A STUDY OF LABOUR WELFARE MEASURES IN UTTAR PRADESH STATE ROAD TRANSPORT CORPORATION WITH REFERENCE TO BANARAS (VARANASI) REGION

ABSTRACT

Thesis submitted for the degree of Doctor of Philosophy in COMMERCE

BY

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DEPARTMENT OF COMMERCE ALIGARH MUSLIM UNIVERSITY ALIGARH (INDIA) 1999
ABSTRACT

Labour has incontrovertibly been recognized as a vital component of factors of production in any sort of work. Labour is not only a factor of production but is also the ultimate end of the production. Besides being human factor, it has moral, social and host of other considerations having direct and indirect bearings on human beings. In short, labour contributes to production and productivity - ultimately to national income and the standard of living of the people. There is no gainsaying the fact that the labour performance depends upon his physical and mental capabilities, which in turn, depends on various significant factors like working and living conditions, level of education, hygiene and sanitation. Labour is, therefore, an inevitable and a vital component of factors of production in industrial work.

The progress and prosperity of a nation depends on the pace of its industrialisation, which, in turn, depends on the output and productivity. Higher output and increased productivity are largely the outcome of contented and skilled labour, besides of, course, technology and efficient deployment of the other factors of production. The contented workers are assets to the industry and welfare measures contribute a great
deal to the contentment of workers. While the need for labour welfare is acute; in India, what can be spent on it falls short of requirements. The poverty of Indian workers makes it necessary to introduce various welfare measures.

The present study on “Labour Welfare Measures With Special Reference To UPSRTC of Varanasi Region”, has been undertaken by the Research Scholar as to examine whether the host of statutory and non-statutory welfare measures in general and UPSRTC in particular have been appropriately implemented or not, benefits and amenities properly availed of and enjoyed by them or not.

The concept of labour welfare received strength as a national objective in the wake of independence in December 1947. An Industrial Truce Resolution was adopted by representatives of government (Central, provincial and then Indian states), employers and workers for the reconstruction of the country’s economy. The resolution emphasised that labour welfare was essential for the industrial amity and industrialisation.

Labour Welfare, in public and private organisations, constitutes the most vital aspect of the organisation. An organisation will fail if its labour are not competent enough to
execute the work assigned to them. Even poorly devised machinery may be made to work if it is manned with a well trained, intelligent, imaginative and devoted staff for the achievement of the objectives of an undertaking. Labour Welfare management develops the idea of developing the skills and better utilisation of efforts of capable people.

In 1963, an international body on Labour i.e. I.L.O convened the committee of experts on welfare facilities for industrial workers. The committee segmented the dynamics of welfare activities in two major groups.

a) within the establishment (intra moral activities).

b) Outside the establishment (extra moral activities).

The International Labour Organisation (ILO) in one of its report has observed that the term labour welfare measures lend itself to various interpretations. It has not always the same significance in different countries. Sometimes, the concept is a very wide one and is more or less synonymous with the conditions of work as a whole. It may include not only the minimum standard of hygiene and safety laid down in general labour legislation, but also such aspects of working life as social insurance schemes, measures for the protection of
women and young workers, limitation of hours of work, paid vacations, etc.

Labour Welfare measures were, thus, basically influenced by humanitarian principles and legislation in the earlier days in the Industrial development and efforts towards workers welfare were made by social workers, such as, philanthropists and other religious leaders to meet its humanitarian grounds. A real beginning in the field of labour welfare was made with the findings of Industrial Commission in its report submitted in 1918. The Commission also made surveys regarding the provisions of welfare measures, health, sanitation and educational facilities of the industrial workers.

Apart from these Enquiry Committees setup by various provincial governments, National Planning Committee was also appointed in 1937 under the Chairmanship of Pt. Jawaharlal Nehru with Prof. K.T. Shah as its general secretary. This committee appointed a sub committee on labour to investigate various labour problems. Immediately after the transfer of the power to the interim government in 1946 with the Governor General of India as the head of the Government and with the late Pandit Jawaharlal Nehru as its Vice-President, a programme of legislative and administrative reforms was drawn up in the shape of blue print of labour policy.
Immediately after India became a sovereign Democratic Republic, the concept of planned economic development was accepted and a Planning Commission was set up in March 1950. The commission was required to make an assessment of the material capital and human resources of the country and formulated plans for the most effective and balanced utilisation of the country resources and allocation of priorities in such a manner as to ensure a balanced development of both economic and social sectors.

In December 1959, the Union Labour Minister decided to appoint a study team to examine the entire range of labour welfare activities and make recommendation on which the third five year plan could be based. This study team described labour welfare as services, amenities and facilities which contribute to improve the conditions under which workers are employed.

In the successive five year plans, right from first to the ninth plan, the government of India has laid considerable emphasis on the overall welfare of the workers. In 1948, and 1951, factories Act and Plantation Labour Act came into being. In 1952 Housing Scheme for Industrial workers was evolved. In the same year employers Provident Fund Act, Mines Act, also came into existence. The second five year plan suggested the
establishment of adequate number of welfare centres, to provide much needed training facilities to the workers. This plan also touched upon the problem of providing ameliorating measures to the agriculture labour in 1959, a team was appointed to examine the entire range of welfare activities in the third five year plan, study team submitted its report and described labour welfare as services, amenities and facilities which contribute to improve the conditions under which workers are employed. The fourth five year plan suggested the expansion of ESI activities to provide hospitalization of families of all insured workers and also to cover shops and commercial establishment. The fifth five year plan emphasised the promotions of industrial safety measures and for this, it suggested the setting up of safety cells in various states. The six, seventh and eighth plan also stressed upon the increase in welfare measures in India. The eighth plan also emphasised the role of social security and welfare funds for the overall promotions of the measures in India.

Motor transport is one of the principal means of communication within the country and has expanded considerably during the last two decades. The total number of goods and passenger vehicles in the country has increased
from about, 1,16000 in 1950-51 to 2,89,449 on March 31, 1998 showing an increase of almost 150 percent.

A well knit and co-ordinated system of transport plays an important role in the sustained economic growth in the country. There are 69 state Transport undertakings having a fleet of nearly 1,01,002 vehicles providing passengers transport in various parts of the country. During the recent past, there has been a phenomenal growth in the vehicle population, as also carrying of freight and passengers by road. For regulating the operation of vehicular traffic, Motor Vehicles Act, is the main document.

The Uttar Pradesh Road Transport Corporation (UPSRTC) completed its 50th year of existence by providing comfortable and economical transport in the state and economical assistance for the development of state.

The UPSRTC has continued to strive hard to meet its commitments in the face of several constraints like many other transport undertakings. This corporation also faces the demand and supply constraints as well as those created by its operating environments. Factors like abnormal population growth, unavailable fare structures, very high average lead, poor road geometric, the radial character of the state, absence of mass
transient system like railway are among other things compounded its difficulties. Further, the corporation has equity capital base and it subsists only on Government loans to meet its capital. Its cash losses have been mounting up particularly because of low fare structure and heavy interest of loans.

Statistically, the UPSRTC has a fleet of more than 7,000 buses which are maintained in the corporation's workshop. This corporation at the moment is able to manufacture 70 buses in one month and with overtime by employees, this number sometimes stretches to 100 a month. The corporation has set a target of making 1000 buses in the next financial year i.e. 1999-2000 to lessen the burden of running of an old buses to some extent.

The corporation had about 8100 buses in 1992 and since then the number of buses had been decreasing every year. About 10 percent of the buses retire every year and the passenger pressure on the route increases by more than 10 percent and the wear and tear of buses causes 5 percent of loss. Therefore, on an average there should be an increase of almost 20 percent of buses in the corporation but contrary to it the number of buses is decreasing every year. At present corporation claims to have had about 7,800 buses, out of which 200 buses are in workshop for repair purposes.
It is understood that the state government is deliberately shrinking the area of operation of UPSRTC so that private bus service could be encouraged. The present number of private buses operated on contract basis are 1200.

The main provisions relating to welfare under the Motor Transport Workers Act of 1961 are as follows:

a) **Canteens** - The State Government may make rules requiring that in every place wherein one hundred motor transport workers or more employed in a motor transport undertaking ordinarily call on duty during every day, one or more canteens shall be provided and maintained by the employer for the use of the motor transport workers.

b) **Rest Rooms**: In every place wherein motor transport workers employed in a motor transport undertaking are required to half at night, there shall be provided and maintained by the employer for the use of those motor transport workers such number of rest rooms or such other suitable alternative accommodation, as may be prescribed.

c) **Uniforms**: The State Government may, by notification in the Official Gazette, make rules requiring an employer of a motor transport undertaking to provid for the drivers, conductors and line checking staff employed in that
undertaking such number and type of uniforms, raincoats or other like amenities for their protection from rain or cold as may be specified in the rules.

d) **Medical Facilities:** Shall be provided and maintained by the employer so as to be readily available such medical facilities for the motor transport workers at such operating centres and halting stations as may be prescribed by the State Government.

e) **First aid facilities:** shall be provided and maintained by the employer so as to be readily accessible during all working hours a first-aid box equipped with the prescribed contents in every transport vehicle.

In view of the above explained provisions for welfare measures under Transport Workers Act, the following welfare measures programmes being implemented over a period of time are assessed:

Medical care and health facilities for industrial workers form an integral part of labour welfare programme in all the countries of the world. This facilities not only provides protection against sickness but also ensures availability of a physically fit and stable man power for economic development. UPSRTC has this facility but in an impoverished state.
Medicines are not available as per need and requirement of the workers.

Maintenance of industrial peace and harmony is vital for sustained economic growth and continued productive employment for the workers. The industrial relation situation in UPSRTC has shown improvement in the years under reference following the economic reforms in the corporation. Management role through timely and effective conciliation of industrial disputes and involvement of social partners in the formulation and implementation of industrial relations policies and programmes have successfully harmonised the interest of employers and the workers through a difficult phase of industrial restructuring.

Managerial and supervisory vacancy in the corporation are is often filled up from internal source of recruitment and non supervisory staff in UPSRTC are recruited by making use of external source of recruitment. For the selection of the employee, the performance tests and the interviews are the basic parameters. However, nepotism and favouritism are said to be in vogue.

Transfers are usually undertaken by the organisation either on the request of an employee or the organisation itself
may initiate transfers as a requirement for more effective operations.

UPSRTC follows a well designed promotion policy for its employees. Traditionally, it follows the seniority principles for the promotion of employees. However, prejudices and biases in organisation’s approach have been found.

Training is the process of guiding employees to become more effective in their present and future work. It inculcates in them appropriate habit to adopt to new work culture and meet its requirements.

UPSRTC is one of the few premier institutions to promote sports activity in the state and its management provides infrastructure facilities and recruit outstanding sports persons. Almost every employee of the corporation gets uniforms / protective clothing.

Another unique feature of the welfare scheme on the UPSRTC is establishment of the staff benefit fund.

Efforts to maintain harmonious industrial relations in the corporation are continued to be made by giving due attention to the welfare of workers through provisions for adequate canteens, rest rooms, promotion of sport activities, timely
radressal of grievances and due consideration of legitimate demands of workers.

The pension schemes for the employees of the corporation has been introduced as applicable to the other state government employees.

UPSRTC also has introduced the voluntary Retirement scheme for the employees. However, this scheme is not effectively implemented and is therefore, almost defunct.

Adequate representation of scheduled castes and scheduled tribes has been ensured in appointment to various posts in accordance with the instructions issued by the Governments from time to time. The total number of the employees in this corporation as on 31.3.1998 were 52537, out of which, 9513, 127 and 10597 belongs to scheduled cast, scheduled tribes and backward classes respectively. Thus, the representation of schedule caste, scheduled tribes, and backward class category come to 18.38 percent, 0.25 percent and 20.47 percent respectively.

The provision of transport facilities to industrial workers form an integral part of the general facilities and are by and large, the responsibility of the public authorities like the local bodies, transport corporations of the state Government etc.
In the wake of liberalization and globalization, issues with regard to the standardization of wage policy as regards revision of wages, policy regarding productivity-linked bonus and other financial incentives are of the great significance and need to be thoroughly examined.

In UPSRTC, policy regarding the structure of wages, bonus and incentives are dissimilar with the central government policies, as a consequence, utter dissatisfaction breeds among the workers affecting adversely their productivity.

**Suggestions and recommendations:**

The following suggestions and recommendations being proferred by the Research Scholar based on the findings of the study are worth considering for ameliorating the overall conditions of the UPSRTC's workers:

- To evolve an integrated scheme of social security for workers engaged in road transport activities. The Central Government should make a token allocation of funds in the Annual plans.

- To introduce the group insurance scheme for UPSRTC's employee on the same lines as applicable in respect of Railways employees. State and Central government should
negotiate in this regard with the Life Insurance Corporation of India.

- The Coverage of Housing Scheme to workers in UPSRTC should be extended for those who have not been covered so far.

- The Maternity Benefit Act, 1961 should be made fully implementable. There should be a provision for grant of 6 weeks leave in case of Medical Termination of Pregnancy (MTP) and 2 weeks leave for tubectomy operation. A provision for grant of leave upto one month in the case of illness arising out of MTP/Tubectomy should also be made as part of this amendment.

- Transferring should be made transparent so that there may not be any room for biasness. This will give satisfaction to the employees too.

- Promotion policy should be made merit cum seniority based. The workers assured of their promotion would be satisfied contributing their best for achieving over all higher productivity and efficiency.

- Need-based training is a sine-qua-non with every day technology development. UPSRTC should send their
employees for training from time to time to make them acquainted with the changes.

- Medical fitness is the key to the employees of this corporation. A periodic camp should be arranged to ensure drivers and conductors physical fitness. A physically fit driver would be less prone to any sort of accidents.

- The approach to be adopted in transacting teaching-learning for UPSRTC’s employees' children, the support of Department of Education should be enlisted in the project by correctly identifying the educational needs of UPSRTC children who stand liberated framework. Education department should be involved in areas of designing curriculum and course context, textual materials, teachers, training and evaluation of learning outcome. Grassroots level institutions of Education Department such as DIET, DRU, at the district level and SCRET, SIET at State level should be fully involved in the process.

- Induction of a vocational stream at the appropriate stage, that is only after the children have acquired the minimum level of learning will also be an important step which should be implemented side by side with good quality of primary education.
• Social Security refers to the protection which society provides for its members through a series of public measures against the economic and social distress caused by the stoppage or substantial reduction of earnings resulting from sickness, maternity, employment injury, unemployment, invalidity, old age and death. Social security programmes UPSRTC are designed to provide benefits, both in cash and kind, on the occurrence of such contingencies.

The Research Scholar is confident that if these recommendations are seriously taken up by the competent authorities, at appropriate levels, it will certainly go a long way in ameliorating the overall conditions of the UPSRTC's workers in general and the workers of UPSRTC of Banaras region in particular.

Mehal Ansyes
20/11/99
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DEPARTMENT OF COMMERCE ALIGARH MUSLIM UNIVERSITY ALIGARH (INDIA) 1999
Dedicated

to

my father

Late Mr. Irshad Ahmad
CERTIFICATE

I hereby certify that the thesis entitled "A STUDY OF LABOUR WELFARE MEASURES IN UTTAR PRADESH STATE ROAD TRANSPORT CORPORATION WITH REFERENCE TO BANARAS (VARANASI) REGION" is an original contribution to the existing knowledge on the subject matter. It conforms to the requirements for the award of Ph.D. degree in this university.

DR. M. IMRAN SIDDIQUE
(Research Supervisor)
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PRE-VIEW OF THE THESIS

The progress and prosperity of a nation depends on the pace of its industrialisation, which in turn, depends on the output and productivity of the economy in general and of an individual consumer in an economy in particular. The output and over all factor productivity of the concern largely depends upon the productivity of its personnel. A contented worker is an asset to the industry.

There is no gainsaying the fact that the worker's performance depends upon his physical and mental capabilities, which in turn, depends on various significant factors like working and living conditions, level of education, health, hygiene and sanitation. Labour has incontrovertibly been recognised as a vital component of factors of production in any sort of industrial work. Labour is not only a factor of production but is also the ultimate end of the production.

The present study has been undertaken to analyse the various aspects of the developments and use of human resources, such as, recruitment, training, promotion, transfer, absenteeism and several welfare amenities, such as, housing facilities, recreational facilities, education of the employee's children and women education etc. The study has discussed and analysed in detail the statutory and non statutory welfare measures in India in general and in the UPSRTC in particular with special focus on Varanasi region. It has brought to light some of the bitter and hidden truths regarding welfare measures provided to the workers in UPSRTC.
Scheme of Chapterisation – A Preview:
The present study has been divided in six Chapters:

First chapter introduces the issues of labour welfare measures and presents a review of the existing literature on the Labour Welfare measures. Second chapter takes into account the dynamics of labour welfare measures. It makes a thorough review with regard to varied concepts and aspects of labour welfare in different countries of the world.

Third chapter deals with the origin and evolution of labour welfare measures in India. Fourth chapter deals with the labour welfare measures in UPSRTC with special reference to Varanasi region. It make an analysis regarding existing labour welfare measures in UPSRTC of Varanasi region. i.e. recruitment, training, promotion and host of other amenities available to the workers.

Fifth Chapter highlights the contemporary labour welfare problems in UPSRTC. This Chapter also critically examines the role of management as regards the policy of training, promotion, and transfer and also fare revision, of UPSRTC employees. This chapter further highlights some brighter prospects of labour welfare measures to be implemented in UPSRTC.

The last chapter presents the findings and based thereon offers some suggestions to the highups of UPSRTC and the U.P. State Government to take up some remedial measures to ameliorate the working conditions and overall well being of the employees.
ACKNOWLEDGEMENT

It is a pleasing privilege for me to express my profound gratitude to Dr. M. Imran Siddique, Research Supervisor, Department of Commerce, A.M.U., Aligarh, for his able guidance, fruitful suggestions and personal interest extended to me at every stage of writing this thesis.

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I am equally thankful to all revered teachers in the Department of Commerce, A.M.U., Aligarh. I place on record my sincere gratitude to Mrs. Rehana, wife of Dr. Imran Siddique for her moral support and encouragement in completion of the thesis.

The present work would have never seen the light of the day without the blessings of my revered mother who bestowed on me Dua for successful completion of the thesis. I remain beholden to my uncles Mr. Rizwan Ahmed, Mr. Mohd. Shafeeq Advocate, Mr. Mohd. Rafeeq, Mr. Rizwan Ahmad, and Prof. Mohd. Firoz, Govt. Law College,
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My younger brothers namely Mr. Hafiz Mohd. Arshad and Mr. Hafiz Mohd. Asad have provided great source of inspiration to me. I am sincerely thankful to them.

I am extremely grateful to the officials of the UPSRTC, specially Managing Director Mr. Desh Deepak Verma, Labour Welfare officer A.K. Jain and Personal Assistant of M.D. Mr. Jaffery, for their heartiest cooperation and help at every stage of writing this thesis.

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MOHAMMAD ANZAR
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CHAPTER - 1

INTRODUCTION

Labour Welfare, in public and Private organisations, constitutes the most vital aspect of the organisation. An organisation will fail if its labours are not competent enough to execute the work assigned to them. Even poorly devised machinery may be made to work if it is manned with well trained, intelligent, imaginative and devoted staff. For achievement of the objectives of an undertaking, Labour Welfare Management develops the idea of developing the skills and better utilisation of efforts of capable people. Labour Welfare Management covers different aspects in an undertaking, such as, recruitment, selection, training, transfer and promotion of employees.

An attempt has been made in this thesis to study these aspects of labour welfare measures in Utter Pradesh with Special reference to Road Transport Corporation, henceforth, to be referred as UPSRTC. This corporation has different kinds of employees at different levels who are working for the achievement of the set objectives of the organisation. The corporation is assigned the task of extending transportation facilities for goods and
passengers. It requires different set of personnel to carry out this task. The Corporation is semi-government organisation, being an autonomous body, all the decisions of the corporation regarding finance, administration, technical matters and Personnel policies are taken up by the Board of Directors, headed by the Chairman.

1- Emerging Issues:

There is no gainsaying the fact that the worker’s performance depends upon his physical and mental capabilities, which in turn, depends on various significant factors like working and living conditions, level of education, health, hygiene and sanitation. In view of the several peculiarities of Indian labour, such as, illiteracy, ignorance, conservation, heterogeneous composition, migratory nature, low levels of living etc, the importance of welfare activities in an organization need, adequately explicit emphasis.

Hence, for recognition of this need under the successive Five Year Plans, a host of numerous welfare measures packages have been envisaged at both center and state levels for all the kinds of workers engaged in different sectors of the economy. Various agencies responsible for the administration of welfare activities are :-

1. Central Government
2. State Government
3. Employers or their organisations

4. Workers organisations.

The present position regarding various welfare measures and scheme can be studied under five heads i.e. statutory, welfare work by employers, welfare work of trade unions, welfare activities of the central and state government and welfare work by voluntary organisations. Thus, the provisions of welfare measures should be the prime responsibilities of employers.

However, everything is not all right with the labour. The labour in India is subject to sufferings in a variety of ways on account of a number of problem of working conditions, sour employee-employer relationship deprived of rightful facilities and amenities as per the provisions of statutory ordinances, acts and non-statutory provisions and on top of all, the unwillingness and empathetic attitude of the employer to give due to them.

On account of the financial crunch being faced by UPSRTC over a period of time, there has been a number of problems with the workers. The corporation under study does not have a well designed or well established techniques of welfare policy. The workers in the corporation are dissatisfied with their living and working conditions. Even some of their genuine demands pertaining to welfare measures are not met as result, the workers recourse to agitation, boycotts, strikes and a host of unwanted activities.
In UPSRTC, labour productivity has been witnessed to have been declining for the past so many years. The declining labour productivity in the UPSRTC is ascribed to the factors like lack of training facilities to the technical and non-technical personnel, lack of incentives, housing facilities, food facilities while enroute etc. Promotion, transfer, placement, reward and punishment and retirements benefits are also some of the gray areas of concern in the UPSRTC, where irregularities and redtapism are common practice.

The biased attitude of the trade union in favour of a selected bunch of workers and personnel at various levels of organisation in UPSRTC is yet another issue which goes against the general interest of the workers.

In the wake of liberalization and globalisation, issues with regard to the standardization of wage policy as regards revision of wage, policy regarding productivity linked bonus and other financial incentives are of great significance and need to be thoroughly examined. In UPSRTC, policies with regard to the structure of wages, bonus and incentives are dissimilar with the central government policies, as a consequence, utter dissatisfaction breeds among the workers affecting adversely their productivity.

Last but not the least, the state corporations, especially UPSRTC, are not meeting their social responsibilities. It
will not be an exaggeration to mention that the survival, growth, and development of the organisation largely depends upon its Labour Welfares. Therefore, every organisation attempts to have capable, efficient, sincere, and loyal workforce. It attempts to increase performance and the profitability of its manpower for increasing performance and the profitability of its Labour Welfares by way of giving them training and undertaking the developmental activities. These acts of the organization refurbish the image of the organisation and create a loyal workforce. For understanding about the attitude of workers, trade union leaders and managerial personnel towards the functioning of Labour Welfare policies in this corporation, an intensive probe was needed. Hence, the present study has been undertaken with the objective to know the real state of Labour welfare management in this corporation.

**Review of Literature:**

Labour has incontrovertibly been recognized as a vital component of factors of production in any sort of work, whether mental or manual, undertaken for monetary consideration is referred to as labour in economics. Labour is not only a factor of production but is also the ultimate end of the production. Besides being human factor, it has moral, social and host of other considerations, having direct and indirect bearings on human beings. In short, labour contributes to production and productivity - ultimately to national
income and the standard of living to the people.

The present study on “Labour Welfare measures with special reference to UPSRTC of Varanasi Region” has been undertaken as to examine whether the host of statutory and non-statutory welfare measures in general and UPSRTC in particular have been appropriately implemented or not, benefits and amenities properly availed of and enjoyed by them or not.

There are plethora of literature available on the varied aspects relating to welfare measures of employees in an organisation. It has been observed that generally majority of the studies have focussed on the provisions and implementations of statutory welfare measures undertaken by the organisations as well as the employees unions. However, scanty literature is available where the studies have specifically focussed the end-result of these measures-exclusively from the view-point of beneficiaries. The following paragraphs give vent to the review of literature pertaining to statutory and non-statutory welfare measures being given to the Labour fraternity.

Various Committees and Commissions, right from 1931¹, 1946² 1958³, and in successive years, that is 1966-1969⁴ were appointed to study the overall conditions of the industrial workers. All these Commissions and Committees submitted the reports by observing that the industrial workers have occupied
special significance prior to independence because since then the character of industrial workers has also undergone substantial change under the impact of various provisions granted for the industrial labour for the purpose of improvement in working and living conditions, security of employment and host of other measures.

In the year 1921 the importance of employment service was recognised by I.L.O. The I.L.O. adopted a convention at Washington and recommended that each member shall establish a system of free public employment agencies under the control of the central authority.

In the year 1956, the Employment Exchanges Act was passed. The Act made it compulsory for an employer to notify his vacancies to National Employment Service (N.E.S.) The Act came into effects in 1960.

Until 1956 Regional Directors were responsible for running both the Employment Exchanges and Craftsmen Training Scheme in the states. However, in the subsequent years the government of India formulated a National policy of Industrial Workers Training's on the advise of the tripartite body viz. the National Council for Vacational Training (N.C.V.T.) and Central Apprenticeship Council. The Union Minister of Labour is the chairman of both these councils.
The committee on Labour Welfare (1969) recognised the concept of welfare. It defined the Labour Welfare works as any arrangement of working conditions, organisation of social and sports club, and establishment of funds by a firm which contribute to the workers health and safety, comfort, efficiency, economic security, education and recreation.

Panindikar, J.H. in his book entitled, “Industrial Labour in India”, has dealt with in detail as regards the Labour Welfare. He opined that Labour Welfare measure is a work for improving the health, safety and general well-being and the industrial efficiency of the workers beyond the minimum standard laid down by Labour Legislation. M.V.Moorthy in his book on, “Principles of Labour Welfare”, has described that Labour welfare has two sides; negative and positive, on the one side, it is associated with the counteracting of the harmful effects of large scale industrialization, on the personal family and social life of worker while on the other hand i.e. positive side, it deals with the provisions of opportunities for the worker and his family for a socially and personally good life.

A large number of books, journals, periodicals and articles exclusively dealing with the labour welfare measures have been appearing quite frequently. However, the successive Five Year Plans have given a detailed accounts of the labour welfare measures in India. The First Five Year Plan (1950-55) paid considerable attention to the Labour problems including welfare of the working
class. The plan considerably emphasised that the labour problems should be approached from two angles, the welfare of the working class and the country as economic stability and progress. During the First Five Year Plan, Bombay Labour Welfare Fund Act 1953 and the Assam Tea Plantation Scheme Act of 1955 were established.  

The Second Five Year Plan laid special emphasis on the significance of the better working conditions and industrial housing. During this plan, coal and Mica Mines Labour welfare Funds were established. Suggestion was offered in this plan for the institution of Fund for Magnese Industry. The Special Contribution of this plan was the recongnisation of women welfare.  

Third Five Year Plan recommended the formation of the Labour Policy. This plan emphatically stressed upon the effective implementation of Statutory welfare provisions.  

The fourth Five Year Plan (1969-74) mainly enunciated the need for expansion of E.S.I. facilities to the families of all insured workers. For this, the Plan laid emphasis on the cover shops and commercial establishment in selected centres. The Industrial Safety, Health and Hygiene Division of the Central and Regional Labour Institutions were proposed to be further strengthened.  

The Fifth five Year Plan recommended the setting
up of labour welfare Centres and promoting safety measures. It also emphasised on increasing the activities of the Employees State Insurance Scheme.  

The Sixth, Seventh and Eighth five year plans also laid considerable emphasis on the labour welfare facilities to be made available to the Labour in India.

Numerous issues of Annual Survey of Industries, published by the Government of India, provide a good deal of statistics as regards the various aspects of labour welfare measures. The Issues of Directory of Industrial Establishments published by Ministry of Labour, Government of India, have also furnished valuable statistical informations with regard to labour welfare measures and its multifarious dimensions.

From the foregoing pages regarding review of literature on labour welfare it may be inferred that there is a plethora of literature available which sufficiently thorows light on the varied aspects, facets and dimensions of labour welfare measures in general. Some of the valuable studies have also focussed on the problems of Labour with reference to particular state. However, there is scanty literature on the welfare measures adopted by individual organisation.

The Present study is an attempt in this direction to investigate the different aspects of labour welfare measures
available in UPSRTC, an organisation at the State level. The study mainly focusses on the labor welfare measures adopted by UPSRTC. It also examines the gap in implementation of the various labour welfare measures, Act, Resolutions (statutory and non-statutory both) by Labour Ministry at the Centre in conformity with the ILO of UNO and the State level organisations such as UPSRTC.

Need And Scope of the Study:

The labour welfare is very inevitable as it creates a healthy atmosphere at the work place. The stable and contented labour force, helps in maintaining industrial peace thereby improving productive efficiency of the workers as well as the organisation.

The progress and prosperity of a nation depends on the pace of its industrialization, which in turn, depends on the output and productivity and healthy industrial relation. A contented worker is an asset to the industry and welfare measures contribute a great deal to the contentment of workers. But neither the concept of welfare is very clear nor the employers have a clear mind about the measures that they should cater to the needs of workers. The workers too are indefinite about the welfare measures which they expect from their employers and trade unions.

The studies that have been undertaken particularly in our country relating to this aspect is incomplete. Most of the studies have evaluated the statutory welfare work undertaken by
the employers. Some have estimated the welfare work undertaken by the unions. But very few have directed the study towards drawing the opinion of the beneficiaries.

The aim of this study is to study and evaluate the welfare measures being provided to the labour fraternity in general and in U.P.S.R.T.C. in particular. The endeavour of the Research Scholar is concentrated on studying the quantity and quality of the welfare amenities being enjoyed by them in accordance with their expectation.

**Objectives of the Study:**

The objectives to be persuade for the present study have been arranged in the following manner :-

1) To review the concepts and legal provisions of labour welfare in general both in India and abroad.

2) To review the statutory and non statutory welfare measures practiced in India.

3) To evaluate labour welfare measures practices in Uttar Pradesh State Road Transport Corporation (UPSRTC).

4) To study and analyse the labour welfare measures in UPSRTC in Varanasi region.

5) To identify the problems and to suggest remedial measures
to overcome them.

6) And finally to present summary of the conclusions and based thereon offer recommendations.

**Hypotheses to be Tested:**

In the present study, the following hypotheses have been evolved to be tested by the Research Scholar:

1. That the legal Acts, Provisions with regard to labour welfare measures including statutory and non-statutory both are adequately framed up in accordance with the needs and requirements of the labour.

2. That these Acts, Provisions pertaining to welfare measures are strictly abided by and practiced to the satisfaction of both employer and employee.

3. That the Governments (both centre and state) are keenly interested in looking after the well being of the labour.

4. That the changes/amendments in the Acts/provisions are affected by the Government king in view the changing socio-economic milieu and the dire needs of the labour specially with the onset of liberalisation and globalisation.

5. That the UPSRTC is adhering to the welfare measures proviso in strict sense for the well being of its employees.
6. That the implementation of host of labour welfare measures in accordance with the Acts/Proviso are providing ample benefits to the Labourers of UPSRTC in Varanasi region.

Research Design and Methodology:

The present study being a case study deals in depth with all aspects of labour welfare measures followed by the Uttar Pradesh Road Transport Corporation (U.P.S.R.T.C.). The U.P.S.R.T.C. operates its services throughout the state and more than 53000 employee are working in this corporation.

For the proper administration, U.P.S.R.T.C. has been divided in four major zones, 18 Regions, and 109 Deposes.

The Research Scholar has selected Varanasi region for the present study. The methodology is based on primary and secondary sources of data. The source of secondary data include relevant journals, Reports, periodicals and government publications of UPSRTC.

For the primary data during the course of the present study, the Research scholar has visited UPSRTC’s Headquarter and Reginal offices in Varanasi to gather first hand information through conducting a survey with the help of discussion. The information thus collected has been analysed with the help of various statistical tools and techniques.
Utility And Justification of The Study:

It is an established fact that the creative and active collaboration and coordination between employee and employer results both in improvement on the level of real wages and the working conditions of the employees and it is also more economical and beneficial to the total community. The problem of Labour welfare policies have always been a point of serious debate in all the countries of the world. An intensive probe on labour welfare policies generally attempts to make available to community information and material design to promote sound understanding of workers and management problems to suggest suitable techniques of ensuring industrial harmony. This has an important bearings on the strenghth, stability and survival of democratic institutions. The present study is an attempt to study the labour welfare policies followed by the corporation i.e. UPSRTC.

Conclusion :

This chapter has highlighted the current issues pertaining to labour welfare measures in India in general and in UPSRTC in particular. It also presents the accounts as regards objectives, scope and hypothesis to be tested. It also provide a detailed research design and methodology adopted to study the labour welfare measures in UPSRTC with special reference to Varanasi region.
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CHAPTER - II

DYNAMICS OF LABOUR WELFARE MEASURES:
A CONCEPTUAL REVIEW

In the previous chapter, a detailed discussion with regard to issues pertaining to labour welfare measures, scope, objectives and hypothesis have been made. Based on these, the research methodology has been designed and framework of the study has been relevantly set.

The present chapter provides an insight into the varied concepts and dynamics of labour welfare measures in general and in relation to Indian labour in particular. Labour welfare is a broad concept. It has been integrated in different ways. It contains a condition of well-being, happiness and satisfaction, conservation and development of human resources with an aim to promote the physical and psychological well being of working population. It varies from country to country and time to time depending upon social and economic development and pace of industrialization and scientific advancement of the country.

Welfare measures: A Review of the concept:

The Committee on Labour Welfare (1969) stated that “the transference of rural population to the Urban areas, as a result of industrialisation, brought with the certain sociological
problems. Having been uprooted from their rural moorings, the new class of industrial workers required welfare services to be provided to them in their new surroundings so as to enable them to adapt themselves to changing situation.”

The concept of labour welfare has been evolved in order to extend a measure of social assistance to workers. Towards this end, the Labour Investigation Committee surveyed the scope of Labour Welfare with the varying stages of economic, political outlook, and social philosophy of Indian conditions. The Survey concludes that “for our part we prefer to include under welfare activities any thing done for the intellectual, physical, moral and economic betterment of the workers, whether by employers, by Government or by other agencies, over and above what is laid down by law or what is normally expected as part of the contractual benefits for which the workers any be bargained”.

The labour welfare is one which itself lends to various interpretations and it has same significance in different countries as pointed by Royal Commission on labour. The welfare as applied to Industrial workers is one which must necessarily be elastic, bearing a some what different interpretation in one country from another according to different social customes, the degree of Industrialization and the educational development of the workers.
Report II of I.L.O of Asian Regional Conference presents that workers' welfare means, "Such services, facilities and amenities which may be established outside or in the vicinity of undertakings to enable the persons employed therein to perform their work in healthy and congenial surroundings and to provide them with amenities conducive to good health and high morale".  

Prof. Richardson, an eminent economist defines, Labour Welfare work as "any arrangement of working conditions, organisation of Social and sports club, and establishment of funds by a firm which contribute to workers health and safety, comfort, efficiency economic Security, education and recreation". Dr.Panadikar defines welfare as "work for improving the health, safety, general well being and the Industrial efficiency of the workers beyond the minimum standard laid down by labour legislation".  

The International Labour organisation has defined "Labour Welfare" in its Resolution of 1947, as "such services facilities and amenities as adequate contains, rest and recreation facilities, arrangements for travel to and from work and for the accommodation of the workers employed at a distance from their houses and such other services amenities and facilities as contribute to improve the conditions under which workers are employed".
Subsequently, in June 1956, The International Labour Conference resolved that the term welfare, as used in recommendation includes intetalia

a) Feeding facilities in or near the undertaking.

b) Rest and Recreational facilities in or near the undertaking holidays facilities.

Oxford Dictionary defines labour welfare as “efforts to make life worth living for workers”. The Chamber Dictionary defines welfare as “a state of foraying or doing well, freedom from clamity, enjoyment of health, prosperity etc”.

Report of the Labour Investigation Committee 1969 considered the term labour welfare in the context of social and economic condition obtainable in India. Thus, it includes, “Such Services, facilities and amenities, as adequate contents, rest and recreational facilities arrangement from travel to and form work and for the accommodation of the workers employee at a distance from their homes and such other services, amenities and facilities including social security measures as contribute to improving the condition under which the workers are employed”.

The encyclopaedia of social sciences defines labour Welfare as “the voluntery efforts of the employers to establish, within the existing Industrial system working and sometimes living
and cultural conditions of employees beyond what is required by law, the customs of the Industry and conditions of the market.  

R.R. Hopkins opines that “Welfare is fundamentally an attitude of mind on the part of management influencing the method by which management activities are undertaken”.

Arthur James Todd defines welfare measures as “anything done for comfort and improvement intellectual and social, of the employees over and above the wages paid, which is not necessity of the industry”.

E.S. Prood defines welfare measures as “voluntary efforts on the part of employers to improve the existing industrial system and the conditions of the employment in their own factories”.

According to N.M. Joshi welfare measures “covers all the efforts which employers make for the benefit of their employees over and above the minimum standards of working conditions fixed by the factories Act over and above the provisions of social legislations providing against accident, old age, employment and sickness”.

**Dynamics of Labour Welfare Measures:**

In the preceding paragraphs, a thorough review of the concept of the labour welfare measures has been made. The Researcher now turns to study the concept of the dynamics of
Labour welfare measures. The concept of Labour Welfare has been evolved in order to extend a measure of social assistance to this section of workers toiling in various sectors. For this end, separate legislation’s have been enacted by parliament to set up welfare funds to provide housing medical education and recreational facilities to workers employed.

It concept has been described by different intellectuals and institutions in different ways. The Articles of the constitution in the chapter or Directive principle of the state policy also emphasise the concept of welfare. These articles are briefly explained below:

**Article 41** - The state shall with in the limits of its economic capacity and development, make effective provision for securing the right to work, to education and to public assistance in cases of unemployment old age sickness and disablement and in other cases of undeserved want.

**Article 42** - The state shall make a provision for securing just and humane conditions of work and for maternity relief.

**Article 43** - The state shall endeavor to secure by suitable legislation or economic organisation or in any other way, to all workers, agricultural, Industrial or otherwise, work, a living wage, condition of work ensuring a decent standard of life and full enjoyment of leisure and social and cultural opportunities and in particular, the state shall endeavour
to promote cottage industries on an individual or co-operative basis in rural areas.  

A report on labour welfare Investigation committee viewed concept of labour welfare as being a dynamic subject, no rigged limits can be laid down for scope of labour welfare for all industries and for all times. It can be elastic enough to include all essential prerequisites of life that a worker as a human being reasonably stands in need of it can also be confined to the extremely omitted domain of basic minimum amenities without which a worker can not work. Quite close and sensitive to political and social changes the concept of labour welfare can also gets inevitably tagged to developments in these fields primarily because of environment in which works and lives, a worker expects, and perhaps also stand in needs of more than what is available to him in social services as a citizen.  

The National Commission on labour appointed in 1966 states the concept of dynamics of labour welfare measures for the newsprint of statutory provision which may be classified in two parts:-

(i) Those which have to be provided irrespective of size of establishment or the number of persons employed therein such as washing storing and drying the clothing,
first aid box, and drinking water, latrines and urinals; and

(ii) Those which are to be provided subject to employment of a specified number of persons such as canteen rest shelter, crèche and ambulance rooms. However, it has been observed by the Researcher that the philosophy and the concept of labour welfare in India were also influenced considerably by the Philadelphia Declaration of May 1944 which are briefly presented as under:-

a) Labour is not a commodity freedom of expression and of association are essential to sustained progress.

b) Poverty anywhere constitutes a danger to prosperity anywhere.

Royal Commission on Labour has rightly observed that term “Welfare” as applied to industrial workers is one which must necessarily be elastic, bearing a somewhat different interpretation in one country from another, according to different social customs, the degree of industrialisation and educational development of worker.

Report of The Study Team on welfare Measures:

The Government of India appointed a team to study and to examine Labour Welfare Activities in 1959. The study team thus made observation that “Social Security is considered one of
the important aspects of labour welfare”.

The workers assert that welfare must not mean something philanthropic or some gratuitous help to working class. It should not only be treated as a matter of right obtainable under a statute that all social security measures are but also an essential part of labour welfare.

In 1963 an international body on labour i.e.l.L.O. convened the committee of experts on welfare facilities for industrial workers. The committee segmented the dynamics of welfare activities in two major groups:-

a) Within the establishment (Intra Moral activities)

b) outside the establishment (Extra Moral activities)

These labour welfare activities which are generally provided within the establishment or inside the industry are also known as intra Moral activities, and the welfare activities that are provided outside the establishment or out side the industry are known as extra moral activities.

Intra Moral Activities:

As recommended by the I.L.O., within the establishment or within the Industry the welfare facilities are :-

1 Latrines and urinals.
2. Washing and bathing facilities.
3. Creches.
4. Rest shelters and canteen.
5. Arrangement of drinking waters.
6. Arrangement for prevention of fatigue.
7. Health services including occupational safety.
8. Administrative arrangement within the plant to look after welfare.
9. Uniform and protective clothing and
10. Shifting allowance.

Extra Moral Activities:

The welfare facilities or activities outside the establishment or industry are:-

1. Maternity benefits.
4. Medical facilities including programmes for physical fitness and efficiency, family planning and child welfare.
5. Educational facilities including adult education.
6. Housing facilities.
7. Recreation facilities including sports, cultural activities library and reading room.
8. Holiday homes and leave and travel facilities.
9. Workers cooperatives including consumer cooperative stores, fair price shops and cooperative thrift and credit societies.
10. Vocational training for dependents of workers.
11. Other programmes for the welfare of women, youth and children.
12. Transport to and from the place of work.

**Statutory, Voluntary and Mutual Welfare Facilities:**

Labour welfare may be divided in three categories:-

1. Statutory
2. Voluntary
3. Mutual

Statutory welfare facilities are provided under different factories Act and provisions. These are obligatory on the part of employers.
Voluntary welfare work includes those activities which are undertaken by employers for their works voluntarily.

If the workers decide to improve their lot on the basis of mutual help it may be called mutual welfare activities. 14

While expressing in its interpretation regarding the concept of labour welfare the I.L.O has observed that, the term is one which lends itself to various interpretations, and it has not always the same significance in different countries, Sometimes the concept is a very wide one and is more or less synonymous with conditions of work as a whole. It may include not only the minimum standard of hygiene and safety laid down in general labour legislation, but also such aspects of working life as social insurance schemes, measures for the protection of women and young workers, limitation of hours of work, paid vacations, etc. In other cases, the definition is much more limited. Welfare, in addition to general physical working conditions, is mainly concerned with the day-to-day problems of the workers and the social relationships at the place of work. In some countries the use of welfare facilities provided is confined to the workers employed in the undertaking concerned, while in other, the workers families are allowed to share in many of the benefits which are made available.” 15

Mahatama Gandhi viewed through his general programme for uplifment of toiling masses of the country that “I do
not want any thing more for workers and peasant than enough to
eat and house and clothes themselves and has ordinary comfort as
self respecting human being”.

A resolution passed by Indian National Congress
on Fundamental Rights and economic programme in its Karachi
session in 193 demanded that.

The resolution demanded that the organisation of
economic life in the country must conform to the principles of justice
and it might secure a decent standard of living. It also emphasised
that the state should safeguard the interest of industrial workers
and should secure for them, by suitable legislation, a living wage,
healthy conditions of work, limited hours of labour, suitable
machinery for the settlement of disputes between employers and
workmen and protection against the economic consequences of old
age, sickness and unemployment.

Various authorities on the subject have defined the
term labour welfare in a number of diverse ways. The Indian
Industrial Commission has defined that the remedies of this state
of affairs are a rise in the standard of comfort and a improvement in
public health. These ends can be attained only by education,
improved housing, a general policy of betterment, in which, an
organisation for the care of public health must play a prominent part.
If the children of workers are provided with education under tolerable
conditions of life, a new generation of workers will grow up who will learn to regard mill work as their fixed occupation. Better housing is a most urgent necessity, especially in the large congested industrial cities. Facilities for health, amusement, shorter house of work (though a reduction of these may for a time decrease output) and other measures for economic betterment, such as, cheap shops for the sale of articles required by the mill hands, and cooperative societies, are almost equally important. The conditions under which industrial operative live and work in this country ought, if efficiency aimed at, to approximate as nearly as circumstances permit to those of temperate climates. The problem, not only on moral grounds, but also for economic reasons, must be solved with the least avoidable delay, if the existing and future industries of India are to hold their own against the ever growing competition, which will be still fixer after the war. No industrial edifice can be permanent, which is built on such unsound foundations as those afforded to the Indian labour under its present conditions.  

Welfare is one of those commonly used words which is easy to understand but difficult to define. It becomes more difficult to define when put in relation to a particular section of society, for, such a narrowing down will always be arbitrary. Beside, the concept of welfare in general and labour welfare in particular is related to historical, cultural and environmental conditions, and differs from
country to country and place to place. These difficulties have resulted in a large number of definitions of labour of labour welfare measures describing as attitude of mind, while others merely catalogue the schemes and measures which should be included in labour welfare. There are some who emphasise voluntary nature of welfare work and include only that work in labour welfare which is undertaken by an employer to establish, within the existing industrial system, working and sometimes living and natural conditions of his employees beyond what is required by law, the customs of industry and condition of the market”, and there are others who define labour welfare as measures for promoting the physical and general well-being of people working in factories, and other undertakings of industrial life. The fact of the matter is that welfare services are as varied as life itself and are constantly being adopted to new circumstances. They form a fluid and developing to social environment arise or with the changes which are primarily going on in the structure of society itself. It is no wonder, therefore, that concepts of industrial welfare vary from country to country and that within the same country the significance attached to the term may differ from industry to industry, and even from undertaking to undertaking.

As welfare became an accepted feature of employment conditions, the state began to intervene in order to widen the area of its applicability. Though set late in the 19th century, the pace of
Industrialisation in India received considerable impetus after the First World War and especially after the grant of tariff protection. Simultaneously the trade union movement in India also gained ground. Those where the hectic days of intense political activity aimed at attainment of independence from foreign rule, industrial labour in India was also influenced by the political awakening of the country. This awakening obviously gave rise to a series of dimensions on the part of labour.

A little over two decades later (1944-56) the labour Investigation Committee also surveyed the scope of labour welfare in the context of Indian conditions. Summing up its observations the Committee said “For our part, we prefer to include under welfare activities anything done for the intellectual, physical, moral and economic betterment of the workers, whether by employers, by Government or by other agencies, over and above what is laid down by law or what is normally expected as part of contractual benefits for which the workers may have bargained”. 16

Some of the observations of Investigating bodies on welfare amenities have been given a legal shape. A large number of activities have been left to be provided either on the volition of the employers or as a result of normal trade union activities. Progressive employers in this country have been providing extra welfare amenities thereby enhancing the quantum and scope of labour welfare measures. Employers during the course of their
evidence before the Committee have expressed that human raw material deserves a special attention. The welfare amenities devised for workers should conform to sociological and environmental changes, which have been taking place in this country. Any employer who is interested in increasing his productivity and maintaining industrial peace has to ensure that equal, if not more attention is paid to all the factors of production, of which labour is an important factor.  

The workers have put forward a demand, consistently and conspicuously in their replies to the committee’s questionnaire as well as during the course of evidence before the Committee, that labour welfare should include all that is necessary for the physical and mental development of a worker, both as a compensation to the wear and tear that he undergoes as a part of production process and also to enable him to sustain and improve upon his basic capacity of contribution to the process of production. They would, therefore, like to include housing, medical, educational facilities nutrition facilities, rest and recreation cooperatives, day nursery and creaches, provision of senatorial and holiday homes, social insurance measures, undertaken voluntarily by employers, alone or jointly with workers, sickness and maternity benefit scheme, provident fund, gratuity and pension, rehabilitation of disabled persons and establishment of convalescent homes.
Conclusion:

It may be inferred from the foregoing paragraphs concerning review of the dynamics of labour welfare that divergent views and expansive practice that were addressed to arrive at consensus as to what should normally be the scope of labour welfare, within social, economic and political objectives laid down by our constitution. It may well be decided to set a base, which could, in as scientific terms as possible, describe any aspect of social science and give a near possible range of what could be included in the term labour welfare. The International labour organization (ILO), being the highest parliament of labour in the World, it is observed that the scope of labour welfare as elucidated by them would serve as an appropriate base for inviting views of various interested parties, including state governments and Union Territory Administrations.

The scope of welfare amenities provided and suggested however differs. It has to be a dynamic field, the bounds of which get limited only be such considerations as can be justified over a transient period, of economic limitations, administrative implications and social repercussions. What forms the base of scope of labour welfare today may well be an out-mode thought of tomorrow.

In the present chapter the concept of labour
welfare in its dynamic fields was discussed. It is now clear that the
development of labour welfare is related to pace of industrialization
itself. The study on historical development of labour welfare makes
the subject matter of the succeeding chapter. The chapter has delved
deep into the facts as to how the labour welfare measures have
improved the pace of industrialisation in the country in successive
five year plans.

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CHAPTER - III

ORIGIN AND EVOLUTION OF LABOUR WELFARE MEASURES IN INDIA:
A RETROSPECTIVE ANALYSIS

In the previous chapter, a detailed account with regard to the different concepts and dynamics of labour welfare measures has been reviewed. This chapter presents threadbare discussion about the origin, evolution and promotion of labour welfare measures in India and abroad.

The necessity of Labour Welfare measures can easily be realised if we look into the conditions of working classes. They have to work for long hours under unhealthy surroundings and afterwards have no means to remove the drudgery of their lives. Migrated from village community and rushed into a strange uncongenial environments, they are liable to become easy victims of drinking, gambling and other vices, which tends towards their demoralisation and ruin.

Labour welfare measures were thus basically influenced by humanitarian principles and legislation in the earlier days in the industrial developments. Efforts towards workers welfare were made by social workers such as philanthropists and other religious leaders to meet its humanitarian grounds".1
Origin and Evaluation of Labour Welfare Measures Abroad:

The welfare measures began as movement in England in the early years of industrial Revolution. The working conditions in the factories during its first phase shocked some social minded employers, Philosophers such as John Sturat Mill, Martineau and George Eliot, all advocated the cause of these labourers and enunciated the “concept of scientific a meliorism. “In England, in the first quarter of the 19th century, Robert Bwner attempted to improve the workers condition by ensuring shorter hours of works and minimum wage and by providing facilities of schools for the employees children, Churches, decent housing, medical assistance and sick benefits. The effort of Robert was considered to be one of the pioneering efforts towards the labour welfare in 1800. This attracted the interest of the civilised world. British Parliament enacted a law under the guidance of Sir Robert Pell in 1802. The law mainly purported to regulate the health and morals of apprentices in cotton mills. The Act in the first instance limited the hours of works to twelve per day. This act also abolished night work and regulated boarding arrangement rules formed to provide for their education and attendance at Church. These were however made applicable to only pauper apprentices. The main importance of the Act lies in the fact that it established the principles of Government regulation of Industrial conditions. In 1817, Robert own
first advocated an 8 hours working day for workers. In 1819 yet another Act was enacted to regulate the hours and conditions of workers. The progress and working conditions was, however, slow and it was only in 1833 that first Factories Act was passed. Factories Act prohibited the employment of very small child labour, limited the number of hours of work, and fixed up the timing of meal. An appointment of an Inspector was made to ensure the implementation of the Act. With the enactment of these acts, the poor working conditions, in mines were brought to the public notice in 1842. The first report of children employment commission, published in 1842, gave the most harrowing account of the conditions in which children were made to work.

The Report stirred the social conscience of England and within a month of its publications, lord Ashley introduced a bill in the House of commons, prohibiting the employment of boys under thirteen and excluded all woman and girls from the pits. But there was no follow up action on the part of the Government. In 1844, a new factory Act come into existence which limited the hours of labour of children under 16 years of age to 6.5 per day. ²

In 1913, the Institute of Labour Management was formed in Britain. From the beginning of 19th century both the Government and the Industry have been constantly trying to improve working conditions. Trade Union persuaded the workers who become
militant to demand improvements for regulating the demands of workers, a special department was set up to look after all labour problems and to comply with the numerous Acts of Parliament. In this connection, the post of welfare secretary was created so that he might function as personal representative of the employer in labour maintenance activities. During the second half of the 19th century, the welfare movement slowed down and became less idealistic. This was motivated mainly by the self-interest of the employers. The general tendency, especially in the United States, was to pile up wealth at the cost of employees by ignoring their legitimate needs for a reasonable wage and reasonable conditions of work. Often employers departed from this general practice and depending upon the capacity of the enterprise offered some benefits to the workers.

In between this period, the concept of socialism began to influence the welfare movement in Europe. The extensive paternalistic community welfare programmes practised by the Krupps Industrial empire. In Germany, provisions of having housing, cooperatives stores, thrift campaigns, guarantees against accidents, sickness and incapacity, old age pension, life insurance and technical education were existing. The twentieth century has been termed as the "age of the common man" 3 specifically in the United States. In this period, earlier condition changed and the machinery
age was in full swing. Flowing this, number of workers per plant also increased rapidly resulting in the generation of a management movement. In this era, the recognition of humanity was replaced by genuine economic justification through more efficient performance and lower unit costs. The working conditions also ameliorated as better lighting, heat, ventilation wash room, better toilet facilities, locker for clothing lunch rooms technical education and training better productivity and wage system, all become new part of noble techniques in many Industrialising countries. But organised labour who had been demanding for higher wage were not appreciating these packing. To some up it may be inferred that the European countries recognised the significance of labour in overall economic activities in the beginning of the 19th century. Accordingly, these countries formed up several welfare Act to ameliorate the overall working conditions of labour with an aim to achieve social equity and future.

Evaluation of Labour Welfare Measures in India:

The origin of labour welfare measures in India goes back to 1837 when, following the abolition of slavery, the British Colonies started importing Indian Labour. Labour Welfare measures are mostly governed with legislative teeth. In order to protect the objectives of helping poor and orphaned children a separate
legislation was passed in 1850. However, from the historical background of labour welfare measures, it is observed that early enactment were drawn up with the specific objectives. These Acts, lacked in any planned policy or approach in the context of the labour welfare measures.

All earlier labour welfare measures were enacted merely to regulate employment rather than improving the working condition of labour. In this context first Indian Factory Act was passed in 1881 which marked the beginning of a series of labour laws. These labour laws brought about the improvements in the working and living conditions of the labour. The condition in which the labour worked in textile Mills in Bombay in the seventies of the last century were the immediate cause of Factories Act of 1881.  

Ventilation in Factories buildings had not received the attention it deserved. Machinery was generally protected to reduce the possibility of accidents but the protection for safety was found to be inadequate enough.

The unsatisfactory conditions of work then prevailing in factories came in for a critical mention by the Factory Commission of 1908. The Commission did not, however, touch upon any of the extra environmental aspects of working conditions which are now recognised as forming the core of labour welfare.
A real beginning in the field of labour welfare was made with the findings of Industrial Commission in its report submitted in 1918. Commission also made surveys regarding the provisions of welfare measures, such as, industrial housing, medical, health, sanitation and educational facilities to the industrial workers. It realised the inadequacy of these services and linked the proper efficiency of Indian workers to lack of welfare activities. The report further observed that the efficiency of a labour can be improved by providing welfare measure such as amelioration of housing conditions, improvement in health and general welfare facilities etc. In the recommendation, the commission laid greater emphasis on the provision of housing health and recreational facilities setting up the cheap shops for the sale of essential articles of workers and encouragement to workers to form cooperative societies.5

Provincial Autonomy And Labour Welfare:

An important political development took place in the country with the emergence of provincial autonomy for the provinces. The government of India Act 1935 transferred certain subjects to the then provinces in which the provincial Governments were made autonomous as a result of provincial autonomy labour got a greater share in the governance of the country and as such in the formulation of labour welfare policies.
Popular governments were installed in the provinces. The pace was, thus, set for the labour to realise its dreams in organising itself and in securing as many amenities as it could in all fields of its activities including that of labour welfare.

Provincial Governments set up various following Committees to inquire the working condition of labour and the provision of housing facilities prevailing to them.

1) The Bombay Textile Labour Inquiry Committee 1937.
2) The Kanpur Labour Inquiry Committee 1937.
4) Bihar Labour Inquiry Committee 1938.

All the committees conducted detailed investigation regarding housing facilities available in various industries and drew pointed attention of the Governments towards inadequate and unsatisfactory housing conditions for industrial workers. These committees expected of them and also made number of valuable suggestions for improving housing facilities of the workers.

Apart from these inquiry committees set up by various provincial governments, National planning committee was
also appointed in 1937 under the chairmanship of Pt. Jawaharlal Nehru with Prof. K. T. Shah as a general secretary. This committee appointed as a sub-committee, on labour to investigate various labour problems. The report of this sub-committee was submitted in December 1947. This was discussed by the National planning committee which passed resolutions concerning living and working of workers. The sub-committee recommended 48 hours of work per week or 9 hours per-day and suggested raising the minimum age of employment of a child to 15 years. It also suggested that besides state, local bodies and employer should also pay due attention to the housing problems of the workers. It further suggested the formulation of housing and cooperative schemes. It also favoured a special fund to be established for maternity benefits and suggested a system of contributory and compulsory insurance for industrial workers.

Another offshoot of the provincial autonomy and increased association of labour with the provincial governments was the creation of tripartite consultative machinery in India in 1942.

While the origin of such machinery could be traced to the impact of International Labour Organisation (ILO), the direct and immediate basis for the creation of this machinery was the transfer of political power in provinces in 1935 and mainly set up of this tripartite committee to discuss the entire matter of labour
problem including those of labour welfare. This machinery comprised of the India Labour Conference and Standing Labour Committee. The constitution of these two forms eventually led to setting up of number of industries. These industrial committees have been discussing from time to time all specific problems relating to their industries including matter of concerning welfare amenities inside and outside the work peace. The contribution of these committee has been quite significant in the enactment or amendment of legislation relating to factories plantation and mines and also in other specific industries for which they have been set up.

Labour Welfare During the Interim Government at the Centre:

Immediately after the transfer of the power to the Interim Government, in 1946, with the Governor General of India as the Head of the Government and with late Pandit Jawaharlal Nehru as its Vice-President, a programme of legislative and administrative reforms was drawn up in the shape of a blue-print of Labour policy - a Five year Programme for labour.  

In the course of a debate in the Central Legislative Assembly, in 1946, Shri Jagjivan Ram, the Member in-charge of Labour, in the Executive Council, revealed that Government had formulated a plan for bringing about essential reforms in the interest of the working class in the country. The main features of labour
welfare in the proposed programme were as follows:

i) Overhaul of the Factories Act with a view to the prescription and enforcement of right standards in regard to lighting, ventilation, safety, health and welfare of workers, improvement of conditions of work, particularly in unorganised industries and work-places where the present Factories Act does not apply.

ii) Provision of adequate housing for workers to the extent of resources, both of man-power and materials, that can be made available for this service.

iii) Organisation of the Health Insurance Scheme, applicable to factory workers to start with for the provision of medical treatment and monetary relief during sickness, maternity benefit on a extended scale, medical treatment in the case of disablement and the substitution of pensions during periods of disablement and to dependents, in case of death, in place of the present lump-sum-payments.

iv) Provision of creches and canteens.

v) Strengthening of the inspection, staff and the Inspectorate Mines".
This landmark in the evolution of labour welfare measures had a tremendous impact on various legislative measures that were enacted in the subsequent years by the Central and State Governments.

**Five Year Plans and Labour Welfare Measures:**

Immediately after India became a Sovereign Democratic Republic, the concept of planned economic development was accepted and a planning Commission was set up in March 1950. The Commission was required to make an assessment of the material, capital and human resources of the country and formulated plans for the “most effective and balanced utilisation of the country’s resources”. Thus, these started an era of economic planning with rearrangement of resources and allocation of priorities in such manner as to ensure a balanced development of both economic and social sectors.

**First Five Year Plan:**

The First Five Year Plan paid considerable attention to labour problems including welfare of the working class. Commenting on labour, the first five year plan stated that labour problems should be approached from two angles, the welfare of the working class and the country’s economic stability and progress.
The basic needs of the worker for food, clothing and shelter must be satisfied. He should also enjoy improved health services, wider provisions of social security, better educational opportunities and increased recreation and cultural facilities. The conditions of work should be such as to safeguard his health and protect him against occupational and other hazards. He should be treated with consideration by the management and he should have access to impartial machinery if he fails to get a fair deal. Finally, he should have freedom to organise and adopt lawful means to promote his rights and interests.

In a nutshell, it laid emphasis on the development of welfare amenities, special responsibility of welfare officers for avoidance of disputes and creating mutual goodwill and understanding and also constitution of joint committees of representatives of employers and workers to understand each other better. The plan emphasised that the conditions of work progressively required to be improved although on the legislative side the observation was that whatever had been done in the Factories Act 1948 and the Plantation Labour Act, 1951, along with a Legislation for Shops and Commercial Establishments and Motor Transport workers, should be considered sufficient till then. The provisions of these enactment's should be strictly enforced and made effective. It made another important recommendation which related
to the establishment of a National Museum of Industrial Health, Safety and Welfare.

A Central Labour Institute, with regional offices, was thus set up to conduct scientific studies on various aspects of Industrial management and development with particular emphasis on human and safety aspects of industry. For providing more houses to the industrial workers, a subsidised Housing Scheme for Industrial workers, was evolved in September, 1952. The various social security measures and other enactments referred to earlier namely the Employee’s State Insurance Act, 1948 and Employees’ Provident Fund Act, 1952, Mines Act and Coal Mines (Conservation and Safety) Act, were brought into being during the course of the First plan. First plan also saw the success of joint consultation at various levels which too had its impact on the provision of welfare amenities. In the states also, various new enactments were undertaken. Among these, special mention may be made of the Bombay Labour Welfare Fund Act 1953 and the Assam Tea Plantations Fund Scheme Act 1955.

Second Five Year Plan:

In its chapter on Labour Policy and Programme, the Second Five Year Plan stated that the importance of better working conditions had been progressively recognised. Though admittedly
much remained to be done in various matters including industrial housing, progress could only be gradual. The plan also expressed a hope that with the implementation of the Plantation Labour Act some improvement would be recorded in conditions of Plantation labour. Greater stress was laid on the creation of industrial democracy in which a worker should realise that he was a part and parcel of the industrial apparatus that was to usher in socialistic pattern of society. This could only be done if due attention was paid not only to the provision of welfare amenities to improve working conditions of the worker but also to the effective implementation of the amenities that had already been provided under various statutes.\(^{10}\)

Realising the achievements of the Coal and Mica Mines Labour welfare funds, the second plan also suggested institution of a similar fund for the manganese industry. The plan also stated that where a fund was to be instituted on the basis of welfare cess, such a cess should be levied by the Central Government unless the industry was located altogether within the borders of one State in which case the State Government could take necessary action. The plan also discussed the administration of welfare funds and stated that wherever feasible unified administration of such funds was necessary in the interest of economy and for providing better welfare amenities. While
suggesting the creation of these welfare funds the plan did not dilute the responsibility of the individual employer in providing welfare amenities to his workers. It observed thus, “the provision of welfare facilities is the responsibility of an individual employer and as far as possible these activities should be run with the assistance of local committees on which workers are represented. This is how it elaborated on its earlier observations of the creation of industrial democracy. 

An important suggestion was given by the Second Five Year Plan for providing welfare measures to workers employed in small establishments. It stated “in the case of smaller establishments facilities may be provided jointly”. The establishment of adequate number of welfare centre was also considered necessary to provide much needed diversion to the workers and training facilities to their family members. It also recommended legislation to regulate working condition for workers employed in construction industry and transport services.

The Second Five Year Plan also touched upon the problem of providing ameliorative measures to agricultural labour. It, however, did not suggest any welfare measures as such because in its opinion the first and foremost task was to provide greater employment opportunities and fixation of a minimum wage for this labour.
The plan also dwelt in detail on the welfare measures for women workers and stressed that greater attention should be paid to them for protection against injurious work, for provision of maternity benefits and for opening of creches for children.

The Second Five Year Plan, during the period of its operation, saw diversification of welfare and health facilities to more workers. New enactments were undertaken for seamen, motor transport workers etc. The coverage of the Employees State Insurance Scheme was also extended to cover more workers. A comprehensive scheme known as Dock Workders (Safety, Health and Welfare) Scheme was drawn up in 1961. In order to finance the welfare activities for the tea plantations employees in Assam, the State Government enacted the Assam Tea Plantations Employees’ Welfare Fund Act in 1959, which came into force in June, 1960. A new plantation labour housing scheme was evolved in April 1956. The Scheme envisaged a certain amount of loan for construction of houses for workers. Various States enacted legislation to regulate the working conditions in shops and commercial establishments.

Appointment of the Study Team on Labour Welfare:

In December 1959, the Union Labour Minister decided to appoint a Study Team to examine the entire range of labour welfare activities and make recommendations on which the labour welfare
schemes in the Third Five Year Plan could be based. This Study Team described labour welfare as services, amenities and facilities which contribute to improve the conditions under which workers are employed.\textsuperscript{13}

It realised that in a progressive society the needs and aspirations of the workers increased rapidly and legislation could not keep pace with it. The study Team broadly divided labour welfare amenities into three main groups:

i) Amenities and facilities that may be provided inside undertaking;

ii) Facilities to be provided outside undertaking; and

iii) Social Security measures.

**Third Five Year Plan:**

The recommendations of the Study Team set the pace for the formulation of the labour policy in the Third Five Year Plan. The Third policy in the Third Five year plan. The Third plan also stressed the need for more effective implementation of statutory welfare provisions. It recommended that the improvement of the working conditions could result in greater productivity efficiency on the part of workers. Every effort should thus be made to keep abreast of the modern development in various aspects relating to human
factor in the industry. It called upon the State Governments to strengthen the inspectorates provided for the administration of factory laws. 14

The plan also highlighted the need for taking preventive step and for conducting regular surveys against exposures to occupational diseases, which in the opinion of the planning commission, were on the increase. Regarding the welfare funds the plan observed thus, Special welfare funds have been constituted for financing welfare measures for workers in the coal and mica mining industries. They are meet in very real needs. Similar funds are proposed to be created for workers in the manganese and iron are mines."

The Third Five Year Plan Report marked the progress made in the cooperative housing societies but expressed dissatisfaction on its slow pace. It recommended that a regular campaign should be undertaken for setting up cooperative credit societies and cooperative consumers stores. It left that trade union and voluntary organisations should evince greater interest and initiative in running such cooperatives. The Plan Report also touched upon the Subsidised Industrial Housing Scheme. It stated The present approach to the problem has been found to be wholly inadequate and new ways will have to be devised immediately so that the workers may be assured of minimum standards in respect
of living conditions with a reasonable period in the interest of their health and efficiency. Towards the same end, facilities for recreation and sports, will have to be greatly enlarged for all sections of workers.

This plan also highlighted the need for providing better living and working conditions in the case of agricultural labour and workers in unorganised industry. To quote the Report “while considerable improvement has occurred in the living and working conditions of employees in large and organised industries, owing both to State activity and trade union action, a great deal of lee-way remains to be made up in respect of the workers engaged in agriculture and unorganised industries. Their conditions should became a matter of special concern to the Government as well as to the organisations of labour.

The legislative measures undertaken since Independence continued to provide main structure of labour welfare during the Third plan. Greater emphasis was placed on collective bargaining and on mutual agreements for improving industrial relations as well as workers well being. For iron or mines, the Iron or Mines Labour welfare cess Act, 1961 was passed. With a view to reducing disparities in regard to maternity benefits in the existing State acts, a Central Maternity Benefit Act was also enacted in 1961. The states of Mysore and Punjab enacted the Mysore Labour Welfare

For accelerating the pace of housing activities in the plantation industry the plantation Labour Housing Scheme was amended in April, 1966 to bring it at par with the Subsidised Housing Scheme for Industrial Workers.

Table-1 has been prepared to furnish a detailed account as regards the principal Social Security Laws of India right from 1923 onwards till the payment of Gratuity Act 1972. Table provides information about the objectives, coverage eligibility and benefits of the important Social Securities Laws applicable in India during the period under review.

**Fourth Five Year Plan:**

The Draft Fourth Five Year Plan (1969-74) presented to the Parliament in April 1969 provides for the expansion of E.S.I. activities to provide hospitalisation to families of all insured workers; to cover shops and commercial establishments in selected centres as also non-power factors employing ten or more persons.

The Plan also mentions that programmes for welfare centres, holiday homes and recreational centres have been included in State plans. Stress is also to be laid on strengthening labour administration for better enforcement of labour laws. A provision of Rs.37.11 crores has been made in the plan for labour welfare programmes, a notable feature indeed.
**TABLE - 1**  
Principal Social Security Laws of India

<table>
<thead>
<tr>
<th>Law</th>
<th>Objectives</th>
<th>Coverage</th>
<th>Eligibility</th>
<th>Benefit</th>
</tr>
</thead>
</table>
| Workmen's Compensation Act, 1923 | To provide compensation for workmen in cases of industrial accidents/occupations/diseases resulting in death | Persons employed in Factories, Mines, Plantations, the Railways and other mentioned in scheduled II of the Act. | The Benefits are payable in respect of work related injuries to the workers/d dependents not covered by ESI Act | Compensation for:  
Death Permanent  
Total Disablement  
Temporary Disablement |
|                              |                                                                            |                                                                          |                                                                            | Min. Max.  
(Rupees)  
50,000 2,28,000  
60,000 2,74,000 |
| Employee State Insurance Act, 1948 | To provide for health care and Cash benefits in the cast off sickness, maternity and employment injury | Factories/establisments to which the law is made applicable by the Government | Employee's drawing wages not exceeding Rs.6500/- per month. | Compensation for:  
Death/Permanent total disablement  
Temporary Disablement |
|                              |                                                                            |                                                                          |                                                                            | 70% of the wages as monthly pension.  
70% of the wage payable for disability period. |

Employee's To provide provident Fund: at the
<table>
<thead>
<tr>
<th>Provident Funds and Miscellaneous Provisions Act, 1952</th>
<th>compulsory Provident Fund *Pension *Deposit Lined Insurance</th>
<th>ments employing 20 or more employees (in scheduled industries). Other establishments notified by the Central Government.</th>
<th>drawing pay not exceeding Rs.5000/= per month.</th>
<th>rate of 8.33% or 10% which ever is applicable. Monthly pension/Family pension. Apart from terminal disbursement nonrefundable withdrawals for *Life Insurance *House Building education's etc;</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maternity Benefit Act, 1961</td>
<td>To provide for maternity protection before a after child birth</td>
<td>Factories, Mines. Plantation. Commercial and other establishments to which the law is extended.</td>
<td>There is no wage limit for coverage provided the woman is not covered by the ELI Act.</td>
<td>Payment for actual absence upto 12 weeks @ average daily wages, minimum wage/or Rs.10.</td>
</tr>
<tr>
<td>Payment of Gratuity Act, 1972.</td>
<td>To provide for payment of Gratuity on ceasing to hold office.</td>
<td>Factories, Mines, Oil-Fields. Plantation, Railway Companies, Shops and Establishment and also to other Establishments to which the law is extended.</td>
<td>Five year continuous service is required for payment for gratuity.</td>
<td>15 days wages for every completed year of service or part thereof in excess of 6 months subject to a maximum of Rs.1,00,000/= The seasonal employees are entitled to gratuity at a rate of 7 days wages for each season.</td>
</tr>
</tbody>
</table>

Source:- Annual Report, Ministry of Labour, Govt. of India, New Delhi 1997-98 p. 54
For Fourth Five Year Plan (1969-74) provided for the expansion of the Employees State Insurance Scheme to cover medical facilities to the families of insured persons, and to cover shops and commercial establishments in selected centres. During the Fourth Plan period, the Contract Labour (Regulation and Abolition) Act, 1970, the Payment of Gratuity Act, 1972, Employees, Family Pension Scheme were passed. The Plan directed that programmes for welfare centres, holiday homes, and recreational centres should be included under the state plan, and stress be laid on strengthening labour administration machinery for effective enforcement of labour laws. For labour welfare programmes, a provision of Rs.37.11 crore was made in the plan.

**Fifth Five Year Plan:**

The Draft Fifth Five Year Plan (1974-79) also laid down programmes for labour welfare. For promoting industrial safety in increasing measure, the plan provided for setting up of safety cells in various states. An amount of Rs.57 crores was provided for labour welfare including craftsmen training and employment service.  

**Sixth Five Year Plan:**

In the Sixth Plan (1980-85) according to the Planning Commission, the thrust of the programmes was laid on implementing effectively the measures contemplated in different
legislative enactment’s and in extending the coverage of the employees state insurance scheme, the employees provident fund and family pension scheme. Special programmes would also need to be undertaken by the state governments for the benefit of agricultural labour, artisans handloom weavers, fishermen, leather workers and other unorganised workers in the rural and urban areas. An outlay of Rs.161.9 crores is proposed for Labour and Labour Welfare Programmes for the period 1980-85. Of this, the Central outlay would be of the order of Rs.78.5 crores and the remaining Rs.83.4 crores being accounted for by states and union territories. 18

Seventh Five Year Plan:

In the Seventh Five Year Plan emphasis was given on labour welfare, improvement in working and living conditions of unorganised labour not only in the rural areas, but also in the urban areas. According to the plan, “effective implementation of the existing legislation would greatly improve matters for the unorganised urban workers. Efforts would be made not only to train and upgrade the skills of the workers but also to educate them and make them aware of the programmatic and legislative provisions available for them. Genuine and effective voluntary organisations would be involved in the process of organising the poor and in actual implementation of the schemes. As regards child labour, the planning commission is of the view that “as it is not feasible to eradicate the problem of child labour at the
present stage of economic development attention has to be focussed on making the working conditions of child labour better and more acceptable socially. Improved legislation coupled with better enforcement machinery are called for. Association of voluntary organisations and agencies with the tasks of providing child workers with the health care, nutrition and education will be desirable. The plan laid down certain major tasks as for women labour is concerned. These are:- (i) to treat them as specific target groups in all rural development programmes. (ii) to ensure that in all asset endowment programmes, women have rights over assets and resources; (iii) to properly diversify vocational training facilities for women to suit their varied needs and skills; (iv) to encourage appropriate technologies, equipment and practices for reducing their drudgery and increasing their productivity; (v) to provide creches facilities and family planning centres; (vi) to establish marketing estates at the State level; (vii) to increase women’s participation in trade unions and in decision making; and (viii) to improve and enlarge the scope of the existing legislation for women workers. A plan allocation of Rs.334 crores for the Center, the States and the Union Territories has been provided for labour and labour welfare in the Plan.

In accordance with the recommendation of the Indian Labour Conference held in 1985, the central government established six regional minimum Wages Advisory Committees in 1987 as shown in table-2.
### Table - 2
Regional Minimum Wages Advisory Committees

<table>
<thead>
<tr>
<th>Region</th>
<th>States/U.TS Covered</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Eastern Region</td>
<td>West Bengal, Orissa, Bihar, Sikkim, Andaman &amp; Nicobar Islands.</td>
</tr>
<tr>
<td>2. North-Eastern Region</td>
<td>Assam, Manipur, Meghalay, Nagaland, Tripur, Arunachal Pradesh, Mizoram.</td>
</tr>
<tr>
<td>3. Southern Region</td>
<td>Andhra Pradesh, Karnataka, Kerala, Tamil Nadu, Pondicherry, Lakshadweep.</td>
</tr>
<tr>
<td>4. Northern Region</td>
<td>Punjab, Rajasthan, Himachal Pradesh, Chandigarh.</td>
</tr>
<tr>
<td>5. Western Region</td>
<td>Maharashtra, Gujrat, Goa, Daman &amp; Diu, Dadra &amp; Nagar</td>
</tr>
<tr>
<td>6. Central Region</td>
<td>Haveli.</td>
</tr>
</tbody>
</table>

Eighth Five Year Plan:

Ministry of Labour had an approved Plan Outlay of Rs.457.40 crores for the 8th Plan as shown in Table - 3. Initially Rs.451 crore was approved, later on Rs.6.40 crore was approved (Rs.5.00 crore for the Housing Scheme for Himalys, Rs.40.00 lakh for the social security scheme on unorganised workers and Rs.10. crore for the Grants in aid scheme to Research & Academic Institutions, NGOs and voluntary organisations). The actual expenditure during first three years (1992-95) of the plan was 130.54 crore. The progress of expenditure picked up from the year 1995-96. The actual expenditure during 1995-96 was Rs.73.19 crore and the revised estimates for the current year 1996-97) is Rs.130.67 crore. thus the anticipated expenditure during the 8th Plan is Rs.334.40 crore. 

Plan Schemes:

The major portion of the Plan Budget of the Ministry relates to the schemes of Directorate General of Employment and Training (DGE&T). The DGE&T is responsible for development and co-ordination on a national basis of programmes relating to Employment Service and the Vocational Training Schemes including Women’s Vocational Training. The Employment Directorate of the DGE&T oversees the functioning of a National Employment
Service which consists of a network of 914 Employment Exchanges spread throughout the country. The important plan schemes of the Employment Directorate include Schemes for Rehabilitation of the handicapped, Computerisation of employment data, Establishment of Skill Training Workshops, Improvement of Employment Information System and setting up facilities for training in Shorthand a typing etc. for the Scheduled Castes and Scheduled Tribes. 20.3 The Training Directorate of DGE&T is entrusted with the responsibility of upgradation of labour skills as well as re-orientation of skills to suit the changing labour market demands. A number of Industrial Training Institutes along with other specialised institutions undertake various Training Schemes to ensure a regular supply of skilled manpower at different levels. The Industrial Training Institutes (ITI) are mainly in the State Sector and are run by the State Governments as well as privately. The DGE&T through the National Council for Vocational Training (NCVT) secures academic standards in the ITIs. The major component of vocational training is under the World Bank aided Vocational Training Project. The thrust of the schemes under the project is on strengthening, upgradation and modernisation of existing vocational training centres, setting up of new centres and institutes and introduction of High Tech Training in the existing centres to enable them to cater to the changing requirements of industry and meeting the skilled manpower demands of the country. Under the project, assistance is given to States to modernise
facilitates in 400 ITIs and ATIs. It covers 28 States and Union Territories and has a phasing of 5 to 7 years. 77% of the cost of the Project is shares on 50-50 basis by the Central and State Govts/UTs through Centrally Sponsored Schemes. Balance 23% of the cost its met from Centrally Sponsored Schemes. 20.4 The remaining Plan Provisions are for other important plan, schemes meant for progressive elimination of child labour, Rehabilitation of Bonded Labour, women labour, Research & Statistics on various labour related subjects, Schemes for improving working conditions and industrial safety, labour education and those aimed at promoting harmonies industrial relations for improving labour productivity. 20.5 As progressive elimination of child labour has been identified as a critical area requiring urgent attention, the Ministry has drawn up a comprehensive National Child Labour Project (NCLP) plan involving rehabilitation of 20 lakh children who are estimated to be engaged in hazardous industries/occupations in a phased manner spread over the period 1995-06 to 2002. A total of 76 child labour projects benefiting 1.50 lakh children have been sanctioned. An amount of Rs.34.29 crore was utilised during the year 1995-06. The revised estimated of outlay for the year 1996-07 for child labour related programmes taken together is Rs.40.44 crore.
In view of the changing economic scenario, a scheme for providing financial assistance to Research & Academic Institutions and Non-Government organisations and Voluntary Organisations for conducting research in labour related matters has been launched by the Ministry. The findings and conclusions of these research/studies could be utilised as inputs in the policy formulation by the Government. The R.E. of outlay for the current year (1996-97) is Rs.20 lakhs, out of which Rs.1.95 lakhs has already been advanced as financial assistance for these projects/studies.

The details of the plan provisions an expenditure of the Ministry of Labour is stated in Table-3.
### Table - 3
Labour Plan Provisions and Expenditure

<table>
<thead>
<tr>
<th></th>
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<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>DGET</td>
<td>4300.00</td>
<td>118.00</td>
<td>54.00</td>
<td>106.00</td>
<td>278.00</td>
</tr>
<tr>
<td></td>
<td>(a) Employment</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(b) Training</td>
<td>31775.00</td>
<td>8634.18</td>
<td>8634.07</td>
<td>7186.00</td>
<td>18500.25</td>
</tr>
<tr>
<td>2</td>
<td>Occupational Health &amp;</td>
<td>1550.00</td>
<td>565.46</td>
<td>215.29</td>
<td>397.00</td>
<td>1177.75</td>
</tr>
<tr>
<td></td>
<td>Safety (DGMS &amp; DGFASLD)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>DGFAASLD</td>
<td>2155.00</td>
<td>655.61</td>
<td>326.25</td>
<td>214.00</td>
<td>1195.86</td>
</tr>
<tr>
<td>4</td>
<td>Industrial Relations</td>
<td>1500.00</td>
<td>657.84</td>
<td>3429.02</td>
<td>4000.00</td>
<td>8086.86</td>
</tr>
<tr>
<td>5</td>
<td>Child Labour</td>
<td>100.00</td>
<td>38.34</td>
<td>20.60</td>
<td>15.00</td>
<td>73.94</td>
</tr>
<tr>
<td>6</td>
<td>Women Labour</td>
<td>1200.00</td>
<td>658.00</td>
<td>301.91</td>
<td>274.00</td>
<td>73.94</td>
</tr>
<tr>
<td>7</td>
<td>Labour Statistics</td>
<td>700.00</td>
<td>346.00</td>
<td>54.00</td>
<td>85.00</td>
<td>1233.91</td>
</tr>
<tr>
<td>8</td>
<td>NLI</td>
<td>100.00</td>
<td>--------</td>
<td>5.56</td>
<td>20.00</td>
<td>485.00</td>
</tr>
<tr>
<td>9</td>
<td>Grants in aid scheme</td>
<td>1000.00</td>
<td>428.88</td>
<td>142.64</td>
<td>150.00</td>
<td>20.00</td>
</tr>
<tr>
<td>10</td>
<td>Workers’ Educations</td>
<td>400.00</td>
<td>529.24</td>
<td>----</td>
<td>529.25</td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>International Cooperation</td>
<td>400.00</td>
<td>423.00</td>
<td>89.54</td>
<td>79.00</td>
<td>721.52</td>
</tr>
<tr>
<td>12</td>
<td>Rehabilitation of Bonded</td>
<td>560.00</td>
<td>--------</td>
<td>--------</td>
<td>541.00</td>
<td>591.54</td>
</tr>
<tr>
<td></td>
<td>Labour Other lab. welfare schemes(Housing for Hamals, Social Security for unorganised workers &amp; rural workers).</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Grand Total</td>
<td>45740.00</td>
<td>13054.56</td>
<td>7318.88</td>
<td>13067.00*</td>
<td>33440.4</td>
</tr>
</tbody>
</table>

Source: Same as table-2
Non-Plan Schemes:

As it is seen in table-4 that Ministry of Labour had a gross provision of Rs.519.66 crores under Non Plan Budget for the year 1996-97. It includes a recoverable component of Rs.53.65 crores on account of welfare activities and foreign assistance. The net Non-Plan Budget for the year 1996-97 was Rs.466.01 crores. The Gross and Net provision of Non-Plan Budget for the Year 1997-98 is Rs.567.10 crores and Rs.515.50 crores respectively as shown in table-4. Of the net non plan budget of Rs.466.01 crores (B.E.96-97), Rs.407.93 crores (87.53%) pertains to committed expenditure of the Ministry of Labour due to various statutory liabilities and international commitments. These figures have been revised to Rs.475.44 crores and Rs.402.75 crores respectively in 1996-97 and the Budget Estimates for 199798 stands at Rs.515.50 and Rs.446.60 crores (90.14%) respectively.

Social Security:

The Employees’ Provident Fund and Miscellaneous Provisions Act, which are being implemented through the Employees Provident Fund Organisation provide for the Employees Family Pension and Deposit Linked Insurance for Industrial Workers including Employees Family Pension-cum-Life Assurance for Plantation Workers in Assam. For meeting
commitments arising out of those statutory provisions three is a provision of Rs.357.44 crores (B.E.96-97) and the same provision was retained in R.E. 96-97. A provision of Rs.391.44 crores has been made in the 1997-98.

**International Co-operation :**

Under the activities of International Co-operation, India under commitment to contribute our share to the International Labour Organisation (ILO), International Social Security Association (ISSA) and also for providing office infrastructure to ILO and ARTEP offices at New Delhi. In our Budget, this committed liability constitutes Rs.3.54 crores in B.E. 96-07 and the same was retained in R.E.96-97 and B.E. 97-98.

**Welfare Funds :**

In order to carry out the statutory requirements under various Mines Labour Welfare Funds Acts, Beedi Workers Welfare Fund Act, Cine Workers Welfare Fund Act, Welfare Funds have been constituted which are being financed out of the cess collected for the purpose. The cess is collected on Beedi, Iron Ore, Manganese Ore, Chrome Ore, Limestone, Dolomite, Mica and on Feature Films. The collection of cess and its transfer to the Welfare Funds is accounted for in the Budget for which there exist a
provision of Rs.52.95 crores in 1996-97. This has been revised to Rs.49.60 crores in the B.E. 1997-98.

The cess collected as part of Revenue Receipt are transferred from the Consolidated Fund of India Welfare (Funds/ i.e. Public Account). It necessitates its reflection in the Budget as an Expenditure component to facilitate Parliamentary control over Expenditure. However, it is only a receipt (collection of Welfare Funds) and involves only book adjustment under the existing accounting arrangements. The expenditure on administration and Labour Welfare Schemes is initially met out of the Consolidated Fund of India and is subsequently recovered from the concerned Welfare Fund. Accordingly, the net outgo from the consolidated fund of India is NIL.
### Table - 4

**Labour Non-Plan Programmes**

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>A: Statutory Liability for Social Security</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. Provision for Family Pension Scheme</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Employees Deposit Linked Insurance Scheme</td>
<td>346.00</td>
<td>346.00</td>
<td>386.00</td>
</tr>
<tr>
<td>3. Family Pension Cum Life Assurance Scheme for Tea Plantation workers in Assam.</td>
<td>0.01</td>
<td>0.01</td>
<td>0.01</td>
</tr>
<tr>
<td>Tea Plantation workers in Assam.</td>
<td>5.43</td>
<td>5.43</td>
<td>5.43</td>
</tr>
<tr>
<td></td>
<td>351.44</td>
<td>351.44</td>
<td>391.44</td>
</tr>
<tr>
<td>B: International Cooperation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(Contribution to International Bodies like ILO, ISSA etc.)</td>
<td>3.54</td>
<td>3.54</td>
<td>3.54</td>
</tr>
<tr>
<td>C: Welfare Fund Organisation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(Book Adjustment of Cess Collection)</td>
<td>52.95</td>
<td>47.77</td>
<td>49.60</td>
</tr>
<tr>
<td></td>
<td>407.93</td>
<td>402.75</td>
<td>444.58</td>
</tr>
<tr>
<td>Total Committed Expenditure</td>
<td>106.73</td>
<td>121.00</td>
<td>122.52</td>
</tr>
<tr>
<td></td>
<td>519.66</td>
<td>523.75</td>
<td>567.10</td>
</tr>
<tr>
<td>D: Other Expenditure</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cross Budget</td>
<td>53.65</td>
<td>45.31</td>
<td>51.60</td>
</tr>
<tr>
<td>Total Recoveries on account of Welfare Funds and Foreign Assistance</td>
<td>466.01</td>
<td>475.44</td>
<td>515.50</td>
</tr>
<tr>
<td>Net Budget</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Source:** Annual Report Ministry of Labour, Government of India, 1997-98 p.80
Strategy for the Ninth Plan:

Non-availability of accurate, authentic and up-to-date data on child labour has been a major handicap in planned intervention for eradication of this social evil. This, however, does not minimise the urgency and importance of drawing up concrete programmes for identification, release and rehabilitation of working children. Poverty has been identified as a major factor compelling parents to send their children to work. Lack of awareness and educational opportunity and ineffective enforcement of child labour related laws contribute to the existence and acceptance of this social evil. The improvement in the living and working conditions of parents and improvement in the economic conditions is considered crucial to the elimination of child labour. The support of Ministry of Rural Areas & Employment implementing schemes like IRDP, TRYSEM and special employment programmes like JRY, EAST, DPAP will have to be enlisted so that the various ideas contained in the circular (identification, release and rehabilitation of child labour) issued on, 10.4.95 could labour Programme is to convert working children into productive and participate members of the society. For fulfillment of this objective their can not be a more powerful and potent weapon than education.  

Therefore, the support of Department of Education has been enlisted with a view to correctly identifying the education needs.
of the working children and importing appropriate education to a group which is multi age, multi level and with divergent socio-economic background. Apart from this, an appropriate climate will have to be created by way of generating awareness among the public against this social evil. Simultaneously the enforcement machinery will need to be geared up to meet this challenge.

The number of working children who have been covered by special schools is a minuscule of the total number of working children awaiting to be released and rehabilitated. Evidently, the goal cannot be reached in only stroke. Considering the magnitude of the problem and paucity of resources - human, material and financial, a sequential, gradual but in targeted approach will be adopted. New techniques of monitoring and evaluation will introduced which will act as tools of timely correction while establishing the credibility of the information system and helping to implement the program in an area specific, time bound cost effective and result oriented manner. The detailed accounts pertain to working children have been furnished in table-5 table given facts and figures as regards total working children statements.
Table - 5
Distribution of Working Children (1997-98)

<table>
<thead>
<tr>
<th>S.No.</th>
<th>State</th>
<th>Total Working Children</th>
<th>Percentage of working children to total Pupulation</th>
<th>Workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Andhar</td>
<td>1,661,940</td>
<td>2.50</td>
<td>5.53</td>
</tr>
<tr>
<td>2.</td>
<td>Pradesh</td>
<td>942,245</td>
<td>1.09</td>
<td>3.35</td>
</tr>
<tr>
<td>3.</td>
<td>Bihar</td>
<td>523,585</td>
<td>1.26</td>
<td>3.07</td>
</tr>
<tr>
<td>4.</td>
<td>Gujrat</td>
<td>976,247</td>
<td>2.16</td>
<td>5.16</td>
</tr>
<tr>
<td>5.</td>
<td>Karnataka</td>
<td>1,352,583</td>
<td>2.04</td>
<td>4.76</td>
</tr>
<tr>
<td>6.</td>
<td>Madhya</td>
<td>1,068,418</td>
<td>1.35</td>
<td>3.16</td>
</tr>
<tr>
<td>7.</td>
<td>Madhya</td>
<td>1,068,418</td>
<td>1.35</td>
<td>3.16</td>
</tr>
<tr>
<td>8.</td>
<td>Maharashtra</td>
<td>774,199</td>
<td>1.76</td>
<td>4.57</td>
</tr>
<tr>
<td>9.</td>
<td>Orisa</td>
<td>578,889</td>
<td>1.03</td>
<td>2.34</td>
</tr>
<tr>
<td>10.</td>
<td>Rajasthan</td>
<td>1,410,086</td>
<td>1.01</td>
<td>3.14</td>
</tr>
<tr>
<td>11.</td>
<td>Tamil Nadu</td>
<td>711,691</td>
<td>1.04</td>
<td>3.23</td>
</tr>
<tr>
<td></td>
<td>Uttar Pradesh</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>West Bengal</td>
<td>11,285,349</td>
<td>1.34</td>
<td>3.59</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

- **Source:** same as table 4 p. 31
Labour Welfare Funds:

The Ministry of Labour are administering five Welfare Funds for beedi, cine and certain categories of non-coal mine workers. The Funds are utilised to implement welfare schemes for providing medical, educational, recreational, housing and water supply facilities to the workers.

The estimated labour force in these employments is about 44.13 lakhs. These Funds have been set up under the following Acts of Parliament:

4) The Beedi Workers’ Welfare Fund Act. 1976 and

The Labour Welfare Organisation which administers these funds is headed by a Director General (Labour Welfare) Joint Secretary. He is assisted by the Welfare Commissioner (Headquarters) and nine Regional Welfare Commissioner for the purpose of administration of these Funds in the States. The non
regional offices are located at Allahabad, Bangalore, Bhilwara, Bhubaneswar, Calcutta, Hyderabad, Jabalpur, Karma and Nagpur. the jurisdiction of each Welfare Commissioner has been shown in table 6. To advise the Central Government on matters related to administration of the above Funds, tripartite Central Advisory Committees have been set up under the respective Welfare Fund Acts. Similarly, tripartite Advisory Committees in the concerned Statues headed by the Labour Minister of the State, have been set up under the respective Welfare Fund Acts. The Advisory Committees in the States approve the budget under each Fund for the respective State.
<table>
<thead>
<tr>
<th>S.No.</th>
<th>Name of Region</th>
<th>States covered</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Welfare Commissioner, Allahabad</td>
<td>Uttar Pradesh, Himachal Pradesh, Punjab, Jammu &amp; Kashmir</td>
</tr>
<tr>
<td>2.</td>
<td>Welfare Commissioner, Bangalore</td>
<td>Karnataka &amp; Kerala</td>
</tr>
<tr>
<td>3.</td>
<td>Welfare Commissioner, Bhilwara</td>
<td>Gujrat, Rajasthan &amp; Haryana</td>
</tr>
<tr>
<td>4.</td>
<td>Welfare Commissioner, Jabalpur</td>
<td>Orissa</td>
</tr>
<tr>
<td>5.</td>
<td>Bhubaneswar</td>
<td>West Bengal, Assam, Tripura &amp; Meghalaya</td>
</tr>
<tr>
<td>6.</td>
<td>Welfare Commissioner, Cacutta</td>
<td>Tamil Nadu &amp; Andhra Pradesh</td>
</tr>
<tr>
<td>7.</td>
<td>Welfare Commissioner, Hyderabad</td>
<td>Madhya Pradesh</td>
</tr>
<tr>
<td>8.</td>
<td>Welfare Commissioner, Nagpur</td>
<td>Bihar</td>
</tr>
<tr>
<td>9.</td>
<td>Welfare Commissioner, Kama</td>
<td>Maharashtra &amp; Goa</td>
</tr>
</tbody>
</table>

Source: Pocket Book of the labour statistics, 1995, p. 109
Administration of Social Security Acts:

The EPF & MP Act is administered exclusively by the Government of India through the EPFO. The cash benefits under the ESI Act are administered by the Central Government through the Employees State Insurance Corporation (ESIC), whereas medical care under the ESI Act is being administered by the State Government and Union Territory Administrations. The Payment of Gratuity Act is administered by the Central Government in establishments under its control, establishments having branches in more than one State, major ports, mines, oil fields and the Railways and by the State Governments and Union Territory Administrations in all other cases. In mines and circus industry, the provisions of the Maternity Benefit Act are being administered by the Central Government through the Chief Labour Commissioner (Central) and by the State Governments in factories, plantations and other establishments. The provisions of the W.C Act are being administered exclusively by State Govts.

Labour Protection for Unorganised Labour:

Considering the special problems of the workers in the unorganised sector, in order to secure reasonable working conditions for them and to preempt their exploitation, several laws have been enacted by the Parliament. There are also laws which have been enacted by the States.²³

Some of the important laws and their objectives are given in table - 7
### Table - 7

**Some Important Laws and their Objectives**

<table>
<thead>
<tr>
<th>S. No.</th>
<th>Enactment's</th>
<th>Objectives</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Minimum Wages Act, 1948</td>
<td>To fix and revise minimum rates of wages in scheduled employment. (There are 40 such scheduled employment).</td>
</tr>
<tr>
<td></td>
<td>Payment of Wages Act 1936</td>
<td>To regulate Payment of Wages to certain classes of workers. It seeks to provide speedy and effective remedy to employees arising out of illegal wage deductions or unjustified delays in payment of wages. Wage periods and methods and modes of payment are also stipulated.</td>
</tr>
<tr>
<td></td>
<td>Contract Labour (Regulation and Abolition Act, 1970</td>
<td>The Act seeks to regulate employment of contract labour in certain establishments and provides for registration of establishments engaging contract labour, licensing of contractors, provision of welfare and health amenities for contract workers and stipulation of liabilities of principal employers.</td>
</tr>
<tr>
<td></td>
<td>Inter-State Migrant Workmen (Regulation of Employment and Conditions of Services) Act, 1979.</td>
<td>The law regulates employment of Inter State Migrant Workmen and provides for their conditions of service, registration of principal employers, licensing contractors engaging Inter-State Migrant Workmen and lays down the manner of regulation of wages and provision of welfare and other facilities.</td>
</tr>
<tr>
<td></td>
<td>Child Labour (Prohibition and Regulation) Act, 1986.</td>
<td>It provides for prohibition employment of children in hazardous occupations and processes and regulates conditions of work in all others.</td>
</tr>
<tr>
<td></td>
<td>Children (Pledging of Labour) Act, 1933</td>
<td>The Act prohibits pledging of the labour of children.</td>
</tr>
<tr>
<td></td>
<td>Beedi and Cigar Workers (Conditions of Employment) Act, 1966.</td>
<td>The Act provides for the welfare of workers in Beedi and Cigar establishments and regulates all conditions of their work.</td>
</tr>
<tr>
<td></td>
<td>and Fund Acts (Covering Workers in Beedi Industry, Cine Industry and in Iron Ore, Manganese Ore, Chrome Ore, Lime Stone Dolomite and Mica Mines). The Building and other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and Building and other Construction Workers Welfare Cases Act, 1996.</td>
<td>These Laws provide for collection of Cess and retain of funds out of such collections to provide welfare for the respective categories of workers. The regulate employment and Conditions of Service of building and other construction workers and to provide for welfare matters connected therewith or incidental thereto.</td>
</tr>
</tbody>
</table>

Source:- Annual Report, Ministry of Labour, Government of India, 1995-96 p.82.
Table 8

Amount of Central share of assistance released for rehabilitation of Bonded Labourers Position As on 31.3.1998

<table>
<thead>
<tr>
<th>Name of the State</th>
<th>Amt. Released (Rs.In Lakhs)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Andhra Pradesh</td>
<td>669.90</td>
</tr>
<tr>
<td>Bihar</td>
<td>390.68</td>
</tr>
<tr>
<td>Gujrat</td>
<td>1.01</td>
</tr>
<tr>
<td>Haryana</td>
<td>0.42</td>
</tr>
<tr>
<td>Karnataka</td>
<td>1383.17</td>
</tr>
<tr>
<td>Kerala</td>
<td>15.56</td>
</tr>
<tr>
<td>Madhya Pradesh</td>
<td>146.35</td>
</tr>
<tr>
<td>Maharashtra</td>
<td>8.25</td>
</tr>
<tr>
<td>Orissa</td>
<td>894.01</td>
</tr>
<tr>
<td>Rajasthan</td>
<td>65.02</td>
</tr>
<tr>
<td>Tamil Nadu</td>
<td>20.47</td>
</tr>
<tr>
<td>Uttar Pradesh</td>
<td>517.02</td>
</tr>
<tr>
<td>Total</td>
<td>4030.86</td>
</tr>
</tbody>
</table>
The work connected with the resolution of the bonded labour problem was reviewed by the Union Labour Minister Shri M. Arunachalam in mid-October, 1996. Representatives from the State Governments of Maharashtra, Karnataka, Gujrat, Bihar, Haryana, Tamil Nadu, Uttar Pradesh, Rajasthan, Madhya Pradesh, Andhra Pradesh and Orisa took part in the meeting.

The following decisions were taken:

1) To establish Vigilance Committees at district and sub-divisional levels.

2) Procedures for setting up of Vigilance Committees at the district level would be simplified.

3) State Governments would identify areas of poverty, social backwardness, deprivation and economic exploitation.

4) Completion of surveys, to identify incidence of bonded labour by December 1996.

5) Constitution of Study Teams to visit States where migrant workmen are working in order to identify their plight and predicament and if necessary take steps to bring them back to their originating States for rehabilitation.
The disposal of amount of central assistance released for rehabilitation of bonded laborers has been shown in table-8.

**Contract Labour:**

The Contract Labour (Regulation & Abolition) Act. 1970 was brought on the Statute Book to regulate the employment of contract labour and to provide for its abolition in certain circumstances. The Act also provides for the regulation of conditions of work, payment of wages and other amenities relating to welfare and health of contract labour in any process, operation or other work in any establishment as per the criteria laid down in the Act. The Central Government enforces the Contract Labour (Regulation & Abolition) Act, 1970 in the establishments falling in Central sphere. Table-8 gives an amount of this.
### Table-9

**Enforcement of Contract Labour**

(Regulation & Abolition) Act, 1970 [Central Sphere]

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Item</th>
<th>1996</th>
<th>1998</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Registration Certificate U/S 7 issued to Principal Employers</td>
<td>422</td>
<td>347</td>
</tr>
<tr>
<td></td>
<td>No. of Licenses under Section 12 issued to Contractors</td>
<td>3776</td>
<td>3669</td>
</tr>
<tr>
<td></td>
<td>No. of Inspections conducted</td>
<td>3939</td>
<td>3075</td>
</tr>
<tr>
<td></td>
<td>No. of Irregularities detected</td>
<td>60830</td>
<td>44375</td>
</tr>
<tr>
<td></td>
<td>No. of Prosecutions launched</td>
<td>3522</td>
<td>3109</td>
</tr>
<tr>
<td></td>
<td>No. of convictions</td>
<td>2648</td>
<td>2024</td>
</tr>
</tbody>
</table>

The Employees’ Provident Funds and Miscellaneous provisions Act 1952:

The EPF Act, 1952 enacted by Parliament came into force with effect from 14th March, 1952. Presently the following three Schemes are in operation under the Act.

- The Employees’ Provident Funds Scheme, 1952:
- The Employee’ Deposit-Linked Insurance Scheme 1976:
- The Employees’ Pension Scheme, 1995:

The EPF Act initially applied to factories/establishments falling within 6 specified industries which had completed 3 years of existence and employed 50 or more workers. The Act is now applicable to factories/establishments engaged in 177 industries/classes of establishments employing 20 or more workers on expiry of a period of 3 years from the date of set up.

The wage ceiling for coverage under the Employees Provident Funds Scheme has been enhance from Rs.3,500/- to Rs.5000/- per month with effect from 1-10-1994. At the end of March, 1996. 2.65 lakh establishments with 19.31 million subscribers were covered under the employees’ Provident Funds
Scheme. There may be none establishments which though coverable, may be evading their coverage under the Act on one or the other pretext. Similarly, with the constant increase in wages, there should not be any reason as to why employees whose wages are above Rs.5000/- per month and for whom social security is as important as for those in the lower wage-group, should not be covered under the Act. Efforts are, therefore, being made to ensure that all coverable establishments are brought within the preview of the Act immediately after such establishments are detected. Similarly, the proposal for removing the wage ceiling for the purpose of coverage is also under active consideration of the Government.

Administration:

The three Provident Fund related Schemes mentioned above are administered by the Central Board of Trustees. The Central Board is a tripartite body consisting of a Chairman, a Vice Chairman, representatives of the Central Government, State Governments, employers’ and employees organisations appointed by Central Government.
**Central Board of Trustees-Employees’ Provident Fund:**

* A Chairman (Minister for Labour
* A Vice-Chairman, (Secretary, Ministry of Labour)
* 5 Representatives of Central Government.
* 15 Representatives of State Governments.
* 10 Representatives from the Employers’ Organisations.
* 10 representatives from the Employees’ Organisation and,
* Central Provident Fund Commissioner Ex-Officio.

The Central Provident Fund Commissioner is the Chief Executive officer of the Employees’ Provident Fund Organisation and is Ex-Officio member of the Board.

The Central Provident Fund Commissioner is the Chief Executive Officer of the Employees’ Provident Fund Organisation and is Ex-Officio member of the Board.

The Employee’s Provident Fund Organisation apart from the Central Office located as Delhi, has 85 filed officers.
throughout the Company.

* 16 Regional Offices
* 55 sub-Regional Offices
* 6 Sub-Accounts Offices
* 140 Inspectorate Offices
* 7 Service Centres

Educational Facilities:

Among the priority areas, education for workers children has been identified as one of the thrust areas for the welfare of labour under the various Labour Welfare Funds. An expenditure of Rs.821.30 lakh was incurred during 1995-96 under the ongoing scheme for giving scholarships and financial assistance for purchase of school uniforms, text books, slates and note books for the children of beedi and mine workers, and nearly 2.61 lakh students have benefited as a result.

Details of educational facilities and the financial assistance provided under the various Labour Welfare Funds are given in (Table 7). Under the Mid-day Meal Scheme, the cost of mid-day meal has been revised from Rs.1.25p to Rs.2.50p per day per child w.e.f.11.11.1995 Special provision has been made in the Scheme to take care of special needs of female/SC/ST
children. For the students belonging to SC & ST, it has been decided to make reservation on the basis of percentage of SC/ST population in the district concerned, subject to the condition that it should not be less than 15% of SC and 7.5% for ST. Coverage of female students should be enlarged and efforts should be made to ensure 50% coverage overall for female students and to cover all children belonging to SC/ST who have passed the last qualifying examination.

With a view to further promoting education among children of workers and specially among female children the following two new schemes have been introduced during the financial year 1995-96. (a) Incentive scheme on passing final examination from high school onwards w.e.f. 4th May, 1995. This scheme aims at bringing down the drop out rate, the children of Beedi Workers, Iron Ore, Manganese Ore, Chrome Ore Mine workers, Limestone and Dolomite Mine workers and Cine Workers are encouraged to pursue education and pass final examinations conducted by a recognised Board/University from high school onwards so as to derive the full advantage of education in bringing about qualitative improvement in their lives. Children of workers passing final examinations are granted incentives/financial assistance at the rates given in Table 10 over and above their entitlement under the scholarship scheme. (b) Incentive/financial assistance is being given to female students
studying in class V and onwards for every day of attendance w.e.f. 7th December, 1995 as shown in table-11. This scheme has been introduced to encourage schooling habit among female children by paying Rs.1 (one) for every days’ attendance in educational institution and through direct financial incentive to discourage the tendency to keep the female child at home to do house hold chores, look after the smaller children and assist the mother in beedi rolling work.

**Recreational Facilities:**

An amount of Rs.14.5 lakh was spent under various schemes to provide recreational facilities to mines and beedi workers during 1995-96.(table-12)

The labour Welfare Organisation also provides the following educational, cultural and recreational facilities through Multi Purpose Institutes (MPI), Development Multipurpose Institutes (DMPI) and Welfare Centres.

- Education of children and adults.
- sports and games for adults and children
- motivation of workers
- mid-day meals for children
- training for female dependents for miners in tailoring and embroidery.
## Table-10
### Educational Facilities under Welfare Funds

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Type of Scheme</th>
<th>Financial assistance provided</th>
<th>No. of students</th>
<th>Total Amount disbursed during 1996-97</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Scholarship for children of mines, beedi and cine workers studying in class V and above in class V and above in recognised institutions.</td>
<td>Rs.250 to 3000 per annum</td>
<td>1,83,927</td>
<td>725.23 lakh</td>
</tr>
<tr>
<td>2</td>
<td>School uniforms, text books and stationery to the words of the mica mines and beedi workers studying upto class IV</td>
<td>Rs.125/- per head</td>
<td>76,858</td>
<td>96.07 lakh</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td></td>
<td>2,60,785</td>
<td>821.30 lakh</td>
</tr>
<tr>
<td>3</td>
<td>Assistance for purchase of school buses to the mine management's</td>
<td>Rs.2000/- p.a. on matching basis</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Grant-in-aid to the mine management for maintenance of libraries under Iron Ore, Manganese Ore, Chrome Ore Labour Welfare Fund.</td>
<td>Initial grant Rs.5000</td>
<td>18</td>
<td>2.09 lakh</td>
</tr>
<tr>
<td>5</td>
<td>Scheme for establishment of Central Library-cum-Reading Rooms.</td>
<td>Rs.2000 p.a. for purchase of books</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Rs.250 p.a. for purchase of periodicals, magazines and news papers.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Rs.1000 p.a. for miscellaneous expenditure such as binding periodical and books.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>50% of the cost of the furniture and equipment.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Grants-in-aid for recognised schools in the Iron Ore mining areas</td>
<td>Rs.2.50p per day</td>
<td></td>
<td>36.4 lakh</td>
</tr>
<tr>
<td>7</td>
<td>Mid-day meals scheme mine workers</td>
<td>Pradesh and 2 schools in Bihar are functioning</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

New Schemes (w.e.f. 1.4.1998)

Table - 11
Incentive Scheme on passing final examinations form High School onwards (Amount shown is p.a.)

<table>
<thead>
<tr>
<th>Level of Education</th>
<th>1st Division (60% above)</th>
<th>2nd Division (50% above)</th>
<th>Pass below 50%</th>
</tr>
</thead>
<tbody>
<tr>
<td>High School plus 2</td>
<td>500/-</td>
<td>350/-</td>
<td>250/-</td>
</tr>
<tr>
<td>Industrial Trade Certificate (III)</td>
<td>750/-</td>
<td>5000/-</td>
<td>350/-</td>
</tr>
<tr>
<td>Graduation/3 years</td>
<td>1000/-</td>
<td>750/-</td>
<td>5000/-</td>
</tr>
<tr>
<td>Professional Degree (BE/MBBS/B.Arch.)</td>
<td>2000/-</td>
<td>15000/-</td>
<td>1000/-</td>
</tr>
</tbody>
</table>

Incentive/financial assistance to female students studying in class-V and onwards for every day of attendance.

Payment of Rs.1/- per day of attendance in any Government/Recognised School/College/University, subject to maximum ceiling of Rs.220/- per annum per child.

Source: Same as Table 10, p. 109
## Table-12

Recreational Facilities under Welfare Funds

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Scheme</th>
<th>Assistance provided</th>
<th>Total amount disbursed during 1995-96</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Grants in aid for excursion-cum-study tours</td>
<td>Provided on matching basis to the mine management’s subject to a maximum of Rs.10,000 p.a.</td>
<td>------</td>
</tr>
<tr>
<td>2.</td>
<td>Audio-Visual sets and mobile cinema units</td>
<td>Reimbursement upto Rs.20,000 per annum for film hire charges</td>
<td>Rs.09.32 lakhs</td>
</tr>
<tr>
<td>3.</td>
<td>Television sets</td>
<td>Reimbursement of Rs.10,000 per colour set and Rs.4,000/- per Black &amp; White set</td>
<td>Rs.0.70 lakhs</td>
</tr>
<tr>
<td>4.</td>
<td>Organisation of games and sports</td>
<td>Rs.10,000 per tournament</td>
<td>Rs.4.48 lakhs</td>
</tr>
<tr>
<td>5.</td>
<td>Buses for transportation of workers</td>
<td>Grants-in-aid of Rs.1.25 lakhs for normal bus and Rs.60,000 for a mini bus</td>
<td></td>
</tr>
</tbody>
</table>

**Total Rs.14.50 lakhs**

Source:— same as table 10, p. 138
**Water Supply:**

A scheme for financial assistance for implementing Water Supply Schemes in mica, iron ore, manganese ore, chrome ore, limestone and dolomite mines is in operation. Under the scheme, Government provides financial assistance not exceeding 50 percent of the estimated cost of approved Water Supply Schemes. In case of small mine owners, financial assistance is provided upto the extent of 75% of the total estimated cost. Similarly, a separate scheme is in operation for sinking of wells in the mining areas.

**Expenditure Incurred under all the Welfare Funds during the Financial Year 1996-97:**

An abstract of expenditure incurred under different sub-heads in respect of all the Welfare Funds administered by the Ministry of Labour during the financial 1996-97 is given in table -13 and table -14. Comparative figures of total expenditure incurred during the financial year 1995-96 in respect of these Funds is also indicated therein.
### Table-13

Abstract of Expenditure of 1996-97 Under All the Welfare Funds

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Sub-Heads</th>
<th>Beedi</th>
<th>LSDM*</th>
<th>MC*</th>
<th>Mica</th>
<th>Cine</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Health</td>
<td>394.84</td>
<td>50.12</td>
<td>97.35</td>
<td>68.47</td>
<td>55</td>
<td>611.33</td>
</tr>
<tr>
<td>2.</td>
<td>Education</td>
<td>.92</td>
<td>54</td>
<td>12.76</td>
<td>36.21</td>
<td>--</td>
<td>50.43</td>
</tr>
<tr>
<td>3.</td>
<td>Housing</td>
<td>1.72</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>i)</td>
<td>Subsidy</td>
<td>2.01</td>
<td>4.70</td>
<td>1.52</td>
<td>--</td>
<td>--</td>
<td>7.94</td>
</tr>
<tr>
<td>ii)</td>
<td>Loans</td>
<td>--</td>
<td>--</td>
<td>--</td>
<td>--</td>
<td>--</td>
<td>2.01</td>
</tr>
<tr>
<td>iii)</td>
<td>G.L.A.</td>
<td>1.76</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>2.01</td>
</tr>
<tr>
<td>4.</td>
<td>Recreation</td>
<td>1.76</td>
<td>7.40</td>
<td>4.12</td>
<td>2.63</td>
<td>--</td>
<td></td>
</tr>
<tr>
<td>5.</td>
<td>Const. of</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>15.91</td>
</tr>
<tr>
<td></td>
<td>Godown &amp;</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Workshed</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6.</td>
<td>Water Supply</td>
<td>----</td>
<td>--</td>
<td>--</td>
<td>.88</td>
<td>--</td>
<td>.88</td>
</tr>
<tr>
<td>7.</td>
<td>Administration</td>
<td>63.39</td>
<td>26.34</td>
<td>22.64</td>
<td>13.46</td>
<td>--</td>
<td>125.83</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total:1996-97</td>
<td>2523.77</td>
<td>322.59</td>
<td>574.61</td>
<td>296.83</td>
<td>7.43</td>
<td>3655.23</td>
</tr>
</tbody>
</table>

### Table-14

#### Status of Welfare Funds 1996-97

<table>
<thead>
<tr>
<th>Name of the Fund</th>
<th>Year of Inception</th>
<th>Cumulative expenditure upto 1.4.96</th>
<th>Reserve on 1.4.96</th>
<th>Cess collection 9697(Prov)</th>
<th>Expenditure during 96 97(Prov)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mica Mines Labour Welfare Fund</td>
<td>1946</td>
<td>24.3</td>
<td>0.37</td>
<td>0.57</td>
<td>1.22</td>
</tr>
<tr>
<td>Limestone &amp; Dolomite Mines Labour Welfare Fund</td>
<td>1973</td>
<td>25.4</td>
<td>17.99</td>
<td>0.27</td>
<td>0.89</td>
</tr>
<tr>
<td>Iron/Manganese Chrome Ore Mines Labour Welfare Fund</td>
<td>1978</td>
<td>48.06</td>
<td>27.87</td>
<td>12.56</td>
<td>1.38</td>
</tr>
<tr>
<td>Beedi Workers Welfare Fund</td>
<td>1982</td>
<td>125.08</td>
<td>13.82</td>
<td>14.00</td>
<td>4.46</td>
</tr>
<tr>
<td>Cine Workers Welfare Fund</td>
<td>1984</td>
<td>0.29</td>
<td>0.29</td>
<td>0.05</td>
<td>0.005</td>
</tr>
<tr>
<td><strong>Total:</strong></td>
<td></td>
<td><strong>223.85</strong></td>
<td><strong>60.97</strong></td>
<td><strong>27.93</strong></td>
<td><strong>8.14</strong></td>
</tr>
</tbody>
</table>

*Source :- Annual Report, Ministry of Labour, Government of India 1993-94 p. 80*
Training:

In keeping with the organisation’s pioneering role in the field of industrial safety and health, a large number of training programmes were conducted. Joint participation of management personnel and Trade Union Leaders of the same organizations was a unique feature in some of these programmes.

In all, 87 Workshops/Training programmes including the one year Diploma Course in Industrial Safety and the three month Certificate Course in “Occupational Health” were conducted for 1,896 participants from 1087 organizations during January’96 to October 1996. The main target groups included Inspectors of Factories. Safety Officers. Factory Medical Officers. Technical Officers and Worker representatives.
Table 15
Projection for the Training Programme
Workshops etc. Year 1996-97

<table>
<thead>
<tr>
<th>Activities</th>
<th>Achieved Jan.96 to Oct.96</th>
<th>Projected Target April'96 to March 97</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>CLI</td>
<td>BOM</td>
</tr>
<tr>
<td>Training</td>
<td></td>
<td></td>
</tr>
<tr>
<td>i) Seminar/Workshop</td>
<td>6</td>
<td>2</td>
</tr>
<tr>
<td>ii) Over 2 days</td>
<td>41</td>
<td>15</td>
</tr>
<tr>
<td>Programme</td>
<td></td>
<td></td>
</tr>
<tr>
<td>iii) 1-2 day duration</td>
<td>9</td>
<td>-</td>
</tr>
<tr>
<td>Programme</td>
<td></td>
<td></td>
</tr>
<tr>
<td>iv) Appreciation</td>
<td>317</td>
<td>50</td>
</tr>
<tr>
<td>Programme</td>
<td></td>
<td></td>
</tr>
<tr>
<td>v) Implant Programme</td>
<td>20</td>
<td>21</td>
</tr>
<tr>
<td>vi) Factory visits of</td>
<td>9</td>
<td>27</td>
</tr>
<tr>
<td>Mobile Safety</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Exhibition Van</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Targets are included at Sr.No.(ii) and (iii)

Source: Annual Report, Ministry of Labour, Government of India. Year 1997-98, p. 120.
Central Board for Workers Education (CBWE):

The Central Board of Workers Education was set up in 1958 to administer and implement Workers Education Scheme at national, regional, unit and village levels. Tripartite in character, the Board consists of representatives from Central Organisations of Workers, Employers, Central/State Governments and Educational Institutions.

The Board's Headquarters is at Nagpur.
<table>
<thead>
<tr>
<th>S.No.</th>
<th>National Level</th>
<th>Regional Level</th>
<th>Unit Level</th>
<th>Specific categories</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Leadership Development</td>
<td>1. Workers Teachers Training</td>
<td>1. Unit Level Classes</td>
<td>1. Functional Adult Literacy</td>
</tr>
<tr>
<td>2.</td>
<td>Industrial Health Safety and Environment</td>
<td>2. Refresher Course for Worker Teachers</td>
<td>2. Need Based Special Programmes</td>
<td>2. Education of Unorganised Workers</td>
</tr>
<tr>
<td>3.</td>
<td>Industrial Relations and Trade Unionism</td>
<td>3. Leadership Development Courses</td>
<td>3. Joint Educational Programmes (2 days)</td>
<td>3. Training of weaker Sections</td>
</tr>
<tr>
<td></td>
<td></td>
<td>4. Joint Educational Programmes (3 days)</td>
<td></td>
<td>4. Rural Awareness camps (2 days)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>5. Programmes under Self Generation of Funds</td>
<td></td>
<td>5. Unorganised sector (5 days)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>6. Need Based Seminar</td>
<td></td>
<td>6. Seminars for Women Workers</td>
</tr>
<tr>
<td></td>
<td></td>
<td>7. Rural Educators/Rural Organisers Training</td>
<td></td>
<td>7. Seminars for SC/ST workers</td>
</tr>
<tr>
<td></td>
<td></td>
<td>8. Orientation Programmes for Rural/Educators/ Rural/Organisers.</td>
<td></td>
<td>8. Seminars for parents of Child Labour/Child Labour (2 days)</td>
</tr>
</tbody>
</table>

Source: Annual Report, Ministry of Labour, Government of India, 1997-98, p. 132
Unit Level:

Unit Level Classes and Need Based Special Programmes are conducted by the trained Worker Teachers for workers in organised sector. Join Educational Programmes are also conducted by the Education Officers of the Board for workers and management representatives at the enterprise level. Programmes conducted at the unit level during the period are as under:

i) Unit Level Classes: 1600 sessions of unit level classes for 36916 workers

ii) Need Based Special Programmes: 778 one week need Based Special Programmes for 16956 workers.

iii) Joint Educational Programmes: 788 Joint Educational Programmes of two days duration for the members of the Joint Councils and Bipartite Committees at the Enterprise level for 20523 workers and management representatives participated.

Functional Adult Literacy:

For workers engaged in plantations and mines where
illiteracy is predominant, functional adult literacy classes are also conducted by the trained workers were trained in 253 sessions of functional adult literacy classes.

**Training of Unorganised Sector Workers:**

Five day camp for workers in small scale and unorganised sector on topics identified based upon the functional needs of the target groups were conducted by the Board. Workers from Handloom, Powerloom, Khadi and Village Industries, Industrial Estate, Small Scale Unites, Handicrafts, Sericulture, Choir Industry and Beedi Industries are also covered under this category.

**Training of Weaker Sections:**

These are tailored made programmes of five days duration to meet the functional and educational need of special categories of workers such as women Workers, Handicapped workers, Young workers Child Labour, Rickshaw Drivers, Construction Workers, Civil and Sanitation Workers etc.

**Training of Rural Workers:**

Rural Workers Education Programmes of the Board are designed to create awareness amongst the rural poor about their socio-economic environment, the need for developing
their own organisation and the benefits available under various welfare and credit schemes. These programmes cover landless labour, tribal labour, rural artisans, forest workers and educated unemployed in the rural areas.

**Special Programmes:**

Special programmes for specific categories of workers were also conducted during January-October 1996:

i) 46 Orientation Programmes of one week duration for 488 rural educators.

ii) 123 Special Programmes of two day duration in the Unorganised sector for 4824 workers.

iii) 95 Special Seminars for women workers for 3645 participants.

iv) 87 Special Seminars for SC/ST workers for 3417 participants.

v) 46 Seminars of two day duration for Parents of Child Labour/Child Labour for 1795 participants.

**Services Through Director General Labour Welfare:**

An ILO/UNFPA assisted project on Family Welfare Education for beedi workers which commenced in the year 1991 in
the major beedi producing States of Madhya Pradesh, Uttar Pradesh, Orisa and West Bengal has submitted its final report.

The objective of the project was to educate, motivate and provide health and family welfare services to the beedi workers and their families through the 58 dispensaries being run in these States under the Beedi Worker’s Welfare Fund. The target was to bring about improvement in Couple Protection rate by 25 percent over the level existing at the start of the Project and to meet the national goal of 60 percent protection and Net Reproduction Rate of one by 2000 AD.

With a view to motivating and educating the beedi workers about the small family norms various meetings with different groups including Mahila Mandals, Motivational Groups, Trade Unions and Management’s were held from time to time.

An in-depth study of the Project was done in May, 1996 by UNFPA expert Mr. Jalauddin Ahmed in two States i.e. Uttar Pradesh and West Bengal. In Uttar Pradesh he visited Gursahaiganj Hospital and Static-cum-Mobile Unit and in West Bengal, he visited three Static cum Mobile Units set up for beedi workers in Barasat, Krishan Nagar and Karimpur. He also met the field workers, field Supervisors, Para Medical Staff, the Medical Officers and Beedi workers in the area along with Project Director, Welfare Commissioners and Assistant Welfare Commissioners (Project) to
have detailed information about the progress of the Project activities. He also saw the I.E.C. material being utilised by the Field workers and Dispensary Staff. He has commended the progress made by the Project in the field of Family Welfare education in Uttar Pradesh and West Bengal. A Statement on performance of the Project is given below table 17.
Table-17

Performance of ILO-UNFPA Project Regarding Family Planning And MCH Work Done State-Wise Upto May 1998

<table>
<thead>
<tr>
<th>S.No.</th>
<th>U.P.</th>
<th>M.P.</th>
<th>W.B.</th>
<th>Orisa</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Ecs identified</td>
<td>729.36</td>
<td>253840</td>
<td>74697</td>
<td>34871</td>
<td>436344</td>
</tr>
<tr>
<td>Total Ecs protected through Vasectomy</td>
<td>258</td>
<td>2371</td>
<td>141</td>
<td>75</td>
<td>2845</td>
</tr>
<tr>
<td>Total Ecs protected through Tubectomy</td>
<td>1803</td>
<td>28806</td>
<td>12612</td>
<td>3908</td>
<td>47129</td>
</tr>
<tr>
<td>Total Ecs protected through IUD</td>
<td>1799</td>
<td>10974</td>
<td>1190</td>
<td>862</td>
<td>14825</td>
</tr>
<tr>
<td>Total Ecs protected through Oral Pills</td>
<td>18415</td>
<td>70752</td>
<td>21032</td>
<td>5769</td>
<td>115968</td>
</tr>
<tr>
<td>Total Ecs protected through CC (Nirodh)</td>
<td>30436</td>
<td>94861</td>
<td>13773</td>
<td>4770</td>
<td>143840</td>
</tr>
</tbody>
</table>

CPR State-wise on 31st May, 1996

<table>
<thead>
<tr>
<th>State</th>
<th>CPR (Approx)</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.P.</td>
<td>51.28</td>
</tr>
<tr>
<td>M.P.</td>
<td>62.09</td>
</tr>
<tr>
<td>W.B.</td>
<td>55.95</td>
</tr>
<tr>
<td>Orisa</td>
<td>37.15</td>
</tr>
<tr>
<td>Total</td>
<td>207.28/4 &quot;51.90 (Approx)</td>
</tr>
</tbody>
</table>

Welfare of Scheduled Castes And Scheduled Tribes:

Members of the Scheduled Castes and Scheduled Tribes are the most oppressed and deprived sections of our society and constitute nearly one fourth of the total population of the country. To achieve social equality, safeguards have been provided in the constitution for Scheduled Castes / Scheduled Tribes people. In line with the general policy of the Government, the Ministry of Labour has formulated several special schemes, which provide significant benefits to the members of Scheduled Castes and Scheduled Tribes.

Special Schemes for Scheduled Casts / Tribes:
- Coaching-cum-Guidance Centre for Scheduled Castes and Scheduled Tribes.
- Special Coaching Schemes.
- Strengthening of Employment Exchange / University Employment Information and Guidance Bureau (UEIGB) for promotion of self-employment.
- Vocational Rehabilitation Centres for the handicapped.
- Labour Welfare - Fund Scheme (Reservation).
- Rehabilitation of Bonded Labour.
- Survey and Research Studies.
Coaching-Cum-Guidance Centres for Scheduled Castes And Scheduled Tribes:

The Scheme was started in 1967-70 with 4 pilot centres. At present, twenty one Coaching-cum-Guidance Centres have been setup in various States / Union Territories (Two of them at Jowai and Jammu are being set up). These Centres provide occupational information; individual guidance and confidence building training to the job seekers belonging to Scheduled Castes and Scheduled Tribes and review the old cases. The applicants are provided guidance at the time of their registration with the Employment Exchanges and also when they are sponsored against notified vacancies. The Centres also follow up with the employers and get appointments made against vacancies researved for the Scheduled Castes And Scheduled Tribes candidates. In addition, thirteen of these Centres provide facilities for training in short-hand and typing. The work done by various Coaching-cum-Guidance Centres from January, 1996 to August, 1996 is presented below the following manner:

<table>
<thead>
<tr>
<th>Activity</th>
<th>No. of candidates covered</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registration Guidance</td>
<td>21,520</td>
</tr>
<tr>
<td>Pre-submission Guidance</td>
<td>3,553</td>
</tr>
<tr>
<td>Confidence Building Programme</td>
<td>9,879</td>
</tr>
<tr>
<td>Training in Typing &amp; Shorthand</td>
<td>5,573</td>
</tr>
<tr>
<td>Training Course</td>
<td>929</td>
</tr>
</tbody>
</table>
Special Coaching Schemes:

To facilitate the recruitment of SCs/STs against reserved vacancies in various Central Government Ministries/Departments, the Directorate General of Employment and Training has launched another scheme namely “Special Coaching Scheme” for Scheduled Castes and Scheduled Tribes for coaching SC/ST job-seekers registered with the employment exchanges to enable them to appear in Com was also being paid to workers actually engaged in under-ground sewerage work.

The incidence of illiteracy among the female family members was quite high as compared to males. Illiteracy was reported to be as high as 73 percent for such family members in the Shoe-Making occupation and 60 percent in the Sweeping and Scavenging occupations.

Average monthly income per family worked out to Rs. 1807.89 in the Shoe-Making occupation and Rs. 3151.40 in Sweeping and Scavenging occupation. In both the occupations majority of the family income was derived from the paid employment in the selected occupations. It was above 62 percent in the Shoe-Making and about 92 percent in the Sweeping and Scavenging occupations. The average number of earners per family worked out to 1.53 persons in the Shoe-Making occupation and 1.72 persons
in Sweeping and Scavenging occupation. In both the castes the Scheduled Castes communities had their own traditional occupations to pursue as about 70 percent of the earners/earning dependants in Shoe-Making and 91 percent in Sweeping and Scavenging were engaged in them.

The study revealed that in Sweeping and Scavenging occupations 31.2 percent units had introduced Employees Provident Fund Scheme while 18.8 percent of the units, all belonging to both Government/Public Sector Establishments had introduced General Provident Fund for their workers. All the sample units belonging to Sweeping and Scavenging occupations were paying gratuity to their full time regular workers. Further, all the regular full time workers in selected units exceptions those in the Hotel Startum of Sweeping and Scavenging occupations and in the Shoe-Making occupation were having group insurance schemes for their workers. Under the scheme the workers contributed Rs. One per month per thousand for the sum assured which varied from Rs. 15,000 to Rs. 30,000.

Reservation in The Ministry of Labour:

According to the instructions of the Government, there is a reservation of 15% for Scheduled Castes and 7.5% for Scheduled Tribes, a total of 22.5% of the posts. In the Ministry of Labour, as on
01.01.1995 there were a total of 8446 employees in all categories. Of these, there were 2023 SC employees and 511 ST employees, constituting 30% of the total number of employees in the Ministry of Labour.

Data on representation of SC/ST in employment in the Ministry of Labour are furnished in Table 18.

### Table 18.

**SC/ST REPRESENTATION IN THE MINISTRY OF LABOUR**

**As on 1.1.1995**

<table>
<thead>
<tr>
<th>Category of Employees</th>
<th>Staff in Position</th>
<th>Dues as per</th>
<th>In position</th>
<th>Surplus (+) / Shortfall (-)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>SC</td>
<td>ST</td>
<td>SC</td>
</tr>
<tr>
<td>Group 'A'</td>
<td>1003</td>
<td>150</td>
<td>75</td>
<td>156</td>
</tr>
<tr>
<td>Group 'B'</td>
<td>847</td>
<td>127</td>
<td>63</td>
<td>136</td>
</tr>
<tr>
<td>Group 'C'</td>
<td>4160</td>
<td>624</td>
<td>312</td>
<td>810</td>
</tr>
<tr>
<td>Group 'D'</td>
<td>2436</td>
<td>385</td>
<td>182</td>
<td>921</td>
</tr>
<tr>
<td>Total</td>
<td>8446</td>
<td>1266</td>
<td>632</td>
<td>2023</td>
</tr>
</tbody>
</table>

*Source:* Annual Report, Ministry of Labour, New Delhi, 1997-98, p. 79
Shortfall of 19.1% in the case of vacancies reserved for scheduled Tribes is largely an account of the non-availability of candidates.

**Other Backward Classes:**

The Government of India issued an Office Memorandum on 8th September, 1993 providing for reservation of 27 percent of vacancies in civil posts and services under them for the Other Backward Classes (OBCs), subject to the exclusion of the ‘creamy layer’.

**Field Surveys And Study Reports:**

The data compiled for periodic returns do not meet all the information requirements for planning and policy formulation in the field of labour. In order to cater to the additional requirements, the Bureau conducts several periodic / adhoc surveys on different aspects of labour such as wages, house rent, socio-economic conditions of labour etc. The important surveys / studies are outlined below.

**Rural Labour Enquiries:**

Rural Labour Enquiries are being conducted on regular basis since 1963-65. So far, reports on 5 such enquiries have been released. Since 1977-78, the field work of these enquiries
has been integrated with the quinquennial NSSO survey on Employment and Unemployment and Household Consumer Expenditure. The reports on Agriculture and Rural Labour Households are prepared by the Labour Bureau on four aspects of the survey viz., ‘Indebtendness’, ‘Consumption Expenditure’, ‘Employment and Unemployment’ and ‘Wages and Earnings’. All the four Rural Labour Enquiry Reports for 1987-88 have been released. The scrutiny and tabulation of the latest RLE data relating to 50th Round of NSS (1993-94) has been taken up for bringing out analytical reports on this survey with the least time-lag.

**House Rent Surveys:**

These surveys form an integral part of the Working Class Family Income and Expenditure Survey. They are being conducted at six monthly intervals on continuing basis at 76 selected centres with the objective of collecting data on house rent and measuring changes based on a fixed sample of dwellings. The data collected under the Survey is being utilised for the compilation of the CPI Numbers for Industrial Workers. (Base 1982=100).

**Occupational Wage Surveys:**

Occupational Wage Surveys are being conducted since 1958-59 with the objective of providing data/information required for :-
i) Studies of wage differentials

ii) Revision of base of wage ratio index numbers being compiled by the Bureau and

iii) Evaluation of the implementation of the provisions relating to equal remuneration for workers under the Equal Remuneration Act, 1976.

The important data collected through these surveys relate to Occupational Wage Rates and Earnings of industrial workers in different industries belonging to manufacturing, mining, plantation and service sectors. The fifth round of the surveys which envisages coverage of 57 industries was taken up in 1993. Two more reports on Textile Garments and Textile industries have been released during 1995. Two more reports on Textile Garments and Textile industries consisting of Cotton, Jute, Synthetic, Wollen and Silk textiles were also released during 1996. Survey in Textile Garments industry had revealed that the total estimated work force in Textile Garments industry in 1994-95 was 2.46 lakhs of which 45.27 percent were men and 54.73 percent were women. Most of the workers (i.e. 92.07 percent) were paid by time rate system. The maximum percent (i.e. 41.32 percent) of the total work force was employed in Tailor (specialist) Occupation followed by Helper 23.03 percent and Checker 6.71 percent. The average daily minimum and maximum wage rates were found to be Rs. 45.36 and Rs. 58.53
respectively. The average daily earnings (per day paid for) of workers worked out to be Rs. 48.14. The average daily earnings of Textile Garments industry workers in 1994-95 increased by 86.23 percent over 1977-79. The data revealed that there was significant shift of workers from lower earning classes to the higher earning classes. The co-efficient of variation in average daily earnings in various occupations dispersed between 24.63 percent. The index of real earnings declined marginally in 1994 over 1987 from 100.00 to 96.56.

National Resource Centre ON Child Labour (NRCCL):

A growing consensus is emerging that, given the complexities of the nature of the problem and enormity of the size of population of Child Labour any practical and realistic strategy for combating the problem of Child Labour should aim at progressive elimination of Child Labour. Against this background it is felt that there must exist an institutional frame-work manned by studying the situation, preparing updated reports and position papers, preparing programme, packages and action plans for consideration in decision-making by the Government. This has prompted the setting up of the National Resource Centre on Child Labour (NRCCL) at the Institute. It shall also serve as a central source of information and data. Besides the Ministry of Labour, it is being supported financially by UNICEF and CLASP-ILo. During the year 1996-97
the centre provided active support to the 123 Child Labour endemic districts in 13 States for conducting survey and 133 such districts for awareness generation programme on Child Labour. It also conducted training programmes and workshops for various target groups actively working for elimination of Child Labour.

Library Documentation And Computerisation:

V.V. Giri National Labour Institute Library occupies a vital place as a centre for information and learning in the area of labour related subjects. Special attention was paid to upgrade and modernise the library so that it serves as a national resource centre for labour information and documentation. The library has been computerised with NICNET connectivity. The library now provides the following services.

i) Collect, organize, retrieve and disseminate information and factual and statistical data from primary and secondary source worldwide for the user population.

ii) Maintain linkages with all Government offices and agencies, research and teaching institutions, training institutes, mass media, NGOs and other concerned with Labour issues.

iii) Review and disseminate bibliographic information on a regular basis to the user population.

iv) Repackage or summarise information on labour issues which
are of interest and relevance for focussing attention into appropriate formats and where necessary, in different languages.

v) Have a systematic and balanced collection, development, programme to become in due course a National Labour Library.

vi) Compile and computerise information on Labour related judgements of Supreme Court of India and High Courts from 1950 till date to serve the following:

a) Government, policy makers, planners, decision makers.

b) Programme administrators, project directors, implementation staff,

c) Trade Union and Non-Governmental Organisations (NGO).

d) Researchers and Academics

e) Mass Media

f) Information agencies
### Table 19

**EVOLUTION OF VOCATIONAL TRAINING SCHEME**

<table>
<thead>
<tr>
<th>Year</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1941</td>
<td>War Technician Training Scheme</td>
</tr>
<tr>
<td>1945</td>
<td>Training Scheme for Ex-Servicemen</td>
</tr>
<tr>
<td>1948</td>
<td>Training Scheme for Craft Instructors</td>
</tr>
<tr>
<td>1950</td>
<td>Craftsmen Training Scheme</td>
</tr>
<tr>
<td>1958</td>
<td>Evening Classes for Industrial Workers</td>
</tr>
<tr>
<td>1959</td>
<td>National Apprenticeship Scheme (voluntary now discontinued)</td>
</tr>
<tr>
<td>1961</td>
<td>Apprentices Act, 1961 (passed by Parliament)</td>
</tr>
<tr>
<td>1963</td>
<td>Implementation of the Apprentices Act</td>
</tr>
<tr>
<td>1965</td>
<td>Mine Mechanism Training Scheme. Supervisory Training Scheme</td>
</tr>
<tr>
<td>1967</td>
<td>Part-time Training of Industrial Workers (Modified)</td>
</tr>
<tr>
<td>1968</td>
<td>Central Staff Training and Research Institute, Calcutta; Advanced Training Institute, Madras; All India Skill Competition for Apprentices</td>
</tr>
<tr>
<td>1971</td>
<td>Diversification of Training Programmes, Training in the trades of Chemical and Hotel Catering; Part-time Training of Industrial Workers (Revised); Foremen</td>
</tr>
</tbody>
</table>
Training Institute at Bangalore; Progressive Trade Testing Scheme.

1972 Apprentices (Amendment) Bill, 1971 (passed by Rajya Sabha); Pre-release training of our ranks of Indian Army in Industrial Training Institutes.


1977 Advanced Vocational Training Scheme; National Vocational Training Institute for Women, New Delhi; and Regional Vocational Training Institutes for Women at Bombay and Bangalore.

1981 Model Industrial Training Institute at Haldwani and Calicut; Advanced Training Institute for Electronics and Process Instrumentation, Dehradun.

1982 Foremen Training Institute at Jamshedpur, Model Industrial Training Institute at Jodhpur and Chowdwar. Trivandrum; Regional Directorate of Apprenticeship Training, Hyderabad.

1985 Regional Directorate of Apprenticeship Training at Faridabad.
1986  Apprentices (Amendment) Bill, 1986 (passed by both Houses of Parliament) for 10+2 Vocational Stream students as Technician (Vocational) Apprentices.

1986  Central Instructional Media Institute at Madras.


1992  Regional Vocational Training Institute for Women at Indore & Allahabad.

1992  Apex Hi-Tech Institute at Bangalore.

1993  RVTI Vadodara;

1994  RVTI Jaipur.


Source: Same as Table 18, p. 98
Research And Training In Employment Service Central Institute
For Research And Training In Employment Services (CIRTES):

The Central Institute for Research and Training in Employment Service (CIRTES) is responsible for training of officers of the Employment Service, for research in matters relating to various activities of the Employment Service and for bringing our career literature useful to the students, job-seekers and parents. Besides, surveys and studies on various aspects of manpower are conducted on a regular basis by the Directorate General of Employment and Training.

The activities of CIRTES are undertaken under the guidance of a tripartite Committee of Direction constituted in 1992.

Activities Of CIRTES:

As in the past, CIRTES organised training programmes for Employment Officers, conducted research studies in areas of interest to the Employment Service and brought out various publications on careers. A computer system has also been installed for training of the Employment Officers in computerised employment exchange operations.
Table 20

PERFORMANCE OF CIRTES (till November)

<table>
<thead>
<tr>
<th>TRAINING</th>
<th>RESEARCH</th>
<th>CAREER PUBLICATIONS RELEASED</th>
</tr>
</thead>
<tbody>
<tr>
<td>CIRTES organised 7 training courses between April and October, 1996 for Employment Officers of States / Uts. Apart from one Basic Integrated Training Course, a special Training Course on Surveys and Studies of NES, a condensed training Course on Employment, Market Information, a Workshop on Self Employment Promotion, a Workshop on NCO and NIC, a workshop on Career Literature preparation and a Condensed Training Course on functional aspects of NES were conducted. Faculty acted as Resource Person in Career Teacher Training Courses conducted by Directorate of Employment and Training, Rajasthan at Headquarters.</td>
<td>RESEARCH STUDIES COMPLETED</td>
<td></td>
</tr>
<tr>
<td>In the series of “World of Work” the following publications were released.</td>
<td>1. RELEASED</td>
<td></td>
</tr>
<tr>
<td>i) Employment Services in different countries.</td>
<td>Three Publications in English and Two in Hindi were finalised.</td>
<td></td>
</tr>
<tr>
<td>ii) Employment Services in different States (Merging of Vol. I &amp; Vol. II)</td>
<td>2. PIPELINE</td>
<td></td>
</tr>
<tr>
<td>Employment, Market Information, a Workshop on Self Employment Promotion, a Workshop on NCO and NIC, a workshop on Career Literature preparation and a Condensed Training Course on functional aspects of NES were conducted. Faculty acted as Resource Person in Career Teacher Training Courses conducted by Directorate of Employment and Training, Rajasthan at Headquarters.</td>
<td>IN PIPELINE</td>
<td></td>
</tr>
<tr>
<td>i) Effectiveness of services rendered by CGC.</td>
<td>Ten Publications in English. Five publications in Hindi.</td>
<td></td>
</tr>
<tr>
<td>ii) Effect of Computerisation of Employment Exchanges.</td>
<td>One Career Poster</td>
<td></td>
</tr>
<tr>
<td>iii) Follow-up study of those placed in Self-Employment through SEPCs.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>iv) Promotion of self-employment for handicapped through VRCs.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>v) Vocational Guidance.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source :- Same as Table 18; p. 101
Vocational Training for Women:

The National Vocational Training Institute (NVTI) Noida (UP) and the 10 Regional Vocational Training Institutes (RVTIs) for women in different parts of India imparted basic and advanced levels of vocational training to women. Special attention was also being for the modernisation and establishment of Women’s Industrial Training Institutes (ITIs) under the World Bank aided Vocational Training Project.

Training of Women in Indian Institute of Worker’s Educational (IIWE) :

The Central Board for Workers Educational has established a separate cell on “Women and Child Labour” at Indian Institute of Workers Education, Mumbai with a view to evolving an advance training programme for the women activists of Central Trade union Organisations and Womens Organisation who are involved in the upliftment and welfare of women and child labour in the country. Modular syllabus of the advance training programmes on the theme of Women and Child Labour has also been finalised.

From November, 1995 to October, 1996, 28 women activists were trained under the various training programmes conducted at the institute.

Assistance To Women Job Seekers :

The Employment Exchanges took special care to cater to the job needs of women registered with them. During
January-September, 1996 they placed 32845 women in various employment's. The matter has also been dealt with in the Chapter on Employment Assistance to special categories.

**Special Cell for Women Labour**:

The Ministry of Labour set up a Women Labour Cell in 1975. The intention was to focus attention on the lot of working women with a view to improving it. The cell has the following functions;

i) Formulation and coordination of policies and programmes for the female labour force within the frame work of national manpower and economic policies.

ii) Maintaining liaison with other Government agencies to secure effective implementation of the programme in respect of women workers.

iii) Monitoring the implementation of the Equal Remuneration Act by the Central / State Governments.

iv) Setting up of Advisory Committee under the Equal Remuneration Act, 1976 for promotion of employment of women.

v) Giving grants-in-aid to non-Governmental organisations / voluntary organisations to formulate and execute action-oriented for women labour.
Table 21

EMPLOYMENT OF WOMEN-PROTECTIVE LEGAL PROVISIONS

<table>
<thead>
<tr>
<th>Name of Enactment</th>
<th>Protective Provision</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Beedi &amp; Cigar workers (conditions of Employment) Act, 1966</td>
<td>- Provision of creches for the benefit of women workers. When 50 or more women are employed in employments covered by the 1st and 2nd laws. When 20 or more women are employed in employments covered by the 3rd and 4th laws. When 30 or more women are employed in employments covered by the 5th law. - Women workers to be provided time off for feeding children. - Not to be required to work beyond 9 hours between 6 A.M. and 7 P.M. - with the exception of mid-wives and nurses in plantations. - Separate toilets and washing facilities to be provided in employments covered by the 3rd and 6th laws. - In factories, women are not to be engaged for cleaning, lubricating or adjusting any part of prime or transmission machinery, maternity leave upto 12 weeks with wages to be provided. - Employment in mines below ground prohibited. • Maternity benefits to be provided on completion of 80 days working. • Not required to work during six weeks immediately following the day of delivery or miscarriage. • No work of arduous nature; long hours of standing likely to interfere with pregnancy / normal development of foetus; or which may cause miscarriage or is likely to affect health be given for a period of one month immediately preceding the period of six weeks before delivery. • On medical certificate, advance maternity benefit to be allowed. • Rs. 250.00 as medical</td>
</tr>
</tbody>
</table>
Equal Remuneration Act, 1976

Employees' State Insurance (General) Regulation.


The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996.

Representation of a women member on Building and other Construction Workers' Welfare Boards. Provision for maternity benefit to female beneficiaries of the Welfare Fund. Provision for creches where more than 50 female construction workers are ordinarily employed.

Source: Same as Table 18, p. 139
Equal Remuneration:

Most of the States and Union Territories have appointed competent authorities under the Equal Remuneration Act, 1976 and have also set up Advisory Committees under the Act. Annual returns are called for by the special cell from the State Governments in order to monitor implementation of the Act. In most cases the response from the State Governments has not been encouraging. However, the available data as reported by them from 1985 onwards has been compiled along with the data on enforcement of the Act in the Central Sphere (Table 22).

<table>
<thead>
<tr>
<th>Table 22</th>
</tr>
</thead>
</table>
**POSITION OF IMPLEMENTATION OF THE EQUAL REMUNERATION ACT, 1976**

<table>
<thead>
<tr>
<th></th>
<th>Inspections</th>
<th>Violations Detected</th>
<th>Violations Rectified</th>
<th>Prosecutions Launched</th>
<th>Convi- tions</th>
<th>Acqui- tals</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>State/Uts</strong></td>
<td>1993</td>
<td>71829</td>
<td>2067</td>
<td>561</td>
<td>109</td>
<td>50</td>
</tr>
<tr>
<td></td>
<td>1994*</td>
<td>13917</td>
<td>1927</td>
<td>1572</td>
<td>44</td>
<td>10</td>
</tr>
<tr>
<td></td>
<td>1995*</td>
<td>31506</td>
<td>3148</td>
<td>518</td>
<td>314</td>
<td>178</td>
</tr>
<tr>
<td><strong>Central</strong></td>
<td>1993</td>
<td>3154</td>
<td>3306</td>
<td>3529</td>
<td>1644</td>
<td>532</td>
</tr>
<tr>
<td></td>
<td>1994</td>
<td>4484</td>
<td>4292</td>
<td>3694</td>
<td>769</td>
<td>590</td>
</tr>
<tr>
<td></td>
<td>1995*</td>
<td>4367</td>
<td>4359</td>
<td>4229</td>
<td>1054</td>
<td>748</td>
</tr>
</tbody>
</table>

*Figures are provisional Source: Women's Cell, Ministry of Labour and Chief Labour Commissioner (Central)*
The following social welfare organisations have been recognised under the Equal Remuneration Act, 1976 for the purpose of filing complaints in courts against employers for violation of the provisions of the Act:

- The Centre for Women's Development Studies, New Delhi.
- The Self Employed Women's Association, Ahmedabad.
- The Working Women's Forum (India), Madras.
- The Institute of Social Studies Trust, New Delhi.

An important activity of the Cell is to convene the meeting of Central Advisory Committee which has been constituted under the Equal Remuneration Act, 1976 and follow up the recommendations made by the Committee. The last meeting of the Central Advisory Committee on Equal Remuneration Act was held under the Chairmanship of Minister of Labour on 7th April, 1995.

Another important activity of the Women Labour Cell is to examine and process project proposals to carry out studies on matters affecting women workers and also to fund programmes aimed at improving their economic well being. Several projects aimed at improving the working conditions of women and raising their economic level were processed by the Women Cell of the Ministry of Labour during 1996-97. Significant among these is the programme to train women destitutes in home.
The Women Cell at DGE&T Hqrs. Which has been functioning since 1974 has been entrusted with the work of Planning, directing, monitoring and co-ordinating women’s training activities in the country. The cell develops programmes at Central level and co-ordinates with the State Government for promoting training of women through a network of central Government Training Institutes and Industrial Training Institutes at the State Government level viz. NVTI, RVTI and ITIs.
## Table 23

**WOMEN’S ITIs/ITCs/WINGS UNDER STATE SECTOR**

*(As on Oct., 96)*

<table>
<thead>
<tr>
<th>State/U.T.</th>
<th>No. of existing Govt. ITIs</th>
<th>Women’s wing in General ITIs/ Private ITIs</th>
<th>Total</th>
<th>No. of seats sanctioned</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assam</td>
<td>4</td>
<td>0</td>
<td>4</td>
<td>272</td>
</tr>
<tr>
<td>Andhra Pradesh</td>
<td>23</td>
<td>4</td>
<td>27</td>
<td>3,340</td>
</tr>
<tr>
<td>Arunachal Pradesh</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>48 (P)</td>
</tr>
<tr>
<td>Bihar</td>
<td>7</td>
<td>0</td>
<td>7</td>
<td>608</td>
</tr>
<tr>
<td>Chandigarh</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>416</td>
</tr>
<tr>
<td>Delhi</td>
<td>3</td>
<td>30</td>
<td>33</td>
<td>2,168 (P)</td>
</tr>
<tr>
<td>Gujarat</td>
<td>0</td>
<td>16</td>
<td>16</td>
<td>1,172</td>
</tr>
<tr>
<td>Haryana</td>
<td>5</td>
<td>38</td>
<td>43</td>
<td>2,736</td>
</tr>
<tr>
<td>Himachal Pradesh</td>
<td>15</td>
<td>0</td>
<td>15</td>
<td>848</td>
</tr>
<tr>
<td>J &amp; K</td>
<td>-</td>
<td>20</td>
<td>20</td>
<td>848 (P)</td>
</tr>
<tr>
<td>Karnataka</td>
<td>17</td>
<td>10</td>
<td>27</td>
<td>1800</td>
</tr>
<tr>
<td>Kerala</td>
<td>3</td>
<td>9</td>
<td>12</td>
<td>1456</td>
</tr>
<tr>
<td>Lakshwadeep</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>16</td>
</tr>
<tr>
<td>Meghalaya</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>32</td>
</tr>
<tr>
<td>Manipur</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>64 (P)</td>
</tr>
<tr>
<td>Madhya Pradesh</td>
<td>15</td>
<td>0</td>
<td>15</td>
<td>1,808</td>
</tr>
<tr>
<td>Maharashtra</td>
<td>15</td>
<td>11</td>
<td>26</td>
<td>2,320</td>
</tr>
<tr>
<td>Nagaland</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>48 (P)</td>
</tr>
<tr>
<td>Orissa</td>
<td>11</td>
<td>1</td>
<td>12</td>
<td>1,152</td>
</tr>
<tr>
<td>Punjab</td>
<td>50</td>
<td>7</td>
<td>57</td>
<td>5,668 (P)</td>
</tr>
<tr>
<td>Pondicherry</td>
<td>2</td>
<td>0</td>
<td>2</td>
<td>216</td>
</tr>
<tr>
<td>Rajasthan</td>
<td>10</td>
<td>8</td>
<td>18</td>
<td>704 (P)</td>
</tr>
<tr>
<td>Tamil Nadu</td>
<td>10</td>
<td>13</td>
<td>23</td>
<td>1,832</td>
</tr>
<tr>
<td>Tripura</td>
<td>1</td>
<td>-</td>
<td>1</td>
<td>80</td>
</tr>
<tr>
<td>Uttar Pradesh</td>
<td>14</td>
<td>57</td>
<td>71</td>
<td>4,380</td>
</tr>
<tr>
<td>West Bengal</td>
<td>4</td>
<td>6</td>
<td>10</td>
<td>448 (P)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>214</strong></td>
<td><strong>231</strong></td>
<td><strong>445</strong></td>
<td><strong>34,480</strong></td>
</tr>
</tbody>
</table>

(P): Provisional

Those workmen who are engaged in manufacturing and productive processes and whose performance is accessible are eligible for the Award. These Awards are announced every year on the eve of Independence Day. The Awards in the order of precedence are Shram Ratna, Shram Bhushan, Shram Vir and Shram Shri/Devi. The cash prize and the number of Awards in the year 1995 and 1996 are as mentioned in table.

Table 24

<table>
<thead>
<tr>
<th>Name of Award</th>
<th>Amount of cash prize (in Rs.)</th>
<th>No. of Awards given during 1995</th>
<th>1996</th>
</tr>
</thead>
<tbody>
<tr>
<td>Shram Ratna</td>
<td>1,00,000</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Shram Bhushan</td>
<td>50,000</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>Shram Vir</td>
<td>30,000</td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>Shram Shri / Devi</td>
<td>20,000</td>
<td>8</td>
<td>8</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>17</strong></td>
<td><strong>17</strong></td>
<td></td>
</tr>
</tbody>
</table>

Source :- Same as Table 23, p. 34
Like 1995, in 1996 too, no worker could be selected for Shram Ratna Award. Even though the total number of Shram Awards is only 17, the number of workmen receiving Awards is 25 (including 3 women) as some of the Awards have been given to teams of workmen consisting of more than one person.

Conclusion:

To conclude, the labour welfare measures, to begin with basically came to be recognised on humanitarian principals and have, the efforts in this direction was made by social workers such as philanthropists and other religions leaders.

The welfare measures began as a movement in England in the early years of industrial revolution. Robertowrns of England was the pioneer social worker to come forward to ameliorate the working conditions of the workers by ensuring shorter hours of works, minimum wage and by advocating provisions of other facilities and amenities such as, schools, housing, medical assistance and sick benefits etc. However, in the early quarter of the 19th century the government in the many European countries started taking interest in the working conditions of labours and have numerous Acts, rules and legislative measures came into force. In 1833, the first factory Act in England was passed. The other
countries in Europe like Germany also made provisions of having welfare activities in forms of housing facilities, cooperative stores, sickness and maternity benefit etc.;

The origin of labour welfare measures in India started in 1837 following the abolition of salivary by English. Factory Act of 1881 was passed to improve the working conditions of labour of textile in Bombay.

**Provincial Governments** set up following committees to enquire working condition of labour and provision of housing facilities prevailing to them:

1. The Bombay textile labour enquiry committee 1937.
2. The Kanpur labour enquiry committee 1937.
3. The central provincial textiles labour enquiry committee 1938.

Another off-shoot of the provincial autonomy and increased association of labour with the provincial Governments was the creation of tripartite consultative machinery in India in 1942 immediately after the transfer of the power to the interim Government in 1946 with the Governor General of India as the head of the Government and with the Late Pundit Jawaher Lal Nehru as its Vice-
President a programme of legislative and administrative reforms was drawn up in the shape of blue print of labour policy Five Year Programme for labour in 1946.

Immediately after India became sovereign Democratic Republic, the concept of planned economic development through planning was accepted and the planning commission was set up in March 1950 the commission was required to make assessment of the material, capital and human resources of the country and formulated plans for the most effective balanced utilisation of the country’s resources. Thus these started an era of the economic planning with the rearrangement of resources and allocation of priorities in such a manner as to ensure a balanced development of both economic and social structure.

In December 1959 the Union Labour Minister decided to appoint a study team to examine the entire range of labour welfare activities and make recommendation of which the labour welfare schemes in the Third Five Year Plan could be based this study team described labour welfare as services amenities and facilities which contribute to improve the conditions under which workers are employed.

In view of the changing economic scenario, a scheme for providing financial assistance to Research and Academic Institutions and Non-Governments Organisations and
voluntary organisations for conducting research in labour related matters has been launched by the Ministry. The findings and conclusion of the research and studies could be utilized as inputs in the policy formulation by the Government. The R.E. of outlay for the current year 1996-97 is Rs.20 lakhs out of which Rs.1.95 lakh has already been advanced as financial assistance for the projects and studies.

The Ministry of Labour administering five welfare funds for beedi, Cine and certain categories of non coal mine workers. The funds are utilised to implement welfare schemes for providing medical Educational recreational housing and water supply facilities to workers. Considering the special problems of the workers in the unorganized sector in order to secure reasonable working conditions for them and prompt their exploitation, several laws has been enacted by the parliament. There are also laws which have been enacted by the states. The work connected with the resolutions of the bonded labour problems was reviewed by the Union Labour Minister Shre M.Aunachalam in mid October 1996. Representative from the State Governments of Maharashtra Karanataka, Gujrat, Bihar, Haryana, Tamil Nadu, Uttar Pradesh, Rajasthan, Madhya Pradesh Andhra Pradesh, Orisa took part in the meeting.

The employee provident fund Act initially applied to factories establishment falling with in six specified industries
which had completed three years of existence and employed 50 or more workers, the act is now applicable to factories and establishments engaged in 177 industries/classes of establishments employing 20 or more workers on expiry of period of 3 years from the date of setup. Among the priority areas, education for workers children have been identified as one of the thrust areas for the welfare of labour under various labour welfare funds, an expenditure of Rs.821.30 lakh was incurred during the 1995-96 under the ongoing schemes, for giving scholarships and financial assistance for purchase of school uniforms, text books, slates and note books for the children of beedi and mine workers and nearly 2.61 lakh students have benefited as a result. In keeping with the organisations, pioneering role in the field of industrial safety and health a large numbers of training programme were conducted, joint participation of management personnel and trade union leaders of the same organisations was a unique feature in some of these programmes. The Central Board for workers education was setup in 1958 to administer and implement worker education scheme at national, regional, unit and village level tripartite, in character, the Board consists of representative from central organisations of workers, employers, central state Governments and educational institutions. Rural workers education programmes of the Board are designed to create awareness amongst the rural poor about their socio economic environment the need for developing their own organisation and the benefits available under various welfare and
credit schemes. Members of scheduled castes and scheduled tribes are the most oppressed and deprived sections of our society and constitute nearly one fourth of the total population of the country to achieve social equality certain safe guards have been provided in the constitution of scheduled castes/scheduled tribes people in line with the general policy of the Government the Ministry of Labour have formulated several special schemes which provide significant benefits to the members of scheduled castes and scheduled tribes. The National vocational institute (NVTI) Noida (U.P.) and the 10 Regional vocational training institute (RVTIS) for the women in different part of India imparted basic and advanced levels of vocational training to women special attention was also being given for the modernisation and establishment of women's industrial training institute (ITIS) under the World Bank aided vocational training project.

The succeeding chapter entitled “Labour Welfare Measures in UPSRTC with Special Reference to Varanasi: A Retrospective Analysis,” has been prepared to threadbare examine the varied facts and dimensions of labour welfare measures being adopted in the UPSTRC. It also examines the pros and cons of implementation of various labour welfare measures statutory and non-statutory both introduced by the central as well as State Government.
References:

4. Sir Wilfird Garrett was chief inspector of factories in the United Kingdom before came to India.
7. The study team appointed by central government on labour welfare in December 1959 p.16
8. The Indian labour year book, 1965, p.131
9. Labour investigation committee Main report p. 342
11. Ibid, p.78
16. Second Five Year Plan, p.582
17. Second Five Year Plan, p.582-583
18. Ibid, p.584
19. Third Five Year Plan, p. 259
20. Ibid, p. 259-260
21. Fourth Five Year Plan, p.251
22. Fifth Five Year Plan, p.300
23. Sixth Five Year Plan, p. 180
24. Seventh Five Year Plan, p.231
26. Ibid, p. 106
29. A Compendium of Consumer Price Index Numbers for Agriculture Labourers in India, 1995-96 p. 79
CHAPTER - IV

LABOUR WELFARE MEASURES IN UTTAR PRADESH STATE ROAD TRANSPORT CORPORATION (UPSRTC):
A CASE STUDY OF VARANASI REGION.

In the preceding chapter, a detailed study as regards the labour welfare measures in India was presented. The study mainly focussed on the varied aspects and dimensions of Labour welfare measures and numerous Acts and amendments dealing with Labour Welfare measures in India right from the advent of the colonial era through post independent period of planning era. The present chapter gives vent to the facts and figures pertaining to growth and development of surface transport in India. The chapter highlights in particular the labour welfare measures in UPSRTC. The case study as regards welfare measures in Varanasi Region of UPSRTC has been critically examined and relevantly analysed.

Surface Transport - A Bird’s Eye view:

Ministry of Surface Transport is responsible for the development, formulation and implementation of policies and programmes relating to various modes of transport with the exception of Railways and Civil Aviation. A well knit and
coordinated system of transport plays an important role in the sustained economic growth of the country. The need for it becomes more pronounced in a country of India’s size and widely distributed natural resources. The country’s infrastructure has, therefore, to be planned properly in advance. It has to operate at peak efficiency also particularly in a country like India where resource constraints do not permit installation of surplus capacities. The Ministry of surface Transport possesses within its fold Shipping, including ship building and ship repair, major ports, national waterways, national highways, road transport, inland water transport and transport research. The present chapter is mainly devoted to the in-depth study of road transport with special reference to UPSRTC of Varanasi Region.

**Road Transport:**

The total number of registered motor vehicles in country has gone up from 3 lakhs in 1951 to more than eighty-fold increase as on 31st March 1998. There has been a steep rise in traffic density from 77 and 85 in the year 1951 to 1150 and 2997, respectively, in 1998. There are 69 State Transport Undertaking having a fleet of nearly 1,01,002 vehicles providing passenger transport in various parts of the country.
Road Transport plays an important role in the economic development of the country. During the recent past, there has been a phenomenal growth in vehicular population, as also the carrying of freight and passengers by road. For regulating the operation of vehicular traffic, Motor Vehicles Act is the main document whereas the government policy relating to Motor Vehicles is enunciated.  

The Transport Development Council is an apex advisory Body on roads and road transport. Minister of Surface Transport is its Chairman and besides the Central Ministers, concerned Ministers holding charge of roads and road transport and Inland Water Transport in States/UTs are its members.

Transport is a vital infrastructure for the economic development of any country. For India the envisaged strategy for the 9th Plan calls for more than 6 percent growth rate in the Indian Economy. Such growth would lead to increase in transport demands in the country.  

The Indian transport system is a multi-modal one. It comprises air transport, inland water transport, coastal and oversees shipping and pipelines in addition to rail and road transport. Though the bulk of transportation need in India is met by rail and road transport, other modes have their importance within their specialised areas. However, there has been a continuous shift in
the shares of various modes in total traffic. The railways virtually ruled the transport scene till the emergence of motorised transport. However, because of the inherent advantages associated with road transport the railways started filing way to the former. The share of road transport in total traffic has been increasing continuously over the years. It has been estimated that at present the share of road transport in passenger traffic is about 80 percent while that in freight traffic it is 55 percent. These percentage were 26 and 11 respectively in 1951. Accordingly to an estimate, the road transport carried \(16,222\) billion passenger kms. and \(567\) billion tones kms. in 1991. The passenger traffic and freight traffic have been increasing at an annual compound growth rate of 9.4 and 9.7 percent respectively during 1951-91. ³

The total number of registered motor vehicles in the country increased from \(3\) lakhs in 1951 to \(203\) lakhs in 1998 accounting for more than seventy-fold increase. The annual compound growth rate has been approximately 11.2 percent as against growth in human population by 2.15 and road length by 4.32 percent. The result is unprecedented congestion on road. The traffic density (i.e. the number of vehicles per 100 kms of road length as well as per lakh of population) increased from 77 and 85 respectively in 1951 to 1150 and 2897 in 1998, as may be seen from the table 1 given below:
Table-1
Traffic Density in India, 1951-98 (31st March 1998)

<table>
<thead>
<tr>
<th>Year as on 31st (March)</th>
<th>Vehicle Population (in Lakhs)</th>
<th>Road length (in Lakhs kms.)</th>
<th>Human population (in lakhs mid-year)</th>
<th>No.of Vehicles 100 kms. of road length</th>
<th>No.of vehicles/lakh of population</th>
</tr>
</thead>
<tbody>
<tr>
<td>1951</td>
<td>3.06</td>
<td>3.99</td>
<td>3611</td>
<td>77</td>
<td>85</td>
</tr>
<tr>
<td>1961</td>
<td>6.60</td>
<td>5.25</td>
<td>4392</td>
<td>127</td>
<td>151</td>
</tr>
<tr>
<td>1971</td>
<td>18.65</td>
<td>9.18</td>
<td>5482</td>
<td>203</td>
<td>340</td>
</tr>
<tr>
<td>1981</td>
<td>53.91</td>
<td>14.89</td>
<td>6833</td>
<td>362</td>
<td>789</td>
</tr>
<tr>
<td>1991</td>
<td>213.74</td>
<td>21.40</td>
<td>8463</td>
<td>899</td>
<td>2526</td>
</tr>
<tr>
<td>1995</td>
<td>235.07</td>
<td>21.65</td>
<td>8597</td>
<td>1086</td>
<td>2734</td>
</tr>
<tr>
<td>1998</td>
<td>252.99</td>
<td>22.00</td>
<td>8733</td>
<td>1150</td>
<td>2897</td>
</tr>
</tbody>
</table>

Source:- Annual Reports, Ministry of Surface Transport, Govt.of India, 1997-98, p.98
During 1951-1998 the traffic density in terms of road length increased almost 16 times. This happened precisely because of the slow growth of road length in comparison to growth of vehicles. The traffic density in terms of population also increased thirty times. This phenomenal growth in vehicle population may be attributed to rapidly accelerating pace of socio-economic activities and unprecedented growth of personalised vehicles caused by inadequacy of public transport system.

The personalised passenger vehicles have been growing at an annual compound growth rate of 16.3 percent during 1981-91 as against 14.73 for all vehicles. The two wheelers for example, grew by 18.3 percent, while the buses increased by 7.4 percent. The passenger vehicles have grown by 16 percent and goods vehicles by 9.8 percent. This has happened because of the fast increase in low occupancy passenger vehicles. As a result, two wheelers constituted 66 percent of total vehicles in the country in 1998. 4

The large proportion of personalised vehicles carrying a relatively small proportion of passengers is a matter of concern as it makes uneconomic use of resources, besides causing congestion on roads. The economic costs of operation of personalised and public modes per unit of passenger transport (passenger km) very significantly. An estimate by the Ministry of Surface Transport in 1991 indicates the economic costs of passenger transport as follows:-
**Table-2**

**Economic Cost of Operation of Vehicles on Single Land Road with RF = 30 and Roughness 10,000.**

<table>
<thead>
<tr>
<th>Vehicle</th>
<th>Cost(Rs./Veh.km.)</th>
<th>Cost(Rs.pase km.)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Two wheeler</td>
<td></td>
<td></td>
</tr>
<tr>
<td>New Technology</td>
<td>2.19</td>
<td>1.09</td>
</tr>
<tr>
<td>Car</td>
<td>8.31</td>
<td>2.07</td>
</tr>
<tr>
<td>Old Technology</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Car</td>
<td>9.59</td>
<td>2.40</td>
</tr>
<tr>
<td>Bus</td>
<td>17.70</td>
<td>0.34</td>
</tr>
</tbody>
</table>

Source : Report on Road User Cost Data – 1991, p. 18

RF signifies rise and fall in m/km and Roughness in mm/km as measured by a standard towed fifth wheel bump integrator.

The problem becomes acute because many of the economic costs of transport like degradation of environment, depletion of natural resources, congestion, accidents etc. (negative externalises) are borne by non-users of transport from the view point of energy, environment, efficiency etc. public transport is relatively more efficient. This calls for a strategy to reduce the growth of personalised vehicles and if possible, also its share in total. In
addition to the measures to regulate the growth of vehicle population, an adequate and efficient public transportation system will have to be provided which will dissuaded the people from using personalised transport to a considerable extent. 

**Motor Vehicles (Amendment) Act 1994:**

The Motor Vehicles Act 1988 (59 to 1988), a Central Legislation, consolidates and rationalizes various laws regulating Road Transport in the country. After this Act came into force, the Government received a number of representation/suggestions from State Governments, Transport operators and members of public regarding inconvenience caused to them while implementing the provisions of this Act/Rules. A Review Committee was constituted to examine these representations/suggestions. The recommendations of the Review Committee were thereafter examined in consultation with the State Governments. The amendments suggested by the Review Committee and those which were taken into consideration later on were included in the Motor Vehicles (Amendment) Bill, 1994, which was passed by the Parliament and assented to by the President on 10th September 1994. The amended Motor Vehicles Act (54 of 1994) came into force with effect from 14.11.1994.
Utter Pradesh Road Transport Corporation (UPSRTC)  
A Case Study of Varanasi Region:

The Utter Pradesh Road Transport corporation completed its 50th year of existence by providing comfortable and economical transport in the state and economical assistance for the development of the state. In a year 1947, Road Transport was nationalised in Utter Pradesh and in 1950 it was incorporated under the road Transport corporation Act of 1950 with amendment in 1971 as the U.P. Transport laws. The UPSRTC has continued to strive hard to meet its commitments in the face of several constraints. Like many other state transport undertaking, this corporation also faces the demand and supply constraints as well as those created by its operating environments. Factors like abnormal population growth, unavailable fare structure, very high average lead, poor road geometric, the radial character of the state, absence of mass transient system like railway have among other things compounded its difficulties. Further the corporation have no equity capital base and it subsists only on Government loans to meet its capital and ways and mean requirement its cash losses have been mounting up particularly because of low fare structure and heavy interest of loans.

The corporation continued to do its best to offer satisfactory services minimizing to the extent possible
hardships of the commuters in spite of the service odds faced on account of increase in the input cost of labour and material on the one hand and the unviable fare structure on the other. Efforts to maintain harmonious industrial relations in the corporation were continued to be made by giving due attention to the welfare of workers. Provisions for adequate canteens, rest rooms, promotion of sport activities timely redressal of grievances and due consideration of legitimate demands of workers.

The pension schemes for the employees of the corporation has been introduced as applicable to the other state government employees.

UPSRTC also has introduced the voluntary Retirement scheme for the employees.

Adequate representation of scheduled castes and scheduled tribes has been ensured in appointment to various posts in accordance with the instructions issued by the Governments from time to time. The total number of the employees in this corporation as on 31.3.1998 were 52537 out of which 9513, 127 and 10597 belongs to scheduled cast, scheduled tribes and backward classes respectively. Thus the representation of schedule caste, scheduled tribes, and backward class category come to 18.38 percent 0.25 percent and 20.47 percent respectively. The detailed discussion regarding these issues has been presented in the succeeding paragraphs.
Management:

The UPSRTC board comprised the following as on 1.4.1998. Along with the Chairman of UPSRTC there is provision of minimum 5 and maximum director in which 1 up to 3 nominated by the central government and 2 upto 3 by the state government. Appointment of the directors are confirmed by the state Governments.

Structure of the Corporation:

1. Head office Utter Pradesh Road Transport Corporation Lucknow

2. Zone, Region-Depo

Table-3

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Zone</th>
<th>Regions</th>
<th>No.of Depose</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Northern Zone</td>
<td>1.Bareilly</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2.Moradabad</td>
<td>5</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3.Kumanum</td>
<td>7</td>
</tr>
<tr>
<td></td>
<td></td>
<td>4.Tanakpur</td>
<td>3</td>
</tr>
</tbody>
</table>

21
<table>
<thead>
<tr>
<th>Zone</th>
<th>City</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Central Zone</td>
<td>Lucknow</td>
<td>8</td>
</tr>
<tr>
<td></td>
<td>Etawa</td>
<td>5</td>
</tr>
<tr>
<td></td>
<td>Kanpur</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td>Jhansi</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td>Lucknow</td>
<td>8</td>
</tr>
<tr>
<td></td>
<td>Faizabad</td>
<td>7</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td>32</td>
</tr>
<tr>
<td>Eastern Zone</td>
<td>Allahabad</td>
<td>7</td>
</tr>
<tr>
<td></td>
<td>Azamgarh</td>
<td>7</td>
</tr>
<tr>
<td></td>
<td>Gorakhpur</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td>Varanasi</td>
<td>7</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td>37</td>
</tr>
<tr>
<td>Western Zone</td>
<td>Agra</td>
<td>5</td>
</tr>
<tr>
<td></td>
<td>Aligarh</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td>Dehradoon</td>
<td>9</td>
</tr>
<tr>
<td></td>
<td>Ghaziabad</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td>Meerut</td>
<td>7</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td>33</td>
</tr>
</tbody>
</table>

Grand total 4 zone 113 depose
3. Car Section Lucknow

4. Central Workshop, Rawat pur and Ellen Forest, Kanpur.

5. Training institute Kanpur.

6. Tyer retreading shops, Knapur, Gorakhpur, Ghaziabad, Braeilly, Shaharanpur and Allahabad.

Table 4 Presents the number of depos and the list of workshop in the Varanasi region. In total there are 35 depos and six workshops.

<table>
<thead>
<tr>
<th>Varanasi</th>
<th>Ujeer Ghat</th>
<th>Jamaniya</th>
<th>Rampur</th>
<th>Godaulia</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aurai</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gayanpur</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Goalbadha</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chakiya</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ahroara</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Raboretsganj</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Churk</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ghazipur</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

List of Workshop In Varanasi Region:

Varanasi Cant, Sonbhadra
Kashi, Ghazipur
Badshahpur, Varanasi (Rural)

Table-5 presents region wise routes of UPSRTC till 31st March 1998. It is seen that the total number of routes of UPSRTC in inter-route is 425, of which 5 routes are in Varanasi region which about 1.2 percent of the total routes. The larger share of the routes have been bagged by Meerut (64) followed by Ghaziabad, Kumayoun and Muradabad. Varanasi region has the least network of UPSRTC route i.e. nearly 5. It is surprising to note that Varanasi region being larger than many regions are able to have the attention of the UPRSTC.
<table>
<thead>
<tr>
<th>S.No.</th>
<th>Region</th>
<th>No. of routes</th>
<th>Rural</th>
<th>Total</th>
<th>Length of the route (in K.M.)</th>
<th>Interstate</th>
<th>Rural</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Braily</td>
<td>25</td>
<td>94</td>
<td>119</td>
<td>11019</td>
<td>1446</td>
<td>25465</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Muradabad</td>
<td>37</td>
<td>58</td>
<td>95</td>
<td>11786</td>
<td>7596</td>
<td>19382</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Kumayoun</td>
<td>47</td>
<td>132</td>
<td>179</td>
<td>17105</td>
<td>28508</td>
<td>45613</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Tanakpur</td>
<td>18</td>
<td>52</td>
<td>70</td>
<td>3780</td>
<td>15251</td>
<td>25625</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Etaiwa</td>
<td>12</td>
<td>72</td>
<td>84</td>
<td>5246</td>
<td>10952</td>
<td>14732</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Kanpur</td>
<td>11</td>
<td>119</td>
<td>130</td>
<td>4888</td>
<td>26215</td>
<td>31461</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Jhansi</td>
<td>13</td>
<td>83</td>
<td>96</td>
<td>5918</td>
<td>18180</td>
<td>2048</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Lucknow</td>
<td>10</td>
<td>180</td>
<td>190</td>
<td>5927</td>
<td>30366</td>
<td>36284</td>
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<tr>
<td>9</td>
<td>Faizabad</td>
<td>8</td>
<td>172</td>
<td>180</td>
<td>5151</td>
<td>29059</td>
<td>35862</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>Allahabad</td>
<td>9</td>
<td>129</td>
<td>138</td>
<td>5799</td>
<td>277797</td>
<td>34210</td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>Azamgarh</td>
<td>7</td>
<td>130</td>
<td>137</td>
<td>12464</td>
<td>19278</td>
<td>33576</td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>Gorakhpur</td>
<td>15</td>
<td>151</td>
<td>166</td>
<td>8183</td>
<td>17606</td>
<td>31744</td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>Agra</td>
<td>32</td>
<td>83</td>
<td>115</td>
<td>9391</td>
<td>9156</td>
<td>25789</td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>Aligarh</td>
<td>33</td>
<td>56</td>
<td>89</td>
<td>8912</td>
<td>18989</td>
<td>18547</td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>Dehradoon</td>
<td>32</td>
<td>102</td>
<td>134</td>
<td>11116</td>
<td>3631</td>
<td>27901</td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>Gaziabad</td>
<td>47</td>
<td>37</td>
<td>84</td>
<td>14073</td>
<td>15995</td>
<td>14747</td>
<td></td>
</tr>
<tr>
<td>17</td>
<td>Meerut</td>
<td>64</td>
<td>109</td>
<td>173</td>
<td>9043</td>
<td>12343</td>
<td>30068</td>
<td></td>
</tr>
</tbody>
</table>

| 18 Varanasi Region | as on 31st March 1998 | 5 | 121 | 126 | 3586 | 25520 | 29106 |
|                   |                       | 1.17% | 6.43% | 5.46% | 2.31% | 7.32% | 5.45% |
| Grand Total       |                       | 425 | 1880 | 2305 | 154680 | 348480 | 533160 |

Source: Compiled and prepared by the Research Scholar for the UPSRTC's Annual Reports (Various years)
Table-6 gives an account as regards the operational growth, and development of UPSRTC with special reference to Varanasi region. Table reveals that during almost 25 years of period, the number of buses plied by UPSRTC has shown two fold increase highest number of buses being in 1990-91, 1993-94 and 1992-93. As at the end of March 1998, the total number of buses on road by UPSRTC stood at 7005 out of which 389 buses are in the Varanasi region. The distance covered per passenger in 1997-98 recorded 67 km. as compared to 30 km. in 1972-73. The Varanasi region has 3.72 km. per passenger in 1997-98 as compared to 1.66 km. per passenger in 1972-73.
Table-6
Operational growth and development of UPSRTC till 31st March 1998

<table>
<thead>
<tr>
<th>Year</th>
<th>Buses</th>
<th>Trucks</th>
<th>Taxies</th>
<th>No. of Operational routes</th>
<th>Length of routes</th>
<th>average No. of routes</th>
<th>km.obtained by buses (in lakh km.)</th>
<th>No. of passenger (in Lakh)</th>
<th>Distance covered the passenger (km.)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1972-73</td>
<td>4582 (25.4)</td>
<td>351 (NA)</td>
<td>65 (NA)</td>
<td>1111 (61.72)</td>
<td>144974 (8054)</td>
<td>130 (0.70)</td>
<td>(12913)</td>
<td>(NA)</td>
<td>30 (1.66)</td>
</tr>
<tr>
<td>1982-83</td>
<td>5826 (3.23)</td>
<td>151 (NA)</td>
<td>68 (NA)</td>
<td>1843 (102.03)</td>
<td>273442 (1519)</td>
<td>148 (7.22)</td>
<td>(207.70)</td>
<td>(NA)</td>
<td>39 (2.16)</td>
</tr>
<tr>
<td>1990-91</td>
<td>8066 (NA)</td>
<td>184 (NA)</td>
<td>107 (NA)</td>
<td>2489 (138.27)</td>
<td>472841 (26268)</td>
<td>190 (0.05)</td>
<td>(340.09)</td>
<td>(NA)</td>
<td>50 (2.77)</td>
</tr>
<tr>
<td>1991-92</td>
<td>7883 (NA)</td>
<td>199 (NA)</td>
<td>106 (NA)</td>
<td>2703 (150.16)</td>
<td>478921 (26606)</td>
<td>196 (1088)</td>
<td>(349.34)</td>
<td>(NA)</td>
<td>54 (3.00)</td>
</tr>
<tr>
<td>1992-93</td>
<td>7958 (NA)</td>
<td>201 (NA)</td>
<td>101 (NA)</td>
<td>2842 (157.88)</td>
<td>544691 (30260)</td>
<td>202 (11.22)</td>
<td>(344.14)</td>
<td>(NA)</td>
<td>56 (3.11)</td>
</tr>
<tr>
<td>1993-94</td>
<td>8014 (NA)</td>
<td>187 (NA)</td>
<td>100 (NA)</td>
<td>2795 (155.2)</td>
<td>589909 (32772)</td>
<td>208 (11.55)</td>
<td>(258.97)</td>
<td>(NA)</td>
<td>62 (3.44)</td>
</tr>
<tr>
<td>1994-95</td>
<td>7757 (NA)</td>
<td>188 (NA)</td>
<td>93 (NA)</td>
<td>2514 (139.66)</td>
<td>593504 (32972)</td>
<td>214 (11.88)</td>
<td>(353.12)</td>
<td>(NA)</td>
<td>64 (3.55)</td>
</tr>
<tr>
<td>1995-96</td>
<td>7730 (NA)</td>
<td>193 (NA)</td>
<td>78 (NA)</td>
<td>2382 (132.33)</td>
<td>561772 (31209)</td>
<td>236 (13.11)</td>
<td>(33.64)</td>
<td>(NA)</td>
<td>67 (3.72)</td>
</tr>
<tr>
<td>1996-97</td>
<td>7463 (NA)</td>
<td>199 (NA)</td>
<td>93 (NA)</td>
<td>2305 (128.05)</td>
<td>503160 (27453)</td>
<td>236 (13.11)</td>
<td>(3626.5)</td>
<td>(NA)</td>
<td>69 (3.83)</td>
</tr>
<tr>
<td>1997-98</td>
<td>7005 (NA)</td>
<td>188 (NA)</td>
<td>85 (NA)</td>
<td>(NA)</td>
<td>(NA)</td>
<td>218 (12.11)</td>
<td>(NA)</td>
<td>(NA)</td>
<td>67 (3.72)</td>
</tr>
</tbody>
</table>

Figures in bracket reveal number of vehicles in Varanasi region.

Source:- Compiled by the Research Scholar from UPSRTC's Annual Report of several years.
Table 7

UPSRTC’s Zone Wise Comparative Performance Appraisal (%)
(as on 31st March 1998)

<table>
<thead>
<tr>
<th>Zones</th>
<th>Buses on road %</th>
<th>Load factor %</th>
<th>Fuel efficiency per km.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Northern</td>
<td>86</td>
<td>67</td>
<td>4.37</td>
</tr>
<tr>
<td>Central</td>
<td>87</td>
<td>63</td>
<td>4.69</td>
</tr>
<tr>
<td>Eastern</td>
<td>88</td>
<td>(89)</td>
<td>58 (58) 4.68 (4.73)</td>
</tr>
<tr>
<td>Western</td>
<td>88</td>
<td>67</td>
<td>4.48</td>
</tr>
<tr>
<td>Total</td>
<td>87</td>
<td>64</td>
<td>4.56</td>
</tr>
</tbody>
</table>

Figures in bracket represent Varanasi region performance.

Source: compiled by the Research Scholar

Table 7 presents UPSRTC zone wise corporation performance appraisal as at the end of 31st March 1998. The parameters such as bus on road, load factor and fuel efficiency have been taken up to measure the performance of each zone of UPSRTC. It is discernible in the table that on the whole 87 per cent buses are on road 86 per cent in north zone, 87 per cent in central zone, 88 per cent in eastern zone and 88 per cent in western zone. In eastern
zone, the buses on road Varanasi region have been 89 per cent of the total. So far as the load factor is concern, total inclusive of all four zones comes to 64 percent. The eastern zone has 58 percent load factor with similar load factor for Varanasi region. On fuel efficiency — northern zone appear to be efficient with 4.37 percent followed by western zone 4.48 per cent central zone 4.69 percent and eastern zone 4.68 percent. Varanasi region the eastern zone has 4.73 percent fuel efficiency per k.m.

Table 8 presents statistics with regard to the working force in UPSRTC as on 31st March 1998. The total number of administrative workforce stood at 1955 of which 5.8 per cent was in the Varanasi region. Accounting working force were 329 of which 6.4 per cent belonged to the Varanasi region. Technical personnel in UPSRTC accounted for 11779 of which 7.2 per cent are representing the Varanasi region. Operational working force are 34899 (6.5 per cent for Varanasi region) and workers on daily wages numbered about 149 i.e. 1.07 per cent represent the Varanasi region.

It is seen from the table that of the total four categories of personnel operational workforce are larger in number.
Table-8
Working Force in UPSRTC As On 31st March 1998

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Regions</th>
<th>Administrative</th>
<th>Accounting unit</th>
<th>Technical unit</th>
<th>Operational unit</th>
<th>Daily wages</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Barailly</td>
<td>110</td>
<td>23</td>
<td>675</td>
<td>1688</td>
<td>17</td>
<td>2513</td>
</tr>
<tr>
<td>2.</td>
<td>Muradabad</td>
<td>58</td>
<td>13</td>
<td>435</td>
<td>1439</td>
<td>1</td>
<td>1946</td>
</tr>
<tr>
<td>3.</td>
<td>Kumayoun</td>
<td>129</td>
<td>20</td>
<td>617</td>
<td>1944</td>
<td>3</td>
<td>2713</td>
</tr>
<tr>
<td>4.</td>
<td>Tanakpur</td>
<td>48</td>
<td>9</td>
<td>336</td>
<td>983</td>
<td>4</td>
<td>1380</td>
</tr>
<tr>
<td>5.</td>
<td>Itawa</td>
<td>92</td>
<td>18</td>
<td>448</td>
<td>1726</td>
<td>10</td>
<td>2294</td>
</tr>
<tr>
<td>6.</td>
<td>Kanpur</td>
<td>121</td>
<td>21</td>
<td>714</td>
<td>2023</td>
<td>17</td>
<td>2896</td>
</tr>
<tr>
<td>7.</td>
<td>Jhansi</td>
<td>90</td>
<td>16</td>
<td>489</td>
<td>1422</td>
<td>13</td>
<td>2030</td>
</tr>
<tr>
<td>8.</td>
<td>Lucknow</td>
<td>206</td>
<td>27</td>
<td>931</td>
<td>2738</td>
<td>6</td>
<td>3908</td>
</tr>
<tr>
<td>9.</td>
<td>Faizabad</td>
<td>91</td>
<td>17</td>
<td>593</td>
<td>1784</td>
<td>4</td>
<td>2489</td>
</tr>
<tr>
<td>10.</td>
<td>Allahabad</td>
<td>117</td>
<td>23</td>
<td>764</td>
<td>2304</td>
<td>16</td>
<td>3224</td>
</tr>
<tr>
<td>11.</td>
<td>Gorakhpur</td>
<td>143</td>
<td>16</td>
<td>848</td>
<td>2186</td>
<td>9</td>
<td>3118</td>
</tr>
<tr>
<td>12.</td>
<td>Agra</td>
<td>128</td>
<td>21</td>
<td>658</td>
<td>2280</td>
<td>16</td>
<td>3293</td>
</tr>
<tr>
<td>13.</td>
<td>Agra</td>
<td>128</td>
<td>21</td>
<td>658</td>
<td>2280</td>
<td>16</td>
<td>3293</td>
</tr>
<tr>
<td>14.</td>
<td>Agra</td>
<td>128</td>
<td>21</td>
<td>658</td>
<td>2280</td>
<td>16</td>
<td>3293</td>
</tr>
<tr>
<td>15.</td>
<td>Agra</td>
<td>128</td>
<td>21</td>
<td>658</td>
<td>2280</td>
<td>16</td>
<td>3293</td>
</tr>
<tr>
<td>16.</td>
<td>Agra</td>
<td>128</td>
<td>21</td>
<td>658</td>
<td>2280</td>
<td>16</td>
<td>3293</td>
</tr>
<tr>
<td>17.</td>
<td>Agra</td>
<td>128</td>
<td>21</td>
<td>658</td>
<td>2280</td>
<td>16</td>
<td>3293</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>Number of Employees in Varanasi Region</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Varanasi</td>
<td>115 (5.88%)</td>
<td>16 (6.38%)</td>
<td>713 (7.19%)</td>
<td>2034 (6.53%)</td>
<td>4 (1.07%)</td>
<td>2882 (6.70%)</td>
</tr>
<tr>
<td></td>
<td>Grand Total</td>
<td>1955</td>
<td>329</td>
<td>11779</td>
<td>34899</td>
<td>149</td>
<td>49111</td>
</tr>
</tbody>
</table>

Source compiled by the scholar from UPSRTC's annual reports
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>No. of working employee</td>
<td>32485</td>
<td>5854</td>
<td>5841</td>
<td>5769</td>
<td>5704</td>
<td>5686</td>
<td>5568</td>
<td>5466</td>
<td>5353</td>
<td>5353</td>
</tr>
<tr>
<td>On Undertaking</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>2</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>9</td>
<td>7</td>
<td></td>
</tr>
<tr>
<td>fleet number of employees</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total number of employee</td>
<td>32485</td>
<td>5842</td>
<td>5840</td>
<td>5769</td>
<td>5704</td>
<td>5686</td>
<td>5568</td>
<td>5466</td>
<td>5353</td>
<td>5253</td>
</tr>
<tr>
<td>Staff ratio on fleet (%)</td>
<td>11.73</td>
<td>8.02</td>
<td>8.06</td>
<td>8.00</td>
<td>8.02</td>
<td>7.93</td>
<td>7.95</td>
<td>7.94</td>
<td>7.75</td>
<td>7.62</td>
</tr>
<tr>
<td>Bus staff ratio (%)</td>
<td>11.73</td>
<td>8.01</td>
<td>8.06</td>
<td>8.06</td>
<td>8.00</td>
<td>8.02</td>
<td>7.91</td>
<td>7.75</td>
<td>7.71</td>
<td>7.52</td>
</tr>
<tr>
<td>Employee productivity on km (%)</td>
<td>19.85</td>
<td>34.46</td>
<td>28.79</td>
<td>29.88</td>
<td>29.84</td>
<td>31.22</td>
<td>31.21</td>
<td>31.87</td>
<td>31.07</td>
<td>34.21</td>
</tr>
</tbody>
</table>

Source: UPSRTC's Annual Report Year 1997-98, p. 79
Table-9 presents an analytical accounts as regards labour productivity in UPSRTC during 1972 upto 1998. Table reveals that the staff ratio on fleet, bus staff ratio and employee productivity per k.m. show wavering trends. The employee productivity on k.m. is highest in 1998 i.e. 34.21 percent the lowest in 1972-73 i.e. 19.85 percent.

<table>
<thead>
<tr>
<th>Year</th>
<th>Bus Staff Ratio</th>
<th>Labour Productivity</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Employee/Bus (%)</td>
<td></td>
</tr>
<tr>
<td>1988-89</td>
<td>7.70 (0.42)</td>
<td>30.45 (1.69)</td>
</tr>
<tr>
<td>1989-90</td>
<td>8.01 (0.44)</td>
<td>30.46 (1.53)</td>
</tr>
<tr>
<td>1990-91</td>
<td>8.06 (0.44)</td>
<td>28.79 (1.50)</td>
</tr>
<tr>
<td>1991-92</td>
<td>8.00 (0.43)</td>
<td>29.88 (1.23)</td>
</tr>
<tr>
<td>1992-93</td>
<td>8.02 (0.42)</td>
<td>29.84 (1.59)</td>
</tr>
<tr>
<td>1993-94</td>
<td>7.91 (0.39)</td>
<td>31.22 (1.80)</td>
</tr>
<tr>
<td>1994-95</td>
<td>7.75 (0.38)</td>
<td>31.21 (1.73)</td>
</tr>
<tr>
<td>1995-96</td>
<td>7.71 (0.36)</td>
<td>31.87 (1.70)</td>
</tr>
<tr>
<td>1996-97</td>
<td>7.52 (0.32)</td>
<td>31.07 (1.72)</td>
</tr>
</tbody>
</table>

Figures in bracket represent labour productivity in Varanasi region.

Source: Compiled and worked out by the Research Scholar
Table-10 provides information regarding bus staff ratio and labour productivity during the year 1988-89 -1997-98. Table reveals that bus staff ratio ranges between the lowest of 7.52 percent to the highest of 8.01 per cent during the period under review. The highest and the lowest bus staff ratio for Varanasi region ranges between 0.32 percent and 0.42 percent in 1990-91 and 1997-98 respectively.

The labour productivity in UPSRTC ranges between the highest of 31.87 per cent in 1996-97 and the lowest 28.79 percent in 1990-91. The labour productivity in UPSRTC in Varanasi region ranges between 1.23 highest in 1991-92 and 1.80 percent in 1993-94.

Table 11 presents a comprehensive list of Urinal/Latrine facilities available for employees of UPSRTC and passenger enrouting.
### Table-11

**Latrine and Urinal in UPSRTC in General Varanasi Region in Particular**

<table>
<thead>
<tr>
<th>S.No</th>
<th>Region</th>
<th>Bus stand</th>
<th>S.No</th>
<th>Region</th>
<th>Bus stand</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Lucknow</td>
<td>Charbag</td>
<td>12</td>
<td>Azamgarh</td>
<td>Agamgarh</td>
</tr>
<tr>
<td>2</td>
<td>Kanpur</td>
<td>Fatehpur</td>
<td>13</td>
<td>Muradabad</td>
<td>Nagibabad</td>
</tr>
<tr>
<td>3</td>
<td>Naini tal</td>
<td>Kaashi</td>
<td>14</td>
<td>Bareli</td>
<td>Shahjanpur</td>
</tr>
<tr>
<td>4</td>
<td>Gorakhpur</td>
<td>Haldwani</td>
<td></td>
<td>Etawa</td>
<td>Farrukhabad</td>
</tr>
<tr>
<td>5</td>
<td>Allahabad</td>
<td>Kashidhal</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Varanasi</td>
<td>Gorakhpur</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Dehradoon</td>
<td>Kasaya</td>
<td>15</td>
<td>Etawa</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Aligarh</td>
<td>Sidharthnagar</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Agra</td>
<td>Rani Khet</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>Kumayoun</td>
<td>Gorakhpur</td>
<td>16</td>
<td>Tanakpur</td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>Jhansi</td>
<td>Kasaya</td>
<td>17</td>
<td>Faizabad</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Son Bhadra</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: Same As table 9
Recruitment:

Managerial and supervisory vacancy in the corporation are often filled from internal source of recruitment. Non supervisory staff in UPSRTC are recruited by making use of external source of recruitment. All direct recruitment by UPSRTC for non supervisory staff are made by placing demand with the employment exchange in the pradesh or circulating vacancy or vacancies among different public sector undertaking. Whereas class I and II employee also recruited externally by the advertising the vacancy/vacancies in the leading news papers. For the purpose of our study research scholar identified the different source of recruitment as employment exchange friends/relatives coworkers, news papers political contact kith and kin policy. The sources of recruitment used in UPSRTC which have been identified by the workers are given in table-11.

It is seen that the major sources of recruitment is the employment exchanges. The majority of workers are recruited in the corporation through employment exchanges of the state on the basis of the this information we can infer that employment exchange is the major source of recruitment in the UPSRTC but nonetheless the other sources such as political contacts and kith and kin are also used for getting jobs in the corporation.
Selection:

In the corporation the Selection of employee are followed by the performance test and the interviews (Table-12).

The trade performance test is essential for the job of drivers and typists. On the basis of this information, it is inferred that by and large trade/and performance tests followed by interviews are used for making selection decision in case of workers of non supervisory posts in UPSRTC.

Transfer Policy In UPSRTC:

Transfers are usually undertaken by the organisation either on the request of an employee or the organisation itself may initiate transfers as a requirement for more effective operations. Sometime transfers of employee is undertaken in order to remove the monotony and increase the versatility of the employees. In addition to it, transfers are also done to penalize the employee or to please the political bosses.

In UPSRTC there is not any uniform transfer policy. Transfers of employees are made politically. Sometimes the employees are transferred against their wishes. Political interference in transferring the employees is also in practice in the corporation.
Promotion:

UPSRTC follows a well designed promotion policy for its employees. Traditionally it follows the seniority principle for the promotion of employees. However, in some cases even the merit principle is also put to use, but this method is not very popular. Only ten percent of trade union leaders are satisfied with the promotion policy. While 90 percent of managerial staff is satisfied with promotion in the corporation. The corporation have adopted the verity of the criteria for promoting the employees depending on large scale of corporation culture. Corporation generally adopt six major basis for the promotion of an employee in the corporation. Largely on the basis of seniority, second to qualification third political contacts, fourth personal varour of boss, fifth influence of unions and sixth merit.

A large number of trade union leaders and managerial personnel are satisfied with the wage policy of the corporation. It may be added here that majority of trade union leaders are dissatisfied with the welfare and working conditions of the corporation. This dichotomous type of situation is probably due to the fact that trade union leaders are not satisfied with the working conditions and welfare measures, however, they are satisfied with the wages.
Training In UPSRTC:

Training is the process of guiding employees to become more effective in their present and future work. It inculcates in them appropriate habit to adopt to new work culture and meet its requirements. In order to know modern devices of working and understanding them the employee of the corporation are sent to big organisations on regular basis for short period.

These employees learn about the climate and understand the working of the institutions which can improve the corporation for improving its efficiency and effectiveness.¹⁰

During the period 1997-98 special efforts have been made or refresher training to the operational crew. The school is playing an important role in the improvement of over all efficiency by increasing and adding job skill knowledge and attitude of an employee. The training institute of the corporation mainly provides training to newly recruited drivers, conductors, technical trainees and ministerial staff. The institute is also organised refresher courses for these categories from time to time.

The employee of the corporation is sent to Ellen Forest Training Institute, Kanpur which is full of equipment such as Assemblies cut out driver testing track, audio visual aids and other modern device. During the period of training the trainee are provided free fooding and lodging facilities.
There are two types of system for training i.e. Internal training and external training:

**Internal Training system:**

In the internal training system the Institution is exerting more pressure in organising refresher training courses for drivers and conductors.

Special emphasis is being made on the behavioral aspects/public relation, road safety, comfortable/defensive, deriving, type and fuel economy, Manufacturer of Messers Leyland. Messers Telco and original equipment also co-ordinating the said programme by arranging lectures, defensive driving and petrol consumption.

Following are employee trained by the Training Institute Kanpur. During the 1997-98.

- Drivers = 512
- Technician = 109
- Technical supervisor = 89
- Traffic Supervisor = 4
External Training:

The officers/officials of the corporation are being nominated to attend various courses/training programmes/seminars/conferences organised by the various organisations and Institutes, such as, State Transport Research and Planning Institutes.

The following are the employees trained during the year:

1) State Transport Research and Planning Institute.

2) Management Development Institute.

Sports Activities:

UPSRTC is one of the few premier institutions to promote sports activities in the state. UPSRTC administration provides infrastructure facilities, recruit outstanding sport persons, impart training to build sport persons to participate in the national championship in almost all games. It also conducts departmental competition at various levels in different games.

UPSRTC provides special facilities to outstanding sport person those who represent corporation in A.S.R.T.U./Public undertaking and state, and National levels. Their working period is from 11 A.M. to 3 P.M. So that they can practice the games and those who are conductor in this field they are taken the work of
clerk. This facility is only for one year if sport person continue to maintain their level in team. It may be extend to next year.

UPSRTC also have provision for training of its sport persons by the N.T.S. up till now 5 players of corporation have been trained by N.I.S.

UPSRTC organises inter Regional level competition every year. UPSRTC Head quarter allots the fund to Regions according to the size of region for the development of sports activities. During the year corporation team have participated in the following competition:-

1) Inter office Times of India Cricket competition.
2) Inter office Uptron Cricket competition.
3) State Gulzar Sah Memorial Hockey competition Besanwan.
4) Senior District league Hockey competition.
5) All India Rampur football Challenge Cup. Nanital.
UPSRTC team richly contributes at state and National level competition which is held from time to time. Their performance at National level has been praiseworthy.

Provisions for Uniforms to UPSRTC’s Employees:

Almost every employee of the corporation gets uniforms/protective clothing. Details of dress regulation prescribed for different categories of the staff are given in Table-14
### Table-14

**Prescribed Dress Regulation in UPSRTC**

<table>
<thead>
<tr>
<th>Name of the post of the employee</th>
<th>Summer Uniform</th>
<th>Winter Uniform</th>
</tr>
</thead>
<tbody>
<tr>
<td>Driver Conductor</td>
<td>Khaki, Terrycot cloth for 2 trouser and 2 shirt after gap of every two year. Khaki tricot cloth for 2 trouser and 2 shirt after gap of every 4 year.</td>
<td>Khaki Woolen cloth for one coat and one trouser after gap of every three year. Khaki woolen cloth for one trouser and one coat except waterboy, sweeper and labour.</td>
</tr>
<tr>
<td>Those who are working in the administrative officer and at the bus station such as chowkidar, Ardal, Water boy, labour, Sweeper. Fourth categories ladies employee</td>
<td>Khaki Terrycot cloth for two Belaus and two Khaki Dhoti after gap of every 4 years.</td>
<td>Navy blue tricot cloth for two trouser cloth for two shirts and after gap of every two year. Navy blue Dangar after gap of every two year.</td>
</tr>
<tr>
<td>Traffic superintend and traffic Inspector</td>
<td>Navy blue tricot cloth for two trouser cloth for two shirts and after gap of every two year. Navy blue Dangar after gap of every two year.</td>
<td>Black woolen cloth for one coat and one trouser after gap of every three year.</td>
</tr>
<tr>
<td>Fourth grade employee working in the workshop such as labour and Sweeper and other employees</td>
<td>Navy blue tricot cloth for two trouser cloth for two shirts and after gap of every two year. Navy blue Dangar after gap of every two year.</td>
<td>Black woolen cloth for one coat and one trouser after gap of every three year.</td>
</tr>
</tbody>
</table>

Source: Annual Report of UPSRTC, 1997-98 p. 32
Fourth categories employees and other employees working in the workshop are not described in the provision. For the washing the uniforms the employee are provided Rs.15 every month and for the sewing purpose extra amount are paid.  

**Consumer Cooperative Society:**

The importance of opening of the some special shops for the working class was first realised during the second world war when a large number of consumer stores were organised by the Government of India for distribution of the controlled commodity.

The importance of such institution was again recognised when the country embarked upon the planned economic development since spiralling prices and rising cost of living are inherent characteristic of the developing economy.

In UPSRTC those employees who are posted before 1972 avail free tax, household articles from the Utter Pradesh state employee welfare cooperative societies stores.

**Workmen Compensation Act:**

From the very beginning at the time of corporation “existence all the provisions, under the workmen compensation Acts are applicable to the employees of the corporation. In case of
accident and disability or death of the corporation employee, the payment is made according to schedule 4 of the workmen compensation Act. During the year 1997-98 the payment is made at the rate of 8.33 percent.

**Staff Benefit Fund:**

Another unique feature of the Welfare Scheme on the UPSRTC is establishment of the staff benefit fund. The fund provides assistance to the employee and their dependents for their education, relief during the time of the distress, including sickness, treatment in indigenous system of medicine.

This is an voluntary contribution scheme. The membership of this scheme depends upon the wishes of the corporation employee. Its primary members fees is Rs.10 and Rs.1 is voluntary contribution in every month to its member employee. A B member committee is constituted for the managing of the scheme. 6 members are of officer rank and 7 member are worker rank.

Following are the managing body of the committee.

President = Managing Director of the Corporation.
Vice President = Joint Managing Director of the Corporation.
Secretary = Secretary of the Corporation.
Members = Chief Accountant of the Corporation.
   Chief general Manager of the Corporation.

2 Representatives of Roadways Kramchari Kalyan Parishad.
5 Representatives of the other recognised organisation of the employees.

Assistance System :

In case of death of its member or permanent inability or distress including sickness, the following financial assistance is provided:

A) Incase of death Rs.5000 immediate assistance and Rs.15000 within 30 days to the dependent of the employee is provided.

B) Sickness/Natural calamity or in any other situation the payment is made accordingly.

Pension and Gratuity :

Introduction of the pension and Gratuity Scheme in UPSRTC is admissible as per the central ‘Government rules. This is approved by the ministry of surface transport Government of India.

The cases of the pension and Gratuity is being settled in UPSRTC on the primary basis. Following are the description of gratuity and pension cases as at the end of 31st March 1998.
Table-15
Description of Gratuity And Pension In UPSRTC
(As at 31st March 1998)

<table>
<thead>
<tr>
<th>Cases</th>
<th>Pension</th>
<th>Gratuity</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.4.97 Pending cases</td>
<td>106</td>
<td>474</td>
</tr>
<tr>
<td>1.4.97 to 31.3.98 New cases</td>
<td>189</td>
<td>1153</td>
</tr>
<tr>
<td>1.4.97 to 31.3.98 cases settled</td>
<td>112</td>
<td>1059</td>
</tr>
<tr>
<td>1.4.98 pending cases</td>
<td>183</td>
<td>568</td>
</tr>
</tbody>
</table>

Source:- Annual Report of UPSRTC, 1997-98, p.32

Group Insurance Scheme:

UPSRTC employees are also provided Group Insurance scheme facility by L.I.C. like other employees in the state. For providing Group insurance scheme following amounts are deducted at source from salary of the employee accordingly: -
Table-16

Group Insurance Scheme in UPSRTC

<table>
<thead>
<tr>
<th>Group</th>
<th>Grade</th>
<th>Amount Charges</th>
<th>Insurance Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group</td>
<td>A</td>
<td>100</td>
<td>One lakh</td>
</tr>
<tr>
<td>Group</td>
<td>B</td>
<td>75</td>
<td>Seventy five thousand</td>
</tr>
<tr>
<td>Group</td>
<td>C</td>
<td>40</td>
<td>Fifty thousand</td>
</tr>
<tr>
<td>Group</td>
<td>D</td>
<td>24</td>
<td>Thirty thousand</td>
</tr>
</tbody>
</table>


In case of death of an employee during his service period, dependents, are being provided proposed amount of scheme by L.I.C. According to rule and if an employee retired from the service the amount deposited by him is being provided with the interest in the Group insurance scheme by L.I.C.

Jobs for Dependents of the UPSRTC Employee:

UPSRTC has the provisions to employ the dependent of the workers died in their service period. Corporation takes its moral and social responsibility by providing jobs to dependents of the UPSRTC employee and make them able to live their lives.
independently and be able to contribute in the economic
development of the country. Corporation immediately recruit in case
of any employee died in his working period if the dependent of the
employee is applicant for driver and conductor. And if applicants
are the ladies candidates they are selected for the post of booking
clerk or other clerical works. If they are not high school passed or
uneducated and semi educated they are selected on the post of
fourth grade employee or posted according to their eligibility’s.

Transport Facilities:

In all countries of the world mobility and accessibility
made possible by modern transportation are amongst the key factors
for attainment of economic and social progress. In recent years
transport facilities by rail and road have acquired significance in
view of industrial development as well as changes in the location
pattern of industries. Small scale industries, industrial estates, and
industrial cooperatives are being planned and set up by state
Governments and have received recognition as an integral part of
future policy of industrial development in this country. These
industries are either being planned and located in virgin areas or
are now being dispersed away from the main urban settings. These
factors focus the consideration of transport facilities for industrial
workers.
The provision of transport facilities to industrial workers from an integral part of the general transport facilities and are by and large, the responsibility of the public authorities like the local bodies, transport corporations, or the State Government etc. The railways in may cases run the local trains for the use of workers particularly connecting the suburbs with the metropolitan cities and big industrial areas.

The provision of adequate and cheap transport facilities to workers residing at a long distance is essential as such facilities not only relieve the workers from strain and anxiety but also provide opportunity for greater relaxation and recreation. Provision of transport facilities also helps in reducing the rate of absenteeism particularly when it is on account of late arrival. Reeducation of absenteeism on account of late arrival of workers not only helps industry but also reduces the tension and strain amongst workers.

UPSRTC employees are issued 2 travelling passes and three PTO pass in corporation buses with the family up to indicated destination in every calendar year.

Retired UPSRTC employee are also entitled to one free travel pass with the family upto indicated destination in every calendar year.
Medical Facilities:

Medical care and health facilities for industrial workers form an integral part of labour welfare programme in all the countries of the world. This facility not only provides protection against sickness but also ensures availability of a physically fit and stable man-power for economic development.

The term ‘health’ implies more than an absence of sickness and is an important factor in determining the productivity of workers. Expenditure on medical facilities is a gilt-edged investment which yields immediate return, if not through increased productivity, at least through reduction in absenteeism on grounds of sickness or ill-health. Provision of adequate health and medical facilities need not, therefore, be over-emphasised.

Lot of thinking has gone into the provision of proper medical and health facilities for industrial workers both in the country as at the international level. Way back in 1927, the International Labour Organisation adopted a Convention (No.25) concerning Sickness Insurance (Industry). This Convention lays certain principles which entitle an insured person, a certain amount of facilities in the shape of medical treatment and cash benefits, when a worker is rendered incapable of work by reason of the abnormal state of badly and mental health. Simultaneously with this Convention, the Organisation also adopted a Recommendation
(No.29) relating to general principles a concerning sickness insurance.

The Welfare provisions of the Factories Act are generally being complied with satisfactorily through breaches connected with these provisions have come to the notice of the department. Now and then about which either the attention of the factories in question has been drawn or recourse taken to legal action. There does not appear to be any specific reason for such non-compliance but more frequent inspections by the Inspectors of Factories would inactive matter considerably.

A medical department was established in June 1990. Where as to special doctor physicians and surgeon eye specialists are appointed from the U.P. State Medical department and U.P. health service.

Medical department of UPSRTC carried out the vision examination of driver and conductor from every region where as eye testing and I.C.G. facilities and adequate advise are given. Employee of the corporation is given treatment in the medical department. Those who are not physically fit are not issued physical fitness certificate or not advised to work.

Following functions have been performed by the UPSRTC Medical department during the year 1997-98.
1. Medical department examine 3845 of the employee during the year 1997-98. Where as they have given proper treatment and adequate advise.

2. During the year 1997-98 Medical department carried out the vision examination of employee specially driver and conductor of 18 Region whereas 1271 employee were examined. They have treated well and given adequate advise and I.C.G. testing.

**Medical Allowances By UPSRTC:**

With the effect of the Government order all the employees of the corporation are given Rs.30 per month as a Medical allowance.

An those who are sick employee falling in occupation diseases and heart Problem or any other problem, if admitted in the hospital, Medical expenses are borne by the corporation itself.

**Industrial Relations:**

Maintenance of industrial peace and harmony is vital for sustained economic growth and continued productive employment for workers. The industrial relation situation have shown improvement in the years following the economic reforms in the
corporation. Management provocative role through timely and effective conciliation of industrial disputes and involvement of social partners in the formulation and implementation of industrial relations policies and programmes have successfully harmonised the interest of the employers and workers through a difficult phase of industrial restructuring. Industrial relation machinery in the UPSRTC management and the associations of the employee worked towards achieving harmonious industrial relations.

Followings are the recognised employee Associations in the UPSRTC.

1. Roadways Employees United Council.
2. U.P. Roadways Employees Union.
3. Roadways Mazdoor Sabha
4. Roadways Employee Union
5. Central Regional Workshop Employees Union
6. Head Office Employees Council
For maintaining industrial peace and harmony in the corporation UPSRTC adopts the mediation of two parties system in the corporation. If the talks fail there is also provision of third party involvements in the corporation for the formulation and implementation of policies and demands of different employees. UPSRTC organises zonal Regional and depose level meeting on every first Monday of the month and for Zonal level every last Monday of third month.\(^5\)

Presidents and secretaries of every employee union recognised in the corporation are facilitated to travel up to 3000 km. in every three months for the purpose to observe the problems of the employee in different parts of state.\(^6\)

Due to good industrial relation in the corporation no any major strikes and lockout have taken place in the recent past.

**Categorisation of Bus Stations For Facilitating Passengers:**

Corporation facing the financial problems due to non-co-operation of central and state governments accordingly.

Although due to limited resource corporation continued making efforts to provide and increase facilities to the passengers of the states.
Following are the categories of the bus stations for the purpose of facilities provided to the passengers according to the recongnisation of bus station.

1. **Category A:**

   Kanpur, Agra, Varansi, Allahabad, Lucknow, Bareilly, Moradabad, Ghaziabad, Meerut, Gorakhpur, Total 17 stations.

2. **Category B:**

   Other districts headquarter and depose head quarters 77 Bus station.

3. **Category C:**

   Remaining every bus stations 148 bus station.

4. **Category D:**

   Bus statations in the rented buildings.

Following facilities are provided to the passengers according to categories of bus stations:
### Table 17

**List of Facilities in UPSRTC At Bus Station**

<table>
<thead>
<tr>
<th>Category A</th>
<th>Category B</th>
<th>Category C</th>
<th>Category D</th>
</tr>
</thead>
<tbody>
<tr>
<td>Municipal corporation supply and India</td>
<td>Municipal corporation supply and India Mark II</td>
<td>Municipal corporation supply and India Mark II</td>
<td>Municipal corporation supply and India Mark II</td>
</tr>
<tr>
<td>hand pump.</td>
<td>hand pump.</td>
<td>hand pump.</td>
<td>hand pump.</td>
</tr>
<tr>
<td>2. Lighting facilities</td>
<td>2. Lighting facilities</td>
<td>2. Lighting facilities</td>
<td>2. Lighting facilities</td>
</tr>
<tr>
<td>5. Fare list and time table display</td>
<td>5. Fare list and time table display</td>
<td>5. Fare list and time table display</td>
<td>5. Fare list and time table display</td>
</tr>
<tr>
<td>12. Enquiry office with the telephone</td>
<td>12. Enquiry office with the telephone</td>
<td>12. Enquiry office with the telephone</td>
<td>12. Enquiry office with the telephone</td>
</tr>
</tbody>
</table>

**Source:** Same as table 16
Confessional or free travelling facilities to different section of the society.

**Concessional Travelling:**

A. Child
   1) upto 5 year Free travelling
   2) More than 5 year 50% concession in corporation fare. and upto 12 year

**Student in :**

B. Rural Area -
   Students in rural area are facilitated through 30 single fare system in the rural buses. In this system students are given monthly concessional pass. ¹⁸

C. General citizen: -
   Janta pass facility is provided in the buses operating in the rural area. Among 60 up down trips only fare for 40 trip up/down is charged by the corporation.

**Free Travelling Facilities To Passengers :**

Following reputed citizens are facilitated for the free travelling in the corporation and this amount of dues is charged from different departments of the Government. ¹⁹
<table>
<thead>
<tr>
<th>Reputed citizen</th>
<th>Reimbursement of money</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Member of Parliament or Member of Rajya Sabha with one extra person</td>
<td>Transport commissioner office Uttar Pradesh Lucknow</td>
</tr>
<tr>
<td>2. M.L.A. and with one extra person</td>
<td>Vidhan Sabha Secretariat Uttar Pradesh Lucknow</td>
</tr>
<tr>
<td>3. M.L.C. and with one extra person</td>
<td>Vidhan Parishad Secretariat Uttar Pradesh Lucknow</td>
</tr>
<tr>
<td>4. Recognise press reporter</td>
<td>Directorate of Information U.P. Lucknow</td>
</tr>
<tr>
<td>5. Freedom fighter and one extra person</td>
<td>Director/Secretary freedom fighter welfare council Lucknow</td>
</tr>
<tr>
<td>7. Ex. M.L.C.</td>
<td>Vidhan Parishad Secretariat Uttar Pradesh</td>
</tr>
</tbody>
</table>

In the year 1992-93 it has been decided to provide hundred percent free travelling facilities to the handicapped and blind person in the corporation buses. In which for blind 50 percent of amount beard by the Corporation and remaining 50 percent of amount is beard by the social welfare department of U.P. Government, and for the handicapped person Hundred percent of the amount is beard by the corporation it self.
Following are the handicapped person to whom hundred percent free travelling facilities is being provided by the corporation.

1) The person who are not having one hand and one leg.
2) Those who are not having both hands.
3) and those who are not having both legs. Blind and handicapped persons are only exempted from corporation fare but they have to pay passenger tax and other taxes with themselves.

C. Candidates who are going to attain competition examination and interviews were exempted for free travelling in the corporation buses.

Following competition and interview by different department are prescribed in the list of corporation as exempted fare.

1) U.P. service commission
2) Board and Union public service commission
3) Basic and higher education selection service commission
4) Cooperative Selection Commission.
On the basis of Hall ticket and interview letter, these facilities were being provided. In the corporation buses and the amount of passenger taxes and other taxes were borne by the candidates themselves but this free travelling facilities to the candidates going for competition and interview has been closed down since February 1994-95.

**Conclusion:**

A well knit and co-ordinated system of transport plays an important role in the sustained economic growth in the country. There are 69 state Transport undertakings having a fleet of nearly 1,01,002 vehicles providing passengers transport in various parts of the country. During the recent past there has been a phenomenal growth in vehicle population, as also carrying of freight and passengers by road. For regulating the operation of vehicular traffic, Motor Vehicles Act is the main document. The large proportion of personalised vehicles carrying a relatively small proportion of passengers is a matter of concern as it make the economic use of the resources.

The UPSRTC has continued to strive hard to meet its commitments in the face of several constrains like many other state transport under taking this corporation also faced the demand and supply constrains as well as those created by its operating...
environments. The corporation continued to do its best to offer satisfactory services minimizing to the extent passable hardships of the commuters inspite of the several odds faced on account of increase in the input cost of labour and material on the one hand and the unviable fare structure on the other. Efforts to maintain harmonious industrial relations in the corporation were continued. Managerial and supervisory vacancy in the corporation are often filled from internal source of recruitment and non supervisory staff in UPSRTC are recruited by making use of external source of recruitment, in the corporation for the selection of the employee are followed by the performance tests and by the interviews.

Transfers are usually undertaken by the organisation either on the request of an employee or the organisation it self may initiate transfers as a requirement for more effective operations.

UPSRTC follows a well designed promotion policy for its employees. Traditionally it follows the seniority principles for the promotion of employees.

Training is the process of guiding employees to become more effective in their present and future work. It inculcates in them appropriate habit to adopt to new work culture and meet its requirements. UPSRTC is one of the few premier institutionally to promote sports activity in the state and its management provides infrastructure facilities and recruit outstanding sports persons. Almost every employee of the corporation gets uniforms / protective
clothing.

Another unique feature of the welfare scheme on the UPSRTC is establishment of the staff benefit fund.

The provision of transport facilities to industrial workers form an integral part of the general transport facilities and are by and large, the responsibility of the public authorities like the local bodies, transport corporations or the state Government etc.

Medical care and health facilities for industrial workers form an integral part of labour welfare programme in all the countries of the world. This facility not only provided protection against sickness but also ensures availability of a physically fit and stable manpower for economic development.

Maintenance of industrial peace and harmony is vital sustained economic growth and continued productive employment for workers. The industrial relation situation have shown improvement in the years following the economic reforms in the corporation.

The forthcoming chapter entitled “Problems and Prospects of labour welfare Measures in UPSRTC”, an attempt has been made to highlight the numerous problems confronted with by UPSRTC in general and UPSRTC in Varanasi region in particular. The Research scholar has also made an endeavor to evolve a set of strategy to do way with these problems and to ameliorate the overall working conditions of the labour/workers in UPSRTC of Varanasi region.
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CHAPTER - V

PROBLEMS AND PROSPECTS OF LABOUR WELFARE MEASURES IN UPSRTC WITH REFERENCE TO VARANASI REGION

In the preceding chapter a detailed analysis with regard to varied aspects and facets of labour welfare measures in UPSRTC was made. It was observed by the Research Scholar that UPSRTC has been implementing the statutory provisions of welfare measures as per the enactment of labour laws and by laws at the centre as well as at state level. These are, however some Lacuna in proper implementation of these welfare laws/by laws on account of the unwillingness on the part of the organisation itself. In the present chapter, an attempt has been made to highlight the different sorts of the problems directly and indirectly affecting the implementation of welfare measures in UPSRTC. The chapter also presents a set of strategy to deal with the problems effectively and ameliorate the working conditions of labours in the corporation.

UPSRTC - Some Gray Areas:-

At present, UPSRTC maintains a fleet of seven thousand three hundred fifty two (7352) in which 6891 buses are operating
in plane region and 461 buses are operating in hilly region. The total number of employees working in UPSRTC are fifty two thousand five hundred thirty seven (52537) including daily wage workers and the total number of passenger to have travelled during 1997-98 accounted for almost 33.57 crore. Corporation fleet piles in the different train of the state but unfortunately the cooperation does not have a well designed or well established techniques of labour welfare policy. Therefore, it causes various types of the problems in the corporation and problems confronted by the workers during their work which force them to take certain recourse to strikes. Although, the labour problems are faced by the working class, yet it is a threat to the stability and progress of the corporation. Problems usually arise due to the irritating situations which arise out of employer-employee relationship. The working condition in the corporation is quite dissatisfactory with disregard to the health and other matters related to the work. In the organization there is no method to analysed the work load being carried out. The time factor is one such area where the corporation is not doing anything. The workers are made to work overtime without any proper framework for their extra duty allowance especially the drivers and conductor who go on long journey and are not sure as to when they would be back to their originated place of work on account of the delay owing a number of factors, such as, road conditions, depo-policy, the fleet condition etc. With the change in technological level and introduction of modern device in the corporation, the
relevance of training has increased. However, the attitude of the workers regarding training and other developmental activities was found dissatisfactory due to reason that either officials, or the workers of the corporation do not want to go for training out of their routine works. Training is the most useful fact of human resources management in strengthening provisions of labour welfare. Which is used to enhance the productivity and efficiency of the employee both qualitatively and quantitatively and working conditions of the workers.

However, there is a provision in the corporation to provide training to its technical and Non-technical personal to increase the efficiency of the employee and knowledge for motor transport Act and Rule and Regulation of the Corporation. The drivers are specially Trained for defensive driving and conductor are also trained for how to deal with public but unfortunately all these exist in theory only as a majority of the employees stated that they have not received any kind of training after joining this corporation. They, however, expressed that the training facilitates in the corporation under study are inadequate.

There is an urgent need to provide for proper incentives to workers for getting feeding and lodging facility at the time of training. The certificate should be provided to the trainee for the upliftment of their moral and working capacity. There should be provision of extra benefits for trainees, as most of the employees do not want to go out of their work place or state for further training.
or retraining. There is no uniform transfer policy for the employee of the corporation. Transfer of employees in UPSRTC is made some times to please political bosses. This is an intriguing points which need to be corrected.

Corporation follows well designed promotion policy for its employee. Traditionally, it follows seniority principles for the promotion of employee. In some cases even merit principle is also put to use. The study makes it clear that there is a wide conflict between trade union leaders and managerial personnel regarding their perception about promotion policy while assessing the promotion avenues available to the worker of UPSRTC. The majority of workers did not get even one promotional although they had served up to 15 years. Usually, promotion in the UPSRTC take place first on the seniority basis, second to qualification, third to political contact and personnel favour of bosses, besides influence of union leaders is of greater significance.

The corporations undertakes various labour facilities for the well being of its employee. It is very surprising to note that the trade union leaders and managerial personnel are unanimous regarding their perception about wages. Majority of trade union leader and managerial personnel seem to have dissatisfied over this issue. This may be because of the reason that in the corporation wage policy is similar to that of the
government of Uttar Pradesh corporation which does not follow its independent wage and salary administration.

The drivers and conductors are not insured. In case of accident, there is no compensation as such to their family.

The educational facilities to the (wards) i.e. children of the employees are not being provided while in other means of transport such as, railways, airways and others, these facilities are there.

There is also no housing facilities in the organisation. Maternity benefits, and other welfare measures, such as, medical, transporation, educational etc; are not available in the corporation.

While the provision of social security to working in the organised sector is sought to be ensured through legal frame work and institutional infrastructure created under the employees insurance Act 1948 and employees provident fund and miscellaneous provision Act 1952, providing same to the workers in UPSRTC who constitute above fifty three thousand employee, who have been a daunting problem. This is an accord of large number as also on the account of the fact that the workers in UPSRTC suffer from uncertainty/ bad working conditions / and minimum welfare measures enjoyed by them. It has, therefore, not been possible to extend to them the benefit of contributory labour welfare scheme enjoyed by their counter parts in the
UPSRTC Fleet Down By 40 percent:

At a time when the state government has embarked upon a serious exercise to put in place a city bus service in Lucknow, the UP State Road Transport Corporation (UPSRTC) has almost closed to its entire fleet of buses.

The situation is so bad that nearly 40 per cent of its fleet has outlived its life and the amount required for their repair and maintenance is sufficient to buy about 14 buses.

According to official documents presented at meeting of the corporation’s board of director, despite the sad state buses, the corporation was in no position to replace all the buses at the same time. Besides, the board meeting also took, note of the fact that there is a huge drain of money in the name of repair, maintenance and breakdown faults.

Meanwhile, official sources revealed that the UPSRTC had arranged for a loan worth Rs.45 crore from IDBI and other financial institutions for improvement of the condition of the buses, buying new buses and providing new and improved bodies to the existing buses to attract more passengers.

Statistically, the UPSRTC has a fleet of more than 7,000 buses which are maintained in the corporation’s
workshop. This corporation at the moment is able to manufacture 70 buses in one month and with overtime by employees, this number some times stretches to 100 a month.

According to the corporation’s own norms, a bus is supposed to have outlived its life after traveling 5.70 lakh kilometers, Earlier, this limit was 3 lakh km and was extended to 4.8 lakh km some years ago. The decision to increase the limit had been taken in view of the improved quality of engines being supplied. Most of the buses in the corporation have completed a life of about 10-12 years.

Senior officials in the corporation claim that new buses are badly needed by the corporation to reverse its loss-making trend. But the scarcity of funds and manpower to assemble them has made the attempt of revival a slow one.

The corporation has set a target of making 1000 buses in the next financial year i.e. 1998-99 to lessen the burden of running on old buses to some extent.

The general secretary of the UPSRTC worker union Preetam Das, claimed that the corporation had about 8100 buses in 1992 and since then the number of buses had been decreasing every year. About 10 per cent of the buses retire every year and the passenger pressure on the route increases by more than 10 per cent, and the wear and tear of buses causes 5 per cent of loss. Therefore, on an average there should be an increase
of almost 20 per cent buses in the corporation but contrary to it the number of buses is decreasing every year. At present corporation claims to have about 7.800 buses out of which 200 busses are in workshop for repair purposes. In view of this, the capability of the corporation can well be understood.

He alleged that the state government was deliberately shrinking the area of operation of UPSRTC so that private bus service could be encouraged. The present number of private buses operated on contract basis was 1200.

However, the UPSRTC managing director, Desh Deepak Verma told the Research Scholar that an addition of about 1000 buses per annum will enable the corporation to have all new buses in a couple of years only. More expensive and time taking than purchasing a new one, therefore buying was a preferable option.

**Strategies To Be Followed In UPSRTC with Special Reference To Varanasi**

UPSRTC is one of the principal means of communication within the state and has expended considerably during the last two decades. The total number of fleet in UPSRTC has tremondusly increased, from about 4592 in 1972-73 to 7005 on March 1998, whopping growth of about eight thousand.

The growth rate in UPSRTC is likely to be
accelerated in future with the increased economic progress and particularly development of industry and trade in the state.

Transport workers are governed by the Motor Transport Act 1961. This act applies to every motor workers transport undertaking employing 5 or more motor transport workers and extends to the whole of India except the state of Jammu and Kashmir. The State Government has power to extend the provisions of the Act to any motor transport undertaking employing less than five motor transport workers.

The main provisions relating to welfare under the Act are provisions of canteens, facilities, Rest Rooms, uniforms, Medical facilities and First aid facilities, etc. Thus, the Governments at the center and the state take active part in the labour Welfare activities. However, much remain to be desired. The number of welfare activities in UPSRTC is very less in relation to vast size of corporation and number of workers. The amount spent on welfare measures may seem to be large in corporation. More activities are also desired in the field of education, handicraft centers, training in small handicrafts like sewing, weaving, to the wives of employees of the corporation. However, they show their dissatisfaction over labour welfare measures adopted and implemented by the state mainly an account of shortage of financial resources. Research scholar has observed that at least
welfare measures which are statutory obligation of UPSRTC must be fully implemented as per the provisions mentioned in the Motor Transport Act 1961.

Canteen is an essential part of any undertaking providing great benefit from the point of view of health efficiency and well being of the workers. The object of corporation canteen is to introduce an element of nutritional balance into otherwise deficient and unbalanced diet of the workers to provide cheap and clean food and offer an opportunity to relax in comfort near the place of work. Although UPSRTC provides canteen facilities to its employee only at depositions and its headquarters for use of official class, or employee working in corporation offices. In UPSRTC 6432 fleet are being operated daily out of 7005 fleet in the corporation which means that drivers and conductors of these fleet which are daily on road are not being facilitated with canteen facility. Therefore, UPSRTC may make rules requiring that in every place wherein driver and conductor take their stoppage, one or more canteen shall be provided and maintain by UPSRTC for the use of corporation employee especially drivers and conductors.

Rest room facility has become an statutory obligation on the part of corporation. In other words, it is now the responsibility of the corporation to provide welfare facilities to its employee.

These facilities help to reduce fatigue. It
enables workers to sit down occasionally without any break in his work specially while they are working in regional and central workshop of UPSRTC and therefore contributes to his comfort and efficiency, and they can also wait in comfort till the time they start work. Keeping in view the importance of the rest room, corporation also provides rest room facility to its official known as Adhikari Vishram Grih situated at different regions of the corporation. There is urgent need of rest room in every place wherein workers employed in the corporation are required to halt at night.

About total employee of the corporation including officer, drivers, conductors and line checking staff are provided uniform. However, the uniform provided by the UPSRTC are in limited quantity, one trouser and one shirt in a year and clothes for woolen coat and trouser after three years. However, there is no provision of rain coat and other protective clothing’s, to protect worker from the rain. In this connection, Motor Transport Act 1961 clearly states that rain coat or other like amenities for the protection of the workers should be provided by the corporation concerned.

Keeping all in view, the Research Scholar observes that for the improvement of standard of living and working condition of employees in the corporation emphasis should be given for providing at least 2 trousers and shirts every year and rain coat in raining season, woolen coat and a paint in
every winter instead of after a gap of 3 years.

Sickness and ill health are recognised to be among the most widespread cause of absenteeism, low morale leading to decrease in production and sour employee management relations. The health of the workers in UPSRTC is adversely affected due to bad climatic conditions. Under which the work is performed.

However, Medical facilities in the corporation as a whole is extremely inadequate and insufficient. Hence, there is an urgent need of providing medical facilities to corporation employee for the corporation’s general development and progress. The Research Scholar opinions that medical facilities in the corporation should be provided and maintained by the corporation itself so as to make available medical facilities as such operating centers and halting stations as may be prescribed by the state government.

The provision of first aid for accidents or sudden sickness provision of ambulances may be regarded as primary matters to be dealt with by the corporation in UPSTRC. Law enacted for the provisions of welfare measures under Motor Transport Act 1961 states that first aid facilities be maintained and given by the corporation in a sufficient way with all the necessary first aid appliances. It has however, been found during the course of the study that such appliances are not properly
kept and also not used when there is any necessity' Research Scholar observed that there should be one trained medical personal in first aid to administer relief on the spot and first aid box should be furnished with fully equipped with the prescribed contents in every buses being operated on Roads.

It has been represented before Research Scholar during the tour of various region by the workers that even limited welfare amenities provided in motor transport Acts were not being properly implemented on this issue. The views of labour welfare officer of the corporation were also obtained by Research Scholar. labour welfare officer stated that welfare facilities provided by the corporation to its employee is not sufficient due to lack of financial resources. The Corporation fails to provide an extra facility. In this regard it is observed that the central and state Governments should coordinate corporation in launching more facilities and at least similar to the facilities provided by Railways to their employees.

A part from Human Resource Development, UPSRTC should formulate policies regarding Road Safety and to great awareness among the public about the importance of road discipline. On an average about one thousand road accidents occurs in the state by corporation buses during one year resulting in about twelve hundred (1200) casualties.
UPSRTC should compile road accidents data and prepare schemes and programmes aimed at reducing the rate of road accidents and creating road safety culture among road users.

Apart from regular work UPSRTC should also organise a state level essay competition for school children on theme of Road safety and number of hand bills conveying road safety massages and distribute among the public in the state and for awakening about road safety there is need to observe road safety week throughout the state in a year.

In this direction it is appropriate to mention here that UPSRTC is making efforts by adopting following measures to avoid accidents:-

A. Efficiency of Drivers :

   a) For recruitment of efficient and able drivers at least minimum eligibility should be fixed i.e. for the post of drivers at least 8th pass.

   b) At least Five year old H.M.V. driving license should be made compulsory ; candidates holding one year old P.S.V. license should be made eligible for the post of drivers in the corporation.
A three member committee is being constituted for the recruitment of drivers in the corporation at regional level.

Recruited drivers by the selection committee are sent to central workshop Kanpur for training in order to know modern device of working and understanding rules and regulations of UPSRTC departments and also are trained to correct technical fault of vehicles. and for defensive driving system. Drivers are also imported enough knowledge regarding motor yan Act.

B. Health And Eye Check Up Of Drivers:

The following points as regards health and eye check up are of greater significance:-

a) Eye check up at the time of recruitment.

b) Eye-check up regularly after forty year.

c) Drivers being found medically unfit should be immediately taken off the work of driving.

d) Training from time to time during their service period.

e) Check up regarding the habit of drug etc.

Encouragement Through Reward -

Drivers found to be exceptionally good in their working performance should be adequately rewarded.
Following are the procedures for the reward to the drivers found par excellence:--

a) First year not occurring accident (Zero accident) rewarded as Rs.50.

b) Continuous second year not occurring accident (Zero accidents) rewarded Rs.100.

c) Continuous third year not occurring accident (Zero accident) rewarded as Rs.150.

d) Continuous fourth year not occurring accident (Zero accident) rewarded Rs.200.

e) Continuous fifth year not occurring accident rewarded as 250.

f) Continuous sixth year not occurring accident rewarded as Rs.300.

g) More than sixth year not occurring as accident during a year, rewarded as maximum of Rs.300. However, there is provision in the corporation for further reward after six years.

The Research Scholar feels that the amount of reward is quite small. The drivers with zero accident should be sufficiently rewarded. The reward should also be made bonus linked and promotion based. The year specifies reward should be replaced with a continuous incentives to encourage the drivers to be more efficient competent and productive.
Accident Assistance By UPSRTC:

1. Immediate visit of high official to the accident spot to extend assistance to the victims.

2. To make provisions of hospitalization of the victims and provide immediate financial assistance of Rs.250 upto Rs.500.

3. Rs.100 immediate financial assistance is provided by official of the corporation to the dependence of a died person.

Financial Assistance according to Motoryan Act 'Section 140' is as follows:

1. Dependents of died person, Rs.50,000.

2. Fully handicapped is being provided Rs.250,000 if any passenger.

3. Uttar Pradesh Motor vehicle Act 1962 amendment Act 15c-2 provides financial assistance to the victim in following ways:
   a) Dependent of died passenger Rs.20,000.
   b) and for handicapped according to proportion of handicappedness of the victim.
The Research Scholar has found in consultation and conversation with the employees of the UPSRTC that these provisions are hardly implemented. The delayed policy of the compensation in providing this financial assistance package make the employee badly suffer. It is, therefore, felt that there must be a time frame within which the entire payment as per the provision should be made to protect the employee for facing any hardship during the time of crises.

**Educational Facilities:**

Although education is the primary concern of state government, but corporation should also run their own educational institutions for the children of UPSRTC employee particularly in the areas where education facilities are inadequate and these educational institutions should have a degree college / intermediate colleges and higher secondary schools.

High / Middle / Primary schools should recognised by the respective state government and CBSE Board and there should also be a provision of Kendriya Vidyalays functioning at corporation's head quarters. It may be expensive but standard education can be provided to the children of the corporation employees.

Apart from educational facilities, UPSRTC should also extend financial assistance of the following types for the education of children of employees of the corporation:-
One) Provisions of Grant in aid by UPSRTC to a limited number of privately managed schools which cater to the needs of the children of corporation employees;

Two) Reimbursement of tuition fees on a limited scale.

Three) Provision of supply of free uniforms to the children of UPSRTC employee.

Four) Educational assistance to the children of the needy employees who are posted in remote area and are compelled to send their children far away for education because of non availability of schools at the place of their posting;

Five) Hostel subsidy to be borne by the corporation;

Six) Scholarship to the limited number of children of UPSRTC employee for education in professional courses on merit basis.

2) Handicraft centres:

Another important provision of welfare measure in UPSRTC is the need to setup the training cell for the wives and children of the employees of the corporation in useful crafts, such as, knitting, sewing, Weaving etc. The involvement of USSRTC families as a close knit entity should be
ensured by the corporation by placing orders for stitching uniforms and other similar work on these centres for a sustained livelihood of the family of the employees.

3) Holiday Homes / Convalescent Homes:

The UPSRTC should provide holiday homes at hill stations, sea-side resorts and other important places to enable the corporation employees to spend their holidays with their families inexpensively and with comfort.

Conclusion:

The welfare work should be considered a combined effort and responsibility of the corporation, state government and Trade Union. They should all work in harmony to raise the standard of living and working conditions of the employee. No single agency alone can tackle the responsibility of implementing welfare measures in the corporation. On the whole the management of UPSRTC should take the responsibility upon his shoulder to see that the overall working conditions of the workers is improved and developed. the corporation should make the employees aware of the importance of welfare measures and various schemes of labour welfare and social security schemes adopted by the corporation. However, it is observed that in UPSRTC, a beginning has been made but still there is a great
scope for improving and extending the welfare measures for the workers in the corporation. A set of strategies evolved and enunciated by the Research Scholar will go a long way in further improving the overall state of affairs of the UPSRTC employees in the Vrananasi region in particular and UP as a whole in general. The improved labour would ultimately contributed to higher productivity and efficiency of the organisation.

The succeeding chapter is the summary of conclusions along with the recommendations offered by the Research Scholar based on the strategies evolved to ameliorate the working conditions of the UPSRTC employees through implementation of numerous welfare measures as per the centre, state and international legislative enactment's and provisions.
Summary of Conclusions:

There is no gainsaying the fact that the workers' performance depends upon his physical and mental capabilities, which in turn, depends on various significant factors like working and living conditions, level of education, health, hygiene and sanitation. Labour has incontrovertibly been recognised as a vital component of factors of production in any sort of industrial work. Labour is not only a factor of production but is also the ultimate end of the production.

The progress and prosperity of a nation depends on the pace of its industrialisation. Which, in turn, depends on the output and productivity and healthy industrial relation. A contented workers is an asset to the industry and welfare measures contribute a great deal to the contentment of workers.

While need for labour welfare is acute in India; what can be spent on it falls short of requirements. The poverty of India workers makes it necessary to introduce various welfare measures.
The present position regarding various welfare measures and schemes can be studied under five heads i.e. statutory, welfare work by employers, welfare work of trade Union, welfare activities of the central and state government, and welfare work by voluntary organisations.

The concept of labour welfare received strength as a national objective in the wake of independence in December 1947. An Industrial Truce Resolution was adopted by representatives of government (Central, provincial and then Indian states) employers and workers for the reconstruction of the country’s economy. The resolution emphasised that labour welfare was essential for the industrial amity and industrialisation.

The Research Scholar has observed that term labour welfare in the context of social and economic conditions obtainable in our country, should thus include such services, facilities and amenities as adequate canteens, rest and recreational facilities sanitary and medical facilities, arrangements for travel to and from work and for the accommodation of workers employed at distance from their homes and such other services, amenities and facilities including social security measures as contribute to improve the conditions under which workers are employed. The scope of welfare amenities provided and suggested differs. It has to be a dynamic field the bound of which
get limited only by such considerations as can be justified, over a truant period, of economic limitations administrative implications and social repercussions what forms the base of scope of labour welfare today may well be an out model thought of tomorrow.

Immediately after India become Sovereign Democratic Republic, the concept of planned economic development through planning was accepted and a planning commission was setup in March 1950. The commission was required to make an assessment of the material, capital and human resources of the country and formulate plans for the most and effect and balanced utilisation of the country resources. Thus, started an era of economic planning with rearrangement of resources and allocation of priorities in such a manner as to ensure a balanced development of both economic and social sector considerable latitude in the variety, range and standard of welfare amenities provided by individual enterprises or industries is inherent in the nature of welfare concepts but under certain conditions the laying down of statutory standards become necessary. The need to ensure that certain facilities are uniformly provided so that no employer has an advantages by not confirming to the general standards and the essential need for certain amenities determine the choice of the industry or undertaking where statutory compulsion has be applied.

While the provision of social security to workers in the organised sector is sought to be ensured through
the legal framework and institutional infrastructure created under the Employees' State Insurance Act, 1948 and the Employees Provident Fund and Miscellaneous Provisions Act, 1952, providing the same to the workers in the unorganised sector who constitute about 90 percent of the total work-force of 319 million has been a daunting problem. This is on account of the fact that workers in the unorganised sector suffer from low earnings uncertainty/irregularity of employment, change of employer and migration from rural to urban areas. It has, therefore, not been possible to extend to them the benefits of a contributory social security scheme enjoyed by their counterparts in the organised sector. The concept of labour welfare has been evolved in order to extend a measure of social assistance to this section of workers toiling in the unorganised sector. Towards this end, separate legislation have been enacted by Parliament to set up five welfare funds to provide housing, medical, education and recreational facilities to workers employed in beedi industry certain non-coal mines and cine workers. Efforts are on to substantially expand the scope and outreach the Welfare Fund approach to cover construction and agricultural workers.

In the successive five year plans, right from first to the ninth plan, the government of India has laid considerable emphasis on the overall welfare of the workers. In 1948 and 1951, Factories, Act and plantation labour Act came into being. In 1952 Housing Scheme for Industrial workers was
evolved. In the same year, employees Provident Fund Act, Mines Act, also came into existence. The second five year plan suggested the establishment of adequate number of welfare centre to provide much needed training facilities to the workers. This plan also touched upon the problem of providing ameliorating measures to the agriculture labour in 1959, a team was appointed to examine the entire rage of welfare activities in the third five year plan study team submitted its report and described labour welfare as services, amenities and facilities, which contribute to improve the conditions under which workers are employed. The fourth five year plan suggested the expansion of ESI activities to provide hospitalization to families of all insured workers and also to covers shops and commercial establishment. The fifth five year plan emphasised the promotions of industrial safety measures and for this its suggested the setting up the safety cells in various states. The six seven and eight plan also stressed upon the increase welfare measures in India the eight plan also emphasised the welfare of women workers. The ninth plan has also emphasised the role of social security and welfare funds for the overall promotions of the welfare’s in India.

Motor transport is one of the principal means of communication within country and has expanded considerably during the last two decades. The total number of goods and passenger vehicles in the country has increased from about 1,16,000 in 1950-51 to 2,89,449 on March 31 1998.
At present, about 38 percent of passenger vehicles are in the public sector and remaining 62 percent of the passenger vehicles in the private hands.

The growth rate in the Road Transport Industry is likely to be accelerated with increased economic progress and particularly with the development of industry and trade in the country. The service and working conditions of the motor transport workers are governed by the Motor Transport Workers’ Act, 1961. This Act applied to every motor transport undertaking employing 5 or more motor transport workers and extends to the whole of India except the State of Jammu and Kashmir. The State Governments have powers to extend the provisions of the Act to any motor transport undertaking employing less than motor transport workers.

The main provision relating to welfare under the Act are as follows:-

1) **Canteens** - The State Government may make rules requiring that in every place wherein one hundred motor transport workers or more employed in a motor transport undertaking ordinarily call on duty during every day, one or more canteens shall be provided and maintained by the employer for the use of the motor transport workers.
2) **Rest Rooms** - In every place wherein motor transport workers employed in a motor transport undertaking are required to half at night, there shall be provided and maintained by the employer for the use of those motor transport workers such number of rest rooms or such other suitable alternative accommodation, as may be prescribed.

3) **Uniforms** - The State Government may, by notification in the Official Gazette, make rules requiring an employer of a motor transport undertaking to provide for the drivers, conductors and line checking staff employed in that undertaking such number and type of uniforms, raincoats or other like amenities for their protection from rain or cold as may be specified in the rules.

4) **Medical Facilities** - There shall be provided and maintained by the employer so as to be readily available such medical facilities for the motor transport workers at such operating centres and halting stations as may be prescribed by the State Government.

5) **First Aid Facilities** - There shall be provided and maintained by the employer so as to be readily accessible during all working hourse a first-aid box equipped with the prescribed contents in every transport vehicle.
It has been represented before the Committee by the Workers' Organisations during its tours to various States that even the limited welfare amenities provided in the Motor Transport Workers' Act, were not being properly implemented. On this issue, the views of the Central Ministry of Transport, were also obtained by the Committee. The Ministry stated thus:

"We do not have up-to-date information in regard to the amenities provided by the State Road Transport Undertakings to their workers. Since, however, the provision of facilities under the Motor Transport Workers' Act, 1961, is a statutory obligation on transport undertakings employing more than 5 workers, it is presumed that all the state Road Transport Undertakings must be providing the facilities covered by the Act. So far as private sector is concerned, we have no information about the facilities provided by the bulk of the private operators nor do we have any agency or machinery to collect such information".

The Committee has also noted that a Conference of Chief Inspector was held in September, 1966, to find out the reasons that stand in the way of the administration and effective implementation of the provisions of the Act. The conference did not highlight any difficulty experienced by the States in the enforcement of the welfare provisions under the Act. There is, thus, no justification as to why these provisions cannot be enforced effectively. The Committee, therefore,
recommends that the State Governments should suitably strengthen their inspection machinery to ensure that the statutory welfare amenities provided in the Motor Transport Worker's Act, are effectively implemented without avoidable delay.

The Motor Transport Workers Act, 1961 has not been extended to the State of Jammu & Kashmir. Road Transport Industry in that State employs a very large number of workers and with the exception of a couple of passenger air services, it is the only means of providing communication both for men and material throughout the State of Jammu & Kashmir. As on 31st March, 1992, there were 617 passenger vehicles and 2,428 (estimated) goods vehicles. By 31st of March 1967 the number increased to 940 and 3,960 (estimated) respectively. It will therefore appear that over a period of 5 years, this industry has shown a good deal of expansion. As at present much is not being done for the road transport workers in the State of Jammu & Kashmir. This State is very important from the tourist point of view and the road transport is expected to expand further.

A well knit and co-ordinated system of transport plays an important role in the sustained economic growth in the country. There are 69 state transport undertakings having a fleet of nearly 1,01,002 vehicles providing passenger transport in various part of the country. During the recent past there has been a phenomenal growth in vehicle population, as also carrying of freight and passengers by road. For regulating
the operation of vehicular traffic motor vehicles Act is the main
document whereas the Government policy relating to motor
vehicles is enunciated. The large proportion of personalised
vehicles carrying a relatively small proportion of passengers is a
matter of concern as it make the economic use of the resources.

The Uttar Pradesh State Road Transport
Corporation (UPSRTC) has continued to strive hard to meet its
commitments in the face of several constraints like many other
state transport undertakings. This corporation has also been
said to have faced several demand and supply constrains as
well as those created by its operating environments. The UPSRTC
has been endeavouring its level best to offer satisfactory services
minimizing, to the extent possible, hardships of the commuters
inspite of the several odds faced on account of increase in the
input cost of labour and material on the one hand and the uniable
fare structure on the other. Efforts to maintain harmonious
industrial relations in the corporation have also found to
satisfactory.

Managerial and supervisory vacancy in the
corporation are often filled from internal source of recruitment.
The non supervisory personnel in UPSRTC are recruited by
making use of external source of recruitment. Sometimes the
selection of the different categories of employees are generally
followed by the performance test and the interviews.
Transfers are usually undertaken by the organisation either on the request of an employee or as a policy matter of the organisation. The corporation may also initiate transfers as a requirement for more effective operations.

UPSRTC follows a well designed promotion policy for its employees. Traditionally, it follows the seniority principles for the promotion of employees.

Training is the process of guiding employees to become more effective in their present and future work. It inculcates in them appropriate habit to adopt to new work culture and meet its requirements. The UPSRTC has sound training system in as of the selected categories of employees. However, the drivers and conductors have been found to be unsatisfied in the training as the corporation does not take much care for them.

UPSRTC is one of the few premier institution to promote sports activities in the state and its management provides infrastructure facilities and recruit outstanding sport persons. Almost every employee of the corporation gets uniforms and protective clothing for use during the working hours.

Another unique feature of the welfare scheme on the UPSRTC is establishment of the staff benefit fund. The Provision of transport facilities to industrial workers form an integral part of the general transport facilities and are by and large the responsibility of the public authorities like the local bodies, transport corporations or the state Government etc.
Medical care and health facilities for industrial workers form an integral part of labour welfare programme in all the countries of the world. This facility not only provides protection against sickness but also ensures availability of a physically fit and stable man power for economic development. The UPSRTC has provision for medical benefits of its employees. However, the effective medical facility is available only at the headquarter i.e. Lucknow. The regional offices and dépôts are not having any sort of medical facility. The Varanasi region has no medical facility at all for the UPSRTC employees enroute.

Maintenance of industrial peace and harmony is vital for sustained economic growth and continued productive employment for workers. The industrial relation situation in UPSRTC has shown improvement in the years following the economic reforms in the corporation. The UPSRTC has the provision of consumer co-operative society. In UPSRTC those employees who are posted before 1972 avail of free tax household articles from the U.P. state employee welfare co-operative societies stores.

The Workmen Compensation Act is also applicable to the employee of the corporation. In case of accident or disability, compensation is provided according to schedule 4 of the workmen compensation Act.

UPSRTC employees also enjoy group Insurance Scheme floated by L.I.C. The dependents of the
employee of UPPSRTC enjoy the benefits of job if the accidents take place during the working hour leading to expiry.

UPSRTC employees are entitled to avail of 2 traveling passes and three PTOs pass in corporation buses with family upto indicated destination in every calendar year. The retired UPSRTC employees are also entitled to get pass for free travel at least once in a year by the corporation buses.

All these welfare measures are applicable at the zonal well as regional level. In the Varanasi region, these facilities/amenities and welfare measures ought to have been equally availed of by the employees of the UPSRTC.

However, everything is not well with the corporation that too in the Varanasi region. The working condition of the UPSRTC in Varanasi region is quite dissatisfactory. All those welfare measures related to medical care, children education, training, transfer, promotion housing, insurance schemes, provident fund, maternity benefits, training and education at various levels are not strictly implemented as compared to other regions within the jurisdiction of UPSRTC in the state. The reason for this is attributed to mis-management, interference by the politicians at the local level and of course the general poor performance of the UPSRTC. The financial crunch being confronted by the corporation over many years have also marred the proper and timely applicability and implementation of the welfare measures as per the centre and state provision. The centre and state lukewarm support is yet another stumblingblock in the overall performance of the corporation.
Suggestions And Recommendations:

The following suggestions and recommendations being preferred by the Research Scholar based on the findings of the study are worth considering:-

1. To evolve an integrated scheme of social security for workers in the UPSRTC, the Central Government should have to make a token allocation of funds in the Annual plans.

2. To take the Group Insurance Scheme for UPSRTC employee on the same lines as applicable in respect of Railways employees, the State and the Central Government should negotiate with the Life Insurance Corporation of India.

3. To extend the coverage of Housing Scheme to workers in UPSRTC who have not been covered so far.

4. The Maternity Benefit Act, 1961 should be made fully implementable. There should be provision for grant of 6 weeks leave in the case Medical Termination of Pregnancy (MTP) and 2 weeks leave for tubectomy operation. A provision for grant of leave up to one month in the case of illness arising out of MTP/Tubectomy has also been made as part of this amendment.
The approach to be adopted in transacting teaching - learning and in special schools for UPSRTC children will have to be unorthodox, fully participative and communicative. The support of Department of Education will have to be enlisted in the project by correctly indentifying the educational needs of UPSRTC children who stand liberated framework. Education Department will be involved in areas of designing curriculum and course content, textual materials, teachers training and evaluation of learning outcome. Grassroots level institutions of Education Department such as DIET, DRU, at the district level and SCRET, SIET at State level will be fully involved in the process.

Selection of teachers with right aptitude, interest and commitment to the programme and arranging their training which is participative and communicative, evaluation of learning outcome (including self-evaluation and teach evaluation) leading to acquisition of minimum levels of learning generating and sustaining the interest and motivation of learns so that they do not level in the middle, will be an integral part of the new strategy of rehabilitation of UPSRTC children through special schools.

Induction of a vocational stream at the appropriate stage that is only after the children have acquired the minimum level of learning will also be an important step which will be implemented side by side with good quality of primary education.
Social Security refers to the protection which society provides for its members through a series of public measures against the economic and social distress caused by the stoppage or substantial reduction of earnings resulting from sickness. Maternity, employment injury, unemployment, invalidity, old age and death and to provide for medical care and to subsidiise such medical care for families with children. Social security programmes are designed to provide benefits, both in cash and kind, on the occurrence of such contingencies. Under the Constitution of India social security in its broad sense is envisaged in terms of Directive Principles of State Policy. Though India has not rectified all the ILO conventions relating to social security, there are national laws which provide for certain mandatory benefits in respect of certain employment’s. These include medical care and sickness benefits, invalidity and survivors benefits, employment injury benefits and maternity benefits. There are also laws enacted and Schemes established by the Central/State Governments providing for social security and welfare of specific categories of working people. The UPSRTC should in all possibilities, make endeavour to make provisions for these welfare measures for its all levels of employees.
Members of the scheduled Castes & scheduled Tribes are the most deprived sections of our society and constitute nearly one fourth of the total population of the country. To achieve social equality, certain safeguards have been provided in the constitution for scheduled castes/scheduled tribes. The Ministry of Labour has formulated several special schemes, which provide significant benefits to the members of scheduled castes and Scheduled Tribes. The UPSRTC should see that these two castes are properly taken care of and benefits made available to them as per the labour Ministry Scheme. Training and placement department with the qualified personnel need to be created in the corporation. The department should make the survey for potentialities of the employees and will provide feedback regarding the strengths and weaknesses of the employees. The Corporation must organise small duration courses in different fields for its employees in its different regions and it should be made compulsory to all the employees to undergo these training programmes for further promotions and confirmations.

The UPSRTC should design and formulate transfer policy so that transfer is not used as a tool of punishment to worker specially union leader of the corporation and other social
activities who participate in the programmes which are beneficial for welfare of employee of the corporation. The transfer policy should be need based for effective operation of UPSRTC.

Promotion in UPSRTC generally take place on the seniority and qualification basis but sometimes it takes due to political influence and personnel favour of bosses. This creates despondency and desperation among the workers affecting their performance. It should be seen that any promotion out of turn is discouraged workers. Definite policy as regards promotion should be made without any bias or prejudice any region or some. The corporation should create more avenues of promotion of all the categories of the employee and management should follow and incentive policy for employee who are performing over time and specially drivers should be remunerated for defensive and safe driving.

The women employee in the corporation needs special attention with regard to education training promotion transfer and medical benefits.

The most striking findings of the study is that the UPSRTC is found to be biased in its approach towards implementation of welfare measures in different zones/regions differently. The zones and regions of UPSRTC in western part are cynosure of the head quarters. The employees working in
these zones and regions are better placed with regard to the benefits of welfare measures as compared to the workers working in the zones and regions in the eastern part of U.P. like Varanasi region. The corporation should have balanced approach in this regard. Equal and due opportunity should be accorded to the employees of the corporation irrespective of the zonal and regional bias.

The promotional avenues, transfers, training and other welfare measures should be merit based for zones and regions with larger number of fleets and employees should be given priority in dispensation of these amenities.

Training Camps, short turn courses, should also be organised at regional offices for the larger benefit of the employee.

In Research Scholar of the opinion that these recommendations, if implemented, would go along way in ameliorating the working conditions of the labour as a result labour productivity and overall efficiency of the corporation.
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## APPENDIX-I

### DISTRIBUTION OF WORKING CHILDREN

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<tr>
<th>S.No.</th>
<th>State</th>
<th>Total Working Children</th>
<th>Percentage of working children to total Population</th>
<th>Percentage of working children to total Workers</th>
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<tr>
<td>1</td>
<td>Andhar Pradesh</td>
<td>1,661,940</td>
<td>2.50</td>
<td>5.53</td>
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<tr>
<td>2</td>
<td>Bihar</td>
<td>942,245</td>
<td>1.09</td>
<td>3.35</td>
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<tr>
<td>3</td>
<td>Gujrat</td>
<td>523,585</td>
<td>1.26</td>
<td>3.07</td>
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<tr>
<td>4</td>
<td>Karnataka</td>
<td>976,247</td>
<td>2.16</td>
<td>5.16</td>
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<tr>
<td>5</td>
<td>Madhya Pradesh</td>
<td>1,352,583</td>
<td>2.04</td>
<td>4.79</td>
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<tr>
<td>6</td>
<td>Maharashtra</td>
<td>1,068,418</td>
<td>1.35</td>
<td>3.16</td>
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<td>7</td>
<td>Orissa</td>
<td>452,394</td>
<td>1.42</td>
<td>3.80</td>
</tr>
<tr>
<td>8</td>
<td>Rajasthan</td>
<td>774,199</td>
<td>1.76</td>
<td>4.57</td>
</tr>
<tr>
<td>9</td>
<td>Tamil Nadu</td>
<td>578,889</td>
<td>1.03</td>
<td>2.34</td>
</tr>
<tr>
<td>10</td>
<td>Uttar Pradesh</td>
<td>1,410,086</td>
<td>1.01</td>
<td>3.14</td>
</tr>
<tr>
<td>11</td>
<td>West Bengal</td>
<td>711,691</td>
<td>1.04</td>
<td>3.23</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td><strong>11,285,349</strong></td>
<td><strong>1.34</strong></td>
<td><strong>3.59</strong></td>
</tr>
</tbody>
</table>

*Source: Census of India, 1991, p. 42*
## 1996-97 Budget and Expenditure of Plan and Non Plan Programmes Under DGE&T

### (Rs. in lakh)

<table>
<thead>
<tr>
<th>SCHEMES</th>
<th>Budget Estimates</th>
<th>Revised Estimates</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. TRAINING DIRECTORATE Vocational Training Project being implemented with World Bank Assistance Centrally Sponsored</td>
<td>5575.00</td>
<td>4723.00</td>
</tr>
<tr>
<td>Schemes Central sector Scheme</td>
<td>3115.00</td>
<td>1805.50</td>
</tr>
<tr>
<td><strong>Total of World Bank Schemes</strong></td>
<td><strong>8690.00</strong></td>
<td><strong>6528.50</strong></td>
</tr>
<tr>
<td>2. Other than World Bank Schemes: Central Sector Schemes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>a) Schemes other than women</td>
<td>515.00</td>
<td>574.36</td>
</tr>
<tr>
<td>b) Schemes for women</td>
<td>340.00</td>
<td>83.50</td>
</tr>
<tr>
<td>c) New Scheme (N.R.F)</td>
<td>300.00</td>
<td>400.00</td>
</tr>
<tr>
<td><strong>Total of scheme other than world bank schemes</strong></td>
<td><strong>1155.00</strong></td>
<td><strong>1057.86</strong></td>
</tr>
<tr>
<td>Grand total of Training Directorate</td>
<td>9,845.00</td>
<td>7,586.36</td>
</tr>
<tr>
<td>Employment Directorate</td>
<td>76.00</td>
<td>76.00</td>
</tr>
<tr>
<td>Total of Central Sector Schemes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Centrally sponsored Schemes</td>
<td>03.00</td>
<td>03.00</td>
</tr>
<tr>
<td>Direction and Admin.</td>
<td>27.00</td>
<td>27.00</td>
</tr>
<tr>
<td><strong>Grand total of Emp.Dte.</strong></td>
<td><strong>106.00</strong></td>
<td><strong>106.00</strong></td>
</tr>
<tr>
<td><strong>Grand total of all the schemes of Employment &amp; Training</strong></td>
<td>9951.00</td>
<td>7662.36</td>
</tr>
</tbody>
</table>

Source: - Annual Report of Ministry of Labour, Govt. of India New Delhi 1996-97 p. 252
<table>
<thead>
<tr>
<th>S.No.</th>
<th>Enactment's</th>
<th>Objectives</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Minimum Wages Act, 1948</td>
<td>To fix and revise minimum rates of wages in scheduled employment's. (There are 40 such scheduled employment).</td>
</tr>
<tr>
<td>2.</td>
<td>Payment of Wages Act 1936</td>
<td>To regulate Payment of Wages to certain classes of workers. It seeks to provide speedy and effective remedy to employees arising out of illegal wage deductions or unjustified delays in payment of wages. Wage periods and methods and modes of payment are also stipulated.</td>
</tr>
<tr>
<td>4.</td>
<td>Inter-State Migrant Workmen (Regulation of Employment and Conditions of Services) Act, 1979</td>
<td>The law regulates employment of Inter State Migrant Workmen and provides for their condition s of services, registration of principal employers, licensing contractors engaging Inter-State Migrant Workmen and lays down the manner of regulation of wages and provision of welfare and other facilities.</td>
</tr>
<tr>
<td>5.</td>
<td>Bonded Labour System (Abolition) Act, 1976.</td>
<td>It provides for the abolition of Bonded Labour System so as to prevent economic and physical exploitation of the workers; termination of liabilities to repay bonded debts, liberation of encumbered properties from encumbrance; protection against eviction from house steeds etc.</td>
</tr>
<tr>
<td>7.</td>
<td>Children (Pledging of Labour) Act, 1933</td>
<td>The Act provides for the welfare of workers in Beedi and Cigar establishments and regulates all conditions of their work.</td>
</tr>
<tr>
<td>8.</td>
<td>Beedi and Cigar Workers (Conditions of Employment) Act, 1966.</td>
<td>These Laws provide for collection of Cess and retain of funds out of such collections to provide welfare for the respective categories of workers.</td>
</tr>
</tbody>
</table>

Source:- Annual Report, Ministry of Labour, Government of India, 1995-96 p.82
## Projection for the Training Programme

### Workshops etc. (1996-97)

<table>
<thead>
<tr>
<th>Activities</th>
<th>Achieved Jan.96 to Oct.96</th>
<th>Projected Target April’96 to March 97</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>CLI BOM RLI CAL RLI KAN RLI MAD DOCK DVN</td>
<td>CLI BOM RLI CAL RLI KAN RLI MAD DOCK DVN</td>
</tr>
<tr>
<td>Training</td>
<td></td>
<td></td>
</tr>
<tr>
<td>i) Seminar/Workshop</td>
<td>6  2  3  3</td>
<td>6  4  2  5</td>
</tr>
<tr>
<td>ii) Over 2 days Programme</td>
<td>41 15 13 7</td>
<td>8  52 20 10 10 12</td>
</tr>
<tr>
<td>iii) 1-2 day duration</td>
<td>9  -  7  4</td>
<td>52 27 28 10 10 36</td>
</tr>
<tr>
<td>iv) Appreciation Programme</td>
<td>317 50 5 77</td>
<td>5  416 48 18 110 12</td>
</tr>
<tr>
<td>v) Implant Programme</td>
<td>20 21 6 1</td>
<td>-  -  -  -  -  -</td>
</tr>
<tr>
<td>vi) Factory visits of Mobile Safety Exhibition Van</td>
<td>9  27 4  -</td>
<td>10 30 10  -</td>
</tr>
</tbody>
</table>

Targets are included at Sr.No.(ii) and (iii)

## Appendix-V

### Educational Facilities Under Welfare Funds

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Type of Scheme</th>
<th>Financial assistance provided</th>
<th>No. of students</th>
<th>Total Amount disbursed during 1995-96</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Scholarship for children of mines, beedi and cine workers studying in class V and above in class V and above in recognised institutions.</td>
<td>Rs.250 to 3000 per annum</td>
<td>1,83,927</td>
<td>725.23 lakh</td>
</tr>
<tr>
<td>2.</td>
<td>School uniforms, text books and stationery to the words of the mica mines and beedi workers studying upto class IV</td>
<td>Rs.125/- per head</td>
<td>76,858</td>
<td>96.07 lakh</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Total</td>
<td>2,60,785</td>
<td>821.30 lakh</td>
</tr>
<tr>
<td>3.</td>
<td>Assistance for purchase of school buses to the mine management's</td>
<td>1/3rd of the cost of the cheapest, standard minibus/normal bus.</td>
<td>--</td>
<td>-----</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Initial grant Rs.5000</td>
<td>3</td>
<td>2.09 lakh</td>
</tr>
<tr>
<td>5.</td>
<td>Scheme for establishment of Central Library-cum-Reading Rooms.</td>
<td>Rs.2000 p.a. for purchase of books</td>
<td></td>
<td>36.4 lakh</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Rs.250 p.a. for purchase of periodicals, magazines and news papers.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Rs.1000 p.a. for miscellaneous expenditure such as binding periodicals and books.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6.</td>
<td>Grants-in-aid for recognised schools in the Iron Ore mining areas</td>
<td>50% of the cost of the furniture and equipment.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7.</td>
<td>Mid-day meals scheme mine workers</td>
<td>Rs.2.50p per day</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Source:** Annual Report Ministry of Labour, Government of India, 1996-97 p. 78