PROBLEMS AND DIFFICULTIES

There are various problems and difficulties being faced by the employees of Century Pulp & Paper Mill, Lalkuan. Through the feedback of employees received from the questionnaire it was seen that the unskilled workers or the workers being appointed on the contract basis by the mill are facing much more problems than the skilled or permanent employees.

Government of India has enacted Factories Act, 1948 which provides various provisions for the welfare of employees and these provisions can be correlated with the problems being faced by the employees in CPP. The various problems and difficulties faced by the employees of CPP can be broadly seen as:

1. Problems related with Health: “Health is Wealth” according to this famous proverb it is clearly stated that health is much more important than wealth and only a healthy person is able to work efficiently and earn sufficient wages and salaries for his survival. Factories Act 1948 has various provisions under Health such as Cleanliness, Ventilation, Lightning, Drinking water etc.

The provisions are as follows:

i. Section 11 of Factories Act, lays down that every factory shall be kept clean and free from effluvia arising from any drain, privy or other nuisance.

ii. According to Section 13(1) effective and suitable provision shall be made in every factory for securing and maintaining in every work-room:

a. Adequate ventilation by the circulation of the fresh air, and

b. Such a temperature as will secure to workers therein reasonable conditions of comfort and prevent injury to health.

iii. Section 14(1) deals with the effective measures which should be adopted to keep the work-rooms free from dust and fume. Every factory in which by reason of the manufacturing process carried on, there is given off any dust or fume or other impurity of such a nature and to such an extend as is likely to be injurious or offensive to the workers employed therein, or any
dust in substantial quantities, effective measures shall be taken to prevent its inhalation and accumulation in any work room. If any exhaust appliance is necessary for the above purposes, it shall be applied as near as possible to the point of origin of the dust, fume or other impurity and such point shall be enclosed as far as possible.

iv. Section 17(1) provides that in every part of the factory, where workers are working or passing, there shall be provided and maintained sufficient and suitable lightning, natural, artificial or both.

v. Section 18 deals with the provisions relating to arrangements for drinking water in factories. Sub-section (1) provides that in every factory effective arrangements shall be made to provide and maintain at suitable points conveniently situated for all workers employed therein, a sufficient supply of wholesome drinking water.

vi. Section 19(1) provides that in every factory-

a. sufficient latrine and urinal accommodation of prescribed type shall be provided conveniently situated and accessible to workers at all times while they are at the factory;

b. separate enclosed accommodation shall be provided for male and female workers;

c. such accommodation shall be adequately lighted and ventilated, and no latrine or urinal, shall, unless specially exempted in writing by the Chief Inspector, communicate with any work-room expect through an intervening open space or ventilated passage;

d. all such accommodation shall be maintained in a clean and sanitary condition at all times;

e. sweepers shall be employed whose primary duty would be keep clean latrines, urinals and work-places.

While going through the provisions given under the Act, and comparing it with the provisions being given in CPP, researcher found that working conditions and safety needs of some employees is a big problem for them as the mazdoors or unskilled workers working in open yards, engaged in unloading of bagasse, wood, coal, soft stone powder etc face different problems like:
a) No proper arrangement of sitting, storing clothes & tiffins.

b) No proper facility of lunch rooms is being provided to the contract labours.

c) The workmen working in open areas face problems due to rain, temperature, cold, storm etc. which affects their health and capacity too.

d) Workers working in coal areas, soft stone powder unloading area, wood & bagasse unloading area face dust problems for which they need soap/detergent and oil to clean their body as well as clothes but no such arrangements are available.

e) Medical checkup of all permanent workmen is arranged once a year in company’s dispensary while unskilled workers are not provided with such facility.

2. Problems related to Safety Needs: Every worker wants to work in a safe and secure environment. As if he’ll be sure about his safety and security while working he will be able to concentrate properly in his work and in turn will be able to give his best to the organization.

Under the Factories Act, 1948 various provisions come under Safety which are as follows:

i. According to Section 21(1) in every factory the following shall be securely fenced by safeguards of substantial construction which shall be constantly maintained and kept in position while the parts of machinery they are fencing are in motion or in use:

   a. every moving part of a primary mover and every fly wheel connected to a prime mover, whether the prime mover or flywheel is in the engine house or not;

   b. headrace and trailrace of every water-wheel and water-turbine;

   c. any part of a stock bar which projects beyond the head stock of a lathe; and

   d. unless they are in such position or of such construction as to be safe to every person employed in the factory as they would be if they are securely fenced, the following shall also be securely fenced:-
• every part of an electric generator, a motor or rotary converter;
• every part of transmission machinery; and
• every dangerous part of any other machinery.

ii. Section 33(1) provides that in every factory every fixed vessel, sump, tank, pit or opening in the ground or in a floor which, by reason of its depth, situation, construction or contents is or may be a source of danger, shall be either securely covered or securely fenced.

iii. Section 34(1) lays down that no person shall be employed in any factory to lift, carry or move any load so heavy as to be likely to cause him injury.

iv. Section 35 provides that in respect of any such manufacturing process carried on in any factory as may be prescribed, the State Government may by rules require that effective screens or suitable goggles shall be provided for the protection of persons employed on, or in the immediate vicinity of the process, provided such process involves :-

a. risk of injury to the eyes from particles or fragments thrown off in the course of process, or
b. risk to the eyes by reason of exposure to excessive light.

v. Section 37(1) lays down that wherein any factory any manufacturing process produces dust, gas, fume or vapour of such character and to such extend as to be likely to explode on ignition, all practicable measures shall be taken to prevent any such explosion by-

a. effective enclosure of the plant or machinery used in the process;

b. removal or prevention of the accumulation of such dust, gas, fume or vapour;

c. exclusion or effective enclosure of all possible sources of ignition.

vi. Under Section 38(1), in every factory, all practicable measures shall be taken to prevent outbreak of fire and its spread, both internally and externally, and to provide and maintain-
a. safe means of escape for all persons in the event of a fire, and  
b. the necessary equipment and facilities for extinguishing fire.

Every person wants his and his family member’s life to be safe and secure. The work he takes to live his livelihood is also taken by keeping the safety issues in mind. So while going through the various provisions being lead up in the for the safety measures under factories act it is being found that the workers, specially the unskilled workers who are engaged basically in physical work are facing various problems which are as:

a) Dust masks, goggles etc are provided to some mazdoors or unskilled workers, but it is not practical to wear dust mask continuously so many a times they work without them which affects their health.

b) The mazdoors need soap, oil etc but no facility is available to clean their body and safeguard their skin.

c) Though the workers are provided with safety appliances but to maintain, store, clean or save them is very difficult to them.

d) Dust is the main problem being faced by the workers which causes various inhaling problems.

e) The mazdoors sometime face problem due to their carelessness, overconfidence or disobedience habits.

3. Problems related to Wages: A worker works in an organization with the hope of getting wages or salaries in return to lead a happy and prosperous life. If employees are being provided with sufficient wages they work more effectively and efficiently to fulfill the organizational goal and be loyal to the organization. To secure the welfare of the workers in the present competitive market, The Minimum Wages Act was passed in the year 1948, which ensures in fixation of minimum wages which an employee must get from his employer.

In a developing country like ours which faces the problem of unemployment on a very large scale it is not unlikely that labour may offer to work even on starvation wages. The policy of the Act, therefore, is to prevent employment of sweated labour in the general interest and, so, in prescribing the minimum wages rates, the capacity of the employer need not be considered as the State assumes that every employer must pay the minimum wages for the employee’s labour.³
Salient features of the Act:

1) The Act provides for the fixation of: (a) minimum time rate of wages; (b) a minimum piece rate; (c) a guaranteed time rate; (d) an overtime rate, for different occupations, localities or classes of work and for adults, adolescents, children and apprentices.

2) The minimum rate of wages under the Act may consist of: (a) a basic rate of wages and a cost of living allowance; or (b) basic rate of wages with or without the cost of living allowance and the cash value of the concessions in respect of essential commodities supplied at concessional rates; or (c) an all-inclusive rate.

3) The Act requires that wages shall be paid in cash, although it empowers the appropriate Government to authorise the payment of minimum wages, either wholly or partly in kind in particular cases.

4) It lays down that the cost of living allowance and the cash value of the concessions in respect of supplies of essential commodities at concessional rates shall be computed by the competent authority at certain interval. In case of undertakings controlled by the Union Territories and the Central Government, the Director, Labour Bureau is the competent authority.

5) The Act empowers the appropriate Government to fix the number of hours of work per day, to provide for a weekly holiday and the payment of overtime wages in regard to any Scheduled employment in respect of which minimum rates of wages have been fixed under the Act.

6) The establishments covered by this Act are required to maintain registers and records in the prescribed manner.

7) The Act also provides for appointment of Inspectors and authorities to hear and decide claims arising out of payment of wages at less than the minimum rates of wages or remuneration for days of rest or of work done on such days or of overtime wages.

8) The provision is also made in the Act for dealing with complaints made for violation of the provisions of the Act and for imposing penalties for offences committed under the Act.

Under CPP the unskilled workers are facing more problems related to wages in comparison to skilled employees, as they are not been given the grade pay,
dearness allowance etc. With the rise in prices, the workers hope for increase in wages to live their livelihood and maintain their status in the society. And if not provided with the increased wages the employees’ efficiency also decreases and gives rise to industrial disputes. Problems faced by workers regarding their wages in CPP are as:

a) Short attendance shown by the supervisor or contractor results in deduction in total wages.

b) Sometimes it is observed that the supervisor or contractor cut their one or two day’s wages for their own benefit, while money receiving remains ok.

c) At some jobs there is no surety to get regular duty, many a time labour present themselves at duty but the contractor refuses to engage them by giving whatsoever reason.

d) Contractor may ask employees not to attend duty any day or days.

e) Transfer from one site to other site or one type of job to other type of job by the contractor makes it inconvenient for the workers.

f) The contract labour depends on minimum wages fixed and revised time to time by Government but in view of present market conditions it can be concluded that life of these labours is very tough and problematic. These minimum wages or the wages are paid at the will of contractor to the contract workers which are not even equal to the permanent worker of the same cadre.

g) No future security for permanent job is given to the contract labours. If contractor of the mill changes the workers are shifted to the new contractor. Any argument or discussion by the contract worker regarding their rights of job or against the any change in his job he may face various problems. Even he might be asked to quit the job.

h) As the contract workers are not allowed for any kind of casual, sick and earned leave, so in case of any domestic or personal problem the workmen remains absent from his duty and didn’t get any wages or allowance for the day or days which creates a big economical problem before him.

4. **Problems related to Social Security:** The quest for social security and freedom from want and distress has been the consistent urge of man through the ages. This urge has assumed several forms according to the needs of the
people and their level of social consciousness, the advancement of technology and the peace of economic development.\textsuperscript{5} “Social security envisages that the members of a community shall be protected by collective action against social risks causing undue hardship and privation to individuals whose private resources can seldom be adequate to meet them. It covers through an appropriate organisation, certain risks to which a person is exposed”\textsuperscript{6}. “These risks are such that an individual of small means cannot effectively provide for them by his own ability or foresight alone or even in private combination with his colleagues”\textsuperscript{7}.

Social security not only protects the employee but also his entire family by providing benefits in financial security and health care. Social security guarantees at least long term sustenance to the families in case when their earning member dies, retires or suffers from any disability. Hence social security helps in providing the people insurance and assistance for their own future. The success of such schemes depends on the mutual and active support of both employer and employee.

The principal social security laws enacted in India are the following\textsuperscript{8}:

1. The Employees’ State Insurance Act, 1948 (ESI Act) which covers factories and establishments with 10 or more employees and provides for comprehensive medical care to the employees and their families as well as cash benefits during sickness and maternity, and monthly payments in case of death or disablement.

2. The Employees’ Provident Funds & Miscellaneous Provisions Act, 1952 (EPF & MP Act) which applies to specific scheduled factories and establishments employing 20 or more employees and ensures terminal benefits to provident fund, superannuation pension, and family pension in case of death during service. Separate laws exist for similar benefits for the workers in the coal mines and tea plantations.

3. The Employees’ Compensation Act, 1923 (WC Act), which requires payment of compensation to the workman or his family in cases of employment related injuries resulting in death or disability.

4. The Maternity Benefit Act, 1961 (M.B. Act), which provides for 12 weeks wages during maternity as well as paid leave in certain other related contingencies.
5. The Payment of Gratuity Act, 1972 (P.G. Act), which provides 15 days wages for each year of service to employees who have worked for five years or more in establishments having a minimum of 10 workers.

In many of the developed countries social security schemes are linked to wage employment but in our country the situation is all different as there is no universal social security system existing here. Approx, 92% of the total workforce in India, work under the informal sector which is largely unrecorded and thus creates difficulty in system of payroll deductions.

In CPP this problem is not seen among the skilled employees but the unskilled ones appointed on the contract basis suffer it. The job of unskilled worker is secured only till the contractor has his agreement of supplying the labours to the plant on contract basis. This is the loss for both employee and organization. CPP provides various fund facilities to their permanent and skilled employees like medi claim policy (provided to them, their wives and two children below 21 years of age), rehabilitation funds, group personal accident policy etc. But here again the unskilled workers are deprived from such benefits. Some of such problems faced by the contract workers are as:

a) Benefits of ESI are available for these workers but to avail these benefits long procedures formalities and time makes it difficult.

b) The uneducated workers even face the problem in getting the benefits under ESI Act and have to depend on the guidance of others to avail such benefit.

c) No medi claim or life insurance facility is provided to the workers other than ESI.

d) If any worker meets with an accident outside the mill campus then he has to spend all the expenditure on his treatment by his own. Contractor or any other person can help him by providing him loan.

e) In view of the good hospital facilities, most of the treatments are taken at Haldwani, Rudrapur or Bareilly which becomes major problem for the workmen to meet the expenditure of medical treatment of his or his family member in these places far away from their working place.

5. Problems related to housing: Out of three basic necessities of life that is: food, clothing and shelter; shelter is very important for human survival. Proper housing facility helps in improving physical and mental health of the
employee and thus helps in keeping up his morale. Healthy, safe and comfortable residential area helps in both physical and mental development of the employee. In present era industrialization and increasing cost of construction of houses has given a rise to problems related to housing. Due to these problems employees who come to other places for their job have to pay unnecessary increased rent for the houses taken on rent. Even the houses provided by the landlord are also not in good condition i.e. having no proper facility of lighting, ventilation and neatness. According to Worker’s Housing Recommendation, 1961 (No. 115), the 45th ILC session (28 Jun 1961) recommends that each member should, within the framework of its general social and economic policy, give effect to the following General Principles in such manner as may be appropriate under national conditions:

Housing Standards: As a general principle, the competent authority should, in order to ensure structural safety and reasonable levels of decency, hygiene and comfort, establish minimum housing standards in the light of local conditions and take appropriate measures to enforce these standards.

**General Considerations:**

1. The housing standards referred in Housing Standards above should relate in particular to-
   a. the minimum space per person or per family as expressed in terms of one or more of the following, due regard being had to the need for rooms of reasonable dimensions and proportions:
      i. floor area;
      ii. cubic volume; or
      iii. size and number of rooms;
   b. the supply of safe water in the workers’ dwelling in such ample quantities as to provide for all personal and household uses;
   c. adequate sewage and garbage disposal systems;
   d. appropriate protection against heat, cold, damp, noise, fire, and disease-carrying animals, and, in particular, insects;
   e. adequate sanitary and washing facilities, ventilation, cooking and storage facilities and natural and artificial lighting;
f. a minimum degree of privacy both-
   i. as between individual persons within the household; and
   ii. for the members of the household against undue disturbance
       by external factors; and

g. suitable separation of rooms devoted to living purposes from quarters
   for animals.

2. Where housing accommodation for single workers or workers separated
   from their families is collective, the competent authority should establish
   housing standards providing, as a minimum, for-
   a. A separate bed for each worker;
   b. Separate accommodation of the sexes;
   c. Adequate supply of safe water;
   d. adequate drainage and sanitary conveniences;
   e. adequate ventilation and, where appropriate, heating; and
   f. common dining rooms, canteens, rest and recreation rooms and health
      facilities, where not otherwise available in the community.

3. Workers' housing standards should be revised from time to time to take
   account of social, economic and technical development and increases of
   real income per head.

4. In general, and in localities where employment opportunities are not of a
   temporary character, workers' housing and related community facilities
   should be of durable construction.

5. The aim should be to construct workers' housing and related community
   facilities in the most suitable materials available, having regard to local
   conditions, such as liability to earthquakes.

In case, housing facility is not provided to the workers, House Rent Allowance
(HRA) is being paid to them. Here in CPP skilled or permanent workers are
provided with housing facilities and if they don’t take the housing facility they
are given HRA (House Rent Allowance) but the contract or unskilled workers
have to search their shelter themselves as many of them are migrants. They are
not provided with housing facilities or HRA, which forces them to live in
unhealthy environment as their wages are not sufficient to pay the higher rents demanded by the landlords. So the contract labours are compelled to live in slums or huts. They even can’t keep their families with them as these slum areas always face basic problems of water, light, cleanliness and even theft cases are seen.

No transportation facility is available to the contract employees to reach the mill from their residential places while the permanent employees are provided with this facility.

6. Problems related to education of employees wards: Education is one of the most essential need for the society. An uneducated person is just a liability for his family, society and nation. Even due to the importance of education only the government of India has made a provision of Free and Compulsory Elementary Education up to the age of 14 years under one of its program i.e. Sarva Shiksha Abhiyan. Government of India under Ministry of Labour and Employment has led down the provision that employees should be paid monthly education allowance to their wards studying in schools or colleges.

No schooling facility is provided inside the factory campus for the wards of workers working in the mill. Every contract labour living with his family sends his ward to Government schools, colleges or some low paid private schools or some families remain at their villages only. Few labours also send their wards to the nearby cities for fulfilling their educational needs. But in this case no transportation facility is provided to these children either by the contractor or by the company.

7. Problems related to medical needs: “Health is Wealth” according to this famous proverb it is clearly stated that health is much more important than wealth and only a healthy person is able to work efficiently and earn sufficient wages and salaries for his survival. The provisions for medical related needs under the Employee State Insurance Act, (ESIC) 1948, are as:

The Employee State Insurance Act, (ESIC) 1948, is a piece of social welfare legislation enacted primarily with the object of providing certain benefits to employees in case of sickness, maternity and employment injury and also to make provision for certain others matters incidental thereto. The Act in fact tries to attain the goal of socio-economic justice enshrined in the Directive principles of state policy under part 4 of our constitution, in particular articles 41, 42 and 43 which enjoin the state to make effective provision for securing, the right to work,
to education and public assistance in cases of unemployment, old age, sickness and disablement. The act strives to materialize these avowed objects through only to a limited extent. This act becomes a wider spectrum than factory act. In the sense that while the factory act concerns with the health, safety, welfare, leave etc of the workers employed in the factory premises only. But the benefits of this act extend to employees whether working inside the factory or establishment or elsewhere or they are directly employed by the principal employee or through an intermediate agency, if the employment is incidental or in connection with the factory or establishment.

**Benefits under the Scheme**

Employees covered under the scheme are entitled to medical facilities for self and dependants. They are also entitled to cash benefits in the event of specified contingencies resulting in loss of wages or earning capacity. The insured women are entitled to maternity benefit for confinement. Where death of an insured employee occurs due to employment injury or occupational disease, the dependants are entitled to family pension. Various benefits that the insured employees and their dependants are entitled to, the duration of benefits and contributory conditions thereof are as under:

1. **Medical Benefits**
   - From day one of entering insurable employment for self and dependants such as spouse, parents and children own or adopted.
   - For self and spouse on superannuation subject to having completed five years in insurable employment on superannuation or in case of having suffered permanent physical disablement during the course of insurable employment.

2. **Sickness Benefits**
   - Sickness benefit is payable to an insured person in cash, in the event of sickness resulting in absence from work and duly certified by an authorised insurable medical officer/practitioner.
   - The benefit becomes admissible only after an insured has paid contribution for at least 78 days in a contribution period of 6 months.
• Sickness benefit is payable for a maximum of 91 days in two consecutive contribution periods.

3. **Extended Sickness Benefit**

• Extended sickness benefit is payable to insured persons for the period of certified sickness in case of specified long-term diseases that need prolonged treatment and absence from work on medical advice.

• For entitlement to this benefit an insured person should have been in insurable employment for at least 2 years. He/she should also have paid contribution for a minimum of 156 days in the preceding 4 contribution periods or say 2 years.

• ESI is payable for a maximum period of 2 years on the basis of proper medical certification and authentication by the designated authority.

• Amount payable in cash as extended sickness benefit is payable within 7 days following the submission of complete claim papers at the local office concerned.

4. **Enhanced Sickness Benefit**

• This cash benefit is payable to insured persons in the productive age group for undergoing sterilization operation, viz., vasectomy/tubectomy.

• The contribution is the same as for the normal sickness benefit.

• Enhanced sickness benefit is payable for 14 days for tubectomy and for seven days in case of vasectomy.

5. **Maternity Benefit**

• Maternity benefit is payable to insured women in case of confinement or miscarriage or sickness related thereto.

• For claiming this an insured woman should have paid for at least 70 days in 2 consecutive contribution periods i.e. 1 year.

• The benefit is normally payable for 12 weeks, which can be further extended up to 16 weeks on medical grounds.
• The rate of payment of the benefit is equal to wage or double the standard sickness benefit rate.

• The benefit is payable within 14 days of duly authenticated claim papers.

6. Disablement Benefit

• Disablement benefit is payable to insured employees suffering from physical disablement due to employment injury or occupation disease.

7. Dependents Benefit

• Dependents benefit [family pension] is payable to dependants of a deceased insured person where death occurs due to employment or occupational disease.

• A widow can receive this benefit on a monthly basis for life or till remarriage.

• A son or daughter can receive this benefit till 18 years of age.

• Other dependants like parents including a widowed mother can also receive the benefit under certain condition.

• The rate of payment is about 70% of the wages shareable among dependants in a fixed ratio.

• The first installment is payable within a maximum of 3 months following the death of an insured person and thereafter, on a regular monthly basis.

8. Other benefits like funeral expenses, vocational rehabilitation, free supply of physical aids and appliances, preventive health care and medical bonus.

Obligations Of Employers

1. The employer should get his factory or establishments registered with the E.S.I. Corporation within 15 days after the Act becomes applicable to it, and obtain the employers Code Number.

2. The employer should obtain the declaration form from the employees covered under the Act and submit the same along with the return of declaration forms, to the E.S.I. office. He should arrange for the allotment of Insurance Numbers to the employees and their Identity Cards.
3. The employer should deposit the employees’ and his own contributions to the E.S.I. Accounting the prescribed manner, whether he has sufficient resources or not, his liability under the Act cannot be disputed. He cannot justify non-payment of E.S.I. contribution due to non-availability of finance.

4. The employer should furnish a Return of Contribution along with the challans of monthly payment, within 30 days of the end of each contribution period.

5. The employer should not reduce the wages of an employee on account of the contribution payable by him (employer).

6. The employer should cause to be maintained the prescribed records/registers namely the register of employees, the inspection book and the accident book.

7. The employer should report to the E.S.I. authorities of any accident in the place of employment, within 24 hours or immediately in case of serious or fatal accidents. He should make arrangements for first aid and transportation of the employee to the hospital. He should also furnish to the authorities such further information and particulars of an accident as may be required.

8. The employer should inform the local office and the nearest E.S.I. dispensary/hospital, in case of death of any employee, immediately.

9. The employer must not put to work any sick employee and allow him leave, if he has been issued the prescribed certificate.

10. The employer should not dismiss or discharge any employee during the period he/she is in receipt of sickness/maternity/temporary disablement benefit, or is under medical treatment, or is absent from work as a result of illness duly certified or due to pregnancy or confinement.

CPP has provided its employees with a first aid centre within its campus. Employees can only get the first aid facility there. In case of any emergency they have to refer to other hospitals in nearby cities like Rudrapur, Haldwani etc. Ambulance facility is provided to the employees by the company. No further benefits covered under the various acts laid up by the Government of India or State is being provided to the contract labours. Even the contract labours have no facility to avail sick leave, casual leave or earn leave, hence if they have any urgent domestic work or any causality in family or ill health they have to work in such condition also as remaining absent from duty reduces their earning.

8. **Problems related to environmental pollution:** Environment comprises of the surrounding, conditions and influences where we live. Every individual
wants the environment where he lives to be safe, healthy and comfortable. Section 12(1) of Factor’s Act lays down, that effective arrangements shall be made in every factory for the treatment of wastes and effluents due to the manufacturing process carried on therein, so as to render them innocuous, and for their disposal.

Due to the establishment of CPP mill in Lalkuan surrounding environment has become polluted. The smoke coming out of the mill has given rise to air pollution and the effluents coming out of the factory pollutes the nearby water. The eucalyptus trees grown in the nearby area for getting raw material for the mill is also responsible for the decrease in underground water level which in turn is giving rise to the shortage of water availability in the nearby areas. Moreover the foul smell coming from the mill has become a nuisance for the people living there as well as the one passing from the Lalkuan city.

Hence keeping in view the different security and welfare acts of the Government of India or State, the question arises that whether the factory (Century Pulp & Paper Mill, Lalkuan) follows the norms laid down in these acts or not. And while going through the above research, it would be pertinent to say that the unskilled workers fall under the unorganized sector and that’s why they could not present their grievances before a suitable authority. As there is no grievance handling system for the contract labours and in case of any injustice or misbehave from the contractor or contractor’s supervisor workers are only the sufferer and at loss. Practically it becomes difficult for them to take legal stand against contract or management. The contract workers have nothing to prove the charges against the contractor as they neither have money nor any support of trade unions or various organizations. Therefore it can be concluded that the working conditions for skilled or permanent workers in CPP is not so tough in comparison to the unskilled ones. As the unskilled or the contract workers are being deprived from the various benefits which an employee should get from his job. Even their jobs are also not secured in CPP. They are fully dependent on the agreement of their contractor with the Mill.

After going through the various provisions being laid up by the government of India or State and the problems being faced by the contract workers in CPP on non fulfillment of these provisions let us go through some of the Facilities being provided by CPP to the contract workers in normal course as implementation of laws along with the problems being faced by the management in providing such facilities to their employees.

Facilities being provided to the employees in CPP are as:
1. Fix duty hours.

2. Payment for overtime.

3. Proper lightning and drinking water.

4. Number of urinals and latrines are maintained.

5. Card and register for attendance, wages etc which are being checked by the company staff from time to time.

6. Subsidized tea, snacks and breakfast.

7. Personal protective equipments being provided to each workman (helmets, goggles, ear plugs, safety belts, dust masks etc.)

8. Actual PF and ESL contribution deduction from contractor’s bills and proper management to deposit it to concern departments.

9. Checking and arranging payment in presence of company staff.

10. Bonus payment to contract labour.

11. Help in taking advance from PF.


13. The company staff helps the employees in getting ESI benefits and fulfilling the formalities required.

14. Medical consultancy at company dispensary free of cost.

15. Some wage increment at the time of tri yearly agreements with trade unions.

16. Awareness training to upkeep the general and safety knowledge is given by CPP staff.

17. Company working for community development by facilitating the people of surrounding in education, health, social and agricultural areas.

Problems being faced by management of CPP in providing such facilities to their employees other than routine jobs are as:

1. Control Absenteeism.

2. Control leaves.
3. Maintain discipline (in-out time, leaving duty place, quarreling etc)

4. Control on overtime work.

5. Implementation of safety measures or enforcement of the policy to adopt or use PPEs.

6. In case of any misconduct it becomes difficult to prove it.

7. To ask quick and in-time work to employees.

8. To maintain cleanliness and control the sabotage, theft by any reason knowingly or unknowingly.

9. Late arrival of staff buses in shifts.

10. Transportation of employees wards to different schools at different timings.

11. Control advance against wages to permanent workers.

12. Difficulty in vacating the rooms and unauthorized occupation of quarters.

13. Problem of cleaning the residential colonies and drinking water.

14. Inter-union rivalry creates problem in quarter allotment, promotions, increment, transfer etc.

15. Disposal of solid wastes.


17. Bad smell and dust management.

Therefore, by observing the above points researcher comes to the conclusion that the facilities being provided to the employees in CPP fall under the provision of various laws and the management in turn has to face various problems in fulfilling these facilities but then also the workers specially the contract workers are not able to get all the benefits being provided by the company as the contract workers are the whole sole responsibility of the contractors and what so ever is being provided to the workers goes through them only, so it is possible that the unskilled or the contract workers are deprived from such benefits due to this reason only. Hence in short it can be concluded that due to the various working and socio-economic problems mentioned in the chapter the life of the workers, especially unskilled workers and their family becomes tough for them.
REFERENCES:


6. *Ibid*


8. http://www.labour.nic.in/content/division/social-security.php


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