

**CHAPTER . VI**

**SUGGESTIONS.**

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In the last chapter, the findings of the study relating to the problems of employees of Market Committees in Satara District were discussed. In this chapter the remedial suggestions are given. These suggestions may be of great use and value if the Government and the management of Market Committee want to solve employees' problems and improve the conditions of employees.

SUGGESTIONS RELATING TO GRADATION

- 1) In order to the delay in sanctioning higher grade to the market committee, there must be binding to the Director. The Director should declare his decision regarding gradation within six months from the date of application.
- 2) If the Director has not taken any objection within six months from the date of application, it should be supposed that the upper grade is sanctioned by him.
- 3) The upper grade should be sanctioned to the market committee from the year in which it achieves the required income limit for the upper grade.
- 4) In case required, the Government should sanction grants for the salary and allowances to the economically weak Market Committees as like D,E,F grade Market Committees.

PAY-SCALE

According to existing pay-scales system there is a gradation system also in pay-scales. While ascertaining

Pay-scale an importance is given to the income of the Market Committees. Though practically it is wrong. The pay-scale totally depends on graduation of Market Committee. It means it depends ultimately on the income of market committee. Having a same designation and equal responsibilities, due to different grades employees get different pay-scales. At the same time as the grades are decreasing, not only pay-scales but also the designations are decreasing. It means again the employee has to face an extra work-load. It is not right to decrease the designations and the pay-scales at a time, therefore, the equal pay-scale should be given to the same designation.

Practically for the market committees having D,E,F grades it is not possible due to lack of funds. It must be noted here that market committees are not profit-earning organisations but they are local bodies. Government collects surcharge through Market Committee on every transaction of the agricultural produce. Therefore the Government should sanction grants to the Market Committees having their poor income, through their funds.

If it is possible practically then the Government should remove the vast difference in pay scales of employees.

To attract the educated persons to this field extra increment should be given to the graduate employees.

#### ALLOWANCES

There is only mere provision in the service rules of Market Committee but actually such allowances are not paid

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so following steps should be taken in case of allowances:-

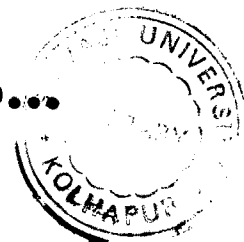
- i) The typing allowance should be compulsorily paid to the person handling the typing table.
- ii) Cash allowance should be paid to a person who handles cash table, where there is no provision of separate cashier.
- iii) Uniform and washing allowance should be compulsory for the post of head peon, watchman.
- iv) Water scarcity allowance is essential in the Eastern part of the District.
- v) Vehicle allowance should be paid for post of secretary.
- vi) Amount of existing cattle allowance is not equitable in present condition. Therefore it should be increased.
- vii) At the time of annual fairs instead of daily allowance overtime should be paid.

#### RECRUITMENT

The recruitment method of market committees in Satara District is defective. Following suggestions are valuable in this regards.

- i) Market Committee must be prohibited from direct recruitment then Director should refuse approval to direct recruitment.
- ii) While filling the posts in higher grade preference should be given to existing employees of market committee.
- iii) While promoting employee education along with experience should be considered.

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iv) Vacancies should be filled within six months from its creation.

v) Vacancies should not be filled by appointing person directly.

#### TRAINING

i) Training should be compulsory to the Secretary, Accountant, Statistician, inspector and grader.

ii) The facility of deputation should be provided to the employee.

iii) In order to remove inactiveness of Market Committee regarding training, Government should provide aids to the Market Committees.

#### WORKING CONDITIONS

i) Shelter, drinking water and sanitation amenities should be provided to the employees on main market yard, sub-market yard and cattle bazzars.

ii) If it is not possible to increase the amount of cattle allowance then concerning market committee should change the day of weekly holiday because rest is more valuable than the allowance.

iii) At the time of annual fair there should be shift system for the employees.

iv) Also during that period (annual fair) temporary accomodation should be good and comfortable.

#### SOCIAL SECURITY AND EMPLOYEES' WELFARE

i) Though the providend fund and gratuity scheme is adopted for the employees of market committee, their last

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25 years old demand of pension is not yet sanctioned, it should be sanctioned.

ii) Employees State Insurance Scheme should be made compulsory.

iii) The duty of secretary is required for 24 hours, Therefore, accomodation facility should be given to him on main market yard. Employees - management relation depends upon the aspect of management towards the employees. It is not right to expect that all the members of managing body be educated. No doubt the view point of human being becomes broad due to education. Majority of members from managing body are from agricultural field and they are mostly uneducated. In order to change their views about employees, the management body should undergo the management training programme.

Another cause of conflict is economic. To avoid this cause there should be provision of resolution in the meeting of managing body regarding the pre-sanction for the any expenditure more than Rs.500/-. Thus managing body will be responsible for any heavy expenditure.

The construction work should be maximum on contractual basis by accepting the tenders.

Formation of the subcommittees should be made compulsory for various purposes.

The suspension and punishment to the employees should be with the consent of Director.

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SUGGESTIONS REGARDING EMPLOYEE'S UNION

Employees' union should not only fight for common interest but also to solve the individual legal matters. The union should offer economic and legal support to the employees in legal affair. For that a separate fund should be created.

OTHER SUGGESTIONS

- 1) Judicial Procedures- Existing judicial procedure is lengthy and time consuming. According to existing procedure Director of Marketing comes under co-operative ministry. Infact there is no relation between co-operative field and marketing field. Due to this many problems arises. This department should be separated from Co-operative department. Separate ministry and judicial machinery is essential for this field which will solve the disputes in short period.
- 2) To solve the meajority problems of these employees main remedy is to treat these employees as Government Servents. Karnatak and Tamil Nadu States have accepted this policy.
- 3) After each financial year within 3 months there must be Government audit.
- 4) Also internal audit system must be implimented by market committees. If transactions are on large scale.

IMPORTANT SUGGESTIONS FOR THE POST OF 'SECRETARY':-

According to existing rules secretary is thoroughly under the control of managing body. Thus he has not his own

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voice. Always his opinion is neglected. Although he is an executive officer, he becomes merely reporting authority. To avoid this he should be appointed by the government. Then he will be able to execute policies promptly. He should have some power regarding subordinates also. He must have right to submit confidential report of his subordinates. At the same time post of Secretary must be transferable. Then only secretary will be able to work freely.

To conclude, it can be stated that only rules and regulations, governing market committees will not serve any useful purpose, merely. What is required is its correct and judicial implimentation. If Government and managing bodies of market committees desire to improve a lot of their employees, most of the employee problems will be automatically solved.

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