

CHAPTER VI

TABULATION AND ANALYSIS OF INFORMATION COLLECTED
FROM CONTRACTORS

TABLE 1

NUMBER OF CONTRACTORS IN NUMBER OF COMPANIES.

NO. OF CONTRACTORS	NO. OF COMPANIES
1	3
2	4
4	1
7	1
=====	=====
22	9
=====	=====

TABLE 1 shows the number of contractors surveyed in each company.

TABLE 2

NUMBER OF CONTRACT EMPLOYEES

< 10	4
< 20	9
< 50	5
< 100	2
> 100	2

=====
22
=====

TABLE 2 shows the number of contract employees employed by each Contractor.

In Table 1 and 2 are given the details regarding the number of contractors surveyed in each company, and the number of employees each of them has.

TABLE 3

NATURE OF JOBS DONE

LABOUR SUPPLY	3
FABRICATION	2
ERECTION	1
STEEL CUTTING	3
GRINDING	2
INSPECTION	1
REFRACTORY WORK	1
CLEANING	5
SHOT BLASTING	1
CANTEEN	2
LOADING/UNLOADING	1

CIVIL	1
ELECTRICAL/ MECH.MAINT.	2
SANITATION	1
WATER FILLING	1
MATERIAL HANDLING	1
GARDEN MAINT.	1

TABLE 3 lists the nature of jobs performed by the Contractors in the Companies where they work.

Table 3 gives description and nature of job performed by contractors as can be seen from the descriptions, a large number of them are done generally by permanent employees, such as grinding, inspection, shot blasting steel cutting, refractory work, maintenance and material handling. Some of them however are jobs

which have traditionally been allotted to contractors such as garden maintenance, canteen while fabrication and erection could be said to be temporary and non production related like civil work, labour supply is generally the supply of labour against work of a permanent nature in production or production related jobs.

TABLE 4

LOCATION OF CONTRACTS

ONLY HERE	18
ELSEWHERE	4
	=====
	22
	=====

TABLE 4 shows that 18 Contractors have contracts only in a single Company. 4 have Contracts in other

companies as well. 4 out of 22 contractors surveyed have contracts in other companies as well; while on one hand the vast majority have only this one contract, there is some indication that being a contractor to an Engineering Industry is turning into profession.

TABLE 5

POSSESSION OF LICENCE

YES	12
NO	10
	=====
	22
	=====

TABLE 5 shows that 12 out of 22 have licences whereas 10 do not. It is a requirement that a contractor employing more than 20 employees should obtain a licence. These contractors appear to be Law abiding at

least in this respect that 12 out of 22 do have a licence whereas as per the data given in table 2, 13 contractors employ less than 20 employees each.

TABLE 6

TYPE OF WORKMEN EMPLOYED

HIGHLY SKILLED	1
SKILLED	1
SEMI SKILLED	11
UN-SKILLED	22

TABLE 6 shows the number of Contractors who have workmen in various skill levels i.e. Highly-skilled, Skilled, Semi-skilled and Un-skilled. The preponderance are in un-skilled employment though a good 50 % of the contractors have workmen in semi-skilled level also.

TABLE 7

AMOUNT OF WAGES PAID

MIN.	14
< MIN	4
> MIN	4
	=====
	22
	=====

TABLE 7 gives the break up of Contractors as to whether they pay minimum, less than minimum or more than minimum wages.

In table 7, by their own admission 4 of the contractors are paying less than minimum wage. They are not only aware that they are committing a breach but are freely admitting that they do so.

Here by minimum is meant the minimum wages payable under the Minimum Wages Act, to workmen in Engineering Industry.

TABLE 8

WHAT IS THE PRESENT MINIMUM WAGE

CORRECT FIGURE		11
WRONG FIGURE	MORE	2
	LESS	1
DONT KNOW		8
		=====
		22
		=====

TABLE 8 shows the responses to the question regarding what the minimum wages in an Engineering Industry are today.

Table 8 present data relating to the contractors knowledge information on what the curent minimum wage is. Half the number have the correct figure . 3 gave wrong figure (2 more and 1 less) and 8 did not know.

That half the population stated that they were unaware what the minimum wage is or gave the wrong figure is significant because it reflects the status of affairs when the person responsible for payment not below a certain figure, is unable to say what that figure is.

TABLE 9

WHETHER ESI, PF & BONUS ARE PAID

ESI

YES	20
NO	2
	=====
	22
	=====

PROVIDENT FUND

YES	20
NO	2
	=====
	22
	=====

BONUS

YES	10
NO	6
GIFT	6
	=====
	22
	=====

TABLE 9 gives the responses regarding whether ESI, PF and Bonus are paid by the Contractor or not.

Table 9 states that:

a) ESI :-

2 contractors did not extend this facility to their employees. It must be remembered that one of them is not liable to pay ESI. The other is not extending this facility to his employees though he is supposed to do so.

b) PROVIDENT FUND : -

2 out of 22 did not extend the facility of Provident

Fund though all are supposed to do so. This is once again a clear breach of the prevailing law.

c) BONUS:-

12 out of 22 state that they did not pay Bonus. Out of these 6 say that they are paying some form of gift or Bakshis.

Hence it is seen that the law relating to ESI, PF and BONUS is not entirely complied with, as some of the contractors do not extend these facilities to their employees, though they are supposed to do so.

TABLE 10

PROVISION OF CERTAIN FACILITIES

PERSONAL PROTECTIVE EQUIPMENT

YES	8
NO	14
	=====
	22
	=====

CANTEEN

YES	14
NO	8
	=====
	22
	=====

LEAVE WITH WAGES

YES	10
NO	12
	=====
	22
	=====

OVERTIME

SINGLE	13
DOUBLE	6
1.5	3
	=====
	22
	=====

HOURS OF WORK

8 18

8.5 2

9 1

10 1

=====

22

=====

TABLE 10 gives the responses to questions relating to provisions of Personal Protective Equipment, Canteen facilities Leave with Wages, Overtime at double rate and hours of work.

8 out of 22 contractors say that Personal Protective Equipment is provided, and this is inspite of no obligation to do so. In the same way subsidized canteen facilities are also given in 14 cases.

Leave with wages are not provided by 12 out of 22 contractors, by their own admission. Overtime is compensated at double rate as it should be by only 6

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out of 22, and in 4 cases hours of work are longer than the normally permissible eight per day.

In case of Personal Protective equipment a significant number do provide this though it is not obligatory to do so. In all the other cases i.e. hours of work, overtime, leave with wages and canteen a good portion of the contractors do not comply with the law as it prevails at the present time. There is a breach here also.

TABLE 11

PERFORMANCE OF SAME JOB AS REGULAR EMPLOYEES

YES	9
NO	13
	=====
	22

TABLE 11 gives the responses to the question as to whether Contractors employees work on the same jobs as Company workers or not. In 9 out of 22 cases they do so. Contract employes are doing not only peripheral jobs, but are also engaged on the same jobs as the company employees themselves.

TABLE 12

REASONS FOR GIVING JOBS ON CONTRACT

COST

MANPOWER NOT AVAILABLE

CANNOT SAY

WORK DONE FASTER

WORK SMOOTHLY

ABSENTEEISM

LESS BURDEN TO THE COMPANY.

MORE OUTPUT PER MAN

CONTRACTORS PROVIDE BETTER SUPERVISION

LESS MEN, LESS PROBLEM TO COMPANY.

URGENT WORK DONE QUICK

BEST SERVICES

COMPANY MEN CONCENTRATE ON PRODUCTION

BENEFIT TO COMPANY BUT CANNOT SAY WHAT

CANT FORM UNION

CAN WORK DURING STRIKE

SUPERVISION COSTS SAVED

SPECIAL JOBS BY CONTRACTOR ONLY.

SOLVES COMPANY LABOUR PROBLEM

EFFICIENT TO CONTROL MORE WORKERS

WORKERS LESS, WORK DONE MORE

TABLE 12 lists the reasons given by the Contractors as to why the Company has decided to give job on Contract. The responses given are quite mixed on the one hand, on the other reflect quite a lot of insight on the part of the contractors as to the reasons for giving jobs on contract. Responses such as cost work done faster, work done smoothly, solves company labour problem and workers less but work done more, are in

sharp contrast with responses such as cannot say and company men can concentrate on production.

TABLE 13

TERMINATION OF CONTRACT

YES	1
NO	21
	=====
	22
	=====

TABLE 13 shows that 21 Contractors have never had their Contract terminated, only one had such an experience. In this case all the employees were taken as company casuals.

TABLE 14

LENGTH OF TIME WORKING AS CONTRACTORS

< 1 YEAR	NIL
1 TO 3 YEARS	8
4 TO 7 YEARS	10
8 TO 10 YEARS	4
	=====
	22
	=====

TABLE 14 gives the length of time for which the respondents have been employed as Contractors.

This is one more proof that things are moving towards permanency of contract employment and having the contractors as a profession.

TABLE 15

LENGTH OF TIME CONTRACT MAY RUN IN FUTURE

< 1 YEAR	1
1 TO 3	3
4 TO 7	2
DONT KNOW	7
Permanently	6
Till required	3
	=====
	22
	=====

TABLE 15 answers the question as to how much more time in years the respondents feel that they will be required to work as Contractors. 6 out of 22 feel that the contract system will run permanently. Other figures given present a mixed bag of data.

TABLE 16

EXPERIENCE WITH OFFICE OF DY.COMMISSIONER OF LABOUR

LABOUR OFFICE EXPECTS MONEY	3
DONT KNOW	1
DELAYS	2
NO CLEAR GUIDANCE	2
NO PROBLEM	7
COMPANY TAKES CARE	
FOR ALL CONTRACTORS	7

TABLE 16 gives the responses relating to the experience of contractors with the Office of the Deputy Office of Labour with specific reference to obtaining and renewing the licence and inspection visits.

Contractors experience and perception of the Office of Deputy Commissioner of Labour gives 3 clear responses that Labour Office expects money. 7 other respondents

state that the company takes care of the Labour Office for all the contractors. 7 respondents state no problem. None of the respondent say anything in favour of the Labour office.

TABLE 17

SUGGESTIONS FOR MAKING IMPLEMENTATION OF CONTRACT
ACT EASIER

RED TAPISM	1
DONT KNOW	21
	=====
	22
	=====

TABLE 17 shows that only one contractor had stated that reduction in Red Tapism will make the implementation of the Contract Act easier. All others have no suggestion to make.

TABLE 18

IS ACT AT ALL IMPLEMENTABLE

YES 2

DONT KNOW 17

NO RESPONSE 3

=====

22

=====

TABLE 18 answers to the question whether the Act is implementable as it is.

20 out of 22 say that they do not know or cannot say whether the act is implementable as it is.

TABLE 19

STATUS OF UNIONISATION OF CONTRACT EMPLOYEES

YES	3
NO	19
	=====
	22
	=====

TABLE 19 shows the position of Unionisation of Contract employees.

3 contractors say that their employees are unionised. This indicates an extremely low level of unionisation. this is inspite of the fact that as reported earlier the majority of regular employees in all the companies surveyed are unionised. It would appear that in general the contract employees are a disorganised or backward sector.

TABLE 20

ATTITUDE OF UNION OF COMPANY EMPLOYEES

NO OPPOSITION	
NON INTEFERING	3
NO COMPLAINT	
INVOLVED IN ORGANISING UNION AND APPROACHED COURT.	
INTERVENING WITH A VIEW TO ORGANISE	
NO UNION IN COMPANY	2
FAVOURABLE TO CONTRACT SYSTEM	2
NO RESPONSE	
GOOD	4
ACCEPTED CONTRACT SYSTEM	
HELPFUL	
NO FINANACIAL DEMANDS	
NO COMMUNICATION WITH UNION	
CO-OPERATIVE	
DO NOT KNOW	

TABLE 20 gives the responses to the question regarding the attitude of the Union of the company employees towards the system, towards the Contractor and towards the Contract employees.

Table 20 indicate that the union of the company employees either neglects the contract employees or is in favour of the contract system and only in 2 cases has there been any intervention with a view to unionise the contractors employees.

In a given company it is conceivable and that the company workers are unionised while the contractor workers are not. The existing union display mostly disinterest. There is an appearance of co-operation and connivance in the Contract system by the Company union. Instead of seeking to unionize the contract employees or instead of fighting on their behalf, it appears that the existing union neglects them and is in fact favourable towards the contract system.

TABLE 21

CONTRACT EMPLOYEE TERMINATED

NOT TERMINATED 12

YES 10

=====

22

=====

TABLE 21 shows that 12 contractors have never terminated any employee of their own whereas 10 of them had done so and faced no problem.

This is true except in 1 case where there is a court matter in progress and the terminated employee tried to catch hold of the contractor on the road.

Table 21 indicates that by and large there are no problems between the Contractor and their employees.

Close to half the Contractors had terminated some of the employees but it was only in one case that any problem was faced.