CHAPTER 6
EMPLOYMENT CONSIDERATION

Vidarbha Cricket Association is a sports organisation having its own motto and objects. The object of all the sports organisations or non-profiting concerns, is to promote and develop a particular activity in the society. Moreover they come into existence, or they are formed for a particular purpose. It may be sports, literacy, music and culture. In the same way, Vidarbha Cricket Association is formed to promote, develop and control the game of Cricket in its jurisdiction i.e. 9 districts of Vidarbha. Its aim is not to generate employment in the region but to generate the spirit of the game of Cricket. But, in the course of its functioning or while running its various activities, it is creating few employment opportunities. The employment opportunities or the engagement created by this organisation, has not come to an age, as to consider it, as fullfledged employment. But it is providing some money, satisfaction, recognition and engagement for quite a good number of people, and in the developing country like India, it is essential to see the employment creating capacity, even of social organisation. It is important to see the employment opportunities the social organisation can generate when thousands of youths are unemployed.
Although the non-trading concerns or social organisations come into existence to cater a particular need of the society, its contribution towards the other needs of the society is also important. Because for the healthy growth of the society, every social organisation essentially contribute something in the other fields of the society too.

In the developing country like India it is essential to see, that how much employment an organisation can generate, under the conditions of mass unemployment, study of employment opportunities is equally important to that of functional study. Moreover, in India, it can be said that, to how many people the unit offers employment is more important than its strong financial position. Because, these units can redistribute earned wealth through employment generation. So, this topic deals with the employment opportunities created by this organisation.

6.01] EMPLOYMENT OPPORTUNITIES PROVIDED BY THIS ORGANISATION :-

Though this organisation has built up a very good stadium and has developed its premises, it has appointed very few people on its establishment. The table no. 6.1 shows the number of employees, mode of service and their wages.
NUMBER OF EMPLOYEES, WORKERS, THEIR MODE OF SERVICE AND WAGES (TABLE 6.01)

<table>
<thead>
<tr>
<th>CATEGORY</th>
<th>NO. OF EMPLOYEE</th>
<th>WAGES OFFERED</th>
</tr>
</thead>
<tbody>
<tr>
<td>OFFICE STAFF</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. Full time</td>
<td>Nil</td>
<td>Nil</td>
</tr>
<tr>
<td>2. Part time</td>
<td>03</td>
<td>Rs 300 TO 400 p.m.</td>
</tr>
<tr>
<td>GROUND STAFF</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. Supervisory</td>
<td>01</td>
<td>Rs 3000/- p.m.</td>
</tr>
<tr>
<td>2. Groundsmen</td>
<td>10</td>
<td>Rs 50/- p. day</td>
</tr>
</tbody>
</table>

The table 6.1 shows that total number of employees, at present, on the establishment of this organisation is 14 only. In office staff, no employee is a full timer. All are working as part time employees, and devoting maximum 2 or 3 hours per day for this Association. One supervisor is appointed in ground staff, whose main task is curating. He is supported by 10 daily-wagers. They are always at his disposal. Out of these 10, one has been given accommodation in the premises by V.C.A., and is working as watchman too.

Though none of the employees is confirmed, the labour turn over is very less. Almost the same 10 groundsmen...
are working there, since last 10 years. Association has not confirmed their services, but under unavoidable circumstances the unit provides them loan upto Rs. 3000/- which is recovered from their wages. Around 20% to 25% of their wages are deducted from their earnings.

After every international match all the employees get bonus, which is equal to their one month wages. If, in any financial year, two international matches are conducted at V.C.A. the employees are entitled to get bonus twice in that year. This is the extra remuneration paid by the Association, to its employees, considering the load of the work they have to shoulder for each international match.

The Secretary of Vidarbha Cricket Association told that Association is planning to confirm all of them after 1995. It is really remarkable that though the employment security is not there the labourers are working in the same unit for last 10 years, and they are satisfied.

6.02] FACILITIES PROVIDED BY THIS ORGANISATION TO ITS EMPLOYEES AND PLAYERS:

Facilities to Employees:- To its employees, except loan facility, V.C.A. does not provide any facility. The employees get a emergency loan from the Association, up to Rs. 3000/- against
which 20% of his wages are deducted for the repayment. Provident fund or pension scheme is not introduced so far, because the employees are unconfirmed. Every employee gets bonus, equal to their one month salary after every international match. Association also provides free lunch to them during international matches.

Every employee is entitled for 12 casual leaves per annum. Free quarter facility is provided to watchman only, who resides within the premises of V.C.A.

Facilities to Players:- Apart from net practice facility players representing Ranji trophy team are entitled for P.F. scheme. Some amount of their honorarium is kept aside and transferred to this fund which they get after retirement. The players selected to represent Vidarbha in various tournaments get free lodging, boarding and V.C.A. bears their traveling expenses too, V.C.A. also provides free coaching and practice facility to selected players throughout the year.

So in a nutshell, these are the facilities provided by Vidarbha Cricket Association to its players and employees.

6.03] SEASONAL EMPLOYMENT i.e. UMPIRING:-
So far the discussions are made about the people who are working there as employees, but besides this general class of employees, there is a special class, who get employment through the operations of this unit i.e. Umpires.

Being the headquarters of Vidarbha, number of local and state level tournaments are conducted or organised by Vidarbha Cricket Association at Nagpur. It needs qualified Umpires to officiate or to supervise these matches. Umpires are paid Rs. 75/- to 100/- per day as officiating remuneration. Per day remuneration for umpires varies according to the standards of the tournaments, sometimes it goes up to Rs. 150/- to 200/- per day. If somebody decides to take Umpiring as profession today, the situation is so favorable, that he will get a match every day throughout the year. That means the person will earn Rs. 3000/- per month, which is a good remuneration at present. And with inflation the rates are bound to go up to match the higher cost of living. Umpires appointing Sub-committee of V.C.A. complains that they are running short of qualified umpires, therefore sometimes they have to appoint unqualified or retired umpires to officiated the matches.

If one has a good performance he will get a match every day and by appearing for examinations and by displaying competence one can grow up to the international level. There are 36 qualified umpires at Nagpur, at present but none of them is a
professional Umpire. They are officiating the matches whenever it is easily possible for them, or whenever they have free time.

There is one more dimension to this thought. The player, who play, also earn in the form of daily allowance and prizes, either in cash or in kind. Now number of players are playing in various combinations, and earning in addition to their regular employment. Some students and unemployed players who have skill and fancy for Cricket are also availing this opportunity. Outstanding players are earning around Rs. 5000/- to 7000/- per annum.

Thus V.C.A. has provided a good entertainment, and engagement to the Cricketers by making available Cricket facilities.

There is yet another class who earns some additional income due to the activities conducted by the V.C.A.. This Association has only one ground, and it conducts or organises different tournaments and matches simultaneously on different grounds Which provides an opportunity for the ground staff, which is employed on various grounds, to earn in addition to their monthly income. Organisers of various tournaments, and V.C.A. hire the grounds of other institutions, to conduct the matches. They have to pay the remuneration for the preparation of the ground to the ground staff, employed there. During the season these people earn around Rs. 100/- per day, in addition to
their regular income. About 100 persons are engaged in this job. Thus average 1000 people or families are engaged in Cricket activities, earning their bread or supplementing their income because of the functioning of the unit.

6.04] BUSINESS OPPORTUNITIES OFFERED BY THE V.C.A.:-

The business opportunities offered by this Association, are very limited as the scope of the organisation is also restricted up to the game of Cricket. At the time of international matches, the organisations allots one canteen for each stand. It charges some rent for that. And during every day of the international match every canteen earns almost Rs. 10,000/-, depending upon the stand and its capacity, and crowd.

Another business opportunity offered by this organisation is advertisements. For every national or international match, rights of advertisements are sold by the Association, and the advertising companies purchase it. Then they sell various positions and places for advertising boards and banners to their clients or to business firms. By doing this, the unit gets fixed income and advertising agencies can also sell it to their customers and can earn good profits. So, these two business opportunities are provided by this Association.
Amature workers have lions share in the development of this centre. A very good team of about 30 to 40 people including 10 executive committee members is exerting for the betterment of this Association. They are all working honorarily, without charging even conveyance to their organisation. Everybody of them feel that the game of Cricket has given too much to them, so now, it is their duty to return something to the game. Right from the Secretary to the last committee member spends minimum 3 hours a day for this unit. Other workers are also devoting at least 2 hours a day. On the occasion of national or international event, all of them spend average 10 hours a day.

If it is calculated numerically, they are working 90 man hours per day for this unit. And the most remarkable thing is, they are always ready to shoulder the responsibilities of any kind. Many times they have even worked like labours. This sense of belongingness and devotion has developed this unit. Every day new amature workers are coming forward to work honorarily for this Association.
Approximate calculations show that paid workers are spending \[ 8 \text{ hours} \times 11 \text{ labours} \times 365 \text{ days} \] = 32485 hours per annum, whereas amateur workers are devoting, \[ 3 \text{ hours} \times 40 \text{ people} \times 365 \text{ days} \] = 43,800 hours per annum for this Association. It shows that the share of the amateur workers is even numerically more than the paid workers.

Any organisation can prosper only through the perspiration of its amateur workers. And Vidarbha Cricket Association has got a very good batch of amateur workers, who have developed it so much.