CHAPTER 4

PLYWOOD INDUSTRY LABOUR MANAGEMENT

4.1 TYPE OF LABOUR POWER USED INDUSTRY
4.2 SELECTION OF LABOUR
4.3 METHOD OF WAGE PAYMENT AND LIVING STANDARD
4.4 TRAINING OF LABOUR
4.5 MINIMUM WAGE RATE ACCORDING TO INDUSTRIAL REGULATION ACT.
4.6 CONTRIBUTION OF LABOUR IN MANAGEMENT
4.7 LABOUR PROTECTION AND UNION
CHAPTER 4

PLYWOOD INDUSTRY LABOUR MANAGEMENT

4.1 TYPE OF LABOUR USED INDUSTRY

The performance of labour employed in manufacture of plywood has been encouraging in Raipur Division. Plywood industry is labour based industry there for complete utilization of manpower along with machines, plants, building etc. is very much essential for increasing productizing. Its share of employment for labour was 40% of Raipur Division total employment for labour in plywood industry.

Labour power used by industry are skilled, semi-skilled, and unskilled persons and manpower is used mostly by there industries as comparison to women power. Child labours are specially ignored by these industries. Table no.-4.1 shows the type of labour engaged by the M/s Swastik panels Raipur and Ajanta wood products.

<table>
<thead>
<tr>
<th></th>
<th>Particulars</th>
<th>No. Of Labour</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Skilled Labours.</td>
<td>300</td>
<td>31.57</td>
</tr>
<tr>
<td>2.</td>
<td>Semi Skilled Labour</td>
<td>450</td>
<td>47.36</td>
</tr>
<tr>
<td>3.</td>
<td>Un Skilled Labour</td>
<td>200</td>
<td>21.07</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>950</td>
<td>100</td>
</tr>
</tbody>
</table>

Source: Based on Survey

According to table no. 4.1 represents that relation ship between skilled labours and semi skilled is 2:3, which means that it is necessary to engage and employ to full the requirement of skilled labour with comparison to semi skilled labour.
It also represents that in this group plant manager and production managers are qualified with full technical knowledge. It has also been observed from Table no. 4.1 that ratio of skilled labour is 3:2 as comparison to unskilled labour which represent there unskilled labour has been recruited and proper training should be provided to then. The ratio of semi skilled labour 9:4 which represents that after providing training to the unskilled workers, they have been promoted to the grade of semi skilled labours. And then at after proper training they have been shown in skilled labour.

4.2 SELECTION OF LABOUR

Selection of labour in plywood industries are specially made on basis of working efficiency and technical knowledge on the work of production. Commonly labours have been requited on the working hours devoured by then. Direct labour worked per factory in Raipur Division. Especially in Raipur District’s plywood factory is more and satisfactory.

Selections have been based on technical qualifications and they had been graded on according to their skill ness. The unskilled workers in plywood industry have been employed and proper training has been provided to then. The labour turnover and contribution ratio is more observed in plywood industries of Raipur Division.

Supply of labour in Raipur Division specially in Raipur District is satisfactory due to the reasons several rural area located surroundings
the factory. In these industries maximum labours are literate who completed their education up to S.S.C. some times these industries also select their labours according the contract system on contract labour basis.

The process of recruitment starts when the personnel department receives a copy from the employee placement requisition. The requisition is sent to the personnel department whenever a worker is needed by a department. On receipt of such requisition the personnel department of plywood industry takes action to recruit a new worker or for re-assigning a present worker. It is a task of the personnel department to receive formal applications interview applicants and select then for position and inform the department in need of workers of the selection.

In M/s Swastik panel, Mahavir laminates, Atul plywood it was found that on employment each worker is allured a number known as ticket number or token number or clock number and this number is changed when the worker is transferred from one department to another. This number is written on all documents where ever the name of worker appears because it is useful for the identification of workers having the same names, for recording of attendance and in marinating mechanized accounting.

According to the survey study it has also been observed recruitment this is made by plywood industries especially by M/s Swastik
panels (Raipur) and Hitech Boards (Rajnandgaon) recruitment are made in accordance with a labour and budget and employee placement requisitions.

The labour budget specifies the number of workers under each trade and skill which may be employed in department. Hence personnel department in plywood industry play a significant role to operate and make a selection of labour in plywood industry of Raipur Division.

Now let us look at the data provided by the employment exchanges in the state. All categories of employment seekers above the age of 14 are allowed to register in the employment exchanges. 40.87 lakh of employment seekers are there in the live register of employment exchanges as on 31.08.2005 of which 23.74 lakh are females. Details are given in the following table.

**TABLE NO. 4.2**

Registered Job Seekers in Employment Exchanges (Aug 2005)

<table>
<thead>
<tr>
<th>Sr. no</th>
<th>Category</th>
<th>Numbers</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Illiterate</td>
<td>226</td>
</tr>
<tr>
<td>2</td>
<td>Below Metric</td>
<td>649293</td>
</tr>
<tr>
<td>3</td>
<td>Metric</td>
<td>2423219</td>
</tr>
<tr>
<td>4</td>
<td>Pre-degree</td>
<td>721377</td>
</tr>
</tbody>
</table>

Source: Employment Directorate.

The Employment department operates about 96 institutions and they provide placement service, vocational guidance, employment market information, self-employment guidance, unemployment assistance and self-employment schemes for the registered unemployed. But more and
more educated and skilled unemployed people are added to the stream everyday so that these services have been considered inadequate to tackle the problem of unemployment in the state.

Also most of the unemployed do not possess marketable skill and this reduces their employability. A temporary relief to the problem of growing unemployment can only be sorted by providing speedy and accurate list of qualified persons to the prospective employers. This would call for convergent action by the employment department and industrial training department.

According to the live register of employment exchanges the total number of work seekers in 2005 was 36.7 lakh. This number increased to 38.6 lakh in 2006 registering, an increase of 5.2 per cent. The total number in September 2007 is 40.5 lakh of which 38.9 lakh are general work seekers and 1.6 lakh professional / technical work seekers.

Details of work seekers from 1999 to 2005-06, the number of work seekers below SSLC increased from 6.29 lakh in 2005 to 6.40 lakh in 2006 and again to 6.45 lakh in September 2005. The total number of work seekers who posses SSLC and above increased from 30.41 lakh in 2005 to 32.19 lakh in 2006 and to 34.10 lakh up to September 2007. The percentage of work seekers below SSLC to the total work seekers is decreasing since 1999 and the percentage of work seekers who posses
SSL&C and above is increasing (Table 4.3). The trend of work seekers in C.G. since 1999 is shown below:

**TABLE NO. 4.3**

Number of Work Seekers in C.G. (in lakh)

<table>
<thead>
<tr>
<th>Year (at the end of the December)</th>
<th>Below SSLC</th>
<th>SSL&amp;C above</th>
<th>Total Work Seekers</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Persons</td>
<td>% to total</td>
<td>persons</td>
</tr>
<tr>
<td>1999</td>
<td>9.67</td>
<td>21.8</td>
<td>34.64</td>
</tr>
<tr>
<td>2000</td>
<td>7.12</td>
<td>19.3</td>
<td>29.68</td>
</tr>
<tr>
<td>2001</td>
<td>7.46</td>
<td>18.6</td>
<td>32.58</td>
</tr>
<tr>
<td>2002</td>
<td>6.73</td>
<td>17.9</td>
<td>30.83</td>
</tr>
<tr>
<td>2003</td>
<td>6.29</td>
<td>17.1</td>
<td>30.41</td>
</tr>
<tr>
<td>2004</td>
<td>6.37</td>
<td>16.5</td>
<td>32.19</td>
</tr>
<tr>
<td>2005</td>
<td>6.45</td>
<td>15.9</td>
<td>34.10</td>
</tr>
</tbody>
</table>

Source: Directorate of Employment

The number of work seekers with PDC or HSC increased from 5.75 lakh in 2005 and expected to 6.17 lakh in 2006 and again to 6.57 lakh in 2007.

4.3 **METHOD OF WAGE PAYMENT AND LIVING STANDARD**

Remuneration to workers is the most complex problem in a democratic country like India because there is no single method of wage payment which is acceptable both to the employers and the workers. Wages as a means of providing income for the workers become the only source of income which determines their economic survival in the society; so they try to force the employer to follow a method of wage payment which entitles them higher wages.

The amount of wages payable to workers determines their attitude to wards their work and the employer. On the other hand, employers in
their anxiety to keep down the labour cost try to pay less. The result of these two conflicting situations is that rift goes on between the employer and the workers.

To solve this complex problem, the method of wage payment adopted should be such which reduces labour cost per unit and at the same time workers are paid reasonable amount for their work. Low time wages do not necessarily mean low cost of production and high wages mean high cost of production. On the other hand, high wages may lead to low cost of production because high wages give incentive to workers to become efficient and produce more. Increased production will result in lower labour cost per unit.

High wages will help in recruiting the most suitable workers. There will be less loss of production due to less labour turnover. The labour force will remain satisfied with high wages and will not like to leave the organization. Increase in production will result in lower fixed cost per unit. Thus, cost of production per unit will come down.

Hence due to such reasons wage payments made by plywood industry of Raipur Division especially in Raipur District, payments have been made to them on per day basis. They neither adopt the time rate system. Wage has been decided on the base of sex, male labour get approximately minimum 40 Rs per day as comparison to it female labours get 35 Rs per day, But as per the grade of workers like skilled,
unskilled, and semi-skilled, skilled workers are remunerated @ 135 Rs per day, semi-skilled @ 90 Rs per day, unskilled at 80 Rs per day. Factory works for 8 Hours per day in 2 shifts, from morning 6 o’clock to 14:00 hr and there after Further from 15:00 hr to 22:00 hr.

4.4 TRAINING OF LABOUR

The organization of training department in plywood industries as not been seen much but it is necessary to say here that unskilled labour has been deputed under super vision or skilled man for a job, The content of the training has to be agreed by all those who are likely to be responsible for it.

The method of imparting instruction during training has been based on psychological principal of learning. The most common method used by M/s Atul plywood (Raipur), M/s Swastik panels (Raipur), & Kech Boards (Rajnandgaon) is that labours have been coached through apprentice ship which is also known as one of oldest method of training.

Table No. 4.4 represent that these industry takes a good interest regarding to conduct the special programmer for the development and uplift of labour training in plywood industries we can also observe in Table No. 4.4 that M/s Kech board private Ltd. Rajnandgaon District conduct II programmers this proves that this firm takes a good interest for the betterment and quality production work.
Table No. 4.4 also represent that employee (workers) of M/s Mahavir Laminates Raipur District shows an interest in participating the programmer as compared to other plywood industries.

**TABLE NO. 4.4**

Showing Seminars & Training Programmes for Workers in Plywood Industry of Raipur division

<table>
<thead>
<tr>
<th>Sr. No</th>
<th>Name of Industry</th>
<th>Training</th>
<th>Workshop</th>
<th>Seminars</th>
<th>Other programme</th>
<th>Total</th>
<th>Participant</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>M/s Swastik panels Pvt. Ltd. (Raipur)</td>
<td>06</td>
<td>03</td>
<td>00</td>
<td>01</td>
<td>10</td>
<td>480</td>
</tr>
<tr>
<td>2</td>
<td>M/s Mahavir lamination (Raipur)</td>
<td>04</td>
<td>02</td>
<td>01</td>
<td>00</td>
<td>08</td>
<td>500</td>
</tr>
<tr>
<td>3</td>
<td>Kech Boards Pvt.Ltd. (Rajnandgaon)</td>
<td>06</td>
<td>02</td>
<td>01</td>
<td>02</td>
<td>11</td>
<td>462</td>
</tr>
<tr>
<td>4</td>
<td>Hitech boards Pvt.Ltd. (Rajnandgaon)</td>
<td>05</td>
<td>03</td>
<td>02</td>
<td>00</td>
<td>10</td>
<td>389</td>
</tr>
<tr>
<td>5</td>
<td>M/s Rohini panels (Raipur)</td>
<td>04</td>
<td>02</td>
<td>00</td>
<td>00</td>
<td>06</td>
<td>375</td>
</tr>
</tbody>
</table>

Source: information’s from field survey

The labour bureau is responsible for collection, compilation and publication of statistical and other information regarding employment, wages, earnings, industrial relations, working conditions, etc. it also compiles and publishes the consumer price index number for industrial and agricultural workers.

The bureau further renders necessary assistance to the states for conducting training programmers in labour statistics of state/ district/ unit levels. Data compiled for periodic returns do not meet all the information requirements for planning and policy formulation in the field of labour. With a view to bridge the gap in the availability of labour statistics, the bureau conducts several periodic/ad hoc surveys on different aspects of labour such as:
• New working class family income and expenditure survey.
• Rural labour enquiries.
• House rent surveys.
• Occupational wage surveys.

In the ninth plan, many initiatives have been taken by the government for labour welfare. The labour bureau Shimla has conducted evaluation studies of the minimum wages act 1948 to determine the degree of implementation in the various scheduled employment categories in different parts of the country. The bureau has also been studying the working and living conditions of women workers and the extent of the welfare facilities available to them vis-à-vis the various labour laws in plantation and factory sectors as well as in selected unorganized industries.

4.4.1 WORKERS EDUCATION

The central board of workers education through its regional offices is striving to educate the workers to help to avoid wasteful expenditure, adopting cost effectiveness and by enhancing productivity of qualitative nature. They have been conducting the programmes like, Rural awareness programme, Functional adult literacy classes, Short-term programmes for the unorganized sector to educate them on their rights, ethics and hygiene, Participative Management, Orientation Course for rural educators and Leadership Development programme for rural workers.
4.4.2 LABOUR RESEARCH AND TRAINING

V.V.Giri National labour institute, a fully funded autonomous body of the ministry of labour, conduct action-oriented research and provides training to grass root level workers in the trade union movement both in the urban and rural areas, and also to officers dealing with industrial relations, personal management, labour welfare, etc. The institute completed the following research projects during 1999-2000:

- Dynamics of labour market:
- Women and labour market.
- Labour laws, contractual parameters and conditions of construction workers.
- Adverse sex ratio and female labour force participation.
- Wage determination in rural labour force markets.
- Information on requirements for rural labour.

4.4.3 SOCIAL SECURITY

There are also laws enacted and schemes established by the Central / State Government providing for social security and welfare of specific categories of working people. The principal social security laws enacted centrally are the following:

- The Workmen’s Compensation Act, 1923.
- The Employees State Insurance Act, 1948.
- The Employees Provident Funds and Miscellaneous Provisions Act, 1953.

The E.P.F & M.P. Act is administered exclusively by the government of India through the EPFO. The case benefits under the ESI are administered by the central Government through the employees state Insurance Corporation (ESIC) whereas medical Care under the ESI Act is being administered by the central government and Union territory Administrations.

The payment of gratuity Act is administered by the central Government in establishments under its control, establishments having branches in more than one state, major ports, mines, oil fields and the railways and by the state Government and union territory administration in all other cases.

In mines and circus industry, the provisions of the maternity benefit Act are being administered by the central Government through the chief labour commissioner (central) and by the state Government in factories, plantation and other establishments. The provisions of the workmen's compensation Act are being administered exclusively by state Government.
4.5 MINIMUM WAGE RATE ACCORDING TO INDUSTRIAL REGULATION ACT 1948

The minimum rate Act 1948 provide for fixation, review, revision and enforcement of minimum wage for both the central Government and state Government in respect of scheduled employment in their respective jurisdiction there are 45 scheduled employments in the central sphere, whereas the number of these employments in state sphere is 1424.

According to minimum wage Act 1948, for skilled labour is @140 per day and semi skilled labour is 90 Rs per day. In plywood industries of Raipur Division wage payment are made according to approximation of the rule.

Some plywood industries of Raipur Division also provide various insurance schemes for their benefit. The plywood industries of Raipur Division strictly follow the amended rule and regulation of minimum wage Act as per Table no 4.5 on pg. 113.
TABLE NO 4.5

SCHEDULE: Minimum wage published for plywood industry in official gazette.

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Class of Employment</th>
<th>Minimum rate Per day</th>
<th>Of wages Per month</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Basic</td>
<td>87.00</td>
<td>2267.20</td>
</tr>
<tr>
<td>2</td>
<td>VDA</td>
<td>9.13</td>
<td>237.60</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>96.13</td>
<td>2504.80</td>
</tr>
</tbody>
</table>

Note: (1) the daily rates of wages and VDA of different categories of employees are computed by dividing the total monthly wage by 26. (2) Paisa to be rounded off either to nearest 50 paisa or to a rupee.

Source: Information from CIDC, Raipur
4.5.1 **INDIA LABOUR POLICY**

India’s labour policy is mainly based on labour laws. The labour laws of independent India drive their origin, inspiration and strength partly from the views expressed by important nationalist leaders during the days of national freedom struggle, partly from the debates of the constituent assembly and partly from the provisions of the constitution and the international conventions and recommendations. The relevance of the dignity of human labour and the need for protecting and safeguarding the interest of labour as human beings has been enshrined in chapter-III (Articles 16,19,23&24) and chapter IV (Article's 39,41,42,43,43A&54) of the constitution of India keeping in line with Fundamental rights and directive principles of state policy.

The labour laws were also influenced by important human rights and the conventions and standards that have emerged from the United Nations. These include right to work of one’s choice, right against discrimination, prohibition of child labour, just and human’s conditions of work, social security, protection of wages, redress of grievances, right to organize and from trade unions, collective bargaining and participation in management.

Our labour laws have also been significantly influenced by the deliberations of the various sessions of the Indian labour conference and the international labour conference. Labour legislations have also been
shaped and influenced by the recommendations of the various national committees and commissions such as first national commission on labour (1969) under the chairmanship of justice Gajendragadkar, national commission on rural labour (1991).

Second national commission on labour (2002) under the chairmanship of shri Ravindra Varma etc. and judicial pronouncements on labour related matters specifically pertaining to minimum wages bonded labour, child labour, contract labour etc.

The factories (Amendment) Bill 2005 have been introduced in the Lok Sabha on 16th August 2005. The bill proposes to amend the section 66 of the factories Act 1948, so as to provide flexibility in the matter of employment of women during night shift with adequate safeguards for their safety dignity honor and transportation from the factory premises to their nearest point of their residence.

The payment of wages Act 1936 ensures that wages payable to employed persons are timely disbursed and no unauthorized deductions are made from their wages. Presently, it covers only those employees whose wage ceiling is up to Rs. 1600/- per month. The payment of wages (Amendment) bill 2005 has received the assent of the president on 5th September, 2005.

---

1 Mhajan, V.S., Planning and socialistic Transformation of Indian Economy
The payments of wages (Amendment) Act, 2005 (41 of 2005) has been notified by the ministry of law and justice on 6th September 2005. Subsequently, the Ministry of Labour and Employment has issued notification No. So 1577 (E) dated the 8th November 2005 to enforce the amended provisions w.e.f. 9th November 2005. With the amendments, the wage ceiling for applicability of the Act gets increased from Rs.1600/- per month while empowering the central government to further increase the ceiling by way of notification. It also enhances the penal provisions.

4.6 CONTRIBUTION OF LABOUR IN MANAGEMENT

Labour play significant role in management. Some practical experience and suggestion of Labour related to production are accepted by management which proves as fruitful for the management. For the management of M/s Swastik panels (Raipur) and Hitech board’s (Rajnandgoan) it is a joint consultation, while for governing it’s an association of labour with management.

Without final authority or responsibility in decision making, the basic aim participation means to reduce power inequality hour, seems difficulty to accept some plywood industries like M/s Atul plywood, Mahavir Laminates (Raipur) and Kech Boards of Rajnandgoan because of the obvious difference in formal power position between the labourers and the owner.
Chart No. 4.1

Showing Participation of Labour in Plywood Industry

Source: Vari Rani, V.N. and Ratwani, M.M., Analysis of Structures, Khanna Publishers; Delhi; 1990
Despite the variations in interpretation there seems to be a consensus that participation means sharing, in an appropriate manner, the decision making power with the lower ranks of the organization. The general assumption is that by using such a process workers would be able to contribute to the overall effectiveness of the organization. Mheta's has suggested five levels of participation in decision making which range on a scale from minimum to maximum which has been presented in chart no 4.1 on pg. no. 117.

Since these levels of participation can include the extent of co-determination in an organization they deserve attention. We have tried to highlight these levels briefly, ranking them from the minimum to the maximum degree of participation. Purpose of worker's participation in plywood industry If utilized meaningfully, worker's participation can serve a number of purposes all geared to achieve organizational effectiveness and the satisfaction of the employees.

It is a method designed to generate a 'we' feeling among workers and thus help in motivating employees to achieve organizational goals. It ensures joint responsibility and cooperation to optimally utilize the limited resources available to the organization. It serves the following specific purposes.

- It helps in managing resistance to change which is inevitable. For the growth and development of industry, changes have to be
welcomed; otherwise the organization will stagnate and be left behind. If the need for change is jointly felt by all partners of production its acceptance can be high. Worker’s participation in change strategy can facilitate acceptable solutions with a view to secure effective and smooth implementation of decisions.

- Worker’s participation can encourage communication at all levels. Since both partners of production involved in the decision-making there will be fewer changes of distortion and/or failure in communicating the decision.

- Joint decision-making ensures that there will be minimum industrial conflict and economic growth can be free from distracting strife.

- Worker’s participation at the plant level can be seen as the first step to establishing democratic values, in society at large.

4.7 LABOUR PROTECTION AND UNION

Labour’s are considered to be backbone of the industry. In plywood industry, labours contribution for production of good is more because plywood industries are labour intensive industry. There surplus supply of labour should be available for the good prospect of industry, hence in order to give quality production and work. Several protections has been given to the labours with reference to rule and regulation, specially for protection of labour in exploitation of rights, remuneration
of wages, they have been empowered to establish union for fundamental right.

In case if a labour died due to accident then several protection measures has been taken for the betterment of labour which are as follows.

4.7.1 LABOUR PROTECTION AND UNION

Safety is primarily the responsibility of the management. This responsibility should rest on the shoulders of all cadres of management, such as plant manager, production manager, chief engineer, personnel managers, maintenance engineer, individual foreman, safety officer or director.

Every organization of plywood industry formulated and implements a safety policy. The procedure to be adopted naturally depends upon the size of a company, the number of plants it operates, the nature of the industry in which it is engaged, the production technology it uses, and the attitude of the top management. After it has spelt out its safety policy, a company should established a safety programme, the primary goals of which should be to reduce the number of hazardous factors which are likely to cause accidents, and to develop safe working habits among its employees.

The specific techniques and procedure which are used to accomplish these objectives are specified in chart no 4.2 on pg. 121.
Chart No. 4.2

Showing Line and Staff Protection on Labour

**Type of Safety Organisation**

- CENTRAL SAFETY COMMITTEE
  - DEPARTMENTAL SAFETY COMMITTEE
    - 2 SUPERVISOR
    - 2 WORKERS
  - DEPARTMENTAL SAFETY COMMITTEE
    - 2 SUPERVISOR
    - 2 WORKERS
  - DEPARTMENTAL SAFETY COMMITTEE
    - 2 SUPERVISOR
    - 2 WORKERS

Trade Union in India is the primary instrument for promoting the union of trade union movement and championing the cause of working class in India. The Madras Labour Union was the first organized trade union in India followed by a large number of trade unions in the Indian industrial centers. The Indian government passed the trade union act in 1926, which legalized the registered trade union in India.

The act also gives protection to the trade unions against certain civil and criminal cases. There are at present many trade unions in India which regulates the aspirants of the working classes. The All India Trade Union Congress (AITUC) is the oldest Trade Union in India and till 1945 it remained the central trade union organization in India. Some others are like-

- All India State Government Employees Federation- AISGF is a trade union organization representing state employees and teachers of different states in India.
- Center of Indian Trade Unions- CITU is one of the major trade union in India, opposing imperialistic intentions and patronizing interest of the working classes.
- Hind Mazdoor Sabha- HMS is a progressive Trade union in India that prefers to refrain from political control.

The Trade Union in India is engaged in protesting against the attacks on trade union right, right to strike, right to collective bargaining,
reduction of social security, closure of industrial units and massive retrenchment of workers, and the endangering growth of unemployment. According to section 2(b) of the trade union act of 1926, “a trade union is any combination of persons, whether temporary or permanent, primarily for the purpose of regulating the relations between workers and employers, or between workers and workers, and for imposing restrictive conditions on the conduct of any trade or business, and includes the federation of two or more trade unions”.

It may be observed that the trade union is an association, either of employees or employers or of independent workers. Secondly, it is a relatively permanent combination of workers and is not temporary a casual. Thirdly, it is an association of workers engaged in securing economic benefits for its member. Fourthly, the character of trade union has been constantly changing. Finally, its origin and growth had been influenced by a number of ideologies.

But on survey made on plywood industries of Raipur division, no such trade union was found. The workers form their own union only for their safety but not to make or conduct strike, the reason is that plywood industry provides a sufficient employment and timely wage to them.

Labour sector addresses multi-dimensional socio-economic aspects affecting labour welfare, productivity, living standards of labour force and social security. To raise living standards of the work force and
achieve higher productivity, skills upgradation through suitable training is of utmost importance. Man power development to provide adequate labour force of appropriate skills and quality to different sectors is essential for a rapid socio-economic development.

Employment generation in all the productive sectors is one of the basic objectives. In this context, efforts are being made for providing the environment for self-employment both in urban and rural areas. During the ninth plan period, elimination of undesirable practices such as child labour, bonded labour, and aspects such as ensuring worker's safety and social security, looking after labour welfare and providing of the necessary support measures for sorting out problems relating to employment of both man and woman workers in different sectors has received priority attention.

Under the Constitution of India, Vocational Training is a concurrent subject. The development of training schemes at National levels, evolution of policy, laying of training standards, procedures, conducting of examinations, certification, etc. are the responsibility of the central government, whereas the implementation of the training schemes largely rests with the state/U.T. governments.

The central government is advised by the national council of Vocational Training (NCVT), a tripartite body which has representation from employers, workers and central/state government. At the state level,
similar councils known as State Councils for Vocational Training are constituted for the same purpose by the respective state government at state levels.

The main objectives of the scheme are as under:

- To ensure steady flow of skilled worker.
- To raise the quality and quantity of industrial production by systematic training of potential workers.
- To reduce unemployment among educated youth by equipping them with suitable skills for industrial employment.

4.7.2 CHILD LABOUR

According to the 1991 census, the number of working children in the country was of the order of 11.28 million (state wise details are available in Annexure 5.7.7). The existence of child labour in hazardous industries is a great problem in India. Non availability of accurate, authentic and up-to-date data on child labour has been major handicap in planned intervention for eradication of this social evil. Efforts are underway in the ninth plan to modify and improve the existing National Child Labour Project.

A major activity undertaken under this scheme is the establishment of special schools to provide non-formal education, vocational training, supplementary nutrition stipends, health care, etc. to children withdrawn from employment in hazardous industries.
During 1999-2000 (till end of January, 2000), 91 National Child Labour Projects have been sanctioned, in child labour endemic states for rehabilitation of nearly 1.9 lakh children who were removed from work. State wise coverage under NCPL is as given in annexure 5.7.8.

A review of the implementation of various programmes for elimination of child labour reveals that even though a good beginning has been made from 1994-1995 onwards, in order to make a significant dent on this age old social evil a multi-pronged strategy coupled with a massive mobilization of resources, both physical and financial, is required.

4.7.3 WOMAN LABOUR

The ministry of labour has set up a Women Labour Cell in 1975. The intention was to focus attention on the lot of working women with a view to improving it. The government has enacted the Equal Remuneration Act, 1976. The women cell has been created in the ministry to monitor implementation of this act. A central advisory committee has been set to advise the government on providing increasing employment opportunities for women. Similarly, state advisory committee has been constituted to monitor the act at the state level.

The cell also gives grants-in-aid to voluntary organizations to carry out research studies on problem of women workers, their employability and the extent of their displacement on account of technological and
various other changes. This scheme was introduced with the intention of furthering government’s policy of helping women to become aware of their rights and opportunities and also to become economically independent.

4.7.4 OCCUPATIONAL SAFETY AND HEALTH

The constitution of India contains specific provisions for the occupational safety and health of workers. The schemes relating to occupational safety concentrate on improvement of work environment, man-machinery interface, control and prevention of chemical hazards, development of protective gear and equipment, training in safety measures and development of safety and health information system.

4.7.5 EMPLOYEE STATE INSURANCE SCHEME

The ESIC has stated that annual phased programme has been drawn up by the corporation in consultation with the state governments for implementation of ESI scheme in new areas/centers. The corporation has since approved extension of ESI schemes to educational and private medical institutions and some state governments have issued the final notification. Ministry of employment & labour has issued a notification on 20.07.2006 inviting objections and suggestions on the proposal to enhance the exiting wage ceiling from Rs. 7500/- per month to Rs. 10000/- per month.
4.7.6 Workmen's Compensation Scheme

The labour department is administering this scheme more or less satisfactory except for the delay in taking decisions in some complicated cases. The following table pertaining to details of industrial accidents from 2000-2005

**TABLE NO. 4.6**

Industrial accidents 2000-2005(numbers)

<table>
<thead>
<tr>
<th>Year</th>
<th>Accident</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Fatal</td>
</tr>
<tr>
<td>2000</td>
<td>18</td>
</tr>
<tr>
<td>2001</td>
<td>18</td>
</tr>
<tr>
<td>2002</td>
<td>9</td>
</tr>
<tr>
<td>2003</td>
<td>9</td>
</tr>
<tr>
<td>2004</td>
<td>62</td>
</tr>
<tr>
<td>2005</td>
<td>58</td>
</tr>
</tbody>
</table>

Source: labour commissionerate

According to table no. 4.6 it is evident that for accidents in factories of boilers department coming under the labour department ensure safety, health and welfare of factory workers and the general public living in the vicinity of factories. The number of fatal accidents is very low in the state. But, the frequency of non-fatal accidents reported needs the attention of the officers in charge of safety measures in the various establishments. There is no co-ordination between the department of labour and the directorate of factories and boilers in handling accidents cases and monitoring the relief and compensation given to the victims.
The same can be said about the incidence of occupational diseases and the care support given to the affected employees.

The factories act stipulates that all cases of occupational diseases detected by general medical practitioners should be reported to the chief inspector of factories. It also provides for periodic medical examination of worker especially in hazardous industries.