CHAPTER-V

EMPIRICAL STUDY OF CONTRACT LABOUR IN SPORTS GOODS MANUFACTURING INDUSTRY, JALANDHAR

5.1 INTRODUCTION

The state of Punjab is situated in the northwest of the Republic of India. The word “Punjab” means “The Land of Five Rivers”, namely Satluj, Beas, Ravi, Jhelum and Chenab. The state is known as the “Green Bowl of India” because its land is very fertile and its crop production is high yielding, being most strategic for the national food security programmes. India’s bravest people reside in this state who have fought with invaders for centuries for the freedom and dignity of their motherland. They are hard-working, foodie, adventurous and industrious. The state is bordered by the Indian state of Himachal Pradesh to the east, Haryana to the South and southeast, Rajasthan to the southwest as well as Pakistani province of Punjab to the west and shares northern boundary with the Indian state of Jammu and Kashmir.

There are 22 districts in the state including Jalandhar. Jalandhar is the name of the city as well as the name of the district. Jalandhar district consists of 5 tehsils/subdivisions viz. Jalandhar-I, Jalandhar-II, Nakodar, Phillaur and Shahkot. Jalandhar, formerly Jullundur (in British period), is situated on the Grand Trunk Road around 144 kilometres northwest of the state capital, Chandigarh and have area of 2632 sq km. There are many views regarding the origin of the name of the city, however the most usually accepted is that of its vernacular terminology that is “Jalandhar” means area inside the water, a tract lying between the two rivers Satluj and Beas (called Doaab) and therefore, the city falls in Doaba area of Punjab. It is a city having roots from Harappa civilisation to the modern days of globalisation. As per 2011 census, Jalandhar district had a population of 21,93,590 comprising of 11,45,211 males and 10,48,379 females and the literacy rate was 82.5 percent. Jalandhar city had a population of 7,14,077. The City remained the capital of the state

1 Retrieved from the official website of the Jalandhar District Administration jalandhar.nic.in/admdivdistrict.aspx visited on 22nd May, 2016 at 2.55 pm.
2 Retrieved from https://en.m.wikipedia.org/wiki/Jalandhar visited on 22nd May, 2016 at 2.30 pm.
3 Retrieved from https://en.m.wikipedia.org/wiki/Jalandhar visited on 22nd May, 2016 at 2.30 pm.
4 Retrieved from jalandhar.nic.in/dag.aspx visited on 26th May, 2016 at 11.58 am.
from 1947 to 1953 (till the administration was shifted to Simla and finally to Chandigarh). Jalandhar produces glass, furniture, surgical equipments and is a hub of sports goods manufacture for international market as well as domestic market\(^5\). The following table presents the elemental information about the district.

**JALANDHAR DISTRICT AT A GLANCE**

**Table-1**

<table>
<thead>
<tr>
<th>S.NO.</th>
<th>PARTICULARS</th>
<th>FIGURE</th>
</tr>
</thead>
<tbody>
<tr>
<td>A.</td>
<td>Area (Sq.km.) (2011-2012)</td>
<td>2632</td>
</tr>
<tr>
<td>B.</td>
<td>Total Population (Census 2011)</td>
<td>2193590</td>
</tr>
<tr>
<td>1.</td>
<td>Male</td>
<td>1145211</td>
</tr>
<tr>
<td>2.</td>
<td>Female</td>
<td>1048379</td>
</tr>
<tr>
<td>3.</td>
<td>Females Per Thousand Males</td>
<td>915</td>
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<tr>
<td>C.</td>
<td>Rural Population</td>
<td>1032419</td>
</tr>
<tr>
<td>D.</td>
<td>Urban Population</td>
<td>1161171</td>
</tr>
<tr>
<td>E.</td>
<td>Urban Population as Percentage to Total Population</td>
<td>52.93</td>
</tr>
<tr>
<td>F.</td>
<td>Density (Per sq.km.)</td>
<td>836</td>
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<tr>
<td>G.</td>
<td>Literacy Percentage</td>
<td>82.5</td>
</tr>
<tr>
<td>1.</td>
<td>Male</td>
<td>86.1</td>
</tr>
<tr>
<td>2.</td>
<td>Female</td>
<td>78.5</td>
</tr>
<tr>
<td>H.</td>
<td>Schedule Caste Population</td>
<td>854444</td>
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<tr>
<td>1.</td>
<td>SC population as Percentage to Total Population</td>
<td>38.95</td>
</tr>
<tr>
<td>2.</td>
<td>Percentage Increase in Population</td>
<td>18.96</td>
</tr>
<tr>
<td>I.</td>
<td>Total Population</td>
<td>2193590</td>
</tr>
<tr>
<td>1.</td>
<td>Hindu</td>
<td>1158868</td>
</tr>
<tr>
<td>2.</td>
<td>Sikh</td>
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<tr>
<td>3.</td>
<td>Muslim</td>
<td>17308</td>
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<tr>
<td>4.</td>
<td>Christian</td>
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<tr>
<td>5.</td>
<td>Others</td>
<td>23577</td>
</tr>
<tr>
<td>J.</td>
<td>Population of Jalandhar City</td>
<td>714077</td>
</tr>
<tr>
<td>K.</td>
<td>Total Workers</td>
<td>774472</td>
</tr>
<tr>
<td>1.</td>
<td>Main Workers</td>
<td>689592</td>
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<tr>
<td>2.</td>
<td>Marginal Workers</td>
<td>84880</td>
</tr>
<tr>
<td>3.</td>
<td>Workers as Percentage to Total Population</td>
<td>31.4</td>
</tr>
<tr>
<td>L.</td>
<td>No. of Registered Working Factories</td>
<td>1918</td>
</tr>
<tr>
<td>1.</td>
<td>Average Number of Workers Employed</td>
<td>57319</td>
</tr>
<tr>
<td>M.</td>
<td>No. of Employment Exchanges</td>
<td>3</td>
</tr>
</tbody>
</table>

Source: Retrieved from the official website of the Jalandhar District Administration jalandhar.nic.in/dag.aspx visited on 26\(^{th}\) May, 2016 at 11.58 am.

\(^5\) Retrieved from https://en.m.wikipedia.org/wiki/Jalandhar visited on 22nd May, 2016 at 2.30 pm.
Jalandhar is known as the city of Basties, Gates and Kots. The city had 12 Basties, 12 Kots and 12 Gates before independence. Hindus lived in Kots while Muslims lived in Basties. Kot means a colony (Muhalla) and a Basti means a cluster of houses. A gate was attached to every Kot. Not all these Kots, Basties and gates survived after independence. Out of the twelve Basties, nine still exist, namely Basti Danishmandan, Basti Shiekh, Basti Gujan, Basti Baba Khel, Basti Pirdad, Basti Shahkuli, Basti Shah Ibrahim, Basti Mithu Sahib and Basti Nau. Similarly eight Kots and Eight Gates can also be spotted. The Basties have been the home of the sports goods industry in the city since its inception. However, with the passage of time, big factories got shifted to special economic areas such as Sports and Surgical Complex, Leather Complex and Industrial Area while most of the medium scale and small scale establishments are predominantly concentrated in these Basties. Most of the workers working in the industry live in or around these Basties.

5.2 SPORTS GOODS MANUFACTURING INDUSTRY, JALANDHAR- A GLIMPSE

Sialkot (now in Pakistani Punjab) was the centre of Indian sports goods manufacturing industry before independence. With the beginning of forties in 20th century when the claim for partition of the country emerged, the skilled non-Muslim craftsmen started migrating to Eastern Punjab and settled in and around Jalandhar, where the Indian sports goods industry is now concentrated. After independence, the industrial production took pace and grew at an impressive scale. The industry now accounts for an annual turnover of around 500 crores and is a major export oriented industry with sixty percent of its production being exported worldwide. The sports goods from Jalandhar are exported to many countries including United States, Germany, France and Australia. The industry also found home in other cities like Gurgaon and Meerut, yet it is predominantly located in Jalandhar.

The industry (hereinafter referred for Jalandhar Sports Goods Industry) produces around three hundred items including inflatable balls, hockey sticks, badminton rackets and shuttle cocks, cricket bats, boxing equipments, fishing

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6 The data cited here is based, in part, upon the personal interactions of the researcher with different stakeholders of the industry as well as in part retrieved from jalandhar.nic.in/dag.aspx visited on 26th May, 2016 at 11.58 pm.
equipments, indoor games like carom and chess boards, different kind of toys, fitness equipments and protective equipments. The industry is highly labour intensive industry which provides employment to the weaker sections of the society and also employs a large number of women. There are twelve Basties (cluster of houses) including Basti Nau, Basti Danishmanda, Basti Guzan and Basti Sheikh and Basti Bawa Khel which have been the sample base (on geographical basis) for collection of data in the present study. In these Basties, there are innumerable small scale and medium scale establishments, belonging to organised as well unorganised sector and including household entities, which account for production of various kinds of sports goods. Basti Nau is the biggest sports goods market in Jalandhar. Presently, Jalandhar accounts for approximately 100 big factories, 20,000 medium scale and small scale establishments, most of which form supply chains for big factories. Around one lakh and fifty thousand people are employed directly or indirectly in various processes in relation to the industry.

5.2.1 Kinds of Establishments

There are three kinds of establishments for production of sports goods, namely-

1. **Big establishments**- These are big factories around one hundred in number. These factories produce quality goods in line with international standards as well as medium quality goods made for specific targeted consumers. These goods are exported at large scale, along with catering to the needs of domestic market. These factories are mainly located in Sports and Surgical Complex, Leather complex and Industrial Area in Jalandhar. The factories are registered under the Factories Act, 1948. They employ approximately 200 to 400 workers and 80 to 90 percent of them are contract workers. Contractors supply labour to factories. Only highly skilled jobs or supervisory work are performed by the regular workers who get regularised after a long service such as after eight to ten years with the same employer. The big companies include the famous names such as Spartan, Crimson, Wintex, Emm Cee Cee, Mayor, Sakay, Cameo, F.C.Sondhi, Rattan Brothers, Goodwin, Freewell, Wassan, Sporting Syndicate and Soccar International etc.

2. **Medium Scale Establishments**- These are located mainly in basties and usually form supply chains for big factories. These establishments also cater
domestic production. They employ 20 to 50 workers in general, mostly the contract workers, daily wagers and contract workers on piece rate system. These establishments are registered either under the Factories Act, 1948 or The Punjab Shops and Commercial Establishments Act, 1958. Even some of them operate without any registration.

3. **Small Scale Establishments**- These establishments are also predominantly located in the Basties and majority of them are family based establishments. However, people in the outskirt areas of Jalandhar or villages near to basties are also engaged in these kinds of establishments. Family workers work for long hours and women and children also work in these establishments. Big factories outsource work through contractors to these family based establishments. For example, contractors fetch raw material from the factory and supply it to family organisations where footballs are stitched and badminton racket gutting is done. This is being done for years. These establishments are unregistered. The entire labour is contract labour and works in exploitative conditions. The workers generally belong to weaker sections. The number of migrant workers from states like Uttar Pradesh, Bihar and West Bengal is increasing day-by-day which led to many changes in employment patterns in the industry.

### 5.2.2 Organisations Relating to the Industry

1. **Sports Goods Export Promotion Council of India (SGEPC)** - SGEPC is a Government of India sponsored organisation which works for the promotion of export of sports goods of the industry. The Council acts as a link between the industry and the Government of India. It was established in 1958 and all the major manufacturers and exporters are represented in the Council. A Committee of Administration (COA) manages the functions of SGEPC. Two of its members are Government representatives and other members are the elected representatives of the industry. The COA is headed by a Chairman, the Vice-Chairman and the Regional Director. The headquarter of the council is in Jalandhar. Its members’ list consists of sixty seven members, including all leading export houses of Jalandhar. The main functions of the Council are “to exchange views and decide upon common strategies for promotion so as to utilize platforms wherefrom they can voice their concern at national and
international level such as participation in national and international trade fairs or visits of business delegations and promotional campaigns in international market. The Council provides important information to the members on the market intelligence and standards and specifications and quality and design and any other issue which may directly or indirectly affect the industry\footnote{Retrieved from www. Sportsgoodsindia.org visited on 20\textsuperscript{th} May, 2016 at 3.30 pm.}. The Council conveys the views and problems of the industry to the Government and shares the views of the Government with the industry representatives. It maintains the statistical data regarding exports on annual basis.

2. \textit{Sports Goods Manufacturers and Exporters Association (SGMEA)-} “It is a registered body of 45 leading manufacturers and exporters of the industry who have a share of nearly 90 per cent of the exports from the country and have more than 50 per cent home market as well to their credit. The body is situated in Shakti Nagar in Jalandhar. The functions of the Association include undertaking training of workers for various sports goods and conducting seminars on latest export techniques including quality marking for protective equipments such as ISO standards and workshops on various technologies for sports goods and conducting studies for wood and polymer and composite based sports goods\footnote{Retrieved from www.sgmea.org/index.html visited on 20th May, 2016 at 3.45 pm.}.

3. \textit{Sports Goods Foundation of India (SGFI)-} It is a voluntary association of sports goods producers which aims to promote social and environmental responsibility perspective of the industry. Its head office is at Tilak Nagar Road, Jalandhar. It analyses the issues such as child labour, education, health, social security and women empowerment in relation to the role of the sports goods industry\footnote{Retrieved from www.sgfi.org visited on 20\textsuperscript{th} May, 2016 at 4.20 pm.}.

The researcher has conducted an empirical survey to analyse the conditions of contract labour in the industry and to assess the scenario of implementation of the Contract Labour (Regulation and Abolition) Act, 1970 (hereinafter named as the Act). The process of collection of data has been very challenging and sometimes cumbersome and therefore, before moving ahead, it is prudent to understand the research methodology of the study.
5.3 RESEARCH METHODOLOGY

This research work is a critical and empirical study though essentially covering all the doctrinal aspects of the research problem. To pursue this research, primary as well secondary data has been utilised. The secondary data has been collected from various sources such as official records of the Ministry of Labour and Employment (Union and the State), Labour Bureau, Chandigarh, International Labour Organisation (ILO) Regional office, New Delhi, Jalandhar District Labour Administration, and organisations relating to the sports goods manufacturing industry such as SGEPC and SGMEA through personal visits, though a part of literature was collected by the researcher from their official websites. The other sources of secondary data include Reports of National Labour Commissions, Standing Labour Committees and Annual Labour Conferences, Reports of Expert Groups on Five Year Plans, records from the office of the Assistant Labour Commissioner, Jalandhar and Director of National Child Labour Project, Jalandhar. Besides this, various books, journals, magazines, newspapers, news flashes on television, research papers, research reports and documents have been analysed. The researcher visited the libraries of Indian Law Institute, University of Delhi, V.V. Giri National Labour Institute, Noida, Ministry of Labour and Employment, Chandigarh besides the libraries of all mainstream universities in the state of Punjab.

To collect Primary data, the researcher first conducted Focused Group Discussions (FGD) with the Director General of the Labour Bureau, Chandigarh (the national level research and statistical institution of Union Ministry of Labour and Employment which have conducted empirical studies on contract labour in different industries), officials from the Centre for Research in Rural and Industrial Development (CRRID), Chandigarh, the Assistant Labour Commissioner, Jalandhar, The Director of the National Child Labour Project, Jalandhar, The Labour-cum Conciliation Officers of Circle-I, Circle-II and Circle-III areas and the President of the state for Indian Trade Union Congress (INTUC) and acquainted herself with the scope, dimensions and the challenges underlying the research problem.

Sixty percent of the production of the sports goods industry comprises of inflatable balls and about sixty percent of these balls are exported worldwide. The contract labour system is deep rooted in ball production and has freelanced the whole production process on the modern economic theory of supply chains. Therefore, the
researcher found it appropriate to concentrate on the process and conditions of contract labour in inflatable ball production and it became the basis of the study. The researcher prepared four kind of interview schedules one each for the employers, contractors, contract workers (Home-based) and contract workers (Factory-based) engaged in production of inflatable balls. With these schedules, the researcher conducted a pilot survey on 150 respondents and found some difficulties in the content of schedules and the methodology of research and rectified it accordingly.

Home-based workers were prepared to answer questions; however, the employers were not interested. They simply denied the existence of contract labour practices in their establishments. Some of the contractors answered certain questions only on the conditions of confidentiality. Same was the case with the factory workers. Finally, the researcher prepared one standard interview schedule for the contract workers (home-based) and conducted an empirical survey by visiting door to door at their establishments. The second interview schedule was addressed to the factory-based contract workers. The procedure of home based respondents’ sampling is given below-

5.3.1 Sampling

Geographically, the Jalandhar District has been divided into five subdivisions-Jalandhar-I, Jalandhar-II, Nakodar, Phillaur and Shahkot. Jalandhar-I and Jalandhar-II fall into the city and Jalandhar-II is the main hub of the sports goods manufacturing industry and therefore, Jalandhar-II was chosen as the sampling base area. Further five Basties were selected from Jalandhar-II from each of which, 80 respondents were studied. The respondents were chosen per head from one family each. The total number of respondents studied is 400 persons. The researcher approached approximately 450 respondents to collect the data out of which 400 responded and therefore, the response rate was 89 percent. The responses on employment profile and working conditions were found to be quite homogeneous. It was also found that the other contract workers in the Basties have similar characteristics as that of the respondents. Therefore, the study is representative of the large population. The interview schedule contained 36 questions on various aspects of their real life working conditions.
5.3.2 Method and the Technique of Data Collection

Simple random sampling method was used to choose respondents from the different Basties. Majority of the people living in these Basties work for the sports goods industry. The researcher approached the respondents by door to door survey in their homes and stitching centres. During the initial visits and general discussions with stakeholders, the researcher had come to know that the respondents were not much educated and therefore it was prudent to prepare interview schedule rather than other technique like questionnaire. Therefore, interview schedule technique was used to collect primary data regarding respondents’ socio-economic profile, employment profile, remuneration and working conditions and other related matters.

5.3.3 Interview Schedule for Home-Based Contract Workers

The Contract Labour (Regulation and Abolition) Act, 1970 is an Act to regulate the working conditions of contract labour and to provide for its abolition in appropriate circumstances. This Act provides for regulation of wages, social security and certain facilities, amenities and welfare measures for the contract workers. The researcher endeavours to collect information regarding the implementation of the Act in sports goods manufacturing industry, Jalandhar and therefore, needs the respondent to answer the following questions-

1. Personal Data
   1.1 Name of the respondent________________________
   1.2 Age
      a) 15-25  c) 26-35  d) 36-45  e) 46-55
   1.3 Sex
      a) Male   b) Female
   1.4 Place of origin
      a) Local   b) Migrant
   1.5 Caste
      a) Schedule caste   b) Non- Schedule Caste
   1.6 Religion
      a) Hindu   b) Sikh   c) Muslim   d) Christian
   1.7 Total number of members in the family
      a) 1-3  b) 4-6  c) 7-9  d) 10-12
1.8 Dependents in the family.
   a) No dependant b) 1-3 c) 4-6 d) 7-9

1.9 House
   a) Own b) Rented

1.10 Separate kitchen
   a) Yes b) No

1.11 Separate toilet
   a) Yes b) No

1.12 Educational qualification
   a) Primary b) Matriculation c) Higher Secondary d) Illiterate

1.13 Any technical or vocational course/training.
   a) Yes, specify________________ b) No

2. Employment Profile

2.1 What is the nature of your work?
   a) Inflatable Ball Stitching b) Any other

2.2 Did you get any formal training or skill development course from the contractor?
   a) Yes
   b) No

2.3 Do you know the address of your contractor?
   a) Yes b) No

2.4 What is the length of your service with the present contractor?
   a) Zero to 1 year b) More than 1 year to 2 years
   c) More than 2 years to 5 years d) More than 5 years to 10 years

2.5 What can be the approximate number of contract workers in your knowledge who work for your present contractor?
   a) 0-10 b) 11-20 c) 21-30 d) 31-40

2.6 Do you know who your principal employer is?
   a) Yes, specify________________ b) No

2.7 How many contractors you work for?
   a) 1 only b) 2 c) 3 d) 4

2.8 Do you know how many principal employers you work for?
2.9 Who supplies the raw material?
   a) Contractor   b) Principal employer   c) Own

3. Remuneration and Working Conditions

3.1 What is your daily wage?
   a) Rs. 0 to 100   b) 101-150   c) 151 to 200   d) 201-250

3.2 What is the mode of payment of wages?
   a) Cash-time rated   b) Cash-piece rated   c) Through bank   d) In kind

3.3 Who pays your wages?
   a) Contractor   b) Principal employer

3.4 If the wages are paid by the contractor, are they paid in the presence of the representative of the principal employer?
   a) Yes   b) No

3.5 Does your contractor pay your wages on time?
   a) Yes   b) No

3.6 What is the approximate annual increase in wages?
   a) 0-5 percent   b) 5.1-10 percent   c) 10.1-20 percent.

3.7 Do you get any other payment as social security or facility other than wages?
   a) Yes, specify___________   b) No

3.8 Are women workers paid less than men?
   a) Yes   b) No

3.9 Does any child below 14 years of age works with you?
   a) Yes   b) No

3.10 How many hours do you work daily?
   a) 0-4 hours   b) 4.1-8 hours   c) 8.1-12 hours   d) 12.1-16 hours

4. Miscellaneous

4.1 Are you associated with any union?
   a) Yes

   b) No

4.2 Have any officer of Labour Department ever visited you?
4.3 Do you know about Contract Labour (Regulation and Abolition) Act, 1970?  
 a) Yes  b) No

4.4 Do you want to join the factory of principal employer if paid more than the present remuneration?
 a) Yes  b) No

5.3.4 Collection of Data Regarding Contract Labour in Big Factory Establishments

There are about 100 big factory establishments in the sports goods industry in Jalandhar. Initially, the researcher selected 20 factories on the basis of random sampling method from the list provided by the office of the Sports Goods Export Promotion Council, a Government of India organisation. 150 factory-based workers were approached, out of which only 80 responded which belonged to 10 big factory establishments. Therefore, the response rate was 53.33 percent. A structured interview schedule was prepared containing 10 questions focused upon the necessary information required to be obtained. The researcher faced many difficulties in order to collect data from factory-based workers which have been discussed in forthcoming pages. It is important to elaborate such difficulties so as to present a picture of scale of violation of the Act in big factories.

5.3.5 Limitations of the Study

The sports goods industry produces as many as three hundred items, yet the sixty percent of its production and exports comprises of inflatable balls such as football, rugby ball and hand ball etc. The process of production of different items is not similar. Thus, it is difficult to conduct study of contract labour in the production of different item within the limits of time span, personnel and costs required by such research. There will be problem in comparative analysis of such research data. Therefore, the researcher found it feasible and suitable to concentrate on that production process which is most prone to contract labour and accounts for the biggest share of production of the industry in which maximum labour is involved. Thus, the contract labour involved in inflatable ball stitching was taken to be the respondent base for data collection.
5.4 IMPLEMENTATION OF THE CONTRACT LABOUR (REGULATION AND ABOLITION) ACT, 1970 IN THE SPORTS GOODS MANUFACTURING INDUSTRY, JALANDHAR

Before moving ahead to elaborate the findings of the empirical survey, it would be appropriate to discuss the implications of the secondary data which was acquired from the office of the Assistant Labour Commissioner in relation to the implementation of the Act in the given industry.

5.4.1 Registration of Establishments and Licensing of Contractors (under the Act) in Jalandhar District

The records provided by the office of the Labour Department, Jalandhar consisted of three lists of Circle-I, Circle-II and Circle-III, encompassing the areas in which sports goods industry is established. The district is divided into 9 circles for labour administration purposes. There are 92 licensed contractors in Circle-I, 106 in Circle-II and 82 in Circle-III making the total to 280. The total number of registered principal employers is 177. Thus, there are 1.63 contractors for each registered principal employer establishment. The percentage of Government principal employers is 47 percent whereas the private principal employers are 53 percent of the total registered establishments in the given lists. It shows that Government establishments themselves are engaging contract labour at massive scale. This is discouraging. The Government is a model employer and should come out with good labour practices so that the private employers may be motivated as well as legally compelled to value the rights of labour. So far as the sports industry is concerned, the implementation scenario is very poor. In the given lists, the following information could be found which reveals the registered establishments and their licensed contractors-

1. Soccer International (the registered principal employer) and one contractor named as J.M. Screen Printer and Stitcher of Basti Gujan with 150 workers.

2. Spartan Sports Industries, Contractors named as Isha Football Stitcher, Basti Danishmandan, Lalit Football Stitcher, Basti Danishmandan, Karan football stitcher, Basti Danishmandan and Karan Gloves Maker, Dilbagh Nagar employing 20 workers each.

11 Records of the Labour Department, Jalandhar.
4. M/S Rattan Brothers, Contractor Lion Security Services, Basti Pirdad employing 20 workers.
5. EMM CEE CEE Sports, Contractor B.Y. Security Services, Karnal employing 105 workers.
6. Darish Shoes Ltd., Contractor Kiran Bala, Kapurthala Road employing 35 workers and Geeta Mishra, Leather Complex employing 32 workers.

Thus, the data shows that there are only six registered principal employers under the Act and 10 contractors licensed under the Act out of which six belong to the manufacturing of the sports goods. There are about 100 big factory establishments and hundreds of medium scale establishments with more than 200 contractors engaged to outsource various core activities of production. Many contractors supply labour to factories and there is no record of all these activities. Contractors have shown minimum number of workers in their applications for licenses as they have to pay more fee if they show more workers. It is a drawback of the Act and discourages the contractors and principal employers to implement the provisions of the Act. The fee for registration and licensing is more than the penalty provided for the contravention under the Act. It is illogical. It is said (as the researcher came to know during the field survey) that around 90 percent of the labour in the industry is contract labour and some of the respondents argued it to be even more and the protection of their legal rights is minimal. Implementation of the Act is very unsatisfactory.

5.4.2 Child Labour in the Sports Goods Industry, Jalandhar- A Case Study, 1998

It is a research study conducted by the V.V.Giri National Labour Institute, Noida and sponsored by the Federation of Indian Chamber of Commerce and Industry (FICCI) and International Programme for Elimination of Child Labour (IPEC) of ILO. The Indian sports goods industry faced severe criticism from the international organisations such as FIFA (Federation Internationnale de Football Association) and Commonwealth of Nations for incidence of child labour and it was afraid that the industry might lose international orders particularly for inflatable balls which account
for the biggest share of exports. The Researcher procured the hard copy of the report of the study from the office of the Director of National Child Labour Project, Jalandhar Sri Inderjit Singh. Although predominantly focussing on the main issue of child labour, this research work also throws light on the various aspects of the sports goods industry such as its production patterns, labour practices and role of stakeholders and that is why the researcher decided to present the report of the research work in detail.

The report of the study articulates that “child labour has always been a matter of concern to the socially responsive people world over. It has become a burning issue which has drawn the attention of all and sundry including the groups of employers and trade unions as well as Governments and international bodies. The brighter side of the grim picture is the spontaneous response from all sectors and the coming together of all the partners engaged in the production processes to evolve a joint action plan. The study is based on a sample of 1292 households engaged in sports goods production and drawn from almost 50 percent of the nearby rural as well as urban areas where such households are concentrated. An establishment survey was also conducted covering 144 registered establishments and 16 unregistered units in two of the urban areas apart from various Focussed Group Discussions with different stakeholders”\(^{12}\). The findings of the study are as follows-

1. “The employment of children in the production of inflatable balls appears to be of recent origin with the emergence of home based production and consequently that of the family as a work unit. The spurt in the demand and technological improvement leading to simplification of stitching led to the shift of part of the process of production to the homes during the mid seventies. About 70 percent of the households reporting children in the 5 to 14 year age groups have children belonging to only working and or working and school going category”\(^{13}\).

2. The incidence of child labour is much more in the urban areas as compared to the rural areas. Child labour is also largely restricted to the unorganised home based units. Except for two small units, manufacturing hockey gloves and


cricket balls, child labour has not been found in any registered unit. Children who have been found working in the unregistered units are mostly from very poor families. The poverty factor appears to have forced the parents to send these children to work. However, the study has revealed that many of these children are part-time workers and attend school.

3. “The dropping out from school by those children who combine school with work begins at the age of about 10 years. Only a minority combine school with work after 14 years of age. Over 27 percent of the total drop outs did not find education worth continuing and they preferred to earn instead. More than half of the total drop outs left school due to financial problems”\textsuperscript{14}.

4. It is well known and widely accepted fact that one of the important reasons for the woes of the workers including the emergence of perpetuation of the child labour practice is lack of organisation. The problem of child labour in the present study can also be attributed largely to this factor. The workers have no social security and are unorganised. It is recommended that awareness and sensitisation programmes for the potential leaders of the community be organised. The process of their empowerment should be initiated\textsuperscript{15}.

5. The phenomenon of child labour in football stitching on a large scale has come about with the emergence of home based production, and it will remain as long as the home based production continues. The possibility of a shift from the home based to factory based production needs to be examined by all concerned, including the manufacturers, Government, non-government organisations, researchers, trade unions and those involved at the level of policy formulation.

The report came out with certain subtle issues which need attention from the stakeholders of the industry. It recommended for certain measures, namely-

1. The incidence of only working as well as working and school going children, which is predominantly for economic reasons, can be reduced by ensuring a reasonable wage rate to adult workers. The wage rates are below the statutory


minimum. Piece-rates fixed do not seem to be based on any concrete data on production time. A scientific study must be undertaken to fix piece-rate wages.

2. The employers’ associations should be made more responsible to ensure that the contractors pay the workers the wage-rate that is fixed every year.

3. A welfare fund may be created locally at the industry level, wherein a certain percentage of gross value of production could be contributed by the manufacturers. This fund could contribute to the welfare measures for the concerned workers.

4. It would be useful idea to develop labour co-operatives to undertake home based production which can serve many purposes including bargaining with manufacturers, developing collective production centres, putting peer pressure to keep off child workers production and developing camaraderie to extend help to members to tide over crisis etc.

5. An independent monitory mechanism may be set up consisting of members belonging to the Government/labour unions/NGOs. This body should play the role of a watchdog for practices of child labour in the sports goods industry. It should carry out studies from time to time and make necessary recommendations.

6. There should be an effective system of institutional credit through the Government or co-operative agencies so as to eliminate intermediaries. The prevalent system of advances should be discouraged and efforts should also be made in the direction of creating and sustaining local thrift and credit societies.

7. Employers and trade unions can play an important role in areas where skill-up gradation is required and also to project the required manpower and also identify the sectors where there is scope for expansion.

8. The rural and urban development programmes, alternative employment models, skill oriented education etc can help to eradicate poverty and consequently the child labour.
9. For the manufacturers, interventions are required to help them change the production process by providing technical and financial help.

10. As the nature of production in the sports goods industry in Jalandhar is largely home-based where it would be difficult to implement the legislation, there is a felt need to start training centres for the women and the unemployed youth so as to enable them to seek alternative employment. Rehabilitation of the working children should also involve the creation of “mothers’ co-operatives” which can at least compensate for the loss in incomes that occurs from the rehabilitation of the working children.

5.4.3 The Remedial Measures Taken by the Labour Department to Eradicate Child Labour

After the publication of the report of the above mentioned research study and disclosure of incidence of child labour in the industry, the Government undertook to rectify the condition and directed the District Labour Department to provide for remedial measures. At present, following measures have been found to be operative-

There are 27 Child Labour Schools in Jalandhar, the process of the establishment of which started in September, 2000. Each school has strength of 50 children. Thus, there are 1350 total number of children studying in these schools. Age limit for these children is from 9 to 14 years. The schools operate for 5 hours from 2.30 pm to 6.30 pm. Study material is supplied free of cost and the children are paid Rs. 150 per months as financial support. Children are promoted two classes every year. Mid-day meals are also given. 85 percent of the children belong to migrant families the average earning of their parents is around Rs. 5000, if both parents are earning. Majority of the migrant parents are illiterate. 96 percent of them live in rented houses, majority of which have no separate kitchen and toilet. 95 per cent of these parents are contract workers working in unorganised sector though a few of them are working in factories. It was found that majority of the children in child labour schools are girls.

16 The data cited here is based upon the Focussed Group Discussions with the Director, National Child Labour Project, Jalandhar and teachers of three Child Labour Schools working in Circle-II, Jalandhar. The researcher conducted personal visits to these Child Labour Schools during the field survey and had discussions with the children as well as their parents who lived nearby places. The teachers of the school were very supportive and called upon the parents of these children after school hours.
5.5  FIELD REPORT AND FINDINGS OF THE SURVEY

Since its establishment in the late forties till about the mid-seventies, sports goods production including balls was confined to the factory premises only. “Two developments, during the mid-seventies, one relating to process and the other relating to the size of production has led to increased production at homes. The introduction of new technology in the production of balls was probably a decisive step towards the emergence of home-based production\textsuperscript{17}. Earlier, stitching of balls was a skilled job and the balls were only made of leather which had to be cut manually by a process locally called “patrang”. The pieces were then stitched with great care as the stitcher had to ensure a specific number of stitches on a given length while maintaining the symmetry. This process has now changed completely. Today, PVC and rubber have by and large replaced leather. Secondly, panels can now be cut and perforated by machines simultaneously making stitching and alignment a mechanical process rather than a craft. This mechanisation has led to easy cutting of the rubber and PVC sheets and, therefore, the production has also increased. This has subsequently shifted part of the production process from the factory to stitching centres and finally to the homes of the stitchers. The simplification of work and its shifting to the household level has led to the involvement of women and children of the family”\textsuperscript{18}.

5.5.1 Steps Involved in Inflatable Ball Production

“Inflatable balls can be of different varieties such as the leather or PVC or synthetic balls. The process involved in the manufacture of PVC balls starts in the factory itself with the passing of cotton cloth on PVC sheets. The quality of the cotton cloth that is used and the number of cloth pieces that are to be pasted with each PVC sheet determines the quality of the ball that is to be manufactured. This pasting is done on roller machines by latex which is a form of molten rubber. After this process the PVC sheets are ready to be cut into different panels according to the requirement. Leather sheets are used for the manufacture of the leather balls. The panels are made by panel cutting machines in the factories. The panel cutting machines besides making the panels also make minor perforations on all the sides of the panel for the


stitching. The shape of the panels depends on the number of panels to be used in the manufacture of the ball\textsuperscript{19}. Footballs are usually made of 18 or 32 panels. Rugby balls are made of 4 panels. For PVC balls, the designs are screen printed only after the PVC sheet is cut into panels inside the factory premises. Screen printing is done by specialised workers who are hired on a contract basis. The design and logo on the panels are of the company whose balls are being manufactured. Each panel has to undergo as many as four to five screen printing depending on the colour schemes and designs of the balls. Enamel paints are normally used for the purpose. However, in case of leather balls, the designs are first made on the leather sheets after which they are cut into panels inside the factory.

When the panels are ready, the central panel is pasted on a rubber bladder. The complete set of panels for each ball are then arranged in separate kits and handed over to the contractor, who in turn hands them over to the home based workers for the final stitching work. After the balls are stitched completely, the contractor checks each ball before delivering the balls back to the factories. Sometimes, if a ball is rejected by the factory owner, the contractor makes the worker restitch it; otherwise, the worker loses half the wage. In the factory, after the balls are received from the contractors, each ball is checked thoroughly. They are inflated and kept for 24 hours after which they are deflated and sent for packing. The balls are rejected at times because of faulty stitching or because the panels have not been placed in the proper manner. Such balls are restitched.

The production process shows that the stitching of balls is the most significant and final step making the ball a finished product and without which the entire exercise is futile. Thus it is a core activity of the production process and perennial in nature. The entire core process is undertaken by the contract labour. As per section 10 of the Act, the appropriate Government, after due consultation with the Central advisory Contract Labour Board or the State Advisory Contract Labour Board, as the case may be, may prohibit the employment of contract labour in any operation, process or other work in any establishment\textsuperscript{20}. Such Boards comprise the representatives of the workers,

\textsuperscript{20} Section 10 of the Contract Labour (Regulation and Abolition) Act, 1970 provides-
contractors and industry. Such prohibition must be imposed by a notification in the Official Gazette. The Government should look into the conditions of work and benefits provided to contract labour before making decision of prohibiting the employment of contract labour in any establishment. Besides it, the Government should also take into consideration the following factors-

1. **Whether the operation, process or other work is necessary or incidental to the industry, trade, business, manufacture or occupation that is carried on in the establishment;**

2. **Whether it is of perennial nature which means it is of sufficient duration looking into the nature of business, industry, occupation or work carried out by the establishment.**

It shows that the intention of the legislature was that if a core activity or a perennial activity of production is contracted out, the appropriate Government can and should prohibit such practice under section 10. The ball production contract labour system is, therefore, against the provisions of the Act and Appropriate Government should pay a serious consideration towards this practice in the industry and should proceed on to prohibit it.

### 5.5.2 Contractor System- an Integral Part of Production

The contractors fetch semi-finished panel kit from the factories and distribute them to households or small scale stitching centres that make final stitching. The thread, wax and needle are arranged by the stitchers themselves. Entire labour is

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(1) Notwithstanding anything contained in this Act, the appropriate Government may, after consultation with the Central Board or, as the case may be, a State Board, prohibit, by notification in the Official Gazette, employment of contract labour in any process, operation or other work in any establishment.

(2) Before issuing any notification under sub-section (1) in relation to an establishment, the appropriate Government shall have regard to the conditions of work and benefits provided for the contract labour in that establishment and other relevant factors, such as--

(a) whether the process, operation or other work is incidental to, or necessary for the industry, trade, business, manufacture or occupation that is carried on in the establishment;

(b) whether it is of perennial nature, that is to say, it is of sufficient duration having regard to the nature of industry, trade, business, manufacture or occupation carried on in that establishment;

(c) whether it is done ordinarily through regular workmen in that establishment or an establishment similar thereto;

(d) whether it is sufficient to employ considerable number of whole-time workmen.

Explanation.-- If a question arises whether any process or operation or other work is of perennial nature, the decision of the appropriate Government thereon shall be final.
contract labour. The contractors get payments on piece rates out of which they pay to the stitchers at piece rates ranging from 15 rupees to 35 rupees. A stitcher can stitch 4 balls on an average in 8 hours making his wage up to Rs 140, if paid at Rs.35. It is below the wage rate paid even in the National Rural Employment Guarantee Act (NREGA) which is Rs. 180. Contractors earn Rs. 2 to 4 per ball. Some of the stitching work is done in factories too merely to show to labour department authorities or foreign importers’ delegations that factories are not indulged in contract labour system. The fact is that the factory stitchers are also contract workers supplied by contractors under labour-only contract system; however they conceal this truth whenever the authorities or other interested persons ask them to avoid any clash with the employers.

5.5.3 Tabulation of the Interview Schedule Responses

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Questions</th>
<th>Responses (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Age</td>
<td></td>
<td>15-25 26-35</td>
</tr>
<tr>
<td></td>
<td></td>
<td>10 18</td>
</tr>
<tr>
<td>2. Sex</td>
<td>Male Female</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Male</td>
<td>75</td>
</tr>
<tr>
<td></td>
<td>Female</td>
<td>25</td>
</tr>
<tr>
<td>3. Place of Living</td>
<td>Local Migrant</td>
<td>75 25</td>
</tr>
<tr>
<td>4. Caste</td>
<td>SC Non-SC</td>
<td>80 20</td>
</tr>
<tr>
<td>5. Religion</td>
<td>Hindu Sikh Muslim Christian</td>
<td>90 10 0 0</td>
</tr>
<tr>
<td>6. No. of members in the family</td>
<td>1-3 4-6 7-9 10-12</td>
<td>20 62 12 6</td>
</tr>
<tr>
<td>7. Dependents in the family No Dependent</td>
<td>1-3 4-6 7-9 10-12</td>
<td>0 75 20 5</td>
</tr>
<tr>
<td>8. House</td>
<td>Own Rented</td>
<td>38 62</td>
</tr>
<tr>
<td>9. Educational Qualifications</td>
<td>Primary Matric Higher Secondary Illiterate</td>
<td>35 30 10 25</td>
</tr>
<tr>
<td>10. Nature of Work</td>
<td>Inflatable Ball Stitching Any Other</td>
<td>100 0</td>
</tr>
<tr>
<td></td>
<td></td>
<td>0-1 year</td>
</tr>
<tr>
<td>---</td>
<td>---</td>
<td>----------</td>
</tr>
<tr>
<td>11.</td>
<td>Length of service with the present contractor</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>23</td>
</tr>
<tr>
<td>12.</td>
<td>What can be the approximate number of contract workers in your knowledge who work for your present contractor?</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>0-10</td>
</tr>
<tr>
<td></td>
<td></td>
<td>7</td>
</tr>
<tr>
<td>13.</td>
<td>How many contactor you work for?</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>1 only</td>
</tr>
<tr>
<td></td>
<td></td>
<td>75</td>
</tr>
<tr>
<td>14.</td>
<td>Who actually supplies raw material?</td>
<td>Contractor</td>
</tr>
<tr>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>15.</td>
<td>What is your daily wage?</td>
<td>0-100</td>
</tr>
<tr>
<td></td>
<td></td>
<td>20</td>
</tr>
<tr>
<td>16.</td>
<td>What is the mode of payment of wages?</td>
<td>Cash</td>
</tr>
<tr>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>17.</td>
<td>Who pays your wage?</td>
<td>Contractor</td>
</tr>
<tr>
<td></td>
<td></td>
<td>100</td>
</tr>
<tr>
<td>18.</td>
<td>What is the approximate annual increase in wages?</td>
<td>0-5</td>
</tr>
<tr>
<td></td>
<td></td>
<td>90</td>
</tr>
<tr>
<td>19.</td>
<td>How many hours do you work daily?</td>
<td>0-4</td>
</tr>
<tr>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>20.</td>
<td>Separate Kitchen</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>85</td>
</tr>
<tr>
<td>21.</td>
<td>Separate Toilet</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>68</td>
</tr>
<tr>
<td>22.</td>
<td>Any Technical/Vocational Course</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>5</td>
</tr>
<tr>
<td>23.</td>
<td>Did you get any formal training or skill development course from contractor?</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Question</td>
<td>Yes</td>
</tr>
<tr>
<td>---</td>
<td>--------------------------------------------------------------------------</td>
<td>-----</td>
</tr>
<tr>
<td>24.</td>
<td>Do you know the address of your contractor?</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>80</td>
</tr>
<tr>
<td>25.</td>
<td>Do you know who your principal employer is?</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>60</td>
</tr>
<tr>
<td>26.</td>
<td>Do you know how many principal employers you work for?</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>57</td>
</tr>
<tr>
<td>27.</td>
<td>If the wages are paid by the contractor are they paid in the presence of the representative of the principal employer?</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>28.</td>
<td>Does your contractor pay your wages on time?</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>100</td>
</tr>
<tr>
<td>29.</td>
<td>Do you get any other payment as social security or facility other than wages?</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>30.</td>
<td>Are women workers paid less than men?</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>31.</td>
<td>Does any child below 14 years of age works with you?</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>32.</td>
<td>Are you associated with any union?</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>5</td>
</tr>
<tr>
<td>33.</td>
<td>Have any officer from the labour department of govt. ever visited you?</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>34.</td>
<td>Do you know about Contract Labour (Regulation &amp; Abolition) Act, 1970?</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>6</td>
</tr>
<tr>
<td>35.</td>
<td>Do you want to join the factory of principal employer if paid more than the present remuneration?</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>58</td>
</tr>
</tbody>
</table>
5.5.4 Graphic Presentation of Data, Generalisations and its Critical Analysis

Graph-1

Graph no.1 shows that majority of the respondents belong to 36 to 45 years of age. 34 per cent respondents belong to 46 to 55 years of age. It means 72% respondents are more than 35 years of age. These people are working for sports goods industry for years and exclusively depend upon ball stitching for their livelihood. Even in their forties or fifties, they are contract workers with no security of employment and no social security for old age or sickness. Not many youngsters were seen in the ball stitching work.
Graph no. 2 shows that majority of the respondents i.e. 60% were found to be women. With the change in production process of ball stitching the final ball stitching work got shifted to home-based production. It involved the women and children of the family into the ball stitching work. In some houses, only women do this work. Men go to factories or other places of work. Women, in general were found to be happy with the process, as of now, they could earn in their houses along with taking care of the family. Young children, particularly girls support them in their work after school hours. Many women revealed that now they have better socio-economic position in the family and outside the family because of economic empowerment. In other words, it can be drawn that the more engagement of women has been responsible for increase in home-based production and consequently increase in contract labour system.
Graph no. 3 shows that majority of the respondents belong to the city by birth. 25% of the respondents were found to be migrants who came from states like Uttar Pradesh, Bihar and West Bengal. These people started working for the industry when the production process was shifted to homes. Migrants usually work in unorganised sector. Mostly, the wives of migrants work in ball stitching. Child labour is seen in the houses of migrants. Local workers complaint that migrants accept low wage rates and due to this reason, the tendency of annual increase in wages has slowed down. Migrant workers put undue pressure on labour market which works in adverse to rights of labour in general. Labour solidarity reduces because migrants do not co-operate for unionism or collective actions. Poverty compels them to accept whatever comes their way and employers take benefit of this situation. This has led to immense increase in use and abuse of contract labour in the industry.

Many local workers are working for the industry from generations. Their elders used to have better economic status in past when the ball stitching was a craft and the skill of stitchers had value for the employers. Technology and machines reduced the value of labourers.
Graph no. 4 articulates that 80% of the respondents belong to scheduled castes. These are socially and economically weaker sections of society. The higher caste people are also involved in the industry but they occupy other positions like employers, shopkeepers, distributors or owners of medium scale as well as small scale establishments. The labour usually comes from SC or OBC (other backward classes) category. Thus, it can be drawn that the victims of the abuse of contract labour system are those people who are already poor and weaker ones.
It can be drawn for the Graph no. 5 that it is basically the Hindu community which is involved in ball stitching work. The reason is clear that before independence, there were large number of Hindu craftsmen who worked for the industry and after partition, they migrated to Jalandhar and settled down in the city. Their decedents are, at large scale, still involved in ball stitching work.
It can be concluded from Graph no. 6 that majority of the respondents i.e. 62% have 4 to 6 number of family members which include old parents, husband and wife and their children. 20% percent of the respondents belonged to nuclear family and the percentage of big joint families was found to be almost nonexistent. The families having more than 6 members were basically families of migrants who had more children than the local workers. It can be drawn from the data that majority of the contract workers had family responsibilities.
Graph no. 7 presents that 75% of the respondents have 1 to 3 dependents in their families and most of the times it was found to be 3 members. Those families in which their parents lived with them, number of dependents increased to 4 or 5. Migrants’ families were found to be having more dependents than the local workers’ because they were having more children than the local ones. In some families even parents of the age of more than 55 were found to be engaged in ball stitching.
Graph no. 8 indicates that majority of the respondents live in rented houses. Only 38% were found to be having their own houses. Almost all the migrant workers live in very small rented house and majority of these houses have no separate kitchen and toilet. Even local workers, who have their own houses, find difficult to adjust in their houses as their children grow up. Most of the houses were found to be less than 80 sq. metres with small rooms, small kitchen and no place for children to play. These contract workers earn less than the statutory minimum wages, and if both husband and wife are working, cannot earn more than Rs. 7000 per month. It is difficult to make provisions for meals, heath issues, education of children and payment of electricity, water and phone bills for these contract workers. How and when they will build their own houses, is far from estimation. Our Constitution proclaims to establish a welfare state where there shall be equality, freedom and dignity for every citizen. The proclamations seem to be illusory. The reality is the very opposite from the theoretical claims. Mean while our Government is advocating for more flexibility and incentives for the capitalists. The consequences of freelancing for labour is an issue which the officials are simply not prepared to listen too. This situation is unfortunate. Contract labour system, thus is exploitive and lowers down the dignity of labour.
It can be drawn from the Graph no. 9 that workers involved in ball stitching are not much educated. Majority of them are primary pass outs. 25% of them found to be illiterate which included the women at large scale. Only a minority i.e. 10% tried to get little more education. These people could not find suitable employment elsewhere and for the time being, were working with families in ball stitching.
All the respondents are the contract workers performing the work of inflatable ball stitching. Inflatable ball stitching is that production process of the industry which involves the maximum production (60% of total output of the industry), maximum exports (60 percent of the total exports of the industry) and maximum number of workers working in the Jalandhar sports goods industry. The contractor system is integral to the ball stitching production.
Graph no.11 represents that majority of the workers were working with the same contractor for more than 2 years. The Act provides that every contractor who employs or employed 20 or more workers in the preceding 12 months is required to obtain license under the Act and to provide for all the benefits, rights and facilities under the Act such as minimum statutory wages, social security (provident fund) and medical compensation, facilities such as canteen, rest rooms, bath rooms and urinals etc. The percentage of total workers working for more than 2 years goes up to 77 percent. The Contract Labour (Regulation and Abolition) Act, 1970 is, thus, very much applicable to the respondents.
The graph no. 12 shows that 45 percent of the workers knew more than 30 workers who were working with the same contractor. The Act provides that if a contractor engages 20 or more workmen on any day in the preceding 12 months, he will have to obtain license under the Act and the Act will regulate such contractor as well as the contract labour employed by such contractor. 75% of the workers know more than 20 persons who worked for their contractor. It means contractors are employing more than sufficient number of contract workers which is required for the application of the Act. The whole process has labelled the sector as unorganised sector whereas it is very much organised one. The secondary data shows that only 5 contractors, obtained licenses for ball stitching when more than 200 contractors are working in the industry who employ more than 20 workers.
Graph no.13 articulates that majority of the respondents worked with one contractor at a time. Most of the workers seemed to be satisfied with the working of their present contractor. However, the respondents revealed that if contractors do not pay them as per the market rates, they change the contractors. Thus, there is a stiff competition amongst contractors also. Contractors are the old workers of factories. The biggest share of profit earned through contract labour system is appropriated by principal employers.
Graph no.14 reveals that 95% of the raw material is supplied from the factories of the principal employer. The contractor merely collects the kits from the factories and hand over to respondents at their homes. Contractor works like a transporter. The real supplier is the principal employer. 5% of the raw material i.e. threads, wax and needle is purchased by the stitchers themselves for which there is no separate payment by the employers. The principal employers deny the employment relationship with home based workers saying that they are the workers of contractors who are independent contractors. One of the essential requirements of a person or entity to be an independent contractor is that the tools and raw materials are arranged by the contractor whose work is to produce a given result under a contract for service. Here in this case, a very small amount of raw material is arranged by labour whereas 95% of the raw material is supplied by the principal employers. It shows that the intermediary has been created for illicit profits. The contract system is sham and a mere camouflage to avoid obligations under labour regulations by denying the employer-employee relationship by making it irregular, disguised and legally unidentifiable. Thus, it is a fit case for a judicial interpretation as well as an executive action for abolition of contract labour system and consequential establishment of employment relationship between worker and principal employer.
Graph no. 15 shows that majority of the respondents earned not more than 150 rupees a day. This is below the statutory minimum wage. This is also below the wage rate paid under NREGA (which is Rs. 180). 20% of the respondents earned below 101 rupees. They were mostly part time women workers.
All the contract workers are paid their wages in cash as per the piece rate system. No payment is made through bank. Thus, the wage payments remain beyond the scrutiny of financial regulation. No receipts are given to workers regarding payment of wages. Though, the respondents were satisfied with the timely payment of wages by contractors.
Graph no. 17 shows that all the wages are paid by the contractor who in turn is paid by the principal employers on piece-rate basis.
The graph no.18 represents that wages are usually increased year by year but the increment is very small. In most of the cases it was an increase of 1 or 2 rupees (per piece) a year. It is noticeable that cost of living is rising day by day. The prices of food stuffs have faced highest amount of inflation. The contract workers do not get adequate increase in their wages and therefore, are forced to work for long hours.
Graph no. 19 reveals that a great majority of workers work for more than 8 hours. They work for 10 hours on an average. The wage rates are low and annual increase in wages is also very low. The wages are not linked to production-time. The cost of living is rising. The workers are compelled to work for excessively long hours.
The Graph no. 20 shows that 15 per cent respondents had no separate kitchen and those who have it; it is of very small size.
Graph no. 21 shows that 68% respondents were having separate toilets in their houses whereas 32% respondents have no separate toilets. It is important to note that majority of them (who have no separate toilets) are migrants who live in slum like areas and many of them use common toilets. The lack of a separate toilet in an urban area shows the state of poverty of the families. It becomes important to rectify the situation, particularly, in the light of Govt's ambitious "Swachh Bharat Abhiyan". These respondents denied any kind of financial help from the Govt. under the Abhiyan.
Graph no. 22 shows that a few of the respondents held any technical or vocational course. Most of the labour learnt ball stitching through their fellow-workers.
Graph no. 23 shows that contractor did not give any formal training of stitching to them. They learnt it from other workers already stitching balls though contractors introduced them to those workers.
Graph-24

Knowledge About Contractor's Address

Graph no. 24 shows that majority of the respondents knew the address of their contractor. However, 20% of them (all of them were women) did not know the address of their contractor. They only knew the name of the contractor. These respondents were not aware of the particulars of that person for whom they had been working for long time, with whom they were in employment relationship.
Graph no. 25 represents that 60% of the respondents knew the name of their principal employer; however 40% of them were ignorant about the factory they were working for. One of the reasons of such ignorance was found to be illiteracy of the respondents as well as their lack of knowledge of English. The particulars written upon the kit and panels are written in English. Majority of the respondents could not tell the address of the principal employer.
Graph no. 26 articulates that 57% of the respondents could enumerate the number of principal employers they work for. However, 43% could not count and tell that for how many (and for whom) principal employers they work for. The reason is that contractors, many a time, remains the same but principal employers go on changing. It was found that such change is deliberate on the part of principal employers as they did not want particular section of people to work for them for long time. It may create possibility of employment relationship between the contract workers and the principal employers. Principal employers are in favour of keeping the labour away for them, changing them from time to time so that they can easily deny any employment relationship with contract labour. This approach sometimes, compromises the quality of goods.
Graph no. 27 shows that all the respondents denied the presence of representatives of the principal employer at the time of wage disbursement. Any of the principal employers did not ever try to inquire whether the due payment is made by the contractors to the workers.
Graph no. 28 shows that all the respondents were satisfied with the timely payment of wages by the contractor. Employers also make timely payment to the contractors. Wages are paid as per piece rates and on usually monthly basis. Contractor as well as contract worker, both maintains the daily record of the number of balls stitched.
Graph no. 29 shows that contractor or the principal employers do not make any other payment other than the wages. There is no contribution for social security of contract workers. There is no payment even for medical problems arising out of the work of ball stitching. Respondents revealed a few health issues such as pain in fingers, needle cuts, eyesight weakness and spinal cord problems which occur due to stitching of balls. No medical relief or compensation is given to contact workers for such health issues.
As the Graph no. 30 reveals, the women are not discriminated in wages. Equal remuneration is paid for equal work both to men and women. It is not feasible for the contractor or the principal employers to discriminate as majority of the home-workers are women. Moreover the foreign firms who import goods from the industry put pressure upon the employers to avoid child labour and discrimination against women.
As the Graph no. 31 presents that all the respondents denied that any child below 14 year of age works with them. All the respondents answered that their children go to school. It is interesting that 27 child labour schools are running in the city. In migrant and very poor families, children also work with their parents; however the respondents denied any incidence of child labour in their homes. It came to the knowledge of the researcher that contractors as well as principal employers discourage child labour practice. International market pressures compelled the employers to avoid child labour practices in the industry.
Graph no. 32 shows that except a few (only 5%), the respondents had no association with any union or collective entity. Those who were associated with unions were mainly those males who used to participate, in one or the other way, in the annual wage increment negotiation with union office holders. The strength of labour is in collective action. The contract workers have no union of their own. If they want to exercise any control over the employment relationship, they will have to join hands, from their own unions and actively participate in negotiations with employers. The Ahmadabad based SEWA (Self-help Women Association) and U.S. based Aid-Workers Associations are the examples of successful unionisation in the unorganised sector.
As the Graph no. 33 presents all the respondents said that no officials from the labour department came to visit their places. No inspection was ever held. It shows that the officials do not bother to the steps to compel the contractors to take licenses or the employers to get registered under the Act. The secondary data regarding number of registered establishments and licensed contractor also corroborates these facts. Corruption amongst the labour department, meagre penalties under the Act and the official's difficulty to prove the case against the contractor and principal employers due to non-co-operation by labour itself (due to fear of losing the job) are some of the reasons for poor performance of the state labour department.

Contract labour breaks the labour solidarity. Regular workers unions do not take much interest to raise voice in favour of contract workers. Contract workers are seen to be in conflicting interest relationship by regular workers. Employers also instruct regular worker to avoid participation in contract workers’ issues. Contract workers lose jobs if they raised voice against the contractor or the principal employer. In such a situation, role of state becomes significant. However, as the survey shows, the state also did not come to their rescue.
Graph no. 34 presents a very sad picture that 94% of the respondents did not know that there is an Act called Contract Labour (Regulation and Abolition) Act, 1970 which has been passed by the legislature to regulate their working conditions. Only a few i.e. 6% respondents could tell that they know that contractors need to obtain licenses under some law and that contractors and principal employers are subject to inspection by the labour department in this regard. Nothing else was known to these respondents also.
Graph no. 35 presents an interesting analysis. The researcher deliberately inserted this question in the interview schedule. The responses of the respondents present a complex situation. When all the respondents admitted that the home based production system led to immense increase in contract labour system which is quite exploitive, yet 42% of the respondents found to be unwilling to go to factories even if their wages are increased and some other facilities paid to them. 90% of such respondents were women. Women showed reluctance to go to factories. They told their husbands do not like it. Secondly, it will make them unable to fulfil their family responsibilities properly. Male respondents were ready to join factories. The travelling distance of factories was also one of the reasons of unwillingness to join factories. It means that specific economic zones create travelling/mobility problems for labour.

Thus, it is clears that shift from home-based production to factory production, is not that easy and does not solely depend upon the change in the attitude of employers. Women labour is unwilling to shift to factories; neither have they wanted to stop stitching balls. The situation is complex and needs objective solution to which all the stakeholders agree to and are satisfied with.
There are about 100 big factory establishments in the sports goods manufacturing industry in Jalandhar. The researcher selected 20 big factories on the basis of random sampling method from the list supplied by the Sports Goods Export Promotion Council, a Govt. of India organization. The researcher personally visited Sports and Surgical Complex, Leather Complex and Industrial Area of Jalandhar and asked the employers to facilitate to get some information from their workers. On the researcher's reply to their quarries as to what kind of information the researcher seeks to obtain, the employers did not allow the researcher even to enter into the premises where the workers were working. They simply denied the existence of any kind of contract labour in their factories.

This kind of response of the employers compelled the researcher to find out other method to collect the data. The researcher tried another option that is to stand outside the factory gates in the evening and thereby, to convince the contract labourers to reveal the required information. This also did not work well. The contract labourers avoided to tell anything near the factories as they were afraid of its information to the employers. The researcher also came around 2 groups of wandering people inside the Sports and Surgical complex who warned the researcher to go back and not to talk to the workers.

The only option which was left with the researcher to find out contract workers working in the sampled factories in any other way. The workers could be living at various places in the city. It was a very difficult task to do so. However, the researcher began the process of data collection again from the Basties in Circle-II of Jalandhar city. The researcher had developed good rapport with the respondents of the interview schedule (home-based workers) who greatly helped to reach to some workers who were working in some of these factories on contract basis. 150 such workers were approached, out of which only 80 responded. Therefore, the response rate was 53.33 percent. A structured interview schedule was prepared containing 10 questions focused upon the necessary information required to be obtained. These questions are as follows:-
1. What is the name of your factory?
2. What is the total number of workers in the factory?
3. What is the approximate number of contract workers in the factory?
4. What is the approximate wage difference between regular and contract workers doing the similar work?
5. What are the benefits and facilities that are shared by the contract workers along with the regular workers of the factory?
6. What is the average daily wage of ball stitchers inside the factory?
7. Are the contract workers paid any social security other than the wages?
   a. Yes    b. No
8. Are all the ball stitchers inside the factory contract workers?
   a. Yes    b. No
9. Are all the ball stitches paid on piece rates?
   a. Yes    b. No
10. Do the officials of the labour department of Govt. inspect and object to the contract labour system?
    a. Yes    b. No.

Some of the questions of the schedule were left open-ended. The generalisations of the responses to these questions was done by applying the method of averages. The responses to other questions having "Yes" or "No" choices have been analysed as per the method of percentages.

The findings of this survey are as follows:

1) There are total 10 big factory establishments in the sample size. The names of the factories are Soccer International, Rattan Brothers, Hans Raj Mahajan and Sons, Mayor and Compnay, F.C. Sondhi & Co., Wintex, Beat All Sports, Sporting Syndicate, Sakay Traders and Savi International.
2) These factories employed total 300 workers on an average.
3) 80 percent of the total workers are contract workers. Contractors supply labour to factories.
4) Stitchers are paid wages as per piece-rates. The average monthly income of a factory based stitcher is Rs. 5000. The average wages of regular workers is 8000. A home-based stitcher earns Rs. 3500 per month, the factory-based
stitcher earns Rs. 5000 and on being regularised, he may get Rs. 8000 per month apart from the social security, if so paid to him. Thus the ratio of difference of wages between a contract and a regular worker was found to 5:8. The percentage difference between wages of contract worker and regular worker is 37.5 percent and between wages of home-based worker and the factory-based worker is 30 percent. It is noticeable that ball stitcher contract workers are skilled labourers. The minimum wage for skilled labour with effect from 1<sup>st</sup> March, 2015 is Rs. 328.22 on daily basis making a total of Rs. 8524.75 for a month<sup>21</sup>. It is apparent from the data that both kinds of contract workers, home-based as well as factory-based are not paid even the statutory minimum wages.

5) Free of cost tea (Once in a day), use of bathrooms, urinals and drinking water and medical help are the benefits which both the regular and contract workers equally enjoy in the factory.

6) The average wages of ball stitchers (inside the factory) was found to be Rs. 5000 per month.

7) No social security is paid in respect of contract workers other than wages.

8) 100% of the respondents answered that all the ball stitchers in the factories are also contract workers.

9) 100% of the respondents replied that all the stitchers are paid piece-rated wages.

10) 85% of the respondents replied that labour department officials do not object to contract labour system. They are indulged in corruption and take periodical bribes from employers. Official do not talk to labourers. It was disclosed by the respondents that two of the sampled companies were raided a couple of years ago, however, no action was taken and nothing was heard about the liabilities imposed upon employers. The workers of the Spartan sports were compelled to go on strike for their demand of rise in wages. The strike prolonged up to one month. The company hired cricket superstars like Adam Gilchrist for advertisement and spent crores of rupees on promotion, yet denied the demand of workers for increment in wage rates.

Thus, it can be concluded that factories employ contract labour at large scale. It saves cost of production, cost of human resource department and dispute resolution. The contract workers are low paid workers and lack any kind of social security for their hard days of life. Contractors are engaged to deny direct employment relationship with the labour which is undoubtedly, the labour of factory.

5.6 PROBLEMS OF THE CONTRACTORS

The researcher conducted Focussed Group Discussions (FGDs) with 20 contractors working in the industry. Contractors were not ready to answer to any list of questions in particular; neither had they wanted to reveal the names of offending employers. Therefore, the researcher then adopted the FGD method and asked the contractors to explain their working, remuneration and problems faced in the industry. The findings are as under-

1. Most of the contractors are the old factory workers. They earn Rs 2 to 5 per ball stitched. Inflatable ball production is mainly home-based. Contractor system is inevitable. There is stiff competition among contractors. Their income is decreasing. Workers do get some leverage out of this situation.

2. Contractors pay the wages on time and give advances to the needy workers. They have good relationships with their workers. Their workers are satisfied with them. Employers do not increase the wages as per the efforts and hard-work put into the work by stitchers. Contractors convey these matters to employers; however, they do not take steps to improve the situation.

3. Contractors avoid obtaining licences because the fees for licences are quite high. They are afraid of being unduly questioned by the officials of labour department. They may have to pay bribes to officials. Decreasing trends of income discourages them to avoid regulations. Moreover employers also instruct them to avoid laws and officials.

4. Contractors are not in a position to provide for social security, medical compensation or other facilities as provided under the Act because they simply cannot do so due to economic reasons. This responsibility should be fixed on employers.
5. Contractors are not in favour of abolition of contract labour as they will lose their jobs. They also claim that even majority of workers do not want it, the women workers, in particular.

Most of the contractors avoided to tell the number of workers they employ and the monthly remuneration they earn from their work. Contractors criticised the provisions of the Act and clearly stated that its implementation is very poor.

5.7 PROBLEMS OF THE PRINCIPAL EMPLOYERS

Most of the principal employers refused to answer questions of the researcher, however, the researcher succeeded in convincing some of the employers to discuss their problems in relation to contract labour system. The researcher approached these employers in their show-rooms in Basti Nau, the biggest sports market of the city. As many as 10 persons responded despite of the efforts of the researcher to visit as many as 40 show-rooms and shops in the market. The findings of the FGD with principal employers are as under:

1. Contract labour system is inevitable. Employers cannot employ hundreds of regular workers. It is not economically sustainable. There is stiff competition in international market, from China and Pakistan in particular. The industry needs labour flexibility to survive in global market.

2. Employers cannot buy costly land for bigger premises, electricity bill, water bill and furniture etc. to make provisions for huge regular workforce. It is economically, not feasible to do so.

3. Sports industry is integrated with world market. Contract labour system provides benefits in global crisis for demand of sports goods. Easy hire and fire enables them to overcome the financial crisis.

4. Sometimes, contractors do not pay the rates of wages to workers which they receive from the employers.

5. Heavy increase in wages is not feasible. It will make the industry uncompetitive.

6. Government taxes and duties are quite heavy and must be reduced.

7. Power cuts are a big problem. Infrastructure needs to be strengthened.

8. Government officials from labour department are indulged in corruption.
9. The Act imposes undue liabilities on principal employers. These liabilities should be imposed solely on the contractors who hire workers, know them and pay wages to them.

10. The Act is impractical in nature. It cannot be implemented in case of outsourcing of work to independent contractors which is inevitable for the survival of the industry.

It can be drawn from the above findings that the industry faces competition from international market. It needs some leverage to adjust itself according to economic ups and downs, however, it is under obligation to provide fair share to the labour also. Employers should realise that a labourer’s service is the only means of livelihood for him. The employers should make efforts to secure adequate standards of employment security, remuneration and social security to its workers.

5.8 PROBLEMS OF THE GOVERNMENT

The Government enacted the Act to protect the rights of the contract workers; however, with the passage of time, it has failed to implement the Act in its desired form and magnitude. The Government could also not come up with any alternative scheme for the benefit of contract labourers. The rate of punishment for the offenders under the Act is far from satisfactory. In Jalandhar sports industry, the implementation of the Act is very poor. The Government also has some problems. The officials of the state labour department revealed some facts which are worth noticing. The researcher came up with following findings in a Focussed Group Discussion with the Assistant Labour Commissioner, and the Labour-Cum Conciliation Officers of the Circle-I, II and III of Jalandhar District Labour Department-

1. The scope of the Act is narrow and industry specific. The Act was enacted keeping in view only a few kinds of industries like construction and work of some big corporations. Therefore, it lacks universal application.

2. The Act is inadequate to deal with outsourcing which is a post-globalisation phenomenon. The case of home-based production of sports goods falls in this category.

3. Government policies are designed to gain high Gross Domestic Product (GDP) growth rates. Economy needs to be more competitive. International pressures cannot be ignored.
4. The fee and security deposit to be paid to obtain licence by a contractor and a certificate of registration by a principal employer is higher than the penalty provided under the Act for the contravention of its provisions. Therefore, the contractors avoid obtaining licences and principal employers avoid getting their establishments registered under the Act. They will have to pay fee and security deposits for every assignment of contract labour. Even if the contractor obtains licence or the principal employers get certificate of registration, they show minimum number of workers required to fulfil the assignment to avoid fee and security deposit which goes on increasing with the increase in the number of workers so employed.

5. The Act is not deterrent in nature. Meagre punishment and fine is provided which does not lay much impact upon the offenders. The expenses to prosecute the offenders are more than the resultant penalty provided under the Act. It discourages the ground level officers to show high moral standing against the offenders.

6. It is difficult to prove the employment relationship at ground level. The supply chains are so split-up. When the labour officers visit to workplaces labourers themselves refuse to reveal the truth. They tell lie about their real employer. It is difficult to prove that a particular group of 20 or more workers work for a specific contractor or principal employer when they do not sit together at any one workplace. They are scattered in their houses and small stitching centres where contractors try to ensure that no more than 19 workers sit together for work. It makes difficult to book the offenders and duly prosecute them.

7. The Act does not state in clear words that in case of contravention of the provision of the Act, licence of the contractor or the certificate of registration of the principal employer can be cancelled by the state authorities.

8. Male workers want to leave the jobs of the industry. Women are substituting them wherein work can be performed in home-based units. Women labour does not organize against the contractors or principal employers. Rather women seem to be happy with the home-based production system. The only thing they complain about is the low rate of wages.

9. There is requirement of more staff in the labour office.
10. Government is a model employer. Every other employer follows the norms set out by the government as an employer. Government departments (including the Labour Department, Labour Bureau and Government corporations themselves are engaging contract labour at large scale. It encourages the private employers to do the same. The secondary data provided by the district labour office also presents that 43 percent of the principal employers registered under the Act are the Government entities who engage contract labour for various activities.

11. Labour laws are out dated. The definitions under various labour laws create confusion and flaws in these laws. New and new terms like "honorarium" payments etc are being used to create technical flaws in the laws thereby limiting their impact. The loopholes in the law, meagre punishments, indifferent attitude of the Government, lack of budgetary support etc. are the issues which greatly influence the performance of ground level labour officers.

5.9 CONCLUSION

The Contract Labour (Regulation and Abolition) Act, 1970 was enacted to safeguard the interests of contract labour. A field survey was conducted in Jalandhar sports Goods industry to examine the scenario of implementation of the Act, views and problems of different stakeholders in the industry and the challenges underlying the implementation of an alternative scheme or legislation which may be brought forward to rectify the situation.

The generalisations drawn from the findings of empirical survey, both home-based as well as factory-based contract labour, clearly state that contract labour system is increasing by leaps and bounds. It is replacing the regular nature of employment in manufacturing sector also. It provides various benefits to the employers such as savings of cost of production, cost of severance pay and dispute resolution; however the system is exploitive for labour. Low wage rates (below the statutory minimum), piece-rate system of wages, no social security, no employment security, disguised employment relationship, lack of health and welfare facilities, new employment complexes created by women labour willing to work in their homes, child labour in poor families, corruption in labour departments of the government, poverty and ignorance of the contract workers etc. are the key features of the contract
labour system in the given industry. The implementation of the Act is very poor. There are around 100 big factory establishments and as many as 20,000 medium and small scale establishments in the city involved in sports goods production, yet only 6 principal employers were registered under the Act and only 10 contractors were found to have obtained licences where there are more than 200 hundred contractors operating in the industry and majority of them employ more than 20 workers which is the threshold limit for the application of the Act to the contractors.

The Act is based on big factory or plant model of manufacturing of 70s. Today, it is the time for small supply chains operating with few workers working solely on contract basis which can be easily hired and fired. Home-based production is also one of such arrangements. The Act does not cover these workers because they fall in the category of out-workers under section 2(1)(i) and are excluded out of the definition of workman and consequently from the definition of contract labour. An out-worker, who works under a contractor at a place which is not under the control and management of the principal employer, is not covered by provisions of the Act. This exception frustrates the very object of the Act and is used by the employers as a trick to avoid labour obligations by changing the place of production (work now being performed at the place of contractor or of the worker), though the same contractor and the same workers are doing the same work. The empirical survey in home-based establishments has been conducted to bring forth this deficiency of the Act. Millions of workers are thrown out of the coverage of the Act. The Act therefore, has become out-dated and needs amendment to include such workers within the definition of workman.

The researcher has made valuable suggestions in the forth coming and final chapter entitled as "Conclusion and Suggestions" as to the suitable amendments in the Act which are worth reading and present a picture of the challenges underlying the reforms of contract labour law in India.