CHAPTER IX
Chapter IX

CONCLUSION AND SUGGESTIONS

CONCLUSION

India is an agricultural country in which Uttar Pradesh is a state whose majority of inhabitants are doing agriculture. Kanpur district is one of the most important districts of Uttar Pradesh. Agricultural labourer is playing a very significant role in the agriculture profession of this district. Agricultural labourer here means the physical, mental and technical labour related with agriculture. In the normal sense agricultural labour refers to the physical labour only, which earns livelihood by working on agricultural land or activities related with agriculture directly or indirectly.

The whole research work has been covered in nine chapters. First chapter relates with 'Introduction' in which topography of U.P. and Kanpur district along with the importance of agricultural labour has been discussed.

Second chapter relates with 'Rural structure' of U.P. on the basis of nature of agriculture in U.P. Farming is done by land owners through agricultural labourers. In some areas it is done through both, the land owner and labourers. "Batai" system
is very popular in this state. In some areas cooperative farming is also used.

So far as rural structure on the basis of land is concerned there are owners of land and landless inhabitants in the state. Rural structure on the basis of labour has also been studied. There are three types of labourers in this state. Some are engaged in agriculture and some are engaged in cottage industry. Rest of the labourers are engaged in other miscellaneous activities. As regards education, number of educated labourers is negligible in comparison to uneducated labourers. There is no arrangement in process to educate the agricultural labourers.

Third chapter relates with 'labour structure'. Agricultural labourers in the state are recruited from internal sources as well as external sources. In some areas land owner himself appoints the labourers. In certain cases, the labourers are appointed through the help of these labourers who are already employed. In Kanpur district assistance for recruitment of agricultural labourer is taken from friends and relations or farmers. Services of Employment Exchanges in this respect are taken to the minimum extent. In case of big farms where mechanisation of agriculture is done, mechanized labour, to some extent, is recruited through advertisement. Educational Institution like Agricultural Colleges and Agriculture Universities also assist in the matter of recruitment. Agricultural labourers come in U.P. from the other states also, specially from Bihar and hill areas. Social set-up of agricultural labourer is below normal in U.P., but in that portion of Kanpur district, which
is in the neighbourhood of Kanpur city, social set-up of agricultural labourer is at an average level.

Chapter Four is in connection with wages. Wages in Kanpur district are determined through mutual agreement between the employer and the labourers. In some areas, wages are fixed according to customs and traditions prevailing in the area concerned. In some areas efficiency of labourer is taken into consideration for determination of wages. An efficient labourer is paid more wages in comparison to an inefficient labourer. There are some areas in Kanpur district where labourers are in need of job and they are ready to work on any wages offered to them. So far as methods of payment of wages is concerned, they are three. First is 'time wage system'. Under this system, 'daily wages' or 'monthly wages' are paid. Second is 'piece wage system'. Under this system wages are paid to agricultural labourers according to the quantum of work done by them. The third one, 'incentive system' of wage payment is also prevailing in some areas of the district.

Chapter Five deals with unemployment with agricultural labourers. On the survey basis, it was noticed that some labourers are fully employed, while many labourers are getting partial employment. The reason is that many jobs in agriculture such which do not require services of labourers continuously throughout the year. Hence, farmer employs labourer for the part time only. In many cases, due to weak financial position, a farmer is unable to pay full time wages. There are some persons in the village who by their nature do not want to work. They depend on the earning
of others. Such an unemployment is known as voluntary unemployment. In agriculture, seasonal unemployment has also been witnessed. In areas, where machines are used for agriculture, services of tractor drivers, and services of other persons to operate various machines used in agricultural processes are needed. These days unemployment of technicians is also visible in rural areas. Most important cause of unemployment is the increase in population and lack of improvement in agriculture. Unemployment of agricultural labourers has resulted in creating disturbance in rural areas. The peace of these areas has been badly affected on account of unemployment.

Chapter VI relates with 'rural indebtedness of agricultural labourers'. Agriculture now requires finance for purchase of seeds and fertilizers, irrigation, marketing of agricultural produce, etc. Hence, farmers have to take loans on the basis of various types of security in which land is most important. Due to bad crops they are not in a position to pay off the loan. The methods adopted for realisation of loans in rural areas are 'taking the crops of the farmers', 'selling their lands', and 'getting the work done by the indebted worker without any payment to him'. Some creditors realise loans with the help of Panchayat, and in very few cases debts are realised through courts. Government has also made various provisions in this connection. Number of restrictions have been laid down on money lenders, and easy credit facilities have been provided by establishment of Regional Rural Banks etc.

Chapter VII deals with evaluation of Government policy regarding agricultural labourers. Government has made various provisions on mis-use of labourer. Bonded labour, and engaging
child labour have been made free. Free legal assistance is given to the labourers whenever they need it. To some extent labour welfare activities have also been started.

Chapter VIII deals with problems of agricultural labourers. The most important problems which are faced by the agricultural labourers of Kanpur district are: housing problem, problem of health and medical facilities, problem of education, problem of wages, problem of safety and problem of recreation. It has also been noticed that there are no agricultural labourer unions in Kanpur district. Problems of rural indebtedness and unemployment are very serious. Working conditions of agricultural labourers are deplorable. So far as working hours are concerned there is no limit for them. The result is that an agricultural labourer is surrounded with problems in all the walks of his life.

The last chapter relates with the conclusion and suggestions.

**SUGGESTIONS**

In order to remove various problems of agricultural labourers and to make improvement in their standard of living, following suggestions are worth consideration:

1. **Precaution in recruitment of agricultural labourer**

   At present in most of the cases agricultural labourers are recruited directly by the landlord, either from the same village or from those labourers who come from near by villages. Though preliminary enquiry is made by the land owner about the experience of agricultural work, etc., yet it is very difficult to judge the
nature of agricultural labourer at the time of recruitment. The result is that due to uncooperative nature of the labourer, efficient work is not done. It is, therefore, suggested that due precaution should be taken at the time of the recruitment of agricultural labour. So far as his work, experience, and nature is concerned it is better to take due care about the nature, work and experience of the worker to be recruited. It is an old proverb that 'precaution is better than cure'. Hence, the work of recruitment should not be taken lightly.

Mostly farmers see immediate gain without caring for the future. In order to save themselves from the immediate losses, they, some time, recruit undesirable persons thinking that after taking the work for a week or so they will remove him. Here lies the mistake, because once the worker has been recruited, and after a week or so, if his services are terminated, he becomes against the employer so much so that he defames him wherever he goes. Not only this, he tries to take revenge from him. Such termination also creates a very bad effect on that worker who is to be recruited in the place of terminated worker.

1) Establishment of Employment Exchanges

It is suggested that employment exchanges should be established by the Government in the rural areas also. There should be atleast one employment exchange for atleast 25 villages, or for those villages which fall within the radium of 15 kilometres. The work of these employment exchanges should not be like the work of employment exchange in urban areas. These employment exchanges
should perform the following work:

a) The employees of this exchange should collect the data regarding the recruitment of the number of agricultural labourers recruited by various farmers of those villages which fall within the limits of the employment exchange.

b) They should assess the number of workers who are in need of employment as agriculture workers.

c) After collecting above mentioned data they should make a classification of agricultural workers in various categories, viz., those who are good in ploughing agricultural land, harvesting crops, or irrigation, etc.

d) They should work to provide necessary guidance to both, the farmers as well as workers.

The employment exchanges in rural areas should, no doubt, be situated in a building, but their work should be done on mobile vans which can better be termed as 'employment exchange on the wheels'. The movement of vehicles should be arranged in such a way that they should, at least once in a week, reach every village to prove the services of employment exchange.

It is suggested that at least one mobile Employment Exchange should be established in each district. In case, establishment of an Employment Exchange of the nature described above is not possible due to various circumstances, then it is suggested that this type of training should be given, in employment exchanges of the district, to the Gram-Pradhans of all the villages of the
district. This training should be given in various groups of about 25 Pradhans in each group. The number is restricted to about 25 because, if the number is less, individual attention can be paid and an intensive training can be made possible. This can create a lasting impact on Gram Pradhans. It may also create enthusiasm in them. When these pradhans will go back to the villages, their Gram Pradhans will work as employment exchange and they will do all those work which are expected to be done by employment exchanges. It is also suggested that at least once in three months some responsible officer of employment exchange should visit these Gram - Pradhans and he should note their difficulties and give them necessary suggestions for making their performances better.

ii) Recruitment of labourers on permanent basis

Big farmers engage agricultural labourers on permanent basis. Permanent basis here means that the workers work throughout the year, and they are engaged not only for one year but for a number of years, so much so that they are never removed by the employer till they themselves leave the job. These labourers become very near and dear to the members of their employer's family. They perform agricultural work and also other work related with family requirement. Some of them live in the house of employers while others may live in their own houses. These labourers work practically whole of the day. Some of them gain so much confidence that their decisions are mostly accepted.

The suggestions in connection with permanent labourers are as under :-
a) Their recruitment should be made after intensive enquiry.
b) Their wages should be so reasonable that they may devote their full attention to the work.
c) The behaviour towards such a labourer should be extremely fine so that he may remain faithful.
d) Some labour welfare facilities should also be provided to him, for instance, if he falls sick or any member of his family falls sick, the expenses related with his medical treatment should be borne by the employer.
e) If some loss occurs on account of his mistake it should not be deducted from his wages. Such a gesture on the part of employer will make a labourer most obedient and devoted.

Above suggestions do not mean that no watch should be kept upon such labourers. There must be some checking of their work, so that they may not become careless, and may not derive undue advantage of liniency of the employer.

iii) Recruitment of temporary labourers

Agriculture is such an industry in which so many labourers are required on few occasions in a year that their services are used only for a temporary period, that is, at the time of ploughing, irrigation and harvesting more workers are needed than usual in normal strength of the work. As their services are only for short period, it is very difficult to get such workers, and even if they are procured it is difficult to terminate their services. Hence, extra-ordinary care is required in the recruitment of these labourers. Following steps are necessary in this connection -
a) When a labourer is going to be recruited for a temporary period, it should be seen that he has good experience in the work for which he is to be recruited.

b) His behaviour should be either normal or more than normal, but not in any case abnormal.

c) Temporary labourer should be given more wages per day in comparison to the daily rate of wages of the permanent worker.

d) It is suggested that in addition to normal wages some extra facilities should also be provided to him.

e) It must be made quite clear to the temporary labourer at the time of appointment that his appointment is only for a limited number of days.

f) It is also suggested that an assurance be given to the temporary worker that on all occasions of temporary appointment, year after year, only the concerned worker, who has been temporarily appointed during the current year, will be appointed every year on such occasions. This assurance ultimately results in that a temporary appointment becomes a permanent one so far as filling up of casual vacancies is concerned.

iv) Termination of the services of labourer before the expiry of his tenure of services

   Some times, it so happens that an account of the misconduct dishonesty and utter disobedience and misfeasance, the employer becomes highly disgusted with the labourer and then as a last
resort he terminates the services of the worker before the expiry of his tenure of service; and it is good to do so, because the retention of such labourer is not only harmful for agriculture but also it creates a number of botherations and multiplicity of problems. In this connection it is suggested that, when such termination is necessary, following procedure should be adopted.—

a) A charge sheet containing various charges, levied against him, should be framed and given to him. If the labourer is uneducated the charge sheet should be given to him and the different charges contained in it should be explained to him orally.

b) A reasonable time should be given to him to explain his conduct and to support his claim.

c) Persuasion method should be adopted to correct such a labourer.

d) When the final decision for termination is going to be taken some important persons of the village and one or two persons of his own caste and mohalla should also be called, and whole of his case should be discussed in their presence. If the decision of the whole of the house is in favour of termination, then the services of such labourer should be terminated.

In such a meeting it should also be decided that there should be social boycott of this labourer and no one should engage him for a certain period of time. Employment may be given to such a person if this person shows a positive improvement in his conduct,
and a favourable atmosphere for him is created in that region.

v) **Precaution in recruitment**

When a temporary or permanent labourer is going to be appointed, it is necessary that his name should be recommended by some known person, or he should produce some evidence of his good work and behaviour. Such recommendation should be made either by friend, or by relation, or by the responsible persons of the village, or outside persons of the village.

2. **Remuneration of agricultural labourer**

The wages which agricultural labourers are getting are much less than the wages received by the industrial workers in the country. In connection with fixation of wages following suggestions are worth consideration –

1) **Minimum wages**

The amount of wages to be given to agricultural labourer is mostly cost based, that is, what is to be paid, is determined by the farmers according to his cost structure. It always ignores the amount needed by a labourer for keeping a reasonable standard of his family. Fixation of wages in India is one way traffic's point of view. The suggestion is not that the labourer should be paid such wages so that he may keep reasonable standard of living, but the suggestion definitely is that he should be given at least minimum wages so that his family members may not starve.

Minimum wages act was passed in March 1948, but unfortunately the provision of the act has not been applied in agriculture
Though on paper its compliance might have been shown but actually agricultural labourer has not derived any benefit out of it.

It is grateful to note that U.P. Government has prescribed minimum wages for agricultural labourers also but in very few areas these provisions are complied. The suggestion is that the amount of minimum wages should be fixed after taking cost of living index number into consideration, and wherever, inflation increases, either the wages should be increased or dearness allowance should be given to the workers. Only fixation of the minimum wages will not serve the purpose. It is, therefore, suggested that a team of inspectors should be appointed by U.P. Government and atleast one member of this team should be to see in the villages that the provisions of minimum wages are duly complied with.

a) Time wages

At present in many villages agricultural labourers are appointed on time wages. A few labourers are appointed on monthly wages and many labourers are appointed on daily wages. The suggestion is that when monthly or daily wages are fixed the price level should be taken into consideration. It is necessary to keep in view the size of the family which the labourer had to support. These wages must be paid in time. Mostly payment of wages is postponed by the farmer. This postponement creates a number of difficulties before the labourers. They have to purchase their requirement on credit for which they have to pay more price, or they have to take loan which they have to pay with interest. Therefore, it is suggested that the wages must be paid in time.
b) **Piece rate wages**

On the basis of survey it was found that in some villages of Kanpur district, wages are paid on piece rate system. The suggestion is that if this method of payment of wages is adopted, some amount of minimum wages should be fixed, so that agricultural labourer may meet his minimum requirement.

c) **Incentive wage system**

In addition to time wages and piece wages incentive method of wage payment should also be adopted. Following are some suggestions in this respect.

A. If the crop is very fine, then some portion of the crop should be given to agricultural labourers also.

B. In the case of sickness of the labourer or his family members, some financial assistance should be given to him which should not be deducted from his wages.

C. On festivals and social functions some money or goods, etc. should be given to the agricultural labourers.

D. Efforts should be made to provide employment to the dependents of the agricultural labourer as far as possible. This suggestion cannot be applied in all cases, but wherever possible, efforts should be made by the farmers in this direction.

3. **Payment of wages**

It is suggested that the wages of agricultural labour must be paid in time. If the farmer is not paying wages in time
Panchayat should charge certain fines from such defaulter. The suggestion is that Panchayat should be given the power of fixation of fine. A certain portion of fine should be given to the agricultural labourer and remaining portion should be kept by the Panchayat which should be used for rural development.

Various methods of payment of wages are adopted in the villages of U.P. In some villages wages are paid in cash, while in others, wages are paid in kind, and there are some villages in which wages are paid partly in cash and partly in kind.

On the basis of survey, it is noticed that labourers prefer to take wages in cash, because in cash there is liquidity, and therefore, a labourer can use this cash according to his own choice.

4. Suggestions for raising standard of living

i) Provision of education

Unless agricultural labourers are properly educated they cannot derive real benefit. They always feel themselves as down-trodden. Therefore, they should be given such education which may assist them in leading a better life. It is not necessary that they should pass High School, Intermediate or Higher education, but they must be educated in the work which they have to do every day. They should be educated in the following areas -

a) Education regarding ploughing of field

They should be given proper education regarding the method of ploughing fields, that is, how a field is to be ploughed, how many times it should be ploughed, and how much deep it should be ploughed.
b) **Education regarding sowing of seeds**

So far as seeds are concerned, education should be provided in the following respects -

1) What type of seed is to be sown,
2) What process of sowing the seeds is to be adopted?
3) From where a good seed can be obtained.

c) **Education regarding irrigation**

These days fields are irrigated either by canals or by tanks or by wells. Some of the farmers have installed their own tubewells also. When tubewell goes out of order, farmers have to run here and there for its repairs. It is, therefore, suggested that in this respect also the proper education should be given to them.

Education should also be given to the farmers regarding the time when the fields are to be irrigated, and they should also be taught as to how much water is to be given in the field, because if the water is more, or less than the required water, the crop will not be satisfactory.

The cost of irrigation is also very important. At present, cost of irrigation is very high. Therefore, farmers should be educated for making the irrigation economical.

d) **Education regarding hoeing and weeding**

Farmers should be educated in the following respects -

1) When the hoeing and weeding is to be done?
2) How the hoeing and weeding is to be done?
3) How to use the various implements required in hoeing and weeding?

In Kanpur district, no education in this respect is provided anywhere.

e) **Education regarding harvesting of crops, etc.**

At present harvesting of crop is not done properly. The result is that a lot of grains is wasted. Therefore, agricultural labourers should be educated regarding the correct method of harvesting. Whenever thresher is used, training regarding the proper use of thresher should also be provided.

f) **Education regarding marketing**

At present farmers have very little knowledge regarding marketing of their product. They do not know how to fill up the grains in the stocks, how to load them in the carts, in which market the produce is to be taken for sale, and how to sell them in the market. The suggestion is that education in all these should be provided to the farmers and labourers.

g) **Education regarding storage**

Some of the farmers store the grains but they are not familiar with the rules of storage. At present they do it on the basis of their own experience and the suggestions of other farmers. On account of defective storage, a lot of grains is spoiled. Agricultural labourers should be trained regarding the method of keeping the grains in the godown. They should also be taught that after periodic intervals, a careful attention should be paid in examining the goods and the maintenance of godowns.
h) **Education** about other areas related with agriculture

The labourers of one area should be educated about the working conditions of the other areas. When they come to know about the way of working of labourers in other areas, where better work is done, they try to improve their own work, and a competitive spirit is developed. They try to surpass the workers of other areas in working.

i) **Training**

In the olden time, agriculture was done on traditional basis and therefore, there was no need of special training for agricultural labourers, but now-a-days machines and improved modern methods are used in agriculture. Therefore, it is necessary that agricultural labourers should be trained in the operation of the machines and the use of improved modern methods.

The suggestion is that Government should establish training centres in rural areas, and in this respect consultation be made with the village Panchayat and Development Blocks.

j) **Elementary education**

All the agricultural labourers should be provided elementary education so that they may know reading, writing, and methods of calculating their wages.

In this connection following suggestions are worth consideration -

a) Teaching should be done at one place in the village,
either in the noon time or in the night time, whenever labourers become free and remain idle.

b) On the basis of survey, it was noticed that only a few labourers attend the class. Many of them do not attend the class. Therefore, it is suggested that the teacher should go to those areas where labourers live or work, and he should teach them at the place of their residence or work.

c) The method of teaching should not be one which is adopted in ordinary schools and colleges, because agricultural labourers are not regular students and they are not studying for the purpose of passing High School or Intermediate Exams. Hence, such methods of teaching be adopted through which they may not feel that they are being taught, though actually they are being taught. For this type of education very competent teachers are required. Ordinary teachers cannot do this job.

ii) Removal of indebtedness

Indian agricultural labourers are highly indebted. On the basis of survey, it was found that labourers in Kanpur district have taken loans from various sources and whatever wages they get, some portion of it is used by them in the repayment of their debts. Hence, they are not in a position to save money. In this connection, the following suggestions are made -

a) Legislation should be passed for the concellation of the old debt.
b) If it is not possible to pass such a legislation, then these debts should be wiped out through cooperative societies and these societies may recover the amount in instalments from the agricultural labourers.

c) More branches of Regional Rural Banks and Commercial Banks should be opened in the villages. These Institutions should give loans to agricultural labourers on priority basis and at concessional rate of interest.

d) Agricultural labourers should also be educated about the fact that they should not take loan for unproductive purposes, and they should take loan only when it is most urgent.

iii) Prevention of undesirable habits of agricultural labourers

Some labourers of Kanpur district are very much addicted to wines and intoxicative drugs. Some of them, possess habits of gambling. The suggestion is that efforts should be made to remove these bad habits of agricultural labourers. This can be done by

a) Religious speeches

b) Providing recreational facilities

These agricultural labourers, who do not improve by the above methods, should be boycotted by the villagers, that is, there should be social boycott of these labourers.

c) Government should also try to pass such legislation, which may prevent the labourers from such bad habits.
iv) **To develop saving habits**

The agricultural labourers of Kanpur district are not in the habit of saving money. The suggestion is that efforts should be made to convince these labourers for making savings. Whatever financial institutions are there in the villages, they should fix their target in this respect. If the labourers make economy and develop the habits of saving they can increase their standard of living.

5. **SUGGESTIONS RELATED WITH LABOUR WELFARE ACTIVITIES**

i) **Accommodation facilities**

Even in villages large number of agricultural labourers have no houses. They live either in huts or in the houses of their relations, and some of them lead nomadic life. The suggestion is that either Panchayat or cooperative societies or Government should get the houses constructed for these labourers.

ii) **Arrangement for holidays**

In the urban areas, in mills and factories, Sunday is a complete holiday and in addition to Sunday there are other holidays also for factory workers, but in the rural areas of U.P., Sunday is not a holiday for agricultural labourers. The labourers of this state enjoy a holiday under compulsion, when they get no work. Wherever agricultural labourers are monthly paid, it is suggested that one day in a week should be declared as a holiday for them. They should also be given leave on various festivals. Government should make a legislation in this respect.
iii) **Fixation of working hours**

It is unfortunate that in the rural area of U.P., working hours for agricultural labourers are not fixed. They are called early in the morning and are given leave late at night. The suggestion is that 8 hours working day be fixed for agricultural labourers also, as it is fixed for factory workers. During the period of 8 hours there should be a lunch hour for them. It is also suggested that working hours in no case should exceed 12 hours for males and 10 hours for females and, 56 hours in a week. Extra payment should be made if the period of work exceeds 8 hours. The fixation of working hours should be applied to all agricultural workers. No overtime work should be allowed. Night work in case of children and women should be entirely prohibited in winter and monsoon months.

iv) **Abolition of Bonded labour**

Though in U.P. restriction has been placed for engaging bonded labourers, yet bonded labourers are found in many areas of U.P. The suggestion is that strict action be taken by Government against those employers who have bonded labourers.

v) **Provision of recreation facilities**

It is very necessary that some arrangement for the recreation of agricultural labourers be made. Though at present, in some areas Ram-Leela and 'Bhajan', 'Kirtans', etc. are organised, but in these cases there is a religious feeling more and recreational feeling less. By recreation, tiredness is removed and excitement increases for more work. The suggestion is that dramas,
singing parties and moving cinema be arranged for rural areas. There should be one recreation programme at least once in three-month period, and stories of dramas and cinemas should be drafted in such a manner that they may provide recreation, and also increase the knowledge of agricultural labourers, and all the expenses related with these recreation facilities should be borne by the Government.

vi) **Medical facilities**

Though there are hospitals in the rural areas in U.P., but their number is too less. Hence, the suggestion is that there should be a small hospital within the area of 5 kilometers and wherever it is not possible, a moving van containing all medical facilities should pass through the villages every day. All medical facilities should be provided to these labourers free of charge. It is also suggested that the burden of treatment of labourer should be placed on the shoulders of his employer. It should be the duty of employer to see that his labourer remains healthy.

vii) **Pension facility**

There is no pension facility for agricultural labourer in U.P. at present. In the old age when they are not in a position to work, it is difficult for them to satisfy the necessities of life. It is, therefore, suggested that Government should make some arrangement for the pension of these workers. The scale of pension should be drafted in such a way as may suit the requirement of various types of workers of different areas of U.P.
vii) Provident fund facility

At present there is no provident facility for agricultural labourers. It is suggested that rules should be framed by the State Government regarding contribution to provident fund by the employer and the employees. In addition to rules regarding contribution, all the relevant provisions concerning provident fund be drafted in such a manner that they may not be ignored.

ix) Workmen's compensation

If any accident takes place during the period of work and agricultural labourer is injured, he will not be able to work for a certain number of days according to the nature of injury, and he will have to spend some amount on the treatment. Thus, he will be a loser in two ways (i) losing the wages for the period of injury and (ii) spending money for the treatment. The suggestion, therefore, is that just as there is workmen's compensation act for factory workers in the same way there should be workmen's compensation act for agricultural labourers also.

x) Security of service

At present when a permanent employee is removed, no notice is given to him. Employer can remove agricultural labourer at any time without notice and without paying any amount as compensation for termination of services. The suggestion is that if a permanent labourer has worked for less than six months he may be terminated without notice, but if he has worked for six months or more, but not more than three years, two months notice or two months pay should be given to that agricultural labourer whose service is to
be terminated. If the service is of more than three years, either three months notice or three months salary should be given to the employee for termination of services.

xi) **Formation of Trade Union**

These days agricultural labourers are troubled by their employers in many ways and there is no such association like trade union to safeguard their interests. Individually labour cannot fight against the employers. It is suggested that Agricultural Labourer Trade Union should be formed and that should be recognised by the Government. It will be better if a separate Act, known as Agricultural Labourer Trade Union Act, is passed in India. If this type of Act is passed many problems of agricultural labourers will be solved.

6. **Suggestions to remove unemployment**

i) **Development of village industry**

For removing unemployment it is suggested that some small scale and cottage industries be started and developed in rural areas, so that those agricultural labourers who do not find job in agriculture, may engage themselves in these industries. For these industries it is also necessary that electricity should be provided in the rural areas. In U.P. facility of electricity has been provided in many villages. If some incentive is provided by the Government and concessions are given in taxation, industrial development may take place in rural development in India.

ii) **Development in transport facility**

Due to lack of transport facility agricultural labourers
of one area do not like to go another areas. They prefer to remain unemployed rather than to go to distant places, because they know that at the time of emergency they cannot be back to their home-village in a short time. If train facilities are developed, then unemployed persons of one village may go to a distant village for expected job. Though in U.P., efforts in this direction have been made, yet no transport connections are available in remote areas and interior villages.

iii) Planning

The planning in India is no doubt job oriented but major attention in these plannings is paid towards large scale industries. Jobs for the persons of rural areas are mostly avoided. It is suggested that planning should be rural job oriented.

iv) Caste system

In many villages of U.P., if a job is available at the place of low caste person, then high caste persons will prefer to remain unemployed rather than to work under the control of low caste person. The persons of low caste work under high caste person, but some times they are scolded by their employer who belongs to upper caste. If this scolding is for bad work, the employee does not feel it but if this scolding is on the caste basis the employee feels it very much and his conscience is crushed. Under such circumstances also he prefers to remain unemployed rather than to work under humiliation. If the jobs are vacant for doing menial work, the persons of upper caste will like to remain unemployed rather than to accept such a job.
The suggestion is that such feeling should be developed among the people of rural areas that (i) on the basis of caste system none occupies the high position and none occupies the low position, (ii) there is no distinction between the high caste persons and low caste persons, (iii) all are one, and therefore, one should not command the other. If this is done it will assist in making adjustments, and will solve the problem of unemployment to some extent.

v) **Restriction on population**

Population of rural areas of U.P. is increasing very rapidly and this increase in population is a major cause for unemployment. It is suggested that restriction on increase of population be made. Though various methods of family planning have been adopted in the rural areas, yet they have not been successful. Hence, sincere efforts should be made in this respect. The sooner it is done, the better it is.

vi) **Employment opportunities**

Government should try to provide employment opportunities to the people of rural areas. These days many educated persons of rural areas are unemployed. Though many schemes of self employment are financed by the Banks, even then the benefit of these schemes has not been derived by the genuine persons. Whatever finance is made available for these schemes, it is taken away by the middle man.

vii) **Facilities for self employment**

There are many educated unemployed young persons in the villages. When they were not educated or were less educated, they were working as agricultural labourers, whenever, they got an
opportunity for the same. But now they have become educated in real sense. Therefore, the suggestion is that some schemes for self employment should be introduced in the rural areas for such persons. Regional Rural Banks can play a good role in framing such schemes.

viii) Establishment of development centres

Some development centres should be established in rural areas and the functions of these centres should be to make a survey of the village or villages in order to find out the exact position of the land, people and services. After being acquainted with various phases of the rural sectors, the chief of this centre should provide suitable guidance to the unemployed people about various avenues of employment. The greatest requirement of the rural sector of U.P. is the availability of proper guidance. A lot can be done and unemployment can be minimized if the right type of guidance is provided at right time.

ix) Rural oriented plans

Plans in U.P. are mostly industrial oriented. The suggestion is that primary place should be provided for agriculture in the plans. If various requirements in rural areas are given priority in the plans, problems of unemployment can be solved to very great extent.

x) Development of irrigation facility

If new canals and their branches are constructed in U.P. then not only agriculture will be benefitted by their proper availability, but also it will solve the problem of unemployment to some extent.
xi) Change in social structure

Joint family system and caste system are prevailing in U.P. There are many villages where division of workers is on caste basis, therefore, the mobility of a labourer is restricted. The suggestions is that there should be a change in social structure. For this purpose, there should be lectures and discussions amongst the village people.

7. Miscellaneous

i) Research in relation with agricultural labourer

In order to have some more work and better work in a short time for the agricultural labourer it is necessary that research and investigation should be made on time study, motion study and physique study. Necessary steps should be taken on the basis of the results of these studies. Expenses in this connection should be borne by the Government. For improving the standard of living in rural areas of U.P., the quality labour is needed, and for providing quality labour such researches will be very helpful.

ii) Exploitation of natural resources

U.P. is full of natural resources. As the population has increased, especially in rural areas, it is suggested that natural resources of this state should be exploited. If it is done, it will give employment to many persons. It will not only solve the problem of unemployment but also will increase the industrial growth of the country. Many labourers who are unemployed will get an opportunity for working in the process of exploitation of
natural resources.

iii) Changes in social structure in traditional practices

In U.P. even today joint family system is prevailing. Under this system head of the family works hard and earns. He supports all the family members, i.e., all the members of the family depend on him for their support. During the period of survey it was found that even though the work is available, yet the competent and able persons refuse the work, because they are dependent on the head of their family. The suggestion, therefore, is that the social structure of the society be modified slowly and slowly, and they will to work should be created among such persons.

iv) Means of communication

It also happens that some agricultural labourers move from one village to another village or district for employment. In some cases it has been noticed that a few labourers of U.P. went to work in Punjab. The difficulty in going out of station is the lack of means of communication. If a message is to be sent from the residence of the labourer to the place where the labourer is working, it will take a lot of time and labourer cannot come immediately in case of emergency. It is suggested that in case of telegram and correspondence etc. priority should be given for agricultural labourer. If a labourer feels that he can get informations about his family in minimum time and can reach his home town quickly, he will have no hesitation in working even at a very long distance.
v) **Fairs and exhibitions**

All the labourers of a village cannot be engaged in agriculture, because the land and the work related with land is limited and the number of agricultural labourers is increasing every year due to increase in population. It is, therefore, suggested that if at least three times fairs and exhibitions are organised in villages, agricultural workers can get employment in these fairs and exhibitions. Though this employment will be temporary and only for a few people, yet they will have some thing rather than nothing and it is also possible that after doing the work in a shop of a weaver, etc., for a temporary period in the fair, the proprietor of the shop may be so much satisfied with him that he may keep him in his shop permanently or alternatively the labourer may learn the job and start his own shop. These fairs and exhibitions may contribute a lot by increasing employment opportunities.

vi) **Tours of agricultural labourers**

At present agricultural labourers of one village are completely cut off from the labourers of another village. They do not know the way of working of the other labourers. They are also ignorant of the facilities which are provided to the labourers at distant places. It is, therefore, suggested that tours of agricultural labourers should be organised by the Government. They should be taken on tours from one district to another district and from one state to another state. This is how they will come in contact with each other and learn the way of their working. These days it
is very essential that agricultural labourer of one area must know what is happening in another area. The expenses of these tours should be met by the Government under its rural development plans.

vii) **Periodical meeting of agricultural labourers**

It is suggested that agricultural labourers of one village should meet at least once in every month and representative of agricultural labourers of all the villages of the district should meet at least two times in a year and representatives of agricultural labourers of all the districts of the state should meet at least once in a year. In these meetings they can exchange their views and discuss their problems. In brief, a consolidated report of the state level meetings be sent to the Government every year. Such meetings should be organised under Rural Development Programme, and incurrence of expenses, and convention of such meetings should be the responsibility of the Government.

viii) **Mental revolution**

In U.P. and especially in Kanpur district researcher studied the feelings of the labourers and land lords and came to the conclusion that the intention of the labourer is only to earn wages and not to work with devotion, and the intention of land lord is to have more income. None of the two wants to increase national income of the country. Therefore, the suggestion in this respect is that such a mental revolution be created in the brains of both, the employer and the employee, that they may feel that their object is not only to do the work in fields but their object is to increase the national income of the country. When the labourer goes
to the fields, he should go not with the intention of doing service but with the intention of serving the nation, and the employer should also feel that he has the land not for increasing his own income but for serving the country. Thus both the employer and the employee should devote maximum attention in increasing the production. Just as in the military both, the commander and the ordinary employee in the army, have the common object of the safety of the country, in the same way here in agriculture the object of both, the employer and the employee should be to serve the country. The relation between them is not that of master and servant but they are the part of the national property and their labour will not only benefit them but will benefit the country as a whole. Creation of this type of feeling among both, the employer and the agricultural labourer, is termed here as 'mental revolution'.

If the suggestions given above are executed honestly and sincerely, then it will result not only in the improvement of the condition of agricultural labourers in U.P. in general and Kanpur district in particular, but also in their raised standard of living, and then they will be the ideal citizens of the country. It will also result in increasing the national income in the state of U.P.