

CHAPTER VII

ANALYSIS OF THE DATA COLLECTED FROM CONTRACT EMPLOYEES NINE COMPANIES WERE SURVEYED AND ARE LABELED CONSECUTIVELY FROM NO. 1 TO NO. 9 IN ALL THE FOLLOWING TABLES. TOTAL OF 131 CONTRACT EMPLOYEES WERE INTERVIEWED.

TABLE 1

	1	2	3	4	5	6	7	8	9	Total
UP TO 20 YRS.	1	-	-	1	-	-	-	-	-	2
21 TO 25 YRS.	10	8	1	3	3	3	1	6	12	47
26 TO 30 YRS.	12	3	5	2	1	5	9	5	10	52
31 TO 35 YRS.	2	3	-	-	-	3	5	1	3	17
36 TO 40 YRS.	1	-	-	1	1	-	2	1	2	8
41 TO 45 YRS.	-	-	-	1	-	-	-	-	-	1
46 TO 50 YRS.	-	-	-	1	-	-	1	-	1	3
OVER 50 YRS.	-	-	-	-	1	-	-	-	-	1
TOTAL	26	14	6	9	6	11	18	13	28	131

TABLE 1 shows the distribution of the contract employees in each company by age. From the table, it becomes clear that the majority of them are between the ages 26 to 30 years; 52 nos. Another 47 are between the age 21 to 25 years. This is young group with 75.57% of the population between 21 and 30 years of age.

TABLE 2

EDUCATIONAL QUALIFICATIONS

NONE	3	1	-	4	-	-	1	-	1	10
BELOW 5 STD.	2	3	-	3	1	6	1	2	6	24
5 TO 9 STD.	15	5	3	2	1	3	9	6	16	60
10 -12 STD.	4	5	3	-	4	2	6	4	3	31
OVER 12 LESS THAN GRADUATION	1	-	-	-	-	-	-	1	-	2
GRAD/ DIPLOMA	1	-	-	-	-	-	1	-	2	4
TOTAL	26	14	6	9	6	11	18	13	28	131

TABLE 2 shows the distribution of contract employees in each company by number of years he has been to school. 60 out of 131 employees have studied between 5 and 9 years forming the majority i.e. 45.80% of the total.

Most of the responses show a very poor standard of education which would seem to indicate that having had very little education almost necessarily forces these workmen to gravitate towards employment with a contractor since they are unqualified for employment with companies.

TABLE 3

DESIGNATION

WATCHMAN	-	-	-	-	-	-	-	-	4	4
OPERATOR	-	-	-	-	-	-	-	-	1	1
COOK	-	-	-	-	-	-	-	1	-	1
FITTER	1	-	-	-	-	-	-	-	4	5
BANDSAW OP.1	-	-	-	-	-	-	-	-	-	1
HELPER	22	9	6	3	4	10	6	3	7	70
SUPERVISORS1	-	-	-	-	1	-	3	2	-	7
WELDER	1	-	-	-	-	-	-	-	3	4
GRINDER	-	3	-	-	-	-	-	-	3	6
SWEEPER	-	2	-	1	-	-	-	2	6	11
GARDENER	-	-	-	3	-	1	-	-	-	4
CARPENTAR	-	-	-	2	-	-	-	-	-	2
WAITER	-	-	-	-	1	-	-	1	-	2
CANTEEN BOY-	-	-	-	-	-	-	8	4	-	12
OFFICE BOY	-	-	-	-	-	-	1	-	-	1

TOTAL	26	14	6	9	6	11	18	13	28	131

TABLE 3 shows the distribution by designation 76 of the contract employees i.e. 58.02% have been called Mazdoors or Helpers. While this is a generic title or designations, based on the data in previous chapters it can be concluded that these workmen are also in fact doing production or production related work. Besides this, some designations are from the name itself doing production work such as Band Saw Operator, Welders Grinder, Fitter and operator.

TABLE 4

PAST EXPERIENCE IN YEARS

< 1	8	11	6	6	5	4	14	5	11	70
1 TO 3	8	1	-	1	1	3	4	6	8	32
4 TO 6	5	2	-	2	-	4	-	2	4	19
7 TO 10	5	-	-	-	-	-	-	-	5	10

TOTAL	26	14	6	9	6	11	18	13	28	131

TABLE 4 shows the length of past experience of the persons surveyed. 70 of them i.e.55.44% have less than one year experience.

TABLE 5

LENGTH OF TIME EMPLOYED IN YEARS

< 1	7	1	1	4	-	1	-	4	11	29
1 TO 3	8	4	-	4	-	9	4	5	10	44
4 TO 6	8	9	5	1	5	1	1	3	7	40
7 TO 10	3	-	-	-	1	-	13	1	-	18

	26	14	6	9	6	11	18	13	28	131

TABLE 5 shows the length of time for which these contract employees have been employed by the present contractor. 44 of them or 33.59% have been working for

this contract or for between 1 and 3 years. 40 i.e. 30.53% have been working for the present contractor for between 4 and 6 years.

TABLE 6

LENGTH OF TIME WORKED IN PRESENT COMPANY IN YEARS.

< 1	6	2	1	5	-	1	-	-	-	15
1 TO 3	9	4	-	3	-	9	3	4	14	46
4 TO 6	7	8	5	1	6	1	2	6	9	45
7 TO 10	4	-	-	-	-	-	13	3	5	25
	26	14	6	9	6	11	18	13	28	131

TABLE 6 shows the length of time for which the contract employees have been working in the present company. 46 of them i.e. 35.11% have been working in the present company for between 1 and 3 years and 45 i.e. 34.35% of them have been working in the present company for between 4 and 6 years.

Data presented in Table 4,5 and 6 would seem to indicate that employees have been working with the present contractor and in the present company for a not inconsiderable length of time.

TABLE 7

LENGTH OF TIME ENGAGED IN THE PRESENT JOB.

< 1	8	-	1	4	-	1	-	-	-	14
1 TO 3	8	4	-	3	-	9	3	4	14	45
4 TO 6	7	3	5	2	6	1	2	6	10	42
7 TO 10	3	7	-	-	-	-	13	3	4	30

	26	14	6	9	6	11	18	13	28	131

TABLE 7 shows the length of time for which the contract employees have been engaged in the present job. 45 of

them i.e. 34.35% have been working on the present job for between 1 and 3 years and 42 of them i.e.32.06% have been working on the present job for between 4 and 6 years.

TABLE 8

ANOTHER JOB IN THE SAME COMPANY.

WELDER	1	-	1	-	-	-	-	-	-	2
DRIVER	1	-	-	-	-	-	-	-	-	1
HELPER	4	-	-	-	1	3	1	1	4	14
GRINDER	-	2	-	-	-	-	-	-	1	3
OFFICE BOY-	-	-	-	-	-	-	1	-	-	1
YES	4	-	3	1	1	-	-	3	5	17
NIL	16	12	2	8	4	8	16	9	18	93

	26	14	6	9	6	11	18	13	28	131

TABLE 8 shows the number of respondents who have been working on some other job in the same company at an earlier date. A majority i.e. 93 of them or about 71 % have held no other job in the present company. 14 of them or 10.69% have been working in the same company earlier as helpers.

Data presented in Table 7 and 8 indicate that the workmen are engaged in the same job for a longer period of time which again shows when taken together with the earlier table 4, 5 and 6 that jobs are permanent in nature and the same contract employees have continued to do them for a longer period of time.

1/4th the employees have been working with some other contractor in some other company which would seem to indicate that being unable to get permanent employment with the company such contract employees go from Contractor to contractor in search of livelihood.

TABLE 9

PREVIOUS EXPERIENCE WITH ANOTHER CONTRACTOR IN SOME
OTHER COMPANY.

YES	13	-	1	3	-	5	3	1	9	35
NO	13	14	5	6	6	6	15	12	19	96
	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
	26	14	6	9	6	11	18	13	28	131
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TABLE 9 shows respondents who have worked with some other contractor earlier. 35 of them or 26.72% have worked with some other contractor earlier and 96 of them or 73.28% have not worked with any other contractor.

TABLE 10

THOSE WHO HAVE WORKED WITH SOME OTHER CONTRACTOR IN THE
SAME COMPANY.

YES	6	-	-	-	1	1	2	3	6	19
NO	20	14	6	9	5	10	16	10	22	112
	26	14	6	9	6	11	18	13	28	131

TABLE 10 shows number of respondents who have worked with some other contractor in the same company earlier. These are 19 in number or 14.50% and 112 of them or 85.50% have not worked with some other contractor in the same company at an early date.

Relatively few workmen have worked with other contractors in the same company. This would once again show that having worked on a particular job, the contract employees continue to do so with the same contractor in the same company.

TABLE 11

WAGE LEVEL OF THE START OF EMPLOYMENT

< MIN	14	11	5	7	3	11	14	12	6	83
MIN.	7	2	1	2	1	-	3	1	22	39
> MIN.	5	1	-	-	2	-	1	-	-	9

	26	14	6	9	6	11	18	13	28	131

TABLE 11 shows the level of wages drawn by each respondent at the time he started working. 83 contractor employees or 63.36% have drawn less than minimum wages at the time he started working ; 39 of them or 29.77% have drawn the stipulated minimum wages. 9 of them or 6.87% have drawn more than minimum at the time of first employment.

TABLE 12

PRESENT LEVEL OF WAGES

< MIN	4	-	1	4	-	11	-	5	1	26
MIN	18	12	5	5	6	-	18	8	27	99
> MIN	4	2	-	-	-	-	-	-	-	6
	26	14	6	9	6	11	18	13	28	131

TABLE 12 shows the level of wages presently being drawn. In case of 26 or 19.85% they are still drawing less than the present minimum wage. 99 of them or 75.77% are drawing the minimum wage and 6 of them are now drawing more than the minimum wage.

Data in Table 11 and 12 show that the contractor at the beginning of the employment pays less than the stipulated minimum wage to about 2/3rd of the employes, and only over a period of time does he increases it to the minimum level. 20% of the employees even at the present time are being paid less than the minimum wage, perhaps because they are new.

TABLE 13

METHOD BY WHICH INCREASE IN WAGES WAS ACHIEVED.

STRIKE	-	-	-	-	5	-	-	-	5	
DA	5	1	-	-	-	-	1	1	8	
MIN.WAGE	2	2	5	-	2	-	-	3	18	37
DONT KNOW	11	5	1	6	2	5	1	3	6	40
GOOD WORK	1	2	-	3	-	-	-	2	2	10
UNION DEMAND	2	4	-	-	2	1	16	4	2	31
	21	14	6	9	6	11	18	13	28	131

TABLE 13 shows the break up of reasons by which the workers achieved an increase in their wages. 37 of them or 28.24% said that the increase is due to the

contractor paying minimum wages. 31 of them or 28.66% say that the increase is due to the demand from their Union. 10 of them or 7.63% attribute the increase to their good work. 8 of them or 6.11% say that the increase is due to rise in the Dearness Allowance and 5 of them from one company say that the increase is due to the strike which took place there.

Except for a small percentage of employee who state that the wage increase given to them was achieved by good work, all others in one form or another attribute in the increase in their wages to some type of concerted action. This would tend to show that in the same way as companies give work on contract for the particular reason that it is cheaper than getting the job done through regular employees so also they seek to get away with paying as little as possible until forced to do otherwise.

TABLE 14

PROVISIONS OF OVERTIME, ESI, PF AND BONUS AND LEAVE WITH WAGES

OVERTIME

YES	5	1	-	3	1	-	11	1	3	25
NO	14	13	-	6	5	11	7	12	19	87
1.5	7	-	6	-	-	-	-	-	6	19

	26	14	6	9	6	11	18	13	28	131

ESI

YES	23	-	6	6	6	5	18	13	28	105
NO	3	14	-	3	-	6	-	-	-	26

	26	14	6	9	6	11	18	13	28	131

PROVIDENT FUND

YES	8	12	6	4	6	-	18	11	26	91
NO	18	2	-	5	-	11	-	2	2	40

	26	14	6	9	6	11	18	13	28	131

BONUS

YES	18	2	6	4	6	-	18	12	10	76
NO	8	12	-	5	-	11	-	1	18	55

	26	14	6	9	6	11	18	13	28	131

LEAVE WITH WAGES

YES	11	-	-	4	5	1	18	11	15	65
NO	15	14	6	5	1	10	-	2	13	66

	26	14	6	9	6	11	18	13	28	131

TABLE 14 relates to payment of Overtime, ESI, PF, Bonus and Leave with Wages.

Overtime :

87 respondents or 66.41% say that they do not receive any extra wages for overtime. 19 respondents or 14.5% receive wages at the rate of one and a half times the normal wages for extra work done. The balance i.e. 25 or 19% receive double the rate which is in fact the rate that all should receive. Their non receipt of double rate constitute a breach of the law.

ESI :

105 respondents state that they have been covered by ESI 26 of them or 19.85% say that the benefits of ESI are not available to them.

PF :

91 employees or 30.53% are in receipt of PF and 40 of them are not.

Bonus:

76 employees or 58.02% state that they are in receipt of 8.33% of their wages as Bonus. 55 of them or 41.98% do not receive any Bonus.

Leave with Wages :

66 respondents or 50.38% do not receive Leave with Wages.

All the above data shows that legal requirements with respect to overtime, ESI, PF, Bonus, Leave with wages are not fullfiled. There are many beaches and these are confirmed by relevant data in the previous two chapters.

TABLE 15

WORKING HOURS PER DAY

8	26	14	6	9	6	11	18	13	27	130
>8	-	-	-	-	-	-	-	-	1	1

	26	14	6	9	6	11	18	13	28	131

TABLE 15 shows the number of hours of work per day that contract employees are required to put in. An overwhelming majority of 130 respondents or 99.24% state that they have to work 8 hours a day. Only one respondent i.e. 0.76% says that he has to work for more than 8 hours a day.

TABLE 16

CANTEEN FACILITY

CANTEEN

YES	23	14	4	8	6	11	18	13	2	99
NO	3	-	2	1	-	-	-	-	26	32
	26	14	6	9	6	11	18	13	28	131

TABLE 16 shows the number of contract employes to whom the Canteen facilities have been extended. 99 employes or 75.57% enjoy Canteen facilities at subsidized rates in the company for which they work. 32 respondents or 24.43% do not receive such facilities.

TABLE 17

BUS FACILITY

YES	-	7	-	-	1	-	-	-	1	9
NO	26	7	6	9	5	11	18	13	27	122

	26	14	6	9	6	11	18	13	28	131

TABLE 17 shows the number of employees who are allowed to enjoy bus facility. 9 employees state they are permitted to use the company bus facility. 122 employees or 13.13% are not allowed to do so. All the 26 respondents in the first company state that they do not get bus facility. This can however be disregarded because in fact there is no bus facility provided even to regular employees in this company.

TABLE 18

BENEFITS NOT AVAILABLE TO THE CONTRACT EMPLOYEES.

CHIKKI	-	4	-	-	-	-	-	-	12
MILK	2	-	-	-	-	-	-	-	12
GOGGLE	1	-	-	-	-	-	-	-	2
SHOES	20	6	6	1	1	6	-	3	17
UNIFORM	18	8	6	2	3	10	-	1	20
CANTEEN	8	-	1	1	-	-	-	-	19
PF	1	-	-	-	-	-	-	-	-
LEAVE	3	-	-	-	1	1	2	5	4
BONUS	2	-	-	1	2	1	3	6	10
INCR.WAGES	4	4	-	1	4	8	10	10	6
GLOVES	2	-	-	-	-	-	-	-	-
SOAP	1	-	-	-	-	-	-	-	3
SOCIETY	1	-	-	-	1	-	-	-	7
BUS	-	-	-	-	1	2	-	10	-
JOB SEC.	-	-	-	-	-	2	-	-	-
MED FACILITY	-	-	-	-	-	-	5	2	-

PENSION	-	-	-	-	-	-	6	-	-
LTA	-	-	-	-	-	-	5	1	-
OT	-	-	-	-	-	-	-	3	-

TABLE 18 shows the benefits enjoyed by the regular employees that the contract employees do not enjoy, as mentioned and perceived by the contract employees. Figures indicate the number of times a benefit was mentioned. Some respondents gave more than one response hence the total number will be more than 131.

The above long list of benefits which are available to regular employees show that the Contract employees are discriminated against in many ways. In a number of cases, both regular employees and the contractor employees would be working side by side on the same job but for different wages and with different facilities. Thus inspite of the provision of the Law that same wages will be paid to the employees doing the same work.

TABLE 19

PAYMENT OF WAGE IN TIME

YES	21	14	6	9	6	11	18	13	28
NO	5	-	-	-	-	-	-	-	-

	26	14	6	9	6	11	18	13	28

TABLE 19 shows that 125 respondents state that they receive their wages in time. This is 95.42% 5 of them or 3.82% state that they do not receive wages in time.

Some of these employees are also discriminated again in so far as they are not paid regular wages in time but are receiving delayed payment.

TABEL 20

KICK BACK

YES	-	-	-	-	-	-	-	-	-
NO	26	14	6	9	6	11	18	13	28

TABLE 20 shows that all 131 employees state that they do not have to pay back any amount earned by them as kick back to the contractors.

The ultimate indignity of having to give a kick back for the privilage of being allowed to work is not being inflicted on the contract employees.