Voluntary Organisations :-

Such as Private clubs, Social Organisations might also provide employees.

Recruitment of Labour in Sugar Factory :-

In every Sugar Factory are needed the two types of workers; first are permanent workers and second are the Seasonal workers. Seasonal workers are needed in large number in only season. So their services are required only during the season. All workers are discharged at the end of the season, and when the season starts again they are notified and are recruited. If they are present themselves on that appointment only. Large number of Unskilled and Unemployed labour available in the villages of India. So the factory is situated on the villages or near the villages.

The recruitment of the Seasonal workers is constant. So the recruitment of the Seasonal workers is directly under the recruitment system. The selection of proper person is important because the selected persons do the work properly. Direct recruitment means the labour Officer or Factory Manager makes the selection of workers from the person who present themselves at the Factory Gate. Unskilled labour is recruited in this method. The recruitment of Semi-skilled or Skilled workers and direct applications are invited from

promotion methods becomes useful. Sometimes applications are invited from the Skilled workers and direct selection is made after conducting some trade test if necessary. For Clerical jobs they are recruited through advertisement. The source of recruitment of Seasonal workers.

(1) Advertisement in Newspapers :-

The Sugar Factories give advertisement in local newspapers in details of job satisfaction the labour recruitments. Many Sugar factories used the internal and external recruitment method.

(2) Direct Hiring :-

This is an important method of recruitment of Seasonal workers. In this method used them who come to the doors of the factory looking for employment, from whom the Sugar Factory selects labour.

(3) Friends and Relatives :-

The employees of the Factory may recommend their friends or relatives and the Management think that this promotes employees loyalty.

Recruitment of Seasonal Workers in Sanganner Bhag Sahakari Sakhar Karkhana Ltd., Sanganner. :-

The working period of the Seasonal workers is 6 months. Sometimes it is of 5 months. The months depend upon the availability of Sugarcane. The Season of Sugar Factory being at the end of the October or in the First or Second week of November. The end of the Season is the April or May.

This time Factory is needed the seasonal workers. The recruitment of the seasonal workers is of two types :-

(1) Directly (2) By giving the advertisement under the first system selection of necessary workers is made from amongst the persons who present themselves at the Factory gate by the Managing Director or Labour Officer. Generally the Recruitment of Seasonal workers in this Factory is done through notification. The following prescribed notification is already adopted by Factory for recruitment of Seasonal Workers.

NOTICE

" The Sugarcane Crushing Season of the Factory for the year 1989-90 started from October. So the end of the last Crushing season those seasonal permanent workers given a discharge and asked to give the details of their full name, address and in the last Crushing season in which department they worked. Giving all these details, they are willing to work in this season. Given the details by Registered Post or in person. Recorded all the information in the Office of Head Time-Keeper upto 20.09.1989 or before.

Those workers who do not record the information and who record the information but do not attend/attended on the date of starting the season then it will be considered that they have left their work and we reserve the right of appointing new workers in place of them and jot a Single complaint against it will be considered, please take a note of it".

The application is called by published above notification in local newspaper person is called for interview by investigation of all applications. The applicants get the bus fare when the distance is excess of 90 KMs. The candidate is selected by proper Officer of these post, Board of Directors, Managing Director, Chairman, Vice-Chairman by interview.

These candidates who are selected for interview, they are appointed as an trainee for the period of 6 months. In the training period the trainee to give the work information on the actual job. After the work experience the trainee is appointed as temporary for 6 months. After that period the trainee is appointed for the post of Apprentice for the period of 6 months.

The highly skilled job worker is recruited mostly on promotion basis. Clerical employees are graded on the seniority basis. Employees such as Supervisors are recruited through advertisement in newspapers.

Service Conditions :

Service Bond is made when the selected candidate is appointed for the work. The period of service is recorded in the Service Bond. In the Service Bond it is recorded that in the period of service, he is not leaving the service and not against the rules and orders of the factory. The price of these bond is Rs. 10/-.

The Researcher applied by National Federation of Co-Operative Sugar Factories Ltd., and Labour Advisory Committee of Maharashtra Rajya Sahakari Sakhar Karkhana Sangh Ltd., to take the sufficient pattern of 1250 TCD and 2000 TCD capacity. But they give only 1250 TCD capacities staff pattern. Before 2000 TCD capacity this Karkhana not recruited the sufficient

Permanent and Seasonal worker or exceeds this type of worker.

According to Staff Schedule the Permanent workers were 341 and Seasonal Workers were 309. But in 1979-80 to 1981-82 the number of workers was as following :-

Year	Permanent Workers	Seasonal Workers	Total
1979-80	340	360	700
1980-81	371	365	736
1981-82	418	239	657

Researcher observed in 1979-80 that Permanent workers are less and 51 Seasonal workers exceeds in Staff Schedule. In 1980-81.. 30 Permanent workers are exceed and 56 Seasonal workers exceed according to Staff Schedule.

In 1981-82.. 77 Permanent workers exceed and 61 Seasonal workers are decreased according to Staff pattern.

M.N.Rudrabasavaraj - Dynamic Personnel Administration
Page No. 107 to 111.

Dr. D.N. Bhagoliwal - Economics of Labour and Social Welfare -
Page No. 331 to 336.

C.B. : Memoria - Personnel Management - Page No.201 tc 214.

TRAINING OF LABOUR

The rapid changes in the dimensions of business, production methods and techniques are fast coming up. In modern business, there are various changes - job changes, Organisation changes, method changes, changes in personnel, changes in volume of business of business etc. That are constantly taking place and that necessitate modification of understanding, attitude and skill on the part of personnel. They create the needs that may be met training.

Every Organisation needs to have well trained and experienced people to perform the activities that have to be done. If the current or potential job occupant can need this requirement, training is not important. Training and development is not only an activity that is desirable but also an activity that an Organisation must commit resources to if it is maintained a viable and knowledgable work force.

In any small or large Organisation, old or new Organisation's employees need training. New or fresh employees as well as old and experienced employees both are in need of training.

Meaning of the term 'Training' :-

Training is a process of learning a sequence of programmed behaviour. It is application of knowledge.

It gives people an awareness of the rules and procedures to guide their behaviour. It attempts to improve their performance on the current job or prepare them for an intended job.

Needs of Training :-

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

(1) To Increase Productivity :-

It has been established beyond of doubt that large scale production helps in affecting economy. It is therefore, the endeavour of every Organisation to boost up production by employing modern machines and methods. This is possible only if the workers are properly trained to be conversant with modern production methods.

(2) To Improve Quality :-

In this age of growing competition quality of product is the most important factor. This can only be achieved by using modern machines and methods. Therefore the workers must be suitably trained to acquire such skills.

(3) To help a Company fulfil its Personnel needs :-

Organisations have a good internal training programme. When the needs arise, Organisational vacancies can more

easily be staffed from internal sources.

(4) To improve Organisation Climate :-

Production and product quality may improve financial intensives may then be increased internal promotions become possible, less supervisory work and base pay rate increase result.

(5) To Prove Health and Safety :-

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

(6) For Higher Efficiency :-

Training helps the workers to know the job and means to accomplish it in a minimum time. This adds to the efficiency of the workers so much needed in modern industrial set-up.

(7) For Specialisation :-

This is an age of specialisation. It calls for very high skills of workers which can be only achieved through proper and sustained training.

(8) For Economy :-

Training of workers ensures the best offilisation of

the factors of production. This reduces wastage of time, materials and labour resulting in economy.

Importance of Training :-

Training is the corner stone of sound management. It makes employees more effective and productive. Training is essential for training men so that new and changed techniques may be taken advantage and improvements effected in the old methods. Training, moreover highlights the morale of the employees, for it helps in reducing dissatisfaction, Complaints, grievances and absenteeism reduces the rate of turnover.

Training is a widely accepted problem-solving device. Training is advantageous to the employee, employers and customers or societies.

Training Policy :-

Every Company or Organisation should have well established training policy. A training policy is considered needs for the following reasons :-

- (1) Training period.
- (2) What type of training do you need? methods of training.
- (3) To whom the training should be given? Unskilled, Semi-Skilled, Skilled, Others.
- (4) When and where shall training is given?

- (5) Shall training be continuous or continual?

Training Period :-

The duration of training varies with the skill to be acquired. Generally a training period should not be unduly long. Training period may extend from 3 weeks to 6 months or even more depending upon job requirement.

- (2) Employees at different levels require training :-

- (1) Unskilled Workers :-

Employees at different levels require training. Unskilled workers require training in improved methods of handling machines and materials to reduce cost production and waste and to do the job in the most economical way. Such employees are given training on the job itself. Training is important by their immediate superior Officers. The training period ranges from 3 weeks to 6 weeks.

- (2) Semi-Skilled Workers :-

This type of workers require training to cope with the requirements of an industry arising out of the adoption of mechanisation, rationalisation and technical processes. These employees are given training either in their own sections of departments or in segregated training shops where machines and other facilities are usually available.

Training methods include instruction in several semi-skilled operation because training in one operation.

(3) Skilled Workers :-

This type of workers are given training through the system of apprenticeship which varies in duration from 1 year to 3 to 5 years. This training is useful in highly sophisticated skills as in Carpentry, drilling, boring etc. Apprenticeship programme usually takes into consideration the facts of individual differences in abilities and capacities. Such programmes are usually conducted in training centres and industry itself.

(4) Other Employees :-

Besides the above types of employees others typists, Stenographers, accounts Clerks and those who handle Computer need training in their particular field. Salesmen are given training so that they may know the nature and quality of the products. The Supervisory staff need training most, for they form a very important link in the chain of administration.

(3) When and Where the training should be given ?

It is needed to consider the particular point while forming the training policy. It is depending upon the number of employees, quality of employee, nature of work, method of

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training and period of training etc.

(4) Shall the training is continuous or Continual :-

It is very important in training. It is depending upon the nature of work and qualification of workers.

(5) What type of training do you need? -Methods of training-

The forms and types of employees training methods are inter-related. Care must be used in adopting the technique/methods to the learner of the job. The methods of training are as follows :-

Classification of Training Methods

(a)	On the Job.	:	:	:	:	:	:
(b)	Vestibule :	:	:	:	:	:	:
(c)	Demonstration and Examples.	:	:	:	:	:	:
(d)	Simulation.	:	:	:	:	:	:
(e)	Apprenticeship.	:	:	:	:	:	:
(f)	Class-Room - Methods.	:	:	:	:	:	:
Lectures.	:	:	:	:	:	:	:
Conference:	:	:	:	:	:	:	:
Case Study	:	:	:	:	:	:	:
Roleplaying and Instruction.	:	:	:	:	:	:	:
Programmed.	:	:	:	:	:	:	:
(g)	Other Training Methods.	:	:	:	:	:	:
Association	:	:	:	:	:	:	:
Audio-Visual-Aids.	:	:	:	:	:	:	:

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					Association	Audio-Visual-Aids.

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(a) On the Job Training :-

Under this technique an employee is placed in a new job and is told how it may be performed. It is mostly given for Unskilled and Semi-Skilled jobs - Clerical and Sales jobs. Employees are coached and instructed by Skilled Co-Workers by Supervisors, by the Special training instructions. They learn the job by personal observation and practice as well as occasionally handling it. It is learning by doing. It is more effective by the use of a variety of training aids and techniques - such as procedure charts, lecture etc. There are variety of this method such as 'Coaching' or 'Understudy' etc.

(b) Vestibule Training : (Or Training Centre Training) :-

This method attempts to duplicate on the job situations in a Company Class-Room. This technique enables the trainee to concentrate on learning the new skill rather than on performing on actual job. 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 Operators, Testers, Typists etc.

Training is generally given in the form of lectures, Conferences, Case studies, Role-playing and discussions.

(c) Demonstration and Examples (Or learning by seeing) :-

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

This method is very effective because it is much easier to show a person how to do a job. This method are often used in combination with lectures, pictures, text - materials, discussions etc.

This method is particularly effective in the training for the accuigition of skills but their usefulness is limited.

(d) Simulation :-

Simulation is a technique which duplicates as nearly as possible. The vestibule training or the business game is the examples of this methods.

Trainee interest and employee motivation is more in this training because the action of trainee closely duplicate the real job.

This method is more expensive.

(e) Apprenticeship :-

In this method training is given mainly in long

period. This method is the oldest and most commonly used in Crafts, trades and in technical areas, apprenticeship. The field in which apprenticeship training is offered are numerous and range from the job of draughtsman, a machinist, a printer, a tool maker etc. Each apprentice is given a programme of assignments according to a pre-determined schedule, which provides for efficient training in trade skills.

(f) Class-Room or Off the Job Methods :-

(1) Lectures (Or Class-Room Instructions) :-

It is simple way and useful to the trainees when facts, concepts or principles attitudes theories and problems solving abilities are to be taught. It is formal organised talks by the training specialist, the formal superior and other individual etc.

This method is used for a large groups which are trained within a short time, thus reducing the cost per trainee. They are usually enlivened with discussions, film-shows, case studies, role playing and demonstrations.

(2) The Conference Method :-

In this method formal meeting conducted in accordance with an organised plan, in which leader seeks to develop knowledge and understanding by obtaining a considerable

amount of oral participation of the trainee. It lays emphasis on small group discussions on organised subject matter. Learning is facilitated by building up on ideas contributed by the Conference.

There are three types of Conferenfes, directed discussions, training Conference and Seminar Conference.

(3) Seminar or Team Discussions :-

A Seminar is conducted in many ways :-

- (1) It may be based on a paper prepared.
- (2) It may be based on the statement made by the person in-charge of the Seminar.
- (3) Valuable working material may be provided to the trainees by actual files.
- (4) Case Studies (Or learning by doing) :-

This method was first developed in the 1880s. It is based upon the belief that managerial competence can best be attained through the study, contemplations and discussion of concrete cases. The case is a set of data written or oral miniature description and summary of such data that present issues and problems. This method deals with real life situations when the trainees are given cases to analyse, they are asked to identify the problem and the solution for it.

This method is useful as a training technique for Supervisors and is specially valuable as a technique of developing decision making skills.

(5) Role Playing :-

This method is useful to provide new insight and to develop interpersonal skills. The idea of role playing involves action, doing and practice.

In role playing, trainees cut out a given role as they would in stage play. In this method two or more trainees are assigned parts to play before the rest of the class. The role players are informed of a situation and of the respective role, they have to play. Sometimes after the preliminary planning, the situations acted out by the role players. Role playing primarily involves employee employer relationship - hiring, firing, discussing a grievance procedure, conducting a post appraisal interview etc.

(f) Programme Instruction (Or Teaching by the Machine Method).

This method involves a sequence of step. This method involves breaking information down into meaningful units and then arranging these in a proper way to form a logical and sequential learning programme. In such programme knowledge is imparted with the use of a text-book or a teaching machine. The programme involves presenting

questions, facts or problems to the trainee to utilise the information given and the trainee instantly receives feedback on the basis of the accuracy of his answers.

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

(g) Other Methods :-

This usually comprises association, audio-visual aids.

(1) Association :-

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

(2) Audio-Visual aids :-

It is included records, tapes and films are generally used in conjunction with the other conventional teaching.

Training for Seasonal employees in Sangamner Bhag Sahakari
Sakhar Karkhana Ltd., Sangamner :-

No training is given to the Seasonal workers. The Sugar Factory lends only the permanent workers for the training. No training Centre is available to give the training in Seasonal workers. The Seasonal workers receive training when they are doing their jobs. They get the knowledge of the job only through experience. This training improves their skill. It is observed that seasonal workers are not getting formal training. Only a few workers are sent to take the training in this factory to Pravaranagar.

M.N.Rudrabasavaraj - Dynamic Personnel Administration -

139 to 140 - 147.

Industrial Management - 118 to 119.

C.B. Memoria - Personnel Management - 307 to 311 and 327
to 343.

WAGES

The most striking factor in the modern industrialisation in wages paid to the workers. Wages affect the relationship between the employees and employers. It is very important to develop suitable wages system in order to maintain industrial peace, higher production and efficiency. Wage means the price paid to the workers for his labour by the employer.

Wages in the widest sense mean any economic compensation paid by the employer under some contract to his workers for the services rendered by them. Wages include family allowance, relief pay, financial support and other benefits. But, in narrower sense wages are the price paid, for the service of labour in the process of production and only include the performance wages. They are composed of two parts :-

(1) The basic Wages :-

The basic wage is the remuneration, by way of basic Salary and allowances which is paid or payable to an employee in terms of his contract of employment for the work done by him.

(2) Other Allowances :-

Allowances on the other hand are paid in addition to the basic wages to maintain the value of basic wages over period of time. Such allowances are included holiday pay. Overtime pay, Bonus and Social Security benefits. These are not included in the definition of wages.

In India different Acts include different items under wages:-

(1) Workmen Compensation Act 1923 Sect. 2(m) :-

Wages for leave period, holiday pay, overtime pay, bonus, attendance bonus and good conduct bonus.

(2) Payment of Wages Act 1936 sec. 2(vi) :-

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

(3) Payment of Wages Act 1948 :-

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

The following type of remuneration, if paid do not amount of wages under any of the Act :-

- (1) Bonus or other payments under a profit sharing Scheme which do not form a part of the contract of employment.

- (2) Value of any house accommodation, supply of light, water, medical attendance, travelling allowance or payment in lieu thereof or any other concession.
- (3) Any sum paid to defray special expenses entailed by the nature of the employment of a workman.
- (4) Any contribution to pension, provident fund or a Scheme of Social security and Social Insurance benefits.
- (5) Any other amenity or service excluded from the compensation of wages by a general or special order of an appropriate Government authority.

Types of Wages :-

(1) Nominal Wages or Money Wages :-

The wages paid to a worker in the form of money are called nominal wages or money wages.

(2) Real Wages :- The wages given to a worker in the form of money and other facilities (e.g. free accommodation, free medical aid etc.)

System of Wage Payment :- (1) Time Rate System :-

This is the oldest and the most common method of fixing wages. Under this system the workers are paid an hourly, daily or weekly rate of wages. Thus, his

remuneration depends upon the time for which he is employed and not upon the amount of his production. In wages are paid irrespective of the work done in the Scheduled times. The labour is not considered about output. The Unit of time can be any an hour, day , a week or a month. Some advantages and disadvantages of this methods are as follows:-

Advantages :-

- (1) This system is favoured by workers.
- (2) There is no dispute about amount of payment, because it provides them a greater security and regularities of employment.
- (3) The workers will not suffer any loss even if there is a breakdown in the factory.
- (4) It is simple to understand.
- (5) There is no rough handling of machinery due to slow and steady working hours.
- (6) The calculation of wages is very easy.

Disadvantages :-

- (1) Employers do not like this method because they bear loss due to slow workers. It does not give any incentive to the workers to increase the output.
- (2) This system does not differentiate between efficient and inefficient workers.

- (3) The system requires good supervisory staff. It increases the overhead charges.
- (4) In this system, by and by efficient workers become inefficient because they do not get any incentives.

(2) Piece Rate System :-

Under this system, each worker is paid at the contracted rate per unit of his produce and thus gets remuneration in preparation of output. Hence wages depend upon his productive capacity. Because of the existence of such relationship between output and wages.

This method is adopted generally in jobs of a respective nature; where tasks can be readily measured, inspected and conducted. It is particularly suitable for standardised processes and it appeals to skilled and efficient workers.

Advantages :-

- (1) This system gives the superior workers an incentive to do more and better work.
- (2) There is no need to keep strict supervision and
- (3) Labour and Capital forces are used more economically. Therefore the cost of over-head charges is reduced.

- (4) This system is fair to the employer and employee both.
- (5) Waste time is not paid as is done in Time Rate System.
- (6) The employer can calculate his labour cost per unit of job.
- (7) Manpower does not go waste.

Disadvantages :-

- (1) The quality of work is inferior because the workers work very hurriedly and they speed up the production.
- (2) The workers do over-work and over strain themselves to raise their production.
- (3) It may cause accident due to hasty work.
- (4) It may cause over-production which is dangerous for economy when demand is limited.
- (5) It may lead to rough handling of costly machines and tools.

(3) Balance or Debt Methods :-

In this method time and product both are taken into consideration. Minimum wages are fixed for a worker for any unit of time, which are to be paid irrespective of his output during that time. But his presence for the full

working hours is necessary. If the worker is absent the same duration of time, his wages will be deducted proportionately.

Advantages :-

- (1) It provides incentive to the workers to produce more.
- (2) In overhead cost of production is lowered.
- (3) It is suitable to the employer and employees both.

Disadvantages :-

- (1) A careful checking of quality is required.
- (2) A careful piece Rate fixing is necessary.
- (3) The entire benefit of extra payment goes to worker.

Elements or Ingredients of a Good Wage Plan :-

- (1) It should be easily understandable :-

All the employees should easily understand what they are to get for their work. They should be instructed in how the wage plan works.

- (2) It should be capable of easy computation :-

It should be sufficiently simple to permit quick calculations.

- (3) It should be capable of effectively motivating the employees :-

It should provide an incentive for work.

(4) It should provide for remuneration to employees :-

As soon as possible after the efforts has been made, daily or weekly payment of wages would be preferable to induce employees to work.

(5) It should be rereatively stable :-

Rather than frequency varying so that employees are assured of a stable amount of money.

Wages in Sugar Industry in India :-

In the Sugar Industry in 1956 the per Capita average annual earning were Rs. 932/- for all states. The Central Wages Board for Sugar Industry set up in Dec. 57. Its first recommendation is to give the prescribed interim relief to workers in Sugar Factories with effect from January 1, 1959.

In December 1960, the Wage Board submitted its final report which was accepted by Government of India in February 1961.

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

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

The recommendations should be effective from 1st November, 1960. Graded pay scales for different categories of the employees and Gratuity and D.A. for the : worker have also been recommended. The Indian Sugar Mill Association has sent telegraphic instructions to all member factories. The recommendations of the Board are implemented more or less fully.

Wages of Seasonal Workers in Sangamner Bhag Sahakari Sakhar Ltd., Sangamner. :-

In this Factory there are 3 Categories of workers :-
(1) Operative (2) Clerical (3) Supervisory.

Workers are given wages as per the Second Wage Board and since 1980, as per the recommendations of Shri. S. B. Patil Committee.

Though there are 3 Systems of payment of the wages in force such as :- (1) Daily (2) Weekly (3) Monthly. Generally most of the workers whether they are Seasonal + Permanent or Seasonal Temporary, only the Seasonal temporary workers who work in Civil Department or in the farm are paid monthly.

Following Table shows the different categories of workers and their basic pay :-

Sr.No.	Category	Scale(S.B.Patil Committee Award)
1.	Unskilled	292-5-317-7-387
2.	Semi-Skilled	305-7-340-9-470
3.	Skilled - C	212-9-357-11-467
4.	Skilled - B	327-11-382-13-512
5.	Skilled- A	352-13-417-15-567
6.	Highly-Skilled	387-15-462-17-632

CLERICAL :-

1.	Clerical Cr-V	Abolished.
2.	Clerical Gr-IV	319-9-364-11-479
3.	Clerical Gr-III	342-11-397-13-527
4.	Clerical Gr-II	367-13-432-15-582
5.	Clerical Gr-I	437-15-512-17-682

SUPERVISORY :

1.	Supervisory Gr-V	427-21-542-27-812
2.	Supervisory Gr-B	487-27-622-34-962
3.	Supervisory Gr-A2	Merged in A Grade.
4.	Supervisory Gr-A	557-47-782-60-1382.

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WORKING CONDITIONS

Working conditions can be immensely improved by careful attention to detail in the work environment.

Working conditions include 'Clernliness, light, heat, ventilation, physical energy required, length of the work day, irregularity of the work hours such as night shifts or rotation of shifts, physical hazards, exposure to possible industrial diseases and similar conditions or dissatisfaction of work.

Physical, mechanical as well as Organisational environments constitute working conditions in an industrial or business establishment. Working conditions have a very wholesome influence on efficiency, morale and industrial relations.

Advantages of good working conditions :-

- (1) The reprecussions of good conditions do not stop improvement of efficiency only but through the workers mind to reach down to springs of willingness and co-operation.
- (2) Congential working conditions bring about stability of labour and increase their commitment to factory work.
- (3) Better conditions of work contribute to a large measure in reducing the extent of absenteeism and labour turnover in industries.

(4) Workers also like to work in a congenial group under a Supervisor who is proficient, who has high standards and who strives to help his men achieve the expected goals.

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

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

Types of Working conditions :-

- (1) Physical environment.
- (2) Mechanical environment.
- (3) The environment of the Organisation.

(1) Physical Environment - Nature:-

The Physical environment that includes temperature, air movement, humidity, illumination, sanitation, ventilation and hours of work and rotation of the shifts. No simple and all inclusive statement can be made about these conditions.

(1) Temperature :-

The temperature inside the factory should be maintained

at a level necessarily required for the different processes and should not be such as to irritate or enervate workers. In the hot months, when the nature of work requires considerable muscular activity, it is desirable to have temperature at a sufficiently lower degree than that required for the-the Office work. So as to add to the comforts of the worker. During cold months, inside the building is required to be adequately kept warm by a suitable heating system.

(2) Air Movement :-

It is one of the important contributing factors to fatigue and inefficiency, air movement is one of the essential requirement to be provided for. There must be at all times a regular movement and supply of fresh air throughout the workshops in order to maintain a consistently proper temperature and degree of humidity. The air in a well ventilated room should be cool rather than hot.

(4) Illumination :-

Where the bad lighting that leads to lower output increased spoiled work., over strain and ultimately to increasing accidents in industry. The size of each workroom or 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. Improvements in illumination do constitute one of the effective means promoting job satisfaction amongst workers.

(5) Sanitation :-

Being another important environmental factor promoting workers, satisfaction, cleanliness has an important contribution for production. They prefer to return home after day's work in clean garments. Essential for the management to see that sanitation standards are well followed in all respects of work in the establishment at all levels.

(6) Ventilation :-

Lassitude discomfort and fatigue are the experience of everyone who works in a badly ventiled room. It is proper ventilation in the workshop which lowers heat generated in body due to physical and mental activity because of the cooling power of air movement, natural ventilation is effected 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.

(7) Hours of Work :-

There are a number of factories affecting length of hours of work per day or week in the industry. 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. It also varies with the Class of workers concerned working hours are fixed at lower levels for female as well as child labour as compared to those for adult male labour. It is the nature of work that determines hours of work as long hours of heavy muscular exertion and mental are much injurious to efficiency than long hours of mere mild attention.

Working hours are closely related to a variety situations from which current labour problems arise. There is also considerable measure of relationship between hours of work and the extent as well as stability of employment. Shorter hours are necessary as a means of spreading existing employment. Longer hours of work is an important cause of dissatisfaction relating to the job, which in turn, leads to higher rate of labour turnover in the unit concerned. Thus the case for shorter hours of work based on economic social and political considerations.

(8) Shift System :-

Shift system is very important in every factory.

Shift work exists and grows for a variety of reason i.e. some job require shift work by their very nature, maximum use of Capital etc. Generally there are three types of Shifts :-

(1) Double Shift :-

One during the day time and other in night time, each ordinarily lasting for nine or ten hours continuously with certain interval.

(2) 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.

(3) Multiple Shift :-

This system where three shifts are worked and every Shift runs for eight hours inclusive of rest period.

The Factories Act, 1938, ammended in 1954 extends to the whole of Indian and applies to all establishments employing 10 or more workers, where power is used and to establishment employing 20 or more workers where power is not used.

The relevent provisions of the Factories Act in

record to physical working conditions are as follows :-

(1) Cleanliness :-

Every factory shall be kept clean and free from effluvia arising from any drain, privy or other nuisance and in particular :-

- (a) Accumulation of dirt and refuse shall be removed daily by sweeping or by other effective method from the floors and benches of workroom etc.
- (b) The floor of every room shall be cleaned atleast once in every week by sashing, using disinfectant, where necessary or by some effective method.
- (c) Where a floor is liable to become wet in the course of any manufacturing process to such an extent as is capable of being drained, effective means of drainage shall be provided and maintained.
- (d) All inside walls and partitions, all ceilings or tubes, rooms and all walls, sides and tops of passages.

The State Government are empowered under the Act to make rules for effective arrangements for the disposal of wastes and effluents in every factory as they arise due to the manufacturing process as carried on therein.

(2) Ventilation and Temperature :-

Effective and suitable provision shall be made in every factory for securing and maintaining in every workshop-room.

- (a) Adequate ventilation by circulation of fresh air.
- (b) Such a temperature as well secure to workers therein reasonable conditions of comforts and prevent injury to health in particular.
- (b) (1) Walls and roofs shall be of such material and so designed that such temperature shall not be exceeded but kept as low as possible.
- (2) Where the nature of the work carried on in the factory involves or is likely to involve, the production of excessively high temperatures, such adequate measures as are practicable shall be taken to protect the so workers therefrom.

Humidity :-

In respect of all factories in which the humidity of the air is artificially increased, the State Government may make rules :-

- (1) Prescribing standards of humidification -
- (2) Regulating the methods used for artificially increasing the humidity of the air.
- (3) Directing prescribing tests for determining the humidity to be correctly carried out and recorded.
- (4) Prescribing methods to be adopted for securing adequate ventilation and cooling of air in the work-room.

(4) Over-Crowding :-

There shall be in every work-room of a factory in existence on the date of commencement of this Act at least 350 Cubic Feet and of a factory built after the commencement of this Act at least 500 Cubic Feet of space for every worker employed therein. The Act also empowers the Chief Inspector of Factories to specify the maximum of workers to be employed in the work-room.

(5) Lighting :-

In every part of Factory where workers are working or passing, there shall be provided and maintained sufficient and suitable lighting, natural or artificial or both. In every factory all glazed windows and skylights used for the lighting of the work-rooms shall be kept clean on both the inner and outer surfaces.

In every factory effective provision shall, so far as is practicable, be made for the provision of -

- (1) Glase - light - either directly from a source of light or by reflecting from a smooth or polished surface.
- (2) The formation of shadows to such an extent as to cause eystrain or the risk of accident of any worker.

(6) Working Hours :-

The Factories Act, 1948 removed the distinction between Seasonal and Perennial factories by fixing hours of work for

adults workers employed in a factory at 48 per week and 9 per day with a spread over of 10½ hours a day inclusive of rest intervals.

According to Factory Act in every part of the Factory where workers are working or passing shall be provided and maintained sufficient and suitable lighting provision shall also be made for the prevention of glare.

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

(1) Drinking Water :-

Arrangement must be made for drinking water inside the factory.

In these Factory Act shows arrangement shall be made provide and maintain at suitable and convenient points a sufficient supply of good drinking water. In case of factories, employing more than 250 workers, arrangement for cool drinking water during hot weather shall also be made.

(2) Fencing and Safety Provisions :-

Fencing and Safety provisions are also essential inside the Factory in order to prevent accidents. Provisions have been made for that purpose in the various

Factories Acts, but it is essential that they should be properly enforced.

Sanitation in and Around the Sugar Factories :-

Bihar was reported to be an acute problem on account of sullage water molasses and the press mud. Lighting and Ventilation in Sugar factories were reported to be satisfactory in Sugar factories were reported to be satisfactory in general. Working conditions were found to be deplorable in most of the tanneries. Apart from the lack of sanitation and suitable drainage arrangements for the disposal of effluent, flushing and hoofs were thrown on the premises indiscriminately. Likewise the general working conditions were far from satisfactory in most of the regulated coir mats and matting factories.

Working Conditions in Sangamner Bhag Sahakari Sakhar Karkhana Ltd., Sangamner.

As per Factory Act, 1948, the Factory has satisfied the requirements of different aspects of working conditions :-

(1) Sanitation :-

In this Factory sanitation can be said to be satisfactory. The problem of sanitation in any Sugar factory is created because of, molasses, press-mud and sullage water. In case of molasses, it is sent to the United Co-Op. Distillery which is started by this particular factory.

Press-Mud is profitably used to make the Compost manure which is very useful to increase the fertility of soil. The Compost manure is given to the farmers at fair rate. Then third aspect of sanitation is sullage water. Disposal of Sullage water is universal problem before every sugar factory.

In this Factory the sullage water is stored in the tank and at the time of flood, it is mixed in river water, so that there is less danger of water pollution.

(2) Lighting and Ventilation :-

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

(3) Fencing and Safety Guards :-

In this factory, it is observed that for security of the workers, there are fencing guards, safety measures for electronic, electric motors and moving machines. Workers are provided for security and precaution safety goggles, safety belts and tight fit dress to operators.

(4) Temperature and Air movement :-

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

(5) Hours of Work :-

In this factory, workers are recruited to work for
(8) eight hours.

(6) Drinking Water :-

In this factory the drinking water system are arranged
in every place or every department in the Karkhana.

(7) Shift System :-

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

There is multiple shift system. Percentage shifts
of 8 hours are there in this Karkhana.

The Shift timing is as following :-

Morning	8-00	to	12-00
Afternoon	12-00	to	2-00
Afternoon	2-00	to	6-00

The Shift system is of following type :-

First - Morning 4-00 to 12-00
Second - Afternoon 12-00 to night 8-00
Night - Night 8-00 to Morning 4-00.

In this Sugar Factory majority of workers are satisfied in the working conditions. The factory has provided all working conditions well as per Factory Act, 1948.

(1) Personnel Management in India - Editorial Board.

(2) R.M.Gupta : Mary Sur, Sengupta, R.M. Pillai, B.Bose,
M.Ghose, S.N.Sinha, P.No. 272.

PAYMENT OF BONUS ACT

Bonus payment is traced back to the appointment of the Bonus dispute Committee by the Government of Bombay in 1904. Till beginning the Second World War bonus was paid only by few industries. The Bonus problem was started in Second World War.

In May 1965 and later replaced by the payment of Bonus Act, 1965 in Sept. for the year.

The Act applies to every Factory as defined under the Factories Act 1948 and to every other establishment which employs 20 or more persons.

According to the Act, the Salary or wages of a worker includes basic wage and dearness allowance only. The benefits of bonus extend to all employees receiving a salary or wage of upto Rs. 1,600/- P.M. The Act also requires that a minimum of 30 days work in a year has to be put in, to qualify for payment of bonus and it provides for a reduction in the payment of bonus payable to those who work for less than the stipulated number of days during an accounting year.

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

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

Bonus to Seasonal Workers in Sangamner Bhag Sahakari Sakhar Karkhana Ltd., Sangamner :-

In this factory as per the payment of Bonus Act, 1960 bonus paid to all workers, continuously. According to this Act minimum 8.33% and maximum 23% bonus should be paid to workers. This factory has paid 8.33% bonus.

BONUS :-

Bonus means a good worker and then to all workers was a natural sequence when their production resulted in profit to in industrial undertaking. In past Bonus was generally a payment for some special or additional service and the object was usually to secure regularity of attendance and to encourage good work of special quality. This meaning refers to incentive bonus i.e. when payment is made an incentive to greater effort. But the word Bonus has now acquired different meaning as a rightful share of the workers in profit and has become an important question to industrial relation.

Payment of Bonus has been a regular feature in case of many industries. Bonus are generally paid out of the profit of the industry.

More concept of Bonus is as follows :-

- (1) Is as an ex-gratia payment which depends entirely on the goodwill of the employers and which could not be therefore be claimed as a legal right, unless it forms part of the contract, unless it forms part of the contract of service.
- (2) Is a share in the profits which workers may claim as of right in view of the fact, that profit are the result of it and contributions made by both Capitalist and labour.
- (3) Is different wages payable to the workers to reduce the gap between the wages paid and the living wage standard.

In the days, the concept, bonus is an ex-gratia payment is no longer supported there can be no doubt, that in modern time bonus is clearly regarded as deferred wages payable to employees which may be claimed by them as of right under the terms of employment.

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

In this factory the seasonal workers and permanent workers get the bonus at same rate. The Bonus is given in

one instalment only and that is at the time of Diwali Festival.

The rate of Bonus is calculated on the basis of Profit gained by the Factory. It is calculated in percentage of annual payment of the workers.

The following table shows the bonus payment from the year 1975-76 to 1987-88.

<u>Year</u>	<u>Rate of Bonus</u>
1979-80	8.33%
1980-81	8.33%
1981-82	8.33%
1982-83	8.33%
1983-84	8.33%
1984-85	8.33%
1985-86	8.33%
1986-87	8.33%
1987-88	8.33%

The Karkhana has given the Bonus at the rate of 8.33% to the workers. This bonus is given continuously to the workers. Of course, there are certain ups and downs in the financial positions of the Karkhana but inspite of it, Karkhana has maintained constant rate of bonus i.e. 8.33% per year.

LABOUR WELFARE ACTIVITIES :

The concept of welfare is necessarily elastic, bearing a different interpretation from Country to Country and time to time depending on different social system. Another thinkers given the another definition. These definitions are as follows :-

(1) Dr. Panadikar :-

" Work for improving the health, safety and general well being and the industrial efficiency of workers beyond the minimum standard laid down by labour legislation".

(2) According to Proud :-

" Voluntary efforts on the part of employers to improve within the existing industrial system the condition of employment in their own factories".

(3) The Encyclopaedia of Social Sciences :-

"Voluntary efforts of an employer to establish within the existing industrial system, working and sometimes living and cultural conditions of his employees beyond what is required by law, the customers of industry and conditions of the market".

(4) The Resolution of 1947- Industrial Labour Organisation :

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

Principles of Labour Welfare :-

- (1) Welfare programme is to ensure that it serves the real need of workers concerned.
- (2) Welfare activities should be undertaken in the right spirit.
- (3) The success of welfare schemes depends as much on the manner in which they are administered and produced to the workers as on the nature and quality of the facilities.
- (4) In spite of the fact that real concern for the welfare of human beings cannot find expression in the requirement of something, as impersonal as a national law, it is to be borne in mind that there must be some compulsion imposed on the employers to see that

provision of labour welfare is regarded as a Social obligation.

- (5) The cost of labour welfare Scheme must be well estimated and its financing be established on a sound basis.

Significance of Labour Welfare :-

- (1) Labour welfare is nothing but the maintainance function of Personnel in the sense that it is directed specifically to the preservation of employee health and attitudes.
- (2) Apart from improved morale and loyalty welfare measures are of significance to reduce absenteeism and labour turnover in industries.
- (3) Social advantages of labour welfare is by no means less important than economics one.

Scope and Welfare Activities :-

Labour Investigation Committee of Government of India clears the scope of the welfare activities.

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

So according to it we can include following things in Welfare activities :-

- (1) Housing (2) Medical (3) Recreational
- (4) Grain Shop (5) Canteens (6) Rest-Room
- (7) Co-Operative Societies (7) Provision of Sanitary etc.

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

Canteens :-

Essential part of industrial establishment providing very great benefit from the point of view of health, efficiency and well being of the workers, The object of industrial canteen are to introduce an elements of nutritional balance into and to provide cheap and clean food and after opportunity to relax in comfort near the place of work. Besides a Canteen provides a meeting place for the workers of all departments of a factory; where they get their meals but also take rest. Thus they can have a great influence of the moral of the workers.

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In India, the workers and the employers have not fully appreciated and valuable services rendered by Canteens. In most places the Canteens have not been organised and wherever they exist, they are mostly run by Contractors. The Contractors care more for the profit than for the welfare of the workers and are no better than private tea Stalls. While the environment are anything but clean, sanitary are attractive. The result that the workers prefer to bring their own meals. It is essential that good Canteens should be established in all Industrial establishments.

For successful running of a Canteen, there are certain essential conditions. A Canteen should be commodious bright, clean and must be situated in the factory. It should be commodious, bright and clean and must be run on No Profit basis and the things supplied should be of good quality. The Factory's Act of 1948, empowers State Government to issue rules for the provision of Canteens in Factories employing 250 or more workers.

(2) Recreational Facilities :-

As regards recreational facilities, as pointed out by the Labour Investigation Committee, the value and importance of entertainments as a means of relieve the monotony and drudgery of working long hours in factories to introduce

the elements of joy and relief as well as to impart the instructions of education to the ignorant workers can not be over estimated. The average industrial worker works are generally no better than dark dangerous. The provision of entertainment such as Cinema shows, Radio-listening, Concrets, Lectures, Reading rooms and Libraries, Holiday hours etc. and other indoor and outdoor games and all of those must fulfil this object. A recommendation, concerning the development and facilities for the utilisation of workers spare time was also adopted by International Labour Conference in 1924.

Advantages of these facilities :-

Most of the workers are away from their friends and relatives. But in the help of recreational facilities reducing the evils of drinking, gambling particularly prostitution, improving the health, knowledge and well being of the workers, improving efficiency of worker and the psychology of the workers are vary great.

Medical Facilities :-

As regards Sanitary and Medical facilities their importance for the worker can be exaggerated. The health of Industrial workers is of importance not only to himself but also in relation to general industrial development and progress. There are a number of evil effects of sickness and ill health, spread causes of absenteeism, lowered

morale and bad time keeping leading to decreased production , spoiled work and bad employee management relations.

In India the health of the workers is adversely affected due to ignorance and poverty, long hours of work and low wages and bad climate conditions unhealthy condition in factories and tropical diseases. Hence, the provision for medical facilities for the workers are of great importance in the Country.

It is the responsibility of the employer to make the provision of First-Aid, for accidents or sudden sickness provisions of Ambulances, maintenance of standards of industrial hygiene.

However, the medical Organisation of the Country as a whole is extremely inadequate and the medical facilities provided by the employers are insufficient.

(3) Washing and Bathing Facilities :-

Washing and bathing facilities the factories Act requires that in every factory in which any process involving contact by the workers with any injurious substances is carried on a sufficient supply of water, suitable for washing and suitable places with the facilities of its use. Almost all the Factories provide water for

washing but not Soaps and Towels which are also necessary taps and basins. In some industries and Factories there is acute to provide bathing facilities also. But many times facilities for bathing are unsatisfactory.

The fact should be kept in mind that the facilities of bathing and washing can definitely add to comfort efficiency and health of workers and the worker who live in crowded areas have inadequate facilities for washing at their homes.

(4) Educational Facilities :-

The provision of educational facilities for workers and their children is a Social Service of great importance in India, where illiteracy is widely prevalent. Lack of education among the workers is at the root of many of the troubles confronting India.

The need for education is specially urgent in an area of industrial expansion. The increase in extent of workers participation in management and improvement of their working and living conditions, largely depends upon the development of their capacities through education.

In order to make the workers useful citizens, there to promote better industrial relation to enable workers to understand modern economic trends and to discipline, the minds of workers and to develop their thinking power and

latent potentialities the importance of educational facilities is very great indeed.

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

But in this Country the more important problem of workers education, even more expenditure and more intelligent and concentered actions are needed for the development of educational facilities in the Country.

(6) Grain Shop Facilities :-

There are some other welfare activities also like the provision of grain shops, which have been undertaken at many places. To increase the efficiency health and morale of workers grain shops are essential. In such shops the food grain and eatables of good quality are provided at the cost or at concessional prices. That in the days of rationing, price control regulations, profiteering and black-marketing for the welfare of workers and their family members, provision must be made for starting such shops from where the workers can purchase good quality foodstuffs and things of daily requirements of life at

reasonable prices. For this purpose, establishment of Consumers Co-Operative Stores of Workers should be encouraged and the employers can advance some initial capital for it or the grain-shop facilities, as mentioned above should be extended.

Importance of Welfare Activities in India :-

There were many importances of welfare activities as follows :-

- (1) Increase industrial peace and better industrial relation.
- (2) It is useful to reduce labour turnover and absenteeism of workers.
- (3) It will go long way to better the mental and morale health of workers.
- (4) Welfare measures such as free educational and medical and housing facilities, cheap grain shops increases the workers real income.
- (5) The provision welfare measures such as good housing, Canteen, medical benefit etc. makes them realise that they have some position in the undertaking and they will not take any irresponsible action against the undertaking.

Welfare Facilities in Sangamner Bhag Sahakari Sakhar Karkhana Ltd., Sangamner :-

This Karkhana gives the many facilities to the workers and these facilities are as follows :-

(1) Medical Facilities :-

Factory has provided medical facilities free of charge and give the medicines of concessional rate. In the Karkhana's hospital the Karkhana has appointed some specialists Doctor and M.B.B.S. Doctors. First Aid medicines are provided. These facilities are made available to workers during the season as well as in the Off season also.

(2) Educational Facilities :-

Educational facilities are more important for every employee and their family. In India the illiteracy is more than literacy. So in this Country the facilities are more important. Provision for Montessary School, Primary and Secondary education is there. When the workers child has to take the admission in Karkhana's Polytechnic Engineering and I.T.I. College, Karkhana gives the concession of fee and gives the first preference. There is English Medium school started by the Factory. The School building is well equipped.

(3) Rest-Room :-

This facility is given by factory., but there half of the employees are dissatisfied with this facility.

(4) Recreational Facilities :-

This facility is more important to every worker because with the help of this facility the efficiency of every worker is increased, the workers are joyful and well by health. This Karkhana gives the many sports materials and well built ground for outdoor games. The provision for different sports in the Factory such as Foot-Ball, Badmington, Caram etc. Factory takes the Volley-Ball competition in every year.

(5) Staff Co-Operative Society :-

There is one 'Staff Co-Operative Society' which is running very efficiently. It is helped to the workers in their day to day needs. Karkhana is giving full co-operation and all kinds of assistance such as development recovery etc. in these Society. Society gives advances as well as loan to the workers. This Society undertakes a number of useful activities and also give the loans upto Rs. 10,000/- and gives the facilities too.

(6) Canteen :-

One Canteen in the premises of Factory is there.

But there is no concession to the food and quality of the food is medium. Majority of the workers are satisfied and take the advantage of the Canteen.

(7) Cultural Activities :-

Shivjayanti, Ganesh festival and Ambedkar jayanti - these cultural festivals are celebrated every year. At this time entertainment programme, sports and competitions are arranged.

(8) Housing Facilities :-

The income of the workers is very low and in the cities the house rent is high and more employees come from long distance. Therefore the Karkhana provides the housing facilities to workers. 400 Houses are there at the site. These houses are well equipped with bamboos and chataies-mats. But all the workers are not taking the advantages of this facilities.

(9) Washing and Drinking facilities :-

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

(10) Laterine and Urinals :-

Sufficient laterines and urinals are provided in the factory.

11. Workers Participation in Management :-

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

12. Other Facilities :-

Karkhana have also granted Medical aid for the Family Planning Centres, Eye Camps, Cancer Investigation Centres and all such type of Camps conducted by various agencies in Karkhana's areas.

Karkhana have constructed Hutments to the landless labourers in Karkhana's area of operation. Karkhana also discharges seeds, manures and preliminary cultivation cost of the backward and small land holders as the agent of the Government of Maharashtra.

On Co-Operative Housing Society viz. -

Nizarneshwar Co-Operative Housing Society is also registered in Karkhana's area of operation and necessary technical guidance to provided to this Society by the Karkhana.

SOCIAL SECURITY

Social Security in ancient times :-

Most of the people in India, depend for their living on their capacity to put in a day's work for a day's wage. Any reason they are unable to work, they find themselves in financial difficulties. In ancient and medieval times such persons were cared for the village community as a whole or by the joint family. When work is heavy all persons put in their share of work. The aged, the young and the sick were cared for by the other members of the family.

Result of Industrialisation :-

Industrialisation has meant urbanisation and workers who come from the village to the cities are being readily uprooted from their ancestral moving. In times of sickness, unemployment, old age and to other contingencies they have nothing to fall back upon.

The Concept of Modern Age :-

According to ILO Social Security is the Security that Society furnishes, through appropriate Organisation against certain risks to which its members exposed.

Social security is that security furnishes through

appropriate Organisation against certain risks to which its members are exposed.

It is generally be defined as protection provided by the Security to its members against providential mishaps over which a man has no control. In modern world, social security is an important tool to strike at the roots of poverty, unemployment and disease.

Basically, the idea is to guarantee security of income whenever normal income cases and in addition to provide medical care and financial help in bringing up large families.

It is very comprehensive term. In this term includes Social assistance Scheme and Social insurance Schemes. Social assistance Schemes are financed from general revenues Social Insurance Schemes are financed on contributory basis.

Advantages :-

- (1) Social Security constitute an important step towards the goal of welfare state by improving living and working conditions.
- (2) Reduces the wastages arising from industrial disputes.
- (3) Social Security measures reduces the man-days lost on account of sickness and disability.

- (4) Lack of social security impedes production and prevents the formation of stable earning.
- (5) Social security makes the production available to the workers of limited means against the uncertainties of future.
- (6) It is investment which yields good dividends to the long run.

Social security measures in India :-

Following are the Social security measures in India :

- (1) Workmen Compensation Act, 1923.
- (2) Maternity Benefits.
- (3) Employees State Insurance Scheme.
- (4) Sickness benefit.
- (5) Medical benefit.
- (6) Dependants benefit
- (7) Funeral benefit
- (8) Disablement benefit.

According to Compensation Act, 1923, compensation is payable by the Employer in the case of injury caused by the accident arising out of and in course of employment. No compensation is however payable if the injury not resulting in death is caused by the fault of the worker e.g. due to influence of drinks, drugs etc.

Social Security in Sangamner Bhag Sahakari Sakhar Karkhana Ltd., Sangamner.

(1) Provident Fund :-

Provident Fund is given to the double rate. It is there for both Permanent and Seasonal permanent workers. There is equal contribution to the Provident Fund by workers and by the Karkhana.

(2) Insurance :-

There is no compulsory insurance scheme in this factory. If any worker desires to take insurance, factory sends premium from his salary as per his desire. In this factory nearabout half of the seasonal workers take the insurance. When he retires from the service the Provident Fund is useful to him.

(3) Leave with Holiday with Pay :-

Sick leave and casual leave is granted to both the workers - seasonal and permanent.

1 Day leave for 20 days is granted to Seasonal workers. 13 Days holiday with pay are also sanctioned to Seasonal workers.

(4) Workmen's Compensation Act :-

According to the Workmen Compensation Act, the Factory gives compensation to the workers in case of accidents and such other events. This act is applicable especially to the manual workers. If the worker is injured or dead when he is on duty, factory pays compensation only in the Labour Court according to this Act. This compensation amount is more than the amount of injuries.

(5) Group Insurance Scheme :-

Under the Group Insurance Scheme the deduction of Rs. 30/- from the wages of the employees. Out of these amount if any worker dies, his heritage gets Rs. 15,000/-. The factory has also separate fund heritage gets Rs. 7,000/-. If any employee dies his heirs get above funds. But the deducts monthly Rs. 5/- from the workers salary. If the accident takes place under the workman compensation Act, the workers get amount which the claim sanctioned.

If the worker dies and his wife is qualified, she gets the job.