

**CHAPTER - I**

**INTRODUCTION.**

## CHAPTER NO. I

### INTRODUCTION:-

The British Government established their rule in 19th Century in India. At that time, due to industrial revolution, Britain became a country, which will supply them raw material regularly and at the same time, it will become a buyer of their finished goods. For it, India was the perfect resourceful country, where they could get raw material for their industry and also a market for their finished products.

Regular supply of raw material was essential for regular production, They felt necessary to establish a market, which would supply raw material regularly, Regulated market took birth out of these necessities in 1886. " The Karanja Kapoos Bazar " came in to existence to supply cotton to Britain. Afterwards Bombay State (Province) passed " Bombay Cotton Markets Act" in 1927. Again in 1938 Bombay Province passed " Bombay Agricultural Produce Market Act". Under this Act Bombay Government established Agricultural Produce Market Committees at various places.

After independence India accepted planned economy which emphasized agriculture. In planned economy, regulated markets have a unique importance. In order to protect the interest of farmers, Agricultural Market Committees are established. In 1981 more than 230 Agricultural Produce

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Market Committees and 256 sub-market yards were working in Maharashtra. Taking into consideration all grades of Agricultural Produce Market Committees, at present in Maharashtra there are more than 4000 employees on various posts. Government is trying to solve their problems. These problems are related to employees management relation, Pay Scale, Government Policies etc. This study aims at enlightening the problems of employees of market committees and suggest some remedies to solve them.

Area for the study:

Area for the study is "Satara District". In Satara District there are 9 market committees which are as follows:-

- 1) Satara Agricultural Produce Market Committee,  
Satara.
- 2) Karad Agricultural Produce Market Committee,  
Karad.
- 3) Wai Agricultural Produce Market Committee, Wai.
- 4) Phaltan Agricultural Produce Market Committee,  
Phaltan.
- 5) Patan Agricultural Produce Market Committee,  
Patan.
- 6) Lonand Agricultural Produce Market Committee,  
Lonand.
- 7) Koregaon Agricultural Produce Market Committee,  
Koregaon.
- 8) Man Agricultural Produce Market Committee,  
Dahiwadi.

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9) Khatav Agricultural Produce Market Committee,  
Khatav.(Vaduj)

Features of each Market Committee are different from each other. Financially some of them are in sound position, some are in medium and rest are in economic crisis. Phaltan, Karad and Lonand are examples of A grade market committees. They are in sound economic condition. While Satara, Koregaon, Wai are in medium economic condition. They have 'B' grade. In 'C' grade Khatav and Man market committees are included. Last Market Committee is of 'D' grade. It is Patan Market Committee.

The income of market committee depends upon the local geographical circumstances. Some of the employees problems are depending upon the income of Market Committees and ultimately on the geographical circumstances. Some problems are related to the relation with management. There are some common problems as like pension etc. In order to solve majority of problems employees of Market Committees have to depend on sympathy of Management of Local Body.

Objectives of Study:

The major objectives of the study are as follows:-

- A) To review the various problems relating to payment and other benefits of the employees in Agricultural Produce Market Committees in Satara District.
- B) To study welfare facilities such as insurance, Provident Fund, Pension etc.

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- C) To study problem of gradation of Agricultural Produce Market Committees.
- D) To study relation between management and employees, employees Unionism and other problems.

It is intended that the result of the study would provide guidelines to government and managements of Market Committees to improve conditions of Market Committees, employees and also for the effective solution of their problems.

#### RESEARCH METHODOLOGY.

##### A) SCOPE AND LIMITATIONS:-

##### 1. SELECTION OF UNIT:-

There are nine Market Committees in Satara District which are selected for the study. These are as follows:-

1. Satara, 2. Karad, 3. Phaltan, 4. Wai, 5) Khatav,
6. Man, 7. Koregaon, 8. Patan, 9. Lonand.

These Agricultural Produce Market Committees are divided in to 4 grades A.B.C.D. The deliberate study of these four grades and also the deliberate study of each and every market committee employees discloses their various problems regarding financial problems, administrative problems, working conditions, management relation etc.

It can also be stated that with a view to make survey work manageable by a single person with in a period of 12 to 18 months only, it was decided to limit the study to Satara District only.

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2. SOURCES OF DATA COLLECTION:-

The data required for study are collected from various sources as follows:-

- 1) Records available of all market committees and District Deputy Registrar of Co-operative Societies Satara.
- 2) Record available from Market Committee employees union, Maharashtra Rajya.
- 3) Discussion with employees of Market Committees and Chairman, Vice-Chairman and Members of Agricultural Produce Market Committee.
- 4) Questionnaires prepared for employees of the Market Committees.
- 5) Spot observations.
- 6) Library sources i.e. various books, journals, bye-laws, service rules, recruiting rules, Travelling allowance, Dearness Allowance, rules, Provident Fund rules applicable to employees of Market Committees.

3. SELECTION OF AGRICULTURAL PRODUCE MARKET COMMITTEE EMPLOYEES:-

All Agricultural Produce Market Committees in Satara District are selected for the study. There are totally 119 employees in a nine market committees. These employees are classified into Secretary, Assistant Secretary, Accountant,

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Statistician, inspector, cashier, head clerk, senior clerk, auction clerk, junior clerk, security officer, driver, head peon, peon, watchman etc.

4. TOOLS AND TECHNIQUES OF DATA COLLECTION:-

Necessary information for dissertation study was collected from all market committees with the help of combination of direct approach, comprising interviews, questionnaire method and observation technique. Respondents were asked a series of questions through questionnaires. Two questionnaires were used. One for the information regarding office and another for collecting information from employees. Visits to the offices of Agricultural Produce Market Committees and personal discussion with the employees of Market Committees and also with chairman, members etc. gave a clear picture of conditions of employees and their problems. Though a separate questionnaire was not made for chairman, vice-chairman, members of management of Market Committee, attempts were made to contact them personally and had some informal discussion regarding employees problems, management-employee relation and other facilities provided by Market Committees etc.

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**PRESENTATION:-**

This study is presented in six chapters.

**Chapter-I** :- This chapter deals with introduction, methodology, scopes and limitations of the study.

**Chapter-II** :- This chapter deals with the Agricultural Marketing in India.

**Chapter-III** :- This chapter deals with establishment procedure of Market Committee, powers of market committee, sources of income, expenditure of market committee, control of government on market committee. Bye laws of market committee, recruitment, service rules of employees of market committee.

This chapter also deals with establishment and development of market committees in Satara District.

**Chapter-IV** :- This chapter deals with the actual problems related to gradation of market committees, problems of employees of market committee relating to pay scale and allowances, recruitment, training, working conditions, social securities, employee-management relation, unionism etc.

**Chapter-V** :- In this chapter findings of the study are noted.

**Chapter-VI** :- This chapter deals with the remedies and suggestions.