Chapter-VI
The previous chapter highlighted the necessity of congenial working conditions and healthy environment of work for the labour in industries. The discussion highlighted the various safety, welfare and security measures legislated by the Government of India for the labour section of the society. These measures need to be implemented in every industry, and the leather footwear industry of Agra is no exception. The present chapter, therefore, probes how far these legislative measures have been adopted by Agra footwear manufacturers and traces out the areas of default giving rise to labour problems in Agra footwear industry.

There is no denying the fact that the role of human resources in the long-term viability of any business or enterprise is recognized as enormously significant. Other resources-financial, managerial, material, etc., are also essential, but only human resources are virtually boundless in their potential impact (positive or negative) on the organization.¹

Thus, labour occupies a place of growing importance in any organization. Labour is the most important part of production. It is an indispensable resource and one of the basic factors of production. It is also an important element of cost. In fact, no production is possible without labour. On an average, labour devotes more than 1/3 of their lives in production. It is mainly because of their contribution that the organization earns profit and runs successfully. Yet employers do not pay proper attention to this valuable source of production. They always try to exploit the labour in order to earn more and more profit. They do not
compensate adequately to labour and deprive them even of their legislative benefits. While labour, on the other hand, want that they should receive proper compensation so that they may be able to meet their both ends in a satisfactory manner.

LABOUR CLASSIFICATION

On the basis of the survey, the labour in Agra footwear industry may be classified in the following categories:

1. Classification of Labour according to Nature of Work.
2. Classification of Labour based on Gender
3. Classification of Labour based on Age
4. Classification of Labour based on Caste
5. Education Level of Labour

1. Classification of Labour according to Nature of Work:

The footwear production is a complicated process, and the product has to pass through several hands before it reaches in the hands of ultimate customers. A number of workers of various specialized skills are thus involved in footwear production. Individual household producers, however, carry on the business with their own family members and 4-5 workers. They produce footwear for local market. The large footwear units, working in corporate form and catering to national and international market, employ a large number of workers. These units engage different types of workers-some skilled, some semi-skilled, some unskilled, etc. Therefore, the workers working in footwear industry of Agra district may be classified in three categories-skilled, semi-skilled and unskilled. Table-22 given on the next page presents the classified data collected in respect of such workers.
TABLE-22  
Number of Labour according to Nature of Work  

<table>
<thead>
<tr>
<th>S. No.</th>
<th>Nature of Work</th>
<th>No. of Workers</th>
<th>Percentage of Workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Skilled Labour</td>
<td>1,088</td>
<td>54.40%</td>
</tr>
<tr>
<td>2</td>
<td>Semi-Skilled Labour</td>
<td>545</td>
<td>27.25%</td>
</tr>
<tr>
<td>3</td>
<td>Unskilled Labour</td>
<td>367</td>
<td>18.35%</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>2,000</td>
<td>100.00%</td>
</tr>
</tbody>
</table>

Source: Compiled and computed from the Primary Data collected during the Survey.

During the course of investigation, it has been found that 1,088 workers out of 2,000 taken for the survey are skilled labour. That comes to 54.40%. Only 545 workers or 27.25% are semi-skilled. The remaining 367 workers, accounting for 18.35%, are unskilled. The percentage of various categories of workers derived from the survey is fairly representative of the skilled number of workers in Agra leather footwear industry as a whole. It is, therefore, indicative of the fact that Agra enjoys a distinct advantage of having a large number of specialized labour for the footwear industry.

The work performed by these various categories of labour in footwear units is shown in the table-23 given on the next page.
TABLE-23

Work Performed by Skilled, Semi-Skilled and Unskilled Labour in Agra Footwear Industry

<table>
<thead>
<tr>
<th>Skilled</th>
<th>Semi-skilled</th>
<th>Unskilled</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pattern Making</td>
<td>Sole Cutting</td>
<td>Stitching</td>
</tr>
<tr>
<td>Pattern Cutting</td>
<td>Heel Pasting</td>
<td>Polishing</td>
</tr>
<tr>
<td>Sole Making</td>
<td>Eye Letting</td>
<td>Lacing</td>
</tr>
<tr>
<td>Heel Making</td>
<td>Dyeing</td>
<td>Finishing</td>
</tr>
<tr>
<td>Designing</td>
<td>Upper Closing</td>
<td>Packing</td>
</tr>
</tbody>
</table>

Source: Compiled and computed from the Primary Data collected during the Survey.

The table points out the various functions performed by skilled, semi-skilled and unskilled workers. It is evident that the skilled labour perform the work which require technique and experience. Education, too, is essential to inculcate creativity in the mind of workers for conceiving the designs of the shoes. Semi-skilled workers can perform various functions, starting from sole cutting to upper closing, while unskilled labour do the work for which education is not necessary, like stitching, polishing, packing, lacing, etc.

The combined and pooled efforts of all these types of workers result in the production of various kinds, designs and styles of shoes. Table-24 given on the next page shows the different types of shoes produced in Agra and the number of units producing them.
### TABLE-24

**Types of Footwear Produced in Agra Footwear Industry**

<table>
<thead>
<tr>
<th>Serial No.</th>
<th>No. of Factories</th>
<th>Kinds of Footwear</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>21</td>
<td>Closed Shoes</td>
</tr>
<tr>
<td>2</td>
<td>3</td>
<td>Closed Shoes and Sandals</td>
</tr>
<tr>
<td>3</td>
<td>6</td>
<td>Closed Shoes and Shoe Uppers</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>30</strong></td>
<td></td>
</tr>
</tbody>
</table>

*Source: Compiled and computed from the Primary Data collected during the Survey.*

During the survey of 30 units selected for research work in Agra, it is found that closed shoes are produced more in Agra than any other leather goods manufactured there. It is clear from the table that all the 30 units are manufacturing closed shoes. That points to 100% production of closed shoes only in Agra. Only 3 units out of 30, i.e., 10% are producing sandals along with closed shoes, whereas 6 units, i.e., 20% are producing both closed shoes and shoes uppers.

The major percentage of labour is employed in closed shoe units and a few workers are employed in manufacturing of other items.

2. **Classification of Labour based on Gender:**

The gender of the workers was also included in the questionnaire for the survey. The data collected in table-25, given on the next page, reveal the number of male and female workers employed in leather footwear industry of Agra district.
TABLE-25
Labour based on Gender in Agra Footwear Industry

<table>
<thead>
<tr>
<th>Serial No.</th>
<th>Gender</th>
<th>No. of Workers</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Male</td>
<td>1,860</td>
<td>93%</td>
</tr>
<tr>
<td>2</td>
<td>Female</td>
<td>140</td>
<td>7%</td>
</tr>
<tr>
<td>3</td>
<td>Children</td>
<td>Nil</td>
<td>0%</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>2,000</td>
<td>100%</td>
</tr>
</tbody>
</table>

Source: Compiled and computed from the Primary Data collected during the Survey.

It is found that Agra footwear industry is a male-dominated industry. A large part of labour employed in footwear industry of Agra district is male. Out of the total sample of 2,000 workers, it has been found that 1,860 are males, which account for 93% of the total workers. Though there are women workers also, but their number is very small. Out of 2,000, only 140 women workers are engaged in shoe production, forming merely 7% of the total labour employed. The women workers are found in residential houses only. They are engaged either in the job of upper closing or pasting the sole. Children are not found working in footwear industry in the units selected for survey.

3. Classification of Labour based on Age:

The factor of workers’ age has also been surveyed through the questionnaire. The information garnered on this aspect is tabulated in the table given on the next page.
TABLE-26
Classification of Labour based on Age

<table>
<thead>
<tr>
<th>Age</th>
<th>No. of Workers</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Above 15 but below 20 years</td>
<td>185</td>
<td>9.25%</td>
</tr>
<tr>
<td>Above 20 but below 35</td>
<td>938</td>
<td>46.90%</td>
</tr>
<tr>
<td>Above 35 but below 50</td>
<td>698</td>
<td>34.90%</td>
</tr>
<tr>
<td>Above 50 years</td>
<td>179</td>
<td>8.95%</td>
</tr>
<tr>
<td>Total</td>
<td>2,000</td>
<td>100.00%</td>
</tr>
</tbody>
</table>

Source: Compiled and computed from the Primary Data collected during the Survey.

The above table shows the classification of labour force in Agra footwear industry and reveals that 9.25% workers, or 185 out of 2,000 workers, are above 15 years of age but below 20 years. 938 workers or 46.90% are above 20 but below 35 years. This category of workers included both skilled and semi-skilled workers and forms the largest part of the total workforce. 698 workers, i.e., 34.90% are above 35 but below 50 years. Most of them are found to be skilled workers. Only 179, i.e., 8.95% workers are found to be above 50 years. All of them are also skilled workers.

4. Classification of Labour based on Caste:

The survey also focused attention on caste distribution of workers in Agra footwear industry. The data collected in this respect reveal that a large part of labour in Agra footwear industry belongs to lower class, which is evident from the table-27 given on the next page.
### TABLE-27

Classification of Labour Force based on Caste

<table>
<thead>
<tr>
<th>Caste</th>
<th>No. of Workers</th>
<th>Percentage of the Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lower Caste</td>
<td>1,616</td>
<td>80.80%</td>
</tr>
<tr>
<td>Upper Caste</td>
<td>384</td>
<td>19.20%</td>
</tr>
<tr>
<td>Total</td>
<td>2,000</td>
<td>100%</td>
</tr>
</tbody>
</table>

*Source: Compiled and computed from the Primary Data collected during the Survey.*

It has been found that 1,616 workers belong to the lower class. That forms a major part, i.e., 80.80%. Most of them are found to be ‘Jatavas’. It is the class which is actively engaged in the production process of the footwear. Only 384 workers belong to upper class. They form a small part, i.e., only 19.20%. This category is employed in jobs as supervisors, managers, accountants, salesmen, middlemen, clerks, etc.

### 5. Education Level of Labour:

The majority of the workers engaged in Agra footwear industry are illiterate, as has been borne out from the sample survey. The data concerning the education level of labour in Agra footwear industry, as collected through the questionnaire, are tabulated in the table-28 given on the next page.
### TABLE-28

**Education Level of Labour Engaged in Agra Footwear Industry**

<table>
<thead>
<tr>
<th>Education Level</th>
<th>No. of Workers</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Illiterate</td>
<td>1,013</td>
<td>50.65%</td>
</tr>
<tr>
<td>Below Primary Standard</td>
<td>421</td>
<td>21.05%</td>
</tr>
<tr>
<td>Between Primary and Secondary Standard</td>
<td>297</td>
<td>14.85%</td>
</tr>
<tr>
<td>Between Secondary and Senior Secondary Level</td>
<td>165</td>
<td>8.25%</td>
</tr>
<tr>
<td>Graduate</td>
<td>104</td>
<td>5.20%</td>
</tr>
<tr>
<td>Total</td>
<td>2,000</td>
<td>100%</td>
</tr>
</tbody>
</table>

*Source: Compiled and computed from the Primary Data collected during the Survey.*

It is evident from the table that 50.65%, i.e., 1,013 workers out of the sample of 2,000, are quite illiterate. Another 421 labour, i.e., 21.05% are below Primary Standard and can at best be called literate. Out of the total sample, the education level of only 14.85%, i.e., 297 labour is between Primary and Secondary Standard. Only 165 workers have reached Secondary and Senior Secondary Standard. They form only 8.25% of the total workers in the sample of 2,000. A very small part, that is, only 104 workers or 5.20% are graduates. This last segment of workers is, however, engaged in white-collar jobs of secretarial and other cadres in the leather industry.

The illiterate strata of workers form the backbone of the footwear industry, as they are the real producers of shoes. Some of them acquire the skill of shoe manufacturing from their parents. To some others, the manufacturers have to provide training in the
art of shoe-making. They have to incur expenses on such training of labour.

CAUSES OF LABOUR PROBLEMS

The democratic awakening has made the workers conscious. They do not want to be exploited by employers. Yet they have to compromise by working at low wages, poor working conditions and in dirty environment, because they cannot store their labour. Hence, they have to accept the conditions offered by employers.

A large number of labour in Agra footwear industry is working on contractual basis. Contract labour is the labour that has contract with the employer that he would prepare some pairs of footwear at a predetermined fixed rate. A contract labour can do the work either at home or at workplace. In this way, the worker gets more freedom than the labour that is employed on salary basis. But there are some difficulties, which he has to face.

If a contract worker sustains injury at workplace, there is no mechanism to establish accountability. Since there is no formal agreement between the worker and the contractor or the management, the fallout is the sure possibility that the worker may not receive any compensation.2

Moreover, the working environment of contract labour is worse than that of employed labour. The contract labour does not get various benefits, such as, bonus and gratuity. If he is unable to complete his work within the given time, he may be turned out of his contractual job.

This is not the case with the worker who is engaged on salary basis. A number of registered companies in Agra, such as, Metro and Metro, Amar Shoes and Leatherwares, Tesco and Tesco, etc., have a permanent staff of workers. These factories provide
some facilities to their labour, viz., safe and pure drinking water, fair wages, proper ventilation, adequate health facilities, etc.

Metro and Metro footwear factory even provides transport facility to its workers. But unregistered units, that consist of small-scale and cottage units, do not provide these facilities to their labour.

There are many problems which a salary based labour has to face, particularly in unregistered units, viz., dirty atmosphere inside the factory, lack of pure and safe drinking water, inadequate lighting and insufficient ventilation, etc. He cannot think of leaving the job as the problem of unemployment is already prevailing in the country due to increasing population.

Other class of labour includes migrating labour. A small part of labour in Agra footwear industry is also migrant labour. As India is an agricultural country, therefore, some workers come from villages in Agra. One of the serious problems of these labour is housing problem. They also feel problem of food.

Further, since there is a perception that migrant workers monopolise the opportunities in the new industries, there is an antagonistic relationship between the migrants and the local labour. Migrant labour, therefore, must have sufficient base to survive in a hostile social environment.

Some of the labour engaged in Agra footwear industry are casual. A casual labour is employed when any other labour is out of job due to some problem. The problems of casual labour are worth mentioning here. He does not get friendly environment inside the factory. He feels himself alone. Further, his job is not permanent. There is insecurity of job in his mind.

Generally, it has been seen that an efficient labour works more than an inefficient labour, but he does not get more salary.
Therefore, individual conflicts arise which give birth to labour problems.

In Agra, the earnings of many families are directly related with this industry. Many of them are old artisans. Only a few are newcomers. Newcomers suffer from different types of insecurities. Problem of housing, lack of job security, low wages, new environment, problem of food, etc., are some of the problems being faced by them. Seeing all these difficulties, newcomers dare not enter in this field.

During the course of investigation, the scholar noticed that the working environment in registered companies is better than small-scale and cottage units, but a major part of factories in Agra belong to small-scale and cottage units. The labour suffer from many problems in small-scale units. The rooms are small and they cannot breathe in fresh air. Long working hours, no holidays, drudgery of work, low wages, etc., are some of the other problems faced by the labour in Agra footwear industry.

A large part of labour in Agra footwear industry is unorganized and belongs to informal sector. The condition of labour in the formal sector is reasonably good, as comprehensive labour laws cover them. Here, wages are relatively high and working conditions are better. However, this sector hardly covers 8% of the work force.

The vast majority of the underprivileged workers are found in the informal sector, which covers almost 92% of the workforce, and it is this sector, which needs to be addressed. The working conditions here are extremely bad and labour laws do not cover the workers. The labour in this sector finds it difficult to organize themselves and fight for better conditions because of the fear of being dismissed or antagonized by their employers.
Majority of the units in Agra are in the household sector. In some of the residential houses, the labour works for about 10-11 hours. This badly affects their health. The rooms are very small. A room in which only 2-3 workers can sit, is occupied by as many as double this number. Moreover, as the manual work is done in sitting posture only, the workers do not grow up fully. Their legs become thin and stomachs swell. The place being congested, they cannot breathe freely. This causes respiratory problems in them.

When labour is supplied by agents, other than those who supply other factors of production, and thus labour becomes a separate factor of production, a host of problems begin to appear and gradually develop in dimensions. These problems do not have only an economic aspect, but they have psychological, social, political, historical and legal aspects also as viewed from their characteristics and solutions. Thus, all problems of labour arise from individual and group conflicts, friction and competition, in the process of adaptation to the working (industry) and living (society) environments.5

As visualized by Phelps, 'There are essentially three major problem areas covering all labour problems, that draw utmost attention, viz., Income, Security and Organization.' He regards labour problems as 'a special class of social problems'6

Labour problems remain same in almost all the industries and they are permanent, as workers are poor and they have no other option but to sell their services. These problems apart from their economic impact have social and other repercussions as well.7

S. N. Mishra has explained beautifully the reasons for labour problems. According to him, "The wages paid to workers were very low. Wages were the only source of their income. The
workers found it extremely difficult to live with the wages so earned by them. Therefore, they had to find out ways and means to supplement their earnings. Consequently, the wives and children of workmen started seeking employment. The factory owners exploited this situation and employed them in large numbers at extremely low wages without any regard to their physical conditions. The workers found it difficult to adjust with these conditions. These evils of industrialization and the lack of adjustment and harmonious relationship between the employer and the labour created problems in the industry, which are called labour problems.\(^8\)

Problems of labour in Agra Footwear Industry may be classified into four major parts.

**LABOUR PROBLEMS IN AGRA FOOTWEAR INDUSTRY**

While conducting the survey, the scholar found numerous problems of labour in Agra footwear industry. They can be classified into four categories.

1. **Problems Relating to Working Conditions:**
   a. Lack of Sanitary Facilities
   b. Bad Lighting
   c. Inadequate Ventilation
   d. Inadequate Temperature and Humidity
   e. Lack of Proper Space for Workers
   f. Lack of Proper Latrines, Urinals and Spittoons
LABOUR PROBLEMS IN AGRA FOOTWEAR INDUSTRY

Problems Relating to Working Conditions
a) Lack of Sanitary Facilities
b) Bad Lighting
c) Inadequate Ventilation
d) Inadequate Temperature and Humidity
e) Lack of Proper Space for Workers
f) Lack of Proper Latrines, Urinals and Spittoons

Problems Relating to Welfare, Health and Safety of Labour
a) Lack of Welfare Facilities
b) Lack of Proper Health Facilities
c) Lack of Safety Measures
d) Lack of Safe and Pure Drinking Water
e) Noise Problem in the Factories
f) Problem of Housing

Problems Relating to Social Security
a) Lack of Social Insurance and Social Assistance Provisions
b) Lack of Social Security Schemes
c) Job Insecurity
d) Job Dissatisfaction

Other Problems
a) Low Wages
b) Unhealthy Relations with Employers
c) Problem of Other Types of Insecurities
2. Problems Relating to Welfare, Health and Safety of Labour:
   a. Lack of Welfare Facilities
   b. Lack of Proper Health Facilities
   c. Lack of Safety Measures
   d. Lack of Safe and Pure Drinking Water
   e. Noise Problem in the Factories
   f. Problem of Housing

3. Problems Relating to Social Security:
   b. Lack of Social Security Schemes
   c. Job Insecurity
   d. Job Dissatisfaction

4. Other Problems:
   a. Low Wages
   b. Unhealthy Relations with Employers
   c. Problem of Other Types of Insecurities

1. Problems Relating to Working Conditions:
   a) Lack of Sanitary Facilities:

   The conditions under which a worker works have a great impact on his health, efficiency and quality, and also on his psychology of work. It is said, environment creates a man; hence, if we improve the environment, we will improve the man to get the best out of him.

   Sections 11 and 12 of Factories Act, 1948, states that the occupier is required to keep the factory premises clean. He should make arrangements for sweeping and removing dirt and refuse
daily. During the course of investigation, it was found that about 70% of the factories under survey, were not cleaned daily. It can be seen in the table given below:

**TABLE-29**

**Cleanliness and Disposal of Wastes and Effluents in Agra Footwear Industry**

<table>
<thead>
<tr>
<th>Serial No.</th>
<th>No. of Factories</th>
<th>Health Measures</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>9</td>
<td>Cleanliness and Disposal of Waste and Effluents</td>
</tr>
<tr>
<td>2</td>
<td>21</td>
<td>No Disposal of Waste and Effluents and No Cleanliness</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>30</strong></td>
<td></td>
</tr>
</tbody>
</table>

**Source:** Compiled and computed from the Primary Data collected during the Survey.

It is evident from the table that there was proper cleanliness and disposal of wastes and effluents in only 9 factories that comes to only 30%. The cleanliness in other factories was almost unsatisfactory.

Sections 11 and 12 of Factories Act, further states that the factory premises should be whitewashed once in 14 months, or re-varnished and painted once in three years. All doors, window frames, etc., should also be painted or varnished at least once in five years.

It was noticed that some factories were not repainted and white washed for many years. Only 11 factories, out of 30 taken for survey, were whitewashed. Remaining 19 factories were not whitewashed properly. The doors of most of the footwear units were also not repainted for many years. Hence, dirt was
accumulated at various places and spider webs were found. These all things make the environment inside the factory polluted.

Section 14 of the Factories Act, 1948, connotes that accumulation and inhalation of dust and fumes, which is injurious for the health of workers, should be removed by taking effective measures. But the measures to prevent it have not been adopted by Agra footwear manufacturers.

There is lack of sanitary facilities in Agra footwear industry. A few factories have brick laid floors, while some have stone paved floors. In some factories, the floors are uneven. It is not possible to clean uneven floor properly.

The floor in footwear industry of Agra district may be classified into three categories-floor made of brick, pucca floor and kaccha floor. The following table shows classification of floor in Agra footwear industry.

**TABLE-30**

Classification of Shoe Factories according to Floor

<table>
<thead>
<tr>
<th>Serial No.</th>
<th>No. of Factories</th>
<th>Condition of Floor</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>15</td>
<td>Brick laid Floor</td>
</tr>
<tr>
<td>2</td>
<td>7</td>
<td>Pucca Floor</td>
</tr>
<tr>
<td>3</td>
<td>8</td>
<td>Kaccha Floor</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>30</strong></td>
<td></td>
</tr>
</tbody>
</table>

*Source: Compiled and computed from the Primary Data collected during the Survey.*

Under survey work of 30 factories, it was found that 15 factories had brick laid floor. That was uneven. Only 7 factories out of 30, had pucca floor but that was not cleaned properly, while the remaining 8 factories had kaccha floor. The kaccha floor
creates a lot of dust and dirt in the factory. The same was found in these factories.

Some footwear factories were cleaned in the morning, once in a day, while some were cleaned once in a week. Dust and dirt was not removed properly. It was also found that there was no cleanliness in almost all the factories. The atmosphere was found to be quite unhygienic for the labour. Dustbins were not kept for waste materials. These all things result into unhealthy environment inside the factory.

During the survey, it was also found that there was no proper drainage system in most of the footwear units. Labour in Agra footwear industry work under humiliating conditions. They work in a polluted environment. The conditions are unhygienic, which may affect the health of the labour and cause many diseases. They are not able to breathe properly.

When asked about the sanitary facilities from the manufacturers, they told that it is not possible to keep the factory clean all the time, as the manufacturing process of footwear creates a lot of waste. This argument is not correct, as there is waste in almost all the industries and manufacturers can keep the factory clean.

Dirty environment inside the factory may cause a negative effect on labour's health. The smell in the air may affect their respiratory system. The polluted environment inside the factory affects their lungs. Diseases like tuberculosis, asthma, bronchitis, etc., may spread. This is actually happening in Agra. The incidence of tuberculosis and other chest diseases is as much as 30% of the total labour population in this industrial city of Uttar Pradesh.
Unhygienic surroundings become the cause of their bad health and they suffer from the problem of backaches. The dust and dirt affect their eyesight, the labour also suffer from the diseases like short sightedness, cataract, etc. During the course of investigation, it was found that about 30% workers taken for survey were suffering from these diseases. They get tired soon. To remove their tiredness, they pick up some bad habits like smoking, drinking and Gutka chewing, etc.

Polluted environment is not only harmful for labour, but also for the employer. The labour do not work willingly in unhygienic conditions. As a result, the production is low. This is loss of employer also. All the labour want cleanliness inside the factory. A neat and clean environment in the factory improves labour's health, saves them from various diseases, brings their interest towards work and also brings happiness and loyalty towards employers.

b) Bad Lighting:

Lack of suitable lighting is one of the serious problems affecting labour's eyesight. Section 17 of the Factories Act, implies that adequate and sufficient provision should be made for natural and artificial lighting. In Agra footwear industry, there are no suitable arrangements of natural and artificial lighting, therefore, the workers have to work in low light which is very injurious for their eyes. The lighting situation in the factories under survey is given in the table-31 on the next page.
TABLE-31
Condition of Lighting in Agra Footwear Industry

<table>
<thead>
<tr>
<th>Serial No.</th>
<th>No. of Factories</th>
<th>Condition of Lighting</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>23</td>
<td>Bad and Insufficient Lighting</td>
</tr>
<tr>
<td>2</td>
<td>7</td>
<td>Sufficient Lighting</td>
</tr>
<tr>
<td>Total</td>
<td>30</td>
<td></td>
</tr>
</tbody>
</table>

Source: Compiled and computed from the Primary Data collected during the Survey.

The data in table-31 show that there was sufficient arrangement of lighting only in 7 factories. These all were registered companies. There was insufficient lighting arrangement in 23 factories. The lighting in these factories was found to be unsatisfactory.

The scholar found that in these factories, there was only one bulb or one tube light in every room and shoes were being manufactured in inadequate lighting. That light was insufficient for workers. Moreover, the scholar found no side windows for natural lighting in most of the footwear units.

Further, the power situation in the city is also not good. Problem of power is one of the most serious problems being faced by all industries in the State of Uttar Pradesh. The labour has to suffer the most. The power supply in Agra is getting worse with each passing year. The quality of the power supply in Agra is neither continuous nor up to the mark, as there are many voltage fluctuations, load shedding and frequent tripping.

The electric power supply in Agra is out for 5 to 6 hours daily. The manufacturers of registered companies use generator and can afford its expenses. There is not much problem to the labour working in registered companies, viz., Fashion Footwear, Metro and Metro, etc.
But the labour in small-scale and cottage units are facing too much problem due to short supply of power. It is not possible for small-scale manufacturers to use generator. They barely earn low margin of profit. Moreover, the cost of diesel is quite exorbitant and cannot be borne by small-scale manufacturers. During the course of investigation, the scholar found that most of the footwear manufacturers do not have generator.

Some of the manufacturers are so poor that they manufacture shoes at their homes. They do not employ labour; instead all the family members help in producing footwear. When they are too poor to employ labour, how can they use generator?

There is obstruction in production when short power is supplied. There is less effect on manual labour, but they also do not want to work in the absence of light. On the other hand, the machine operators also cannot work in the absence of light. This is their loss of wages.

Shortage of power brings unwillingness to work; as a result, many workers who come from villages, leave the work and return to villages for farming. Newcomers, knowing the fact that there is shortage of power in Agra, do not want to come to Agra. Hence, Agra footwear industry suffers from the lack of newcomers. Many workers complained that the light is out for almost 5-6 hours daily and they have to work in every condition whether there is light or no light, otherwise they loose their wages.

Inadequate lighting at the place of work decreases labour’s efficiency, and as a result, the output decreases. Most of the factories situated in Agra are old. If the factory premises are old and the environment inside the factory is dirty, the natural lighting becomes unsatisfactory. Moreover, dust and dirt gets accumulated on the walls, which makes the lighting worse.
There are many bad effects on labour's health due to insufficient lighting. It affects the eyesight of labour. When there are no suitable lighting arrangements, accidents occur. Labour feel themselves tired soon in the absence of proper lighting. As a result, they do not take interest in work. Many workers complained that they were suffering from the diseases of long sightedness, short sightedness and other problems relating to eyes.

It is a fact that natural lighting is more beneficial than artificial lighting but arrangement of natural lighting is difficult for the manufacturers who have already established their factories, while it is easier for the manufacturers who want to enter in this field or who want to renovate their factories.

c) Inadequate Ventilation:

Adequate ventilation is necessary for labour's good health. The rooms in most of the footwear factories in Agra are small and in some of the rooms, there is not even one window. The factories are not adequately ventilated by circulation of fresh air and labour feel suffocated. The waste in the factory makes the air polluted. The labour breathe in dirty air and fall sick. They do not feel like working in polluted environment. Section 13 of the Factories Act states that the factory premises should be adequately ventilated by circulation of fresh air.

For providing adequate ventilation in the factory, the Act stresses that the building should be constructed in such a way that there should be provision for cross ventilation in each room for fresh air.

In Agra footwear industry, the manufacturers of newly established units had taken care of it and the construction of their factory provided for adequate ventilation. But in case of old units, the provision of adequate ventilation was quite unsatisfactory. The
scholar visited various footwear units and found that there were no exhaust fans in all the small-scale and cottage units for the circulation of fresh air. Exhaust fans were found in a few registered companies. The situation of ventilation in the factories chosen for research purpose is given in the table-32.

### Table-32

**Condition of Ventilation in Agra Footwear Industry**

<table>
<thead>
<tr>
<th>Serial No.</th>
<th>No. of Factories</th>
<th>Condition of Ventilation</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>24</td>
<td>Ceiling Fans</td>
</tr>
<tr>
<td>2</td>
<td>4</td>
<td>Ceiling Fans and Exhaust Fans</td>
</tr>
<tr>
<td>3</td>
<td>2</td>
<td>Table Fans</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>30</strong></td>
<td></td>
</tr>
</tbody>
</table>

*Source: Compiled and computed from the Primary Data collected during the Survey.*

The above table shows the condition of ventilation in Agra footwear industry. It is evident from the table that there were ceiling fans in 24 units taken for survey, while the exhaust fans were found only in 4 factories. Table fans were found in two units. Facility of cooler was found for the manufacturers only. Thus, a large number of Agra footwear manufacturers, have not set up exhaust fans in their factories. Only a few of the manufacturers, who are engaged in exports, have set up exhaust fans in their factories. A few manufacturers producing footwear at their residential houses have not set up even ceiling fans. Only one table fan was running there that was insufficient for workers and they were perspiring. Moreover, the rooms in Agra footwear industry were very small and congested.
Let us see the condition of rooms in Agra footwear industry in the following table.

**Table-33**

**Condition of Rooms in Agra Footwear Industry**

<table>
<thead>
<tr>
<th>Serial No.</th>
<th>No. of Factories</th>
<th>Size of Rooms</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>6</td>
<td>Big and Airy</td>
</tr>
<tr>
<td>2</td>
<td>18</td>
<td>Small and Congested</td>
</tr>
<tr>
<td>3</td>
<td>6</td>
<td>Small but Airy</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>30</strong></td>
<td></td>
</tr>
</tbody>
</table>

**Source:** Compiled and computed from the Primary Data collected during the Survey.

It is evident from the table that only six factories had big and airy rooms. There were sufficient number of doors and windows. The other six factories had small rooms but they were airy, as there were 2-4 windows in these factories. The remaining 18 units out of 30 had small and congested rooms. Small and congested rooms make the environment polluted.

d) **Inadequate Temperature and Humidity:**

The climate of India is hotter than the climate of other countries. It is too much hot in summer season. In Agra too, the climate is hot and the temperature is high. Section 15 of the Factories Act, enumerates that comfortable temperature should be maintained in every workroom and artificial increase in humidity should be controlled by the use of purified water.

Among the several factories, when the scholar visited a factory during the research, she found that many workers were working in a small room. They were cutting the upper part of the shoes and some of them were pasting the soles. They all were manual workers. It was the month of August and time of noon, so
it was quite hot. One can suppose how much heat would be there in May and June, the hottest months of the year. The owner of the factory had generator, but he did not use it even when there was no electricity. Other rooms were inside the factory. The workers working there were feeling suffocated. Adequate temperature was not maintained in any of the rooms.

The situation of temperature in the 30 factories taken for survey is given in the following table.

**TABLE-34**

Condition of Temperature and Humidity in Agra Footwear Industry

<table>
<thead>
<tr>
<th>Serial No.</th>
<th>No. of Factories</th>
<th>Condition of Temperature</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>24</td>
<td>Bad and Hot Temperature</td>
</tr>
<tr>
<td>2</td>
<td>6</td>
<td>Adequate Temperature</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>30</strong></td>
<td></td>
</tr>
</tbody>
</table>

*Source: Compiled and computed from the Primary Data collected during the Survey.*

The table given above shows the condition of temperature in Agra footwear industry. It is evident from the table that adequate temperature was maintained only in 6 units, comprising all the registered units. The remaining 24 units had bad and hot temperature. There was humidity also.

The labour do not feel much problem during winter season, but they feel themselves tired soon in summer season. When the temperature is high in the factory, the workers' ability to work does not improve. It is not possible for them to work properly in
humidity and high temperature. Their job is very difficult, but most of the manufacturers do not consider about it. Power failure, too, is responsible for increasing heat in temperature.

Although the workers have become habitual to work in hot climate, yet if the condition is improved, their efficiency will increase. Moreover, they will not feel tired and irritated.

e) Lack of Proper Space for Workers:

The congested place affects the health of workers to a great extent. Therefore, the workplace should not be overcrowded by workers. During the survey of 30 units, the scholar found the place to be congested where the workers were working. As a large number of units in Agra are household units, there was not proper space for workers. In some of the household units, about 5-6 workers were working in a small room.

Congested place is harmful for labour in various ways. It is the congested place which gives birth to unnecessary fatigue. It makes the air polluted. They do not get fresh air to breathe, because more workers than required work in a room. The scholar found that about 5% workers were suffering from asthma. It also affects the proper development of their body. The employers in Agra footwear industry are not providing the minimum space, as specified in the Factories Act, 1948.

f) Lack of Proper Latrines, Urinals and Spittoons:

During the survey of 30 units, the scholar found the facility of latrines and urinals unsatisfactory in all the footwear units taken for survey. Neither these have been properly constructed, nor cleaned with detergents and disinfectants. Hence, they give out foul smell. The Factories Act, 1948, calls upon the employer to make proper arrangements for latrines, urinals and spittoons with proper lighting and ventilation. These should be properly cleaned
with detergents and disinfectants. Further, these should be constructed separately for male and female workers.

During the course of investigation, the number of latrines and urinals was found to be 2-3 in almost all the units that were not sufficient in proportion to the number of workers. Further, the roof of latrines in most of the units leaked during the rainy season. The roofs were made of tin shed. In some of the latrines, there was no lighting facility. There was not also proper ventilation.

The floor in almost all the latrines was found to be kaccha. There were no separate latrines for male and female workers. Among the 30 units taken for survey, there was no facility of flush in 27 units. The researcher found that the condition is better in registered companies. Some of the workers told the scholar that they prefer to go to the municipal latrines in the vicinity. There were also no spittoons in any of the units under taken for survey.

2. Problems Relating to Welfare, Health and Safety of Labour:

a) Lack of Welfare Facilities:

Various Welfare Facilities:

Sections 42 to 50 of the Factories Act, 1948, define the following welfare facilities to be provided to workers.

Every factory shall provide adequate and suitable facilities for:

(i) Washing and drying of wet clothes and storing of clothes not worn during working hours;

(ii) Sitting arrangements for employees who are required to work in standing position, in order that they may take short rests in the course of their work;
(iii) First-aid boxes or cupboards equipped with the prescribed contents (at least one box for every 150 workers) shall be provided and maintained under the charge of a person certified for the same, and readily accessible during all working hours in the factory;

(iv) Ambulance rooms (when 500 or more workers are ordinarily employed in the factory). The ambulance room shall be of the prescribed size, having equipments and medical and nursing staff as prescribed, which shall be made readily available during all working hours;

(v) A canteen (when ordinarily 250 or more workers are employed in the factory). The canteen shall be suitably located and sufficiently lighted and ventilated. It shall be of the prescribed size, equipped with necessary furniture, utensils, etc., and should be operated on non-profit basis.

(vi) Rest-rooms/ shelters and lunch rooms with provision for drinking water (when ordinarily 150 or more workers are employed in the factory). The rest rooms and lunch rooms should be sufficiently lighted and ventilated, suitably furnished and kept in a cool and clean condition. However, if a canteen is maintained in the factory as per the requirements in (v) above, the provision of rest shelter/lunch room will not be obligatory;

(vii) Crèches (when 30 or more women workers are employed in the factory), which shall be sufficiently lighted and ventilated and maintained in a clean and sanitary condition, under the charge of women, trained in child and infant care. Provision for a washroom and supply of milk and refreshment for children, and facilities for feeding of
children at necessary intervals by their mothers shall be made as per the rules framed by the State Governments.

Besides, if in a factory, ordinarily 500 or more workers are employed, the employer shall appoint such welfare officers as may be prescribed. The State Government may prescribe the duties, qualifications, etc., of the persons employed as welfare officers.9

**Condition of Welfare Facilities in Agra Footwear Industry:**

In fact, labour in Agra footwear industry are not provided with all statutory welfare measures, such as, rest houses, canteen, water coolers in summers, crèches and other facilities. In India, canteens, tea stalls, refreshment rooms, etc., have been an ex-gratia affair and as they exist, they have been little more than private contractor's tea stalls supplying tea and some foodstuffs, which are not good in quality.10

Labour welfare practices are not popular in Agra. The situation of welfare facilities in Agra footwear industry is shown in the following table.

**TABLE-35**

<table>
<thead>
<tr>
<th>Serial No.</th>
<th>No. of Factories</th>
<th>Welfare Facilities Provided</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>4</td>
<td>Sitting arrangements, First-aid boxes and Rest-rooms/shelters were provided.</td>
</tr>
<tr>
<td>2</td>
<td>8</td>
<td>First-aid boxes and Lunch rooms were provided.</td>
</tr>
<tr>
<td>3</td>
<td>18</td>
<td>Only First aid boxes were provided.</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>30</strong></td>
<td></td>
</tr>
</tbody>
</table>

**Source:** Compiled and computed from the Primary Data collected during the Survey

It is evident from the table that all welfare facilities were not available in any of the footwear units taken for survey. The
facilities of washing and drying of wet clothes, canteen, etc., were not found in any of the units taken for survey. There was arrangement of few welfare facilities in only 4 factories, while the remaining factory owners were providing only one or two welfare facilities. The workers working in 4 units, operating machines, in Agra footwear industry, were getting the facility to rest but suitable arrangements for sitting were not provided. In fact, the condition of rest rooms was quite unsatisfactory. They were either in the form of a small room or a tin shed, with very little facilities. Mostly, these rest shelters were found to be dirty and without any furniture, lacking ventilation and light facilities. First-aid boxes were found in all the units taken for survey. There were no canteens and other facilities for workers. The workers in Agra footwear industry, who come from villages, bring their food with them, while those living nearby go to their home for lunch.

It is clear that industrial units provided minimal facilities as suited their choice, ignoring the rest of the welfare requirements to be complied with under legislative measures.

As far as facility of crèches is concerned, the scholar found very few women in footwear industry. The women were found only in residential houses. Most of them were members of the family.

The provision of Factories Act, 1948, stresses the need of welfare officer and ambulance room in the factories employing more than 500 workers. In fact, none of the footwear units taken for survey was employing more than 500 workers. Hence, welfare officers were not found.

Welfare schemes, such as medical facilities, educational facilities, family welfare facilities, etc., were also found quite unsatisfactory. Medical facility was available for the labour working in all the registered companies. If any worker would
sustain injury or fall sick, he was taken to the hospital. There was no personal Doctor in any of the registered companies taken for survey. This facility was found completely negligible for the workers working in cottage units and residential houses. Housing, educational, and family welfare facilities were not found in any of the units taken for survey. Entertainment facility was found to be satisfactory to some extent. Entertainment removes the tension and tiredness. Some manufacturers were aware that this facility increases the efficiency of labour. They had kept television for the entertainment of workers. The labour were listening to radio/tape/transistors in some footwear units. There was television in 5 registered companies taken for survey.

There are a number of bad results which come out, if welfare amenities are not provided to labour. The efficiency of labour decreases as labour do not enjoy a good life. There is lack of responsibility and devotion towards work. Being dissatisfied with their work, they think of going on strike. Moreover, they do not respect their owners.

The labour working in small-scale units, generally do not go on strike because they cannot form their trade union. The employers of small-scale units do not earn much profit. That is the reason that they are not in a position to provide welfare amenities to their labour.

Most of the factories in Agra are small. Very few factories in Agra are employing more than 250 workers. During the research, the scholar felt that registered units provided some facilities to their workers, as production is on large-scale and profit also increases.

It was also found during the research that non-statutory welfare measures were not adopted by most of the Agra footwear
manufacturers. As far as mutual welfare work is concerned, the scholar found that there are no trade unions in Agra, as most of the workers are unorganized. The workers are not aware of welfare measures in Agra footwear industry because of their illiteracy.

b) Lack of Proper Health Facilities:

Arrangement of proper health facilities improves the health of labour, raises their standard of living and increases their efficiency. Good health of a worker depends upon the environment where he works and generally a labour passes 9 hours, i.e., from 8 a.m. to 5 p.m. in the factory or sometimes more than this (when he works overtime). Unfortunately, proper health facilities are not available in Agra footwear industry. None but a healthy worker can do his work efficiently and raises productivity.

The place of work affects the health of labour to a great extent. There are many factors which are responsible for labour’s bad health, for example, ineffective treatment of waste, pollution inside the factory, etc. Other factors affecting the health of labour, i.e., bad working conditions, inadequate ventilation, etc., have already been discussed. Section 7 A of the Factories Act, 1948, explains the general duties of employer regarding health of workers. These are—to provide necessary information and maintain such working environment in the factory that is safe and without risk to health, instruction, training and supervision to the workers about machines and to provide plant and machines in the factory that are safe and without risks to health.

Health Measures in Agra Footwear Industry:

As far as the provisions of health facilities are concerned, these are not followed in Agra footwear industry. During the course of investigation, the scholar found that machine operators were not given training and hence, were not aware of the risk
arising out of it. Further, most of the employers do not provide separate rooms to machine operators. In many factories, machine workers as well as manual workers were working in the same room. Continuous noise created by machines affect the health of labour badly.

Not only this, there is a lot of waste in footwear industry. The waste in the footwear units also affects the health of workers. All industries produce waste, and footwear industry is no exception to it. Leather is a natural item and is irregular in shape and when this is cut according to design of footwear, the wastage increases.

The irregular size of leather is the biggest reason of causing waste in the industry, which is hazardous to health. From waste audits carried out in footwear factories, the three biggest sources of solid waste are cutting, moulding and packaging. Of these, cutting waste is by far the largest.¹¹

Shoes are generally quite complex in construction, being made up of a relatively large range of components in a variety of materials, typically, leather textiles, coated fabrics, boards, polymers, adhesives and finishes. Due to the complexity of construction, there are a number of processes involved in footwear production, from the initial cutting of the leather to the final packing of the finished products.¹²

Many chemicals are used in making footwear and they affect the health of workers, mainly the respiratory system. It is, thus, important to select the best and correct finishing chemicals.

The Factories Act, 1948, stresses that every occupier of a factory, involving any hazardous process, shall maintain accurate and up-to-date health records of workers who are exposed to any chemical, toxic or any other harmful substance, and also appoint
persons who possess qualifications and experience in handling hazardous substances. He shall also provide for medical examination of every worker. During the course of investigation, it was found that the employers in Agra footwear industry do not maintain health records of workers.

The health measures in Agra footwear industry were adopted only by some registered companies, and not by small-scale and cottage units. It was also found during the research that the health of workers in Agra footwear industry was not good. Due to improper health facilities, they were suffering from one disease or the other.

c) Lack of Safety Measures:

Safety of labour is also important. Employers do not adopt safety measures properly in Agra footwear industry. As a result, accidents occur and sometimes the worker becomes disable for the rest of his life. Accident is an untoward incident. According to the Indian Factories Act, 1948, “It is an occurrence in an industrial establishment causing bodily injury to a person which makes him unfit to resume his duties in the next 48 hours.”

Under the Workmen’s Compensation Act, 1923, an industrial injury has been defined as, “a personal injury to an employee which has been caused by an accident or an occupational disease which arises out of and in the course of employment”.13

Accident is not expected before and it occurs suddenly. Nobody knows when, where and with whom it will occur, but most of the accidents happen due to carelessness. When training is not given to workers, the accidents occur.

An accident cannot be called fortuitous or totally unexpected. Investigations have revealed that majority of the reported accidents are of a preventable type and are likely to occur
during the initial period of employment when the individual has not learnt how to protect himself against the dangers of his environment.\textsuperscript{14}

Unfortunately, one of the worst accidents occurred on 23rd May, 2002. Before the happening of the accident, one of the labour asked the manufacturer and others to set the short circuit right. But nobody paid attention due to carelessness.

The result was that the shoe factory 'Shreejee International' caught fire. The shoe-manufacturing factory, owned by Sunil Goyal, was on the first floor of the defunct Johns Spinning and Weaving Mill.

The fire started soon after a new shift in the morning. Most of the workers were trapped inside. 350 workers were working in the factory. About 40 workers were killed in the devastating fire. When they tried to run, they found the windows closed.

The employer had built only one gate. Six workers jumped from a window after opening it and were injured. The body of one worker was seen hanging from one window. The fire brigades were called, but the blaze was controlled till afternoon.

Fire tenders from various Defence Establishments, the Air Force, Mathura Refinery, Central Ordinance Depot and nearby districts were requisitioned to control the blaze. Labour could not go out and some of them were burnt. But some of them managed to rush out when the fire started.\textsuperscript{15}

If the employer had built two or three gates in the factory, the lives of some more workers would have been saved. As the labour did not find the way to get out of the factory, they jumped from windows and got injured. Moreover, there were no fire extinguishers in the factory.
The reason of the accident was the electric short circuit. The fire in the shoe factory was a disaster waiting to happen. It was found that the building lacked safety measures. Besides the factory did not have emergency exits, one major reason behind such high casualties.\textsuperscript{16}

Such type of other accidents can occur if safety measures are not adopted. This is one of the biggest problems of labour that their proper safety is not taken care of. The Factories Act, 1948, which is applicable to all factories and contains numerous provisions for the safety of labour, viz., providing safe means of escape in case of fire, installation of fire extinguishers in the factory, training of workers, appointment of safety officers in the factories employing more than 1000 workers, etc., but these measures are not followed in Agra footwear industry.

The following table shows the existence of safety measures adopted by manufacturers in Agra footwear industry.

\textbf{TABLE-36}

<table>
<thead>
<tr>
<th>Serial No.</th>
<th>No. of Factories</th>
<th>Existence of Safety Measures</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>3</td>
<td>Training to Workers and Fire Extinguishers were found.</td>
</tr>
<tr>
<td>2</td>
<td>6</td>
<td>Training to Workers was available.</td>
</tr>
<tr>
<td>3</td>
<td>21</td>
<td>None of the Safety Measures</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>30</strong></td>
<td></td>
</tr>
</tbody>
</table>

Source: Compiled and computed from the Primary Data collected during the Survey.

It is evident from the table that most of the footwear manufacturers had not adopted the necessary safety measures.
Only 3 factory owners had adopted a few safety measures that were training to workers and fire extinguishers in the factory. Only 20%, i.e., 6 factory owners had adopted only one safety measure. They were providing training to workers. A major part, i.e., 21 footwear manufacturers had adopted none of the safety measures. Safety of labour is the primary duty of employers, but Agra footwear manufacturers do not adopt all the safety measures mentioned above.

In fact, the machines used in footwear units are not dangerous, hence, the fencing of machinery is not necessary. Moreover, goggles are not necessary for the workers in footwear units. The Factories Act, 1948, stresses the need of safety officers in the factories employing more than 1000 workers. But a few safety measures, which are necessary for the safety of labour, such as fire extinguishers have not been kept by most of the employers. Sometimes the persons below the age of 18 were given the work of operating the machines. The life of a labour is full of risk and he takes risk of his life. Hence, the employers should adopt necessary safety measures for the welfare of labour.

d) Lack of Safe and Pure Drinking Water:

During the course of investigation, this problem seemed very serious to the scholar. Wherever the scholar went, she found that pure and safe drinking water was not available for labour. In Agra, some of the factory manufacturers under survey, provided drinking water direct from the municipal taps and some of them arranged the drinking water by storing it in earthen pitches. These pitches were not properly cleaned. A few factories had kept big tanks for water. But those tanks were also not properly cleaned. The workers were consuming dirty water.
There was no arrangement of cold water for labour in summer season in many factories. The employers have not kept water coolers. Condition of drinking water in the factories under survey is shown in the following table.

**TABLE-37**

Condition of Drinking Water in the Factories

<table>
<thead>
<tr>
<th>Serial No.</th>
<th>No. of Factories</th>
<th>Availability of Water</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>5</td>
<td>Tanks</td>
</tr>
<tr>
<td>2</td>
<td>19</td>
<td>Earthen Pots (Pitchers)</td>
</tr>
<tr>
<td>3</td>
<td>6</td>
<td>Water Coolers</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>30</strong></td>
<td></td>
</tr>
</tbody>
</table>

*Source: Compiled and computed from the Primary Data collected during the Survey.*

It is evident from the table that the labour in 19 factories were consuming the water kept in pitchers. 5 footwear manufacturers had kept water in tanks. Municipality water was filled in those pitchers and tanks. Only 6 footwear manufacturers out of 30 had kept water coolers for cold water. Not only this, if there was proper arrangement of water in the factory, the glasses were not kept by employers.

The water supplied by the Government to the citizens of Agra is not pure. The Yamuna river in Agra has become dirty because people throw bones and ashes in it. The water of this river is supplied in many parts of Agra after purifying. But it contains several impurities that cause many diseases. It was found that about 25% workers were suffering from diseases like dysentery and diarrhoea.
During the course of investigation, it was also noted that in some factories the taps were very close to the latrines and urinals. The Factories Act, 1948, provides that there should be no drinking water point within a diameter of 20 feet from the latrines and urinals. Thus, it is quite clear that the Factory Act is not being followed in some of the footwear units.

Section 18 of the Act mentions that there should be arrangement of pure drinking water in every factory. The arrangement of cold water should also be made, particularly in the summer season, in every factory employing 250 or more workers.

There are few units employing more than 250 workers in Agra. All the registered units employing more than 250 workers were providing cold water to the labour. But almost all the manufacturers of small-scale and cottage units had a tap and the labour have to consume the same dirty water.

e) Noise Problem in the Factories:

Noise created by machines affects labour’s health. Some of the footwear factories in Agra are on the main road. The vehicles running on the road create noise. Use of machines inside the factory creates problem to workers. In modern age, there is no production without machines. Sometimes, when there is no light and the generator is started, it creates a lot of noise if a silencer is not fixed in it. All this type of noise affects their efficiency, as well as, their health. It has been noticed in almost all the cases that labour want to work in a peaceful environment.

The noise problem as observed by the scholar is given in the table-38 on the next page.
TABLE-38

Condition of Noise in Agra Footwear Industry

<table>
<thead>
<tr>
<th>Serial No.</th>
<th>No. of Factories</th>
<th>Condition of Noise</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>10</td>
<td>High Level of Noise</td>
</tr>
<tr>
<td>2</td>
<td>12</td>
<td>Medium Level of Noise</td>
</tr>
<tr>
<td>3</td>
<td>8</td>
<td>Low Level of Noise</td>
</tr>
<tr>
<td>Total</td>
<td>30</td>
<td></td>
</tr>
</tbody>
</table>

Source: Compiled and computed from the Primary Data collected during the Survey.

The table given above shows the level of noise in footwear units of Agra district. It is evident from the table that there was high level of noise in 10 factories which was unbearable for the labour. 12 factories were creating medium level of noise, while there was low level of noise only in 8 factories.

There are many bad effects of high noise on workers' health. In the presence of noise inside the factory or coming from outside the factory, labour cannot concentrate on the work properly and ultimately the production is low. High level of sound may cause partial or full loss of hearing. In the presence of noise, labour feel themselves tired and get irritated soon.

Besides the adverse health effects of noise which are hardly known, noise also implies actual waste of energy, because noise is generated when contact between machine parts and/or material is not optimal. Furthermore, when noise is of very low frequency, it leads to vibration that affects the life of machinery as well as its structures (e.g., machine base).
Not only footwear industry, but also almost all types of industries create noise. This is the reason that the Government wants to set up all the industries in industrial area. If the pitch of noise is low, it will not create much effect on labour’s efficiency, but if it is loud, it creates problem for them. Reduced noise in the factory brings some good benefits. When there is no noise problem, labour concentrate on their work and they work wholeheartedly. The quality of the work improves and they work more efficiently. Control on noise brings less absenteeism of labour.

The labour do not feel themselves tired when they start the work in the absence of noise. The environment becomes healthy and pleasant for the labour. They take interest in their work. In this way, control on noise also controls strikes. Moreover, effective control on noise maintains workers’ hearing capacity.

f) Problem of Housing:

Housing or the provision of shelter is a necessity of labour. Housing may be defined as a place with roof, walls, windows and doors, where a labour wants to rest after returning from his work. Housing is the primary need of every person. The problem of housing is very serious.

In Agra footwear industry, a large part of labour is working on contract basis. Some of them come from villages. They do not have their own houses in Agra. Some of the labour in Agra have their houses made of bricks. But the number of this type of houses is not much. Some of the labour live in huts or in small houses made of mud. These houses are in bad condition and most of them have huts with no pucca roofs. In place of pucca roof, there is chappar made of thatch and bamboo.

These houses are made of mud walls, hardly of 8-9 feet height and kaccha floor. There is no privacy in these houses. All
the members of the family live together in one room and the condition is very pathetic. There is only one room with no other facilities at all and can be named as slums. The condition of all these houses is unsatisfactory because these are overcrowded.

These slums are very dirty. There is no facility of proper ventilation in most of the houses as there is lack of windows and ventilators. There is darkness throughout the day. The labour light lamps at night. Facility of water supply is also inadequate in these slums. There are no tap water connections and the inhabitants of these houses use the crowded municipal taps.

A large part of labour live in Agra, so the city is overcrowded, as a result, about 4 to 5 workers live in a small room. Not only this, there are open gutters and defective drainage system near the houses. The streets are very dirty. The rooms are also dirty. In a small and dirty room, they cannot breathe in fresh air, because of which they suffer from many diseases, viz., tuberculosis, asthma, etc.

Improper food and dirty water also give birth to many other diseases such as anemia, emaciation, etc. The roof of these houses often leak during rainy season. Bad housing conditions are responsible for heavy infant mortality in slum areas. Even the employers of registered units in Agra have not provided to labour personal houses with one or two rooms and essential facilities of kitchen, bathroom and verandah. These are called pucca houses and are owned by some of the employees getting high wages.

The solution of the housing problem seems to be very difficult to employers as there are many difficulties. A few of such difficulties are-paucity of convenient sites, enormous increase in the cost of building materials and of labour, inadequacy of
transport to and from distant suburbs and want of civic sense in the masses.\textsuperscript{18}

The worker, being the weakest, the responsibility for providing good house to the worker should lie on the employers and the State. The money spent on provision of good houses will not be a waste, as ultimately the employers and State will benefit out of it, like the workers.

3. Problems Relating to Social Security:

There is utter lack of social security measures for the workers in Agra footwear industry. These social security deficiencies are pointed as below:

a) Lack of Social Insurance and Social Assistance Provisions:

The labour in Agra footwear industry is very insecure in regard to social benefits. During the course of investigation, it was found that neither the social insurance nor the social assistance is provided to labour. It is the duty of the State Government/employer to provide social insurance and social assistance, but they are too indifferent about the matter. Unfortunately, even the manufacturers of registered companies are not interested in it. There are certain benefits which the employers of registered companies can provide to their labour, viz., old age pension benefit. But it is not being provided to the labour in any of the registered companies in Agra which are taken for survey.

b) Lack of Social Security Schemes in Agra Footwear Industry:

Various social security schemes in India have been enacted for the security of labour, e. g., Workmen’s Compensation Act, 1923; Employees’ State Insurance Act, 1948; Maternity Benefit

It is found that Workmen’s Compensation Act is not followed in Agra footwear industry. When asked from labour, it was revealed that whenever they sustain injury at the workplace, certain ointment is given to them and if the injury is serious, they are taken to the doctor, but they are not paid any compensation.

When the footwear factory ‘Shree Jee International’ caught fire, many workers were burnt alive. Instead of providing the compensation to the workers, the employer was found to be missing and according to Mr. R. L. Gupta, Head Clerk of District Industrial Centre the employer had registered only 15 workers in DIC.19

The Employees’ State Insurance Act, 1948, which provides sickness benefit, maternity benefit, disablement benefit, dependants’ benefit and medical benefit, is found to be satisfactory in a few registered companies. The application of these social security benefits in 30 factories taken for survey is given in the table-39 on the next page.
### TABLE-39
Various Social Security Benefits Available in Agra Footwear Industry

<table>
<thead>
<tr>
<th>Serial No.</th>
<th>No. of Factories</th>
<th>Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>Sickness Benefit, Maternity Benefit, Disablement Benefit, Dependents’ Benefit and Medical Benefit</td>
</tr>
<tr>
<td>2</td>
<td>4</td>
<td>Sickness Benefit, Disablement Benefit and Medical Benefit</td>
</tr>
<tr>
<td>3</td>
<td>8</td>
<td>Sickness Benefit and Medical Benefit</td>
</tr>
<tr>
<td>4</td>
<td>16</td>
<td>Sickness Benefit</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>30</strong></td>
<td></td>
</tr>
</tbody>
</table>

**Source:** Compiled and computed from the Primary Data collected during the Survey.

It is evident from the table that only sickness benefit was available in all the 30 factories taken for survey. Females were found less in number. Disablement benefit was available in 6 factories, Dependents’ and Maternity benefit was found to be only in two factories and Medical benefit was found in fourteen factories.

The Employees’ Provident Funds and Miscellaneous Provisions Act and The Payment of Gratuity Act were found to be totally negligible in Agra footwear industry. During the course of investigation, the scholar met with several labour and found that most of them were feeling themselves insecure. They feel income
insecurity and are troubled because of many other types of insecurities. One of the biggest insecurities is the fear of old age and disablement. Old artisans and cheap labour are easily available in Agra. This is the main factor creating job insecurity in them. Security of labour is very necessary. Therefore, necessary arrangements should be made for the safety of the labour.

c) Job Insecurity:

Recently, scarcity of raw material in the country has created the feeling of job insecurity in the labour. The footwear manufacturers, not only in Agra but also all over India, suffer from the lack of supply of raw materials. Leather is a costly raw material and its availability is not linked with the demand for leather products, but with the demand for meat, milk, wool and evolving animal husbandry practices.\(^{20}\)

The quantity of raw material produced in India is rather small. Cows and buffaloes are reared in India for milk but not for meat and the male of these species is used as draught animal in the farms.\(^{21}\)

Earlier, India used to export raw material, but now, there is scarcity of raw material in India. The Act, ‘Prevention of Cruelty to Animals Act, 1960’, which has been enacted to save the animals, has resulted in shortage of raw materials. Today, raw material is being imported.

During the course of investigation, it was the complaint of many workers that they were feeling insecure about their job because of the lack of sufficient availability of raw material. In recent years, to meet the growing demand from leather industry, the Government has allowed import of raw hides/skins; semi finished leather and finished leather under OGL (Open General Licence).\(^{22}\)
Many labour complained that there is no raw hide market in Agra. There should be raw hide market in Agra so that employment opportunities may increase.

The following major raw hides mandies/markets exist in the state of Uttar Pradesh.

(i) **Kanpur**: Buffalo and calf skins are traded in this market.

(ii) **Hapur**: Biggest raw hide weekly market in India mainly known for Buffalo Katai.

(iii) **Faizabad**: Goat and sheep skins are traded in this market.

(iv) **Chauri-Chaura (Gorakhpur)**: Cattle, cow calf, goat and sheep hide/skins are traded in this mandi.\(^\text{(23)}\)

It is evident that there is no raw hide market in Agra at present as all the tanneries are closed in Agra, which has left many workers unemployed.

Moreover, low quality of raw material is troubling them. It was the complaint of many labour that the low quality of raw material may decrease the demand of footwear in future. At that time they will be left unemployed. The quality of raw material is not good because almost half the cattle hides are derived from fallen animals.

Further, at present there is too much competition. There are many casual and contract workers available at every time. There is insecurity of job in their mind. The employers do not see the problems of workers but only care for their loss being caused in their absence. One of the labour told the scholar that he has been turned out of his job twice as he took leave for two days due to long illness. Once they are turned out from their job, they do not get another job easily. If, somehow they get job, they get less salary.
Not only the newcomers, but old labour also suffer from the insecurity of job. Earlier, a few machines were used in making footwear. Almost all the work of preparing footwear was performed by manual labour. When new machines were invented, the employers started using machinery.

Today, machines perform almost all the work starting from the cutting of sole to that of finishing the footwear. Now, a large number of persons are not employed in footwear industry because machines have taken labour's place. There is finishing in machine-made products. All the products produced by machines are of uniform size. That is the reason that employers prefer machines. Thus, the employers' liking for machine is creating job insecurities among labour.

d) Job Dissatisfaction:

Generally, the labour in Agra footwear industry do not get the work that they like to do. For example, a labour wants to operate a machine but he is assigned the job of cutting the soles. When this happens, he does not get job satisfaction. This is a common thing that happens frequently. During the course of investigation, the scholar realized that most of the labour were dissatisfied with their work.

It was complain of some labour that they do not get variety in their work. They feel themselves bored doing the same work daily. They have to adopt the work given by their employers, as there is no other option. They also want that they should be provided bonus and gratuity, but they are deprived of it. Their likes and dislikes are ignored and they have to do whatever the employers want.
4. **Other Labour Problems:**

There are some other problems also, with which the labour suffer, e.g., problem of low wages, unhealthy relations with employers, etc. These problems of labour are discussed below:

a) **Low Wages:**

The wages of the labour working in Agra footwear industry is very low. It is not even sufficient to meet their day-to-day requirements. A minimum wage must provide not merely for the bare subsistence of life but for the preservation of the efficiency of the worker, and, so it must also provide for some measures of education, medical requirements and amenities.\(^{24}\) During the survey, it was found that the minimum wages of the labour in Agra footwear industry is not enough even to fulfill his daily requirements.

The minimum wages of labour in Agra footwear industry is given in the following table.

**TABLE-40**

Wages of Labour in Agra Footwear Industry

(Wages Per Month)

<table>
<thead>
<tr>
<th>Category</th>
<th>Basic</th>
<th>Dearness Allowance</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Rs.</td>
<td>Rs.</td>
<td>Rs.</td>
</tr>
<tr>
<td>Unskilled</td>
<td>1,282</td>
<td>857</td>
<td>2,139</td>
</tr>
<tr>
<td>Semi-Skilled</td>
<td>1,372</td>
<td>857</td>
<td>2,229</td>
</tr>
<tr>
<td>Skilled</td>
<td>1,497</td>
<td>857</td>
<td>2,354</td>
</tr>
<tr>
<td>Clerk-Grade 2</td>
<td>1,492</td>
<td>857</td>
<td>2,349</td>
</tr>
<tr>
<td>Grade 1</td>
<td>1,592</td>
<td>857</td>
<td>2,449</td>
</tr>
</tbody>
</table>

*Source: Labour Office, Agra.*
The table given on the previous page shows that the wage level in Agra footwear industry is very low. Even the minimum wages of the Clerk Grade 1 is only Rs. 2,449 per month, including dearness allowance. The scholar found that some of the labour were getting less than Rs. 1,500 per month. A large part of labour engaged in Agra footwear industry were not getting even dearness allowance. It is clear that the labour do not get even minimum wages which is 0.56 US$ per hour in India, which means about Rs. 215 per day and 6,450 per month.

The Payment of Wages Act, 1936, prior to 1st April 1958, applied to employees earning less than Rs. 200 per month. With the enforcement of an amendment in 1957, the scope of the Act was extended to cover persons earning Rs. 200 or more but less than Rs. 400 per month. After another amendment in 1976, the scope of the Act was extended to cover employees earning less than Rs. 1,000 per month. Subsequently, this limit was raised to Rs. 1,600 per month. It was found by the scholar that the footwear manufacturers in Agra are not following this Act also.

The Acts and provisions are made to be applied on employers but employers do not follow them. As already stated, a large part of labour is on contract basis who prepare pairs of footwear and get wages accordingly. There is a lot of bargaining in Agra footwear industry. The table given on the next age shows the wages of contract labour in Agra footwear industry.
TABLE-41
Wages of Contract Labour

<table>
<thead>
<tr>
<th>Work Description</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cutting of Shoe Upper Part</td>
<td>Rs. 3 per pair</td>
</tr>
<tr>
<td>Cutting of Sole</td>
<td>Rs. 6 per pair</td>
</tr>
<tr>
<td>Sole Attach</td>
<td>Rs. 3 per pair</td>
</tr>
<tr>
<td>Stitching of Shoe</td>
<td>Rs 2.50 per pair</td>
</tr>
<tr>
<td>Finishing of Shoe</td>
<td>Rs.2.50 per pair</td>
</tr>
</tbody>
</table>

Source: Compiled and computed from the Primary Data collected during the Survey.

The table given above shows the wages of contract labour in Agra footwear industry. It is evident from the table that the wages of contract labour is also very low. Labour want some entertainment after meeting their daily requirements from their wages, but they hardly manage to arrange for two times meal from what they earn.

It was found that the manufacturers of registered units were providing wages to workers that was sufficient to meet their daily requirements. But the workers working in small-scale and cottage units were not getting proper wages to meet their necessities and also some other benefits. One of the serious problems of labour in Agra footwear industry is that they do not get the payment even after completing the work.

Some workers complained that even when they work for overtime, they get only the basic wages, while Section 59 of Factories Act, 1948, states that a worker working for more than 9 hours, shall be entitled to wages in respect of such overtime work at twice the 'ordinary rate of wages'. During the course of investigation, it was found that none of the employers was
providing twice the ordinary rate of wages to the workers for overtime.

Nominal wages are provided to labour and not the real wages. Nominal wages are paid in terms of money, while real wages measures the standard of living. Purchasing power is also measured in real wages. The labour are not provided real wages, in which payment of bonus, over time payment, free or cheap ration facilities, conditions of work, etc., are also included.

In fact, the manufacturers are not responsible for it because they themselves earn less profit, as they do not have knowledge of the market, i.e., which type of footwear is prevalent in the foreign market. The Agra footwear manufacturers are not introduced about the changing trends prevailing in the market.

There is no institution in Agra which can provide marketing information. Although the Government has established institutions like CFTI, NLDIP, etc., in Agra, yet they do not fulfill this objective fully.

The success of a product in the market depends on the quality of the product to a great extent. As old techniques of production are adopted in Agra, the footwear produced carries durability, but the design is not the latest one to suit the likings of the users. Developed countries are using modern machinery and they produce footwear of latest designing attractive to the young generation.

Shoe fair is organized at Pragati Maiden in Delhi in which many countries participate and get the required marketing information. Large-scale footwear manufacturers of Agra, viz., Amar Leatherwares, Kapsons International, etc., participate in the fair, but small-scale manufacturers do not get this opportunity. Small-scale manufacturers produce footwear based on their stale
knowledge and information of demands, styles, etc., and sell in the local market and thus, are not able to earn more profit.

There is a need of marketing specialists in Agra. The job of marketing specialist is to find potential customers in the local market as well as in international market and to suggest ways to increase the demand of the product.

Most of the manufacturers in Agra sell their products in the local market due to ignorance of potential customers in foreign market. They get low price for their product. The third person, i.e., the mediator gets the advantage of it. He gets more profit by selling it in the international market.

Thus, the small-scale manufacturers are not able to earn much and hence, are not in a position to provide sufficient wages to their labour. Further, they are not aware of the benefits arising out of it. The results of a good wage policy are low unit cost, effective utilization of plant/machinery, etc. Administration of a sound wage policy is essential for the smooth running of an organization.27

There are many bad effects if labour are not provided with proper wages. The labour do not work willingly. Their efficiency reduces, as a result of which the production decreases and the quality also worsens. Standard of workers does not improve. They cannot live in good houses and cannot have nutritious diet. This increases sickness and their sufferings from various diseases. Low wages result in strikes. When the workers are not satisfied with their wages, they go on strike. As a result, there is no peace inside the factory.

b) Unhealthy Relations with Employers:

Generally, there is no personal touch between labour and employer in Agra footwear industry. During the course of
investigation, the scholar noticed that almost all the manufacturers of footwear units were sitting in their offices and labour were working in the factories. The relation between labour and employer was like that of a servant and master. The fact is that the employer thinks himself master of labour. He fixes up their salary, their place of work, working time, etc. He does not consult the labour when he takes these decisions. Although employers can do nothing without the help of labour, yet they think themselves greater.

If a worker is not satisfied with his employer or he is feeling some problem in dirty environment, he hardly decides not to work. He has to work in every condition which his employer offers because of the fear of losing job. Sometimes, the labour has some problems. In this case he cannot share his problems with his employer. One of the labour told the scholar that if he is sick and takes a leave, the employer does not pay him for that day.

There are no friendly relations between employer and labour in Agra footwear industry. The employers do not realize the importance of labour and do not listen to their problems, as a result, they are unable to find suitable solutions to those problems.

Earlier, labour was considered as a commodity, but the Declaration of Philadelphia, adopted at the 26th session of the International Labour Organization on the 10th of May, 1944, reaffirmed that labour is not a commodity. Even today some employers consider labour as a commodity and do not give labour the rank of partners in the factory.

c) **Problem of Other Types of Insecurities:**

Besides feeling insecurity of job, the labour in Agra footwear industry feel other types of insecurities also, like old age and retirement benefits that are faced by the labour, specially by
casual and contract labour. For a newcomer into the labour market, gaining access to food and shelter is a problem. To gain employment, a newcomer needs information and a certain amount of credibility. These factors make the possibility of staying in the labour market insecure. After gaining employment, because of flexibilisation in the form of casual and contract labour, there is employment insecurity.\textsuperscript{29}

The labour in every factory want friendly environment, but they hardly find it. Some labour always like clean atmosphere, but they do not find the atmosphere clean inside the factory. Some of the labour were suffering from the problem of long working hours. Although this problem was found in a few factories. Some manufacturers were getting their work done at night. The provision of working hours states that the working hours for adult workers should not exceed more than 48 hours in a week and 9 hours in a day. Some workers complained that during season or whenever their employer gets a large order, they have to work more than 9 hours. Female workers and children are not allowed to work at night. The condition of working hours in Agra footwear industry is shown in the table given below.

\textbf{TABLE-42}

\begin{center}
\begin{tabular}{|c|c|c|c|}
\hline
Serial No. & No. of Factories & Working Hours & Percentage \\
\hline
1. & 22 & 9 Hours & 73.34\% \\
2. & 4 & 10 Hours & 13.33\% \\
3. & 3 & More than 10 Hours & 10.00\% \\
4. & 1 & Two Shifts & 3.33\% \\
\hline
Total & 30 & & 100\% \\
\hline
\end{tabular}
\end{center}

\textbf{Source:} Compiled and computed from the Primary Data collected during the Survey.
The table given on the previous page shows the condition of working hours in Agra footwear industry. Based on the survey in 30 footwear units, the condition was found satisfactory in 22 units. But there was provision of ten hours in 4 factories. The labour in three units was found to be working for more than 10 hours. The work was carried on in two shifts in one factory. The scholar did not found the children working in footwear units. It is good that women workers were not found working at night, nor the children were found in the units taken for survey. It was the complaint of some workers that they do not get leave and holidays.

The survey reveals that following kinds of leave and holidays are provided to workers by industrial units.

**TABLE-43**

<table>
<thead>
<tr>
<th>No. of Units (Total 30)</th>
<th>National Holidays</th>
<th>Festival Leave</th>
<th>Casual Leave</th>
<th>Medical Leave</th>
<th>Total Leave in a Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>9</td>
<td>3</td>
<td>4</td>
<td>4</td>
<td>3</td>
<td>14</td>
</tr>
<tr>
<td>7</td>
<td>3</td>
<td>3</td>
<td>5</td>
<td>4</td>
<td>15</td>
</tr>
<tr>
<td>6</td>
<td>3</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>15</td>
</tr>
<tr>
<td>5</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>4</td>
<td>16</td>
</tr>
<tr>
<td>3</td>
<td>3</td>
<td>3</td>
<td>6</td>
<td>5</td>
<td>17</td>
</tr>
</tbody>
</table>

**Source:** Compiled and computed from the Primary Data collected during the Survey.

The table given above shows leave and holidays provided by footwear units in a year. It is evident from the table that all the 30 units taken for survey were providing 3 national holidays in a year, that are, Republic Day, Independence Day, and Gandhi Jayanti. All the thirty units were providing 3-4 festival leave. These leave are Deepawali, Dussehra, Holi, Eid, etc. The position of causal leave is found to be unsatisfactory. The workers were being provided 4-6 casual leaves in a year. The position of medical leave is also not good. The workers complained that they
want at least 10 medical leave in a year. But they are not provided leave as desired by them.

The manufacturers of some footwear units were providing one holiday in a week, while the manufacturers of a few units were not providing even one holiday in a week to the workers.

The solution of labour problems is important, both to the industry and to the workers’ community at large. Problems, whether personal, social or industrial, bring dissatisfaction among labour. Labour think that they are not treated like other human beings. Their position is the lowest among all the human beings. Because of these problems, the labour suffer very much. Problems of wages, industrial peace, strikes and lockouts, industrial housing, health and efficiency of labour, unemployment, etc., confront the State as well as social reformers.30

No industry can develop without the co-operation of labour. Still today, almost all the residential factories in Agra are run by labour. There are no machines in these industries. These factories cannot survive without labour. Labour works in the factory without taking rest. The work is very hazardous, with long hours duty, but they take the risk. In the starting, they find it very difficult to adjust, but somehow adjust themselves.

To ensure better co-operation, the wage earner who is a partner in the production, should be allowed to have his due share of the profit for increased production. Therefore, we have to shape our economic policy in such a manner so as to give labour his due status by offering him reasonable working conditions and due share in profit.31

Solution to all these problems can bring Agra at a higher and much better position. As Agra has a great advantage of having cheap labour, the problems of labour should be uprooted.
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28. T. N. Bhagoliwal, op. cit., p.1

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30. T. N. Bhogoliwal, op. cit., p. 8

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