CHAPTER - III

LABOUR CONDITIONS

INTRODUCTION: Importance of Labour and Source of Supply:

The study of sources of manufacturing units impels us to discuss in some detail the conditions of labourers employed in them. The importance of human element in industrial growth cannot be over emphasised. The two most important pillars on which the economic structure of any industry depends are capital and man of these two men being the active factor plays a more important role. It would hardly be an exaggeration to say that the labourers are the very limbs of industrial body and the persons engaged in the industry are lazy, incompetent, as again capable and hard working, will not contribute towards industrial uplift and the prosperity of the country.

The importance of labour in the field of industrial development of any country or town hardly needs any emphasis. New machines are being used. But physical labour if handled properly, and if luckily technically equipped will automatically and obviously give satisfactory results and prove a boom to industry.
The first point to be considered is to find out the various sources of labour supply to the industry of Aligarh. At present labour force for the Electrical goods industry of Aligarh comes from the following sources:

1. Local labour
2. Labour from adjoining villages
3. Labour from outside the District.

1. LOCAL LABOUR:

Skilled labourers who are employed in the industry are generally locally settled. This means that electrical goods industry is able to get the required supply from the area where the particular industrial unit is located.

2. Labour From Adjoining Areas:

In India villages are the main source from where big industrial establishments draw their labour force. Economic and social transformation has not checked this flow from the village to the town. As Aligarh is surrounded by small villages, the bulk of unskilled labourers employed in industries comes from neighbouring rural areas.
3. Labour from outside the Market:

The number of outside labour in Aligarh electrical industry is very small. Generally such workers are skilled. In the relative large scale units there are some technical and managerial experts, who have been imported from outside.

Classification of Labour:

By labour we do not mean a man doing a particular job. It includes men doing so many activities. Roughly estimated this industry provides employment to 1200 workers. Labour engaged in Aligarh electrical Industry may be divided into the following categories:

a) According to skill - skilled and unskilled
b) According to caste and community - Hindus and Muslims.
c) According to the process.
d) According to sex

We may assess the relative strength of the labourers according to the above criteria one by one.

a) Division of Workers According to skill

According to the quality of workers there are two classes of labourer viz., skilled and unskilled. Skilled labourer are those
who are expert technicians and have devoted to the whole of their lines to the industry. They are qualified in different arts of manufacturing and make first class articles of superior quality within a comparative shorter time. These expert technicians not only help in the production of fancy electrical goods, but also invent newer and latest designs and models. These new designs and models are intended to create a revolution in the consumption pattern of society, and these will help to capture new markets by rendering older obsolete varieties. Unskilled workers are those who do not require any special training, who can be employed on odd jobs without previous notice. Normally they work under the supervision of skilled labourers.

The following table gives the relative strength of two categories of workers in electrical goods industry:

Table No. 1
Percentage-wise distribution of skilled & Unskilled labourer

<table>
<thead>
<tr>
<th>Labour category</th>
<th>No. of workers</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Skilled</td>
<td>469</td>
<td>35.6</td>
</tr>
<tr>
<td>Unskilled</td>
<td>850</td>
<td>64.4</td>
</tr>
<tr>
<td>Total</td>
<td>1319</td>
<td>100</td>
</tr>
</tbody>
</table>

Source: Secretary, Electrical Association and Personnel Investigation, Aligarh.
B) Division of Workers According to caste and Community:

Every institution, every organisation in our country is filled with people of different bolistic. They live in a homogenous way but their heterogeneous character becomes apparent from their activities. In Aligarh electric goods industry we find people of different religions Hindus Muslim and Sikhs. Though no fixed work has been set down for any particular community or caste. But it is an interesting fact that people belonging to a particular community dominate on a particular process. Among the Muslims, the majority of the people are of Ansaries, Barbar, Shikhs, and Rangrez. They are chiefly employed in the hand polishing fitting and fitting spray painting etc. There was a time before the partition of the country, the filling work was done by the Muslims in majority. But now the position has changed to remaining processes, viz, Assembling packing, brass, iron sheet cutting, etc etc. Most of the Hindus belong to the caste of the Brahman, Brahmans, Barhai coolies and Vaish. The coolies are employed in the moulding process and Brahman in welding, fitting and fitting sheet cutting etc. Hindu workers are in majority. The following table gives the number of Hindus and Muslims of various castes.
**Table No. 3**

Number of workers In Different Processes

<table>
<thead>
<tr>
<th>Kind of worker</th>
<th>Men</th>
<th>Children</th>
<th>Women</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. <strong>Moulders</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>a) Mistries</td>
<td>240</td>
<td>-</td>
<td>-</td>
<td>240</td>
</tr>
<tr>
<td>b) Rhukariya</td>
<td>125</td>
<td>5</td>
<td>20</td>
<td>140</td>
</tr>
<tr>
<td>c) Mitti Pisaiya</td>
<td>95</td>
<td>20</td>
<td>35</td>
<td>150</td>
</tr>
<tr>
<td>2. Fillers and fitter</td>
<td>300</td>
<td>35</td>
<td>55</td>
<td>380</td>
</tr>
<tr>
<td>3. Polishers</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>a) Mechanical polishers</td>
<td>35</td>
<td>6</td>
<td></td>
<td>41</td>
</tr>
<tr>
<td>b) Electric polishers</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. Sheet cutters</td>
<td>50</td>
<td>10</td>
<td></td>
<td>60</td>
</tr>
<tr>
<td>5. Soray painters</td>
<td>15</td>
<td>3</td>
<td></td>
<td>18</td>
</tr>
<tr>
<td>6. Welding</td>
<td>95</td>
<td>8</td>
<td>32</td>
<td>135</td>
</tr>
<tr>
<td>7. Packers</td>
<td>60</td>
<td></td>
<td></td>
<td>60</td>
</tr>
<tr>
<td>8. Peter ?aking</td>
<td>10</td>
<td></td>
<td></td>
<td>10</td>
</tr>
<tr>
<td>9. Clerks and Munims</td>
<td>45</td>
<td></td>
<td></td>
<td>45</td>
</tr>
<tr>
<td>10. Miscellaneous</td>
<td>40</td>
<td></td>
<td></td>
<td>40</td>
</tr>
<tr>
<td></td>
<td>1000</td>
<td>77</td>
<td>142</td>
<td>1319</td>
</tr>
</tbody>
</table>

Source: With the help of manufacturers and Mistries.

D) Division of Workers on the basis of sex:

Aligarh electrical goods w industry provides the employment to a considerable number of children and women in different manufacturing processes. They are employed in those operations which do not require much technical knowledge. These processes are generally
filling, moulding, fitting, and welding. Apart from being cheaper, in many cases, women workers have proved more efficient than their male rivals in the different operations of productions. "Indu ladies are mostly experts in the art of moulding and welding, while the Muslim ladies are specialists in fitting. The women and children who are related to this industry do their work mostly at home and not in the industries.

Men of mature years and ages are generally more competent and skilled and hard working. Heavy, complicated and mechanical operations done by them. They are generally, employed in moulding, fitting, filling, electroplating, mechanical polishing and sheet cutting process etc.

Table 4
Breakdown of Workers According to Sex

<table>
<thead>
<tr>
<th>Sex</th>
<th>Total No. of workers</th>
<th>percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men</td>
<td>1165</td>
<td>88.3</td>
</tr>
<tr>
<td>Women</td>
<td>154</td>
<td>11.7</td>
</tr>
<tr>
<td></td>
<td></td>
<td>100</td>
</tr>
</tbody>
</table>

Source: Industrial Office of Aligarh and personal investigation.
3. Recruitment of labour:

Proper recruitment of workers is the first condition for the development of a stable labour force. It is true that employers have always been able to find recruits for industries, but it is one thing to run industries with labour and it is an entirely different thing to run them with workers who are suitable for jobs assigned to them. If proper care is not taken in the recruitment of labour force, the employers, the workers and the community are bound to suffer employer suffers if he does not get the man best suited for a particular job; the worker suffer if he cannot find a job for which he is best suited, and the community suffers as a result of low productivity and dissatisfaction among workers and employers. Proper recruitment of workers is thus the first condition for the development of a stable labour force. Recruitment is the first step in industrial employment. The ultimate success or failure of large employment depends in large measures upon the methods and organisation by means of which the workers are brought into the industry. The methods of recruitment followed by Electrical Goods Industry is as follows:

a) Recruitment through jobber
b) Recruitment at factory gates
c) Recruitment through additional lines.
d) Recruitment through employment exchange.
e) Recruitment through newspapers.
a) Recruitment through Jobber

Manufacturers always keep some thakadars, sardar, Mistries etc., who come easily in contact with a large number of people. They bring workers to the factory for jobs. This is the most popular method of recruitment being adopted by electrical goods manufacturers of Aligarh. These people act as some via medias. The employers fix the terms and conditions of the workers with the help of these via medias. The conditions are highly conducive to financial gain for the jobber. Bribery is a common practice. They take a fixed commission on the supply of labour from the employers and on the other hand, they also charge a fee from workers as the price of engagement or re-employment after a period of absence. Now, this method is losing importance.

b) Recruitment at Factory Gate

Recruitment at Factory - in India persons in search of jobs are a common sight. They go to manufacturers' factories premises and also for job. If the manufacturer is satisfied with the man and his term he recruits him.

c) Recruitment through Additional Links:

Workers already employed in the factory advertise the vacancies among their relatives and friends, and those who are in need of employment assemble themselves on the gate of the factory and with the help of these relatives they find a job.
d) 

Recruitment through Employment Exchange:

This method is best use in electrical goods industry of Aliyarpur. Employers do not extend their co-operation to the employment exchange which is the most scientific method of getting the right sort of man for right sort of job. One or two units i.e., Imperial Electric Trading Company, sometimes fills up its vacancies through the employment exchange.

e) 

Recruitment through Newspapers:

Some of the firms are making recruitments through the newspapers. The procedure follows usually consists of advertising the posts for which the firms are needed. In the newspapers, the local papers namely Nagric, Danik Parakash, Saheed etc. deal with the advertisement of this sort.

This system in fact, has not made any marked progress in the case of industry due to the lack of literacy amongst the workers.

4. Methods of Payment:

This subject is related to motive force behind taking all sorts of inconveniences, by workers. Wage problem is the most important issue before a particular industry because wages determine the efficiency of workers which in turn has a sound effect on the working of the industry. The standard of living and efficiency of workers
working class depends upon the scale of wages they get. The essential thing towards a solution of the wage problem is a method of wage payment. The methods of wage payment followed by the Aligarh Electrical Goods Industry are:-

a) - Time wage system.

b) - Piece Wage system

c) - Contract wage system.

a) - TIME WAGE SYSTEM:

In this method the workers are paid on time basis.

This is found in such cases of such categories of employees whose work is obviously impossible to evaluate on a quantitative basis.

It is found in those trades where quality rather quantity of output is an important consideration. The cases to which the system is confined are clerks, munims, mistries, gate keepers, salesmen and packers etc.

b) Piece Wage System:

In this system, wages are paid according to the quantity of work done. This is the most important method of remunerating the workers in the electrical goods industry. The piece wage system under which the workers are paid certain sums per unit or a piece of
work completed by them. In this system there is no limitation for working hours.

Both these systems have their own advantages. Under time wage system generally workers try to waste their time but do not try to deteriorate quality. But under the second method, production per worker is larger but quality deteriorates. Piece wage system also enables the producer to discriminate to some extent between suppliers and less efficient workers and so by a re-arrangement of his staff to develop his organisation on the most productive and efficient lines. For checking quality, a proper check is kept by the employers by prescribing a certain standard of quality and the workers are paid accordingly. Such a system is found in moulders, fitters, polishers, electro-platers, sheet cutters and welders.

c) CONTRACT WAGE SYSTEM

In this system there is no direct contact between the workers and employer. The employer gives his work to a middle man who sets it ready by workers and this contractor also settles term of payment either orally or written. In this system makes it possible to produce any increased amount in emergency without much botheration.
But this advantage and other advantages, however, are
counteracted by the disadvantage of contractors power of
exploitation. Further it enables the principal employers to
escape most of the labour acts.

5 - Wages Earned: And Trend of Expenditure:

The quantity of wheat, pulses, fruits and ghee etc., that
a worker can consume and add to his health depends upon the amount
of his efficiency. If a worker is more active and smart, it will
add to quality and quantity of production. Therefore, we now pass
on to an examination of the actual amount of earnings of different
categories of employers in this industry.

The range of investigation is rather wide, because the
earnings vary not only from process to process but also from man to
man even in the same process according to skill integrity of the
operator. The relation of the workers, with the employer, their
standing and experience, the level of their skill experience and
training and vast number of other factors enter into the actual
process of wage fixation and sometimes too personal to be subjected to
scientific analysis and interpretation. The following table,
however, gives in broad terms, an indication, range of earnings
within which some of the important category of workers in a large
number of concerns may be said to generally be:
Table No. 5

Earnings in Different Processes

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Particulars</th>
<th>wages per month earned</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Mini</td>
<td>Maximum</td>
</tr>
<tr>
<td>1.</td>
<td>Moulders:</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mistries</td>
<td>140</td>
<td>200</td>
</tr>
<tr>
<td></td>
<td>Puhubiyas</td>
<td>90</td>
<td>140</td>
</tr>
<tr>
<td></td>
<td>Mitti Pisai</td>
<td>60</td>
<td>110</td>
</tr>
<tr>
<td>2.</td>
<td>Sheet Cutters</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Kati cutter</td>
<td>50</td>
<td>70</td>
</tr>
<tr>
<td></td>
<td>Machine cutter</td>
<td>65</td>
<td>95</td>
</tr>
<tr>
<td>3.</td>
<td>Welder</td>
<td>70</td>
<td>100</td>
</tr>
<tr>
<td>4.</td>
<td>Fibers and fitters</td>
<td>80</td>
<td>120</td>
</tr>
<tr>
<td>5.</td>
<td>Polishing</td>
<td>60</td>
<td>100</td>
</tr>
<tr>
<td>6.</td>
<td>Spray painters</td>
<td>85</td>
<td>120</td>
</tr>
<tr>
<td>7.</td>
<td>Packers</td>
<td>55</td>
<td>75</td>
</tr>
<tr>
<td>8.</td>
<td>Clerks and Munimis</td>
<td>90</td>
<td>170</td>
</tr>
<tr>
<td>9.</td>
<td>Selling agents</td>
<td>160</td>
<td>250</td>
</tr>
</tbody>
</table>

Source: Personal Enquiry.

TRENDS OF EXPENDITURE:

In spite of such a meagre income these workers are not familiar with their lot and do not spend their income in a manner as to get maximum satisfaction. Before advocating the
case for an increase in wages, it is essential to work into
the wages in which they spend their earnings. It naturally
leads us to an examination of the workers model family budget, the
details have been given in Appendix. The following percentage
distribution of the income spent by the average workers is given
for ready reference.

Table No.6

Trends of Expenditure of typical - labour

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Item of expenditure</th>
<th>Percentage of the income spent.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Food</td>
<td>46.0</td>
</tr>
<tr>
<td>2.</td>
<td>Clothing</td>
<td>12.0</td>
</tr>
<tr>
<td>3.</td>
<td>House rent and repairs</td>
<td>8.0</td>
</tr>
<tr>
<td>4.</td>
<td>Light and fuel</td>
<td>7.8</td>
</tr>
<tr>
<td>5.</td>
<td>Educational and health</td>
<td>2.5</td>
</tr>
<tr>
<td>6.</td>
<td>Recreation and Amusement</td>
<td>11.0</td>
</tr>
<tr>
<td>7.</td>
<td>Miscellaneous</td>
<td>12.7</td>
</tr>
</tbody>
</table>

Total 100.0

The inscientific character of the workers expenditure
is obviously enough from the above table. As shown above the
expenditure on Recreation and Amusement and Miscellaneous heads
alone comes to about 23.7 per cent of the total income when it is explained that the Miscellaneous head includes such item as making, drinking, etc. The defect of budgetting becomes all the more prominent. Expenditure on health and education is almost next to nothing. Inspite of this, the investigation reveals that a large number of workers are indebted.

6. WORKING CONDITIONS:

It is said that environment creates a man and if we improve the environment we improve the man. The working condition under which a person works have got a marked influence on his health, efficiency and quality of work done. Good working conditions have a great effect not only on the efficiency of workers but also on their wages, migratory character and industrial relation among the workers and employers. Working conditions generally depend upon the mercy of the employer. Working conditions in electrical goods industry at Aligarh are far from satisfactory if we examine them on the basis of the working condition as they exist in Western Countries or as they should be in an idle industry. But thinking of the relative position of industry we can say that working condition on the whole are not too bad.

A - Factory Premises:

The manufacturing work is done on different scales and
different capacities. Most of the work is done in small
dwelling houses. The whole factory premises of the industry
may be divided into three types of factories

1) large factories
2) Small scale workshops
3) Cottage and house workshops.

The condition of working premises of the large factories are
satisfactory to some extent. Mostly all these factories
are newly constructed according to provisions of the Factory Act
1948. The arrangement for temperature rest rooms, ventilation,
space inside the factory, safety measures drinking water, bath
rooms etc. are particularly considered in constructing buildings
of factories.

But the condition of working premises in case of small
scale workshops and house workshops are very pitiable. With no
arrangement even for dirt mope and drinking water, they are
situated in congested areas and dirty surroundings. These workshops are
the Paachcha workshops and the small four walls have been made
which are covered with chhappar.

B - Housing Condition:

This seems to be satisfactory. Because this problem arises where
the workers reside in industrial locality. But in case of workers engaged
in electrical goods industry, this is not so; workers, most of them
local, spent their non-factory time at their own houses.
C - Employer, Employee Relationship

Employer-employee relationship is an important aspect of the situation. We find that in case of this industry the atmosphere is not free from tension. Most of the units are not very big and therefore employers are able to maintain a close contact with their employees. Few workers in a particular unit are dealt as their own man.

D - Trade Union:

Trade unions safeguard the interests of labourers and provide facilities and labour welfare. But in case of this industry the most of the workers are illiterate. Due to illiteracy, they could not maintain their union. Now the union is divided into sub-unions. They have only the slogan and when the temperature arises they wish the help of Dhatu Mazdoor Sangh, (which is a union of all factory workers in town), start a campaign for rise in wages.

3 - Working Hours: Overtime, Holidays and Leave Etc:

The Factory Act 1948, introduced the scheme for such provision. The period of working hours was fixed to 48 hours in a week or 8 hours in a day by the act. But in case of electrical manufacturing
units, it can be said that only a few large scale electrical goods manufacturers are working according to the Factory Act. Most of the workers are busy in their work from morning till evening. So the range of working hours in the industry varies from 8 hours to 14 hours in a day. The working hours generally begin from 8 A.M. to 5 P.M., an internal of an hour.

Rules and regulations in connection with the overtime work are purely governed by the employer of the industry and not by the Factory Act 1948.

The position with regard to holidays and leave is not satisfactory in electrical goods industry. Holidays and leave with pay are generally granted only to permanent workers, electrical and supervisory staff. The daily rated piece rated and contracted workers are usually not given any holiday with pay. A weekly holiday is generally provided by each firm and factory to its workers. But labourers, even in holiday, are seen, working in the houses and behind the door of their shops.

C - Provident Fund Facilities:

Some Ali farh electrical goods factories are providing the Provident Fund Facilities to their workers. The labourer get their provident fund at the termination time of their services. A number of factories which indirectly have more than 50 to 60 workers do not offer the provident fund benefit, to their workers.
The main responsible reason for this are the negligence of Duty of Government Labour Department and system of piece rate wages being adopted in industry.

D - Technical Training:

Workers work under the guidance of their 'Ustad' in the Karkhanas and learn the art from their Ustad since their childhood and become expert artisans. These artisans invent new designs and better methods of production. Except this electrical goods dealers do not provide any technical training to their workers. The lack of technical training has hampered the progress of industry. The training imported by 'Ustad, is very narrow in the rank and these trainees are not able to introduce new ideas in production and only old ideas are repeated. Industrial training Institute at Ali are provides training in some processes.

7. LABOUR EFFICIENCY:

Several causes are responsible for the workers inefficiency in Apart from the poor physique, illiteracy, and lack of the technical training and less discipline character, the undermentioned are the main factors which effect the low efficiency of workers of electrical goods industry.
a) Low Wages: The wages of workers in the Aligarh Electrical goods industry are very low sometimes a worker does not even get more than Rs.35/- per month so it is impossible in this case to go before a doctor in disease while he is not able to get proper diet. This results upon the efficiency because much of his efficiency depends upon his income.

b) Low standard of living: It follows from low wages, the standard of living of the workers is very low, inadequate and unbalanced, a dirty house to live in and insufficient clothing to cover his body and complete absence of expenditure on medical aid, education and recreation must effect his health and efficiency.

c) Bad working Conditions: The workers work in such constructions, which do not provide any relief from heat in summer and chilliey wind in winter. The use old and worn out tools, more working hours without adequate amenities. All these conditions fall upon the workers health and efficiency.

d) Lack of Organisation Among Workers: Lack of labour organisation is also a root cause of workers inefficiency. An organisation may take look after the rights and duties of the workers and also may press the employers to accept the reasonable demand like reducing more working hours, provision for holidays and leave etc, so that the efficiency of the workers may be possible.
8 - Means for the Improvement of Low Efficiency:

In order to improve efficiency, attempts to weed out these defects and difficulties, have been made from time to time, but they have ended in smoke. But in anyway it will be necessary to adopt a comprehensive programme of labour uplift so that workers might be able to improve their efficiency.

a) Labour Welfare Work:

This term is fairly well understood but no steps in this direction by factory owners have been taken up. State and central governments are taking active part in labour welfare work. U.P. Government has established labour welfare centres in almost all districts.

b) Technical Training:

Technical training is necessary for new comers, but there are not adequate provision for training. Industrial training Institute, Alizarh provides training in some processes such as moulding, welding, sheet cutting, electro-plating etc. not in all processes. In rest of the processes, workers get accustomed by themselves. There sould be sound provision for training

c) General Working Condition:

The will to work increases when the general working conditions are good. At present, there is no provision for heating the factory
premises during extremely cold days. Treatment of mistriees and employees should be loving and reasonable.

d) Legislation:

Factories governed by Factoy Act 1948 provide some facilities. The smaller units, however, neglect these provisions like Employment of children Act, Maternity Welfare Act various acts are not being taken seriously by employers.

e) Government and Employers:

Main cause of inefficiency of workers is inertness of Government and coldness of employers towards true spirit of electrical goods making business as an industry. Steps taken by U.P. Government, include only, opening of two welfare centres and State Insurance scheme for medical help. But no material change in the general conditions of the labourers has been effected.

Some charges are to be levied against the employer. Housing and factory sites where the workers live and work are most shocking, being unclean and unhygienic Medical facilities, sanitation, entertainment, education, maternity benefits provided by the employers are completely nil.
Welfare activities increase the efficiency of the workers and imbues in them a new spirit of self-realisation and consciousness. Welfare activities in this industry have two aspects:

i) Welfare activities rendered by the labour welfare centres and another is by Employers State Insurance Scheme.

a) Labour Welfare Centres:

Medical section: Under this section medical aid is provided to the workers. There is medical in-charge in each centre. Dispensary provides for homeopathic treatment. A nurse is in-charge of maternity.

b) Reading Room and Library:

This section is controlled by the Assistant of the Office. In the reading room, oasis and periodicals, magazines and Bulletins, beneficial for the working class people, are dealt with Books of general taste are also available such as novels, stories etc.

c) Recreation And Games Activities:

There are various activities done for the recreation of the workers. Radio, Harmonium, table etc. are the main items of this section. A part time music teacher is employed in every centre. The activities of indoor and outdoor games are also available. These games activities are supervised by under the supervision of
Superintendent of the Centre.

d) Tailoring Section:

Training of sewing, knitting and cutting is given to the working class women by the sewing instructor. Examination is also held and successful candidates are issued certificates.

ADULT EDUCATION:

The schools for the education of adults are also running by these centres. Classes are held for two hours. Honorary teachers are kept to provide education. No fee is charged and books are also given.

TOURNAMENTS:

Every year tournaments of different items are arranged. Workers and their children participate in these and win prizes.

B) EMPLOYEES STATE INSURANCE SCHEME:

This scheme was implemented in Aliwar on 1st of April 1958. The Act applies to all factories working with power and employing at least 20 employees. Under this scheme, provision of medical benefit is state Government's responsibility. A medical dispensary was started from First April 1958. It treats insured persons and his
family. Even X-ray photos are traced by medical officer. But the doctor is only one while there is rush of patients. There is no arrangement for serious cases. Times is 8 a.m. to 12 a.m. in this time workers work in factories. Medical officer does not see after dispensary hours.

**ADDITIONAL MEASURES OF LABOUR WELFARE AND SOCIAL SECURITY:**

Higher efficiency of labour depends to a great extent upon the welfare and social security scheme. But the importance has not been realised. Greater security of service to workers of small units.

1. Technical training
2. Strict enforcement of Existing Legislation.

Second steps should be taken in these directions. Then the workers will get peace. Peace for which employer complain too much, will cure all diseases.

**CONCLUSION:**

The survey regarding the labour conditions in Aliqarh industry reveals many interesting features. Labourers are generally
dissatisfied with their owners. The reason seems to be the boring environment which is clustering over them. Skilled workers are somewhat in a better position than others.

The adoption of the above measures will go a long way in improving the position of the workers. Ultimately however, it will be workers themselves who will have to contribute towards their improvements. The sooner they realise that their destiny is in their own hands, the better for them and for the society. Let us hope the changes and reforms mentioned above will create the necessary awakening and thereby contribute towards the attainment of long cherished hopes of working class.