CHAPTER III

REVIEW OF LITERATURE

A brief review of literature in the area related to the present study
'The socio-economic conditions of Mining Workers', in general and with special
reference to the Bellary district is the content of the present chapter. It is observed
that most of the literature is in the form of reports submitted by various enquiry
committees at the micro and macro level. A very few research studies have been
conducted at the regional level.

The Rage Committee (1946) investigated the issues relating to wages
and earnings, employment, housing and social conditions of workers pertaining to
28 industries including mining and plantations. The committee observed that many
recommendations of Royal commission regarding the reform of labour conditions
still remain unimplemented. The committee highlighted the need for strengthening
the enforcement machinery for effective implementation of laws and suggested for
effective administration and monitoring of welfare measures.¹

The study of Zacharaiah conducted to survey the working conditions
of Mumbai manufacturing workers observed that better working conditions and
Adequate provision of welfare service would contribute for better industrial relations.\(^2\)

A study team (1960) appointed by the Union Labour Ministry examined the entire range of labour welfare activities made recommendation for the formation of labour policy in the III five year plan.\(^3\)

The Survey conducted by the Labour Bureau in 1961, shows a good deal of awareness on the part of employers specially in the Jute industry, in the matter of providing welfare amenities to the workers and their children in the field of education, recreation, housing and medical facilities.\(^4\)

The committee on Labour Welfare constituted by the government of India in 1966, made several recommendations to promote welfare measures to the industrial labour and the committee felt that though in some directions the implementation of welfare schemes are quite satisfactory, there seems to be considerable scope for their improvement.\(^5\)

Murthy and Narayana (1970), in their study on participation of workers in welfare programmes identified that the workers participation in the implementation of welfare programmes mostly governed by the age factor,
nature of welfare activity, experience and ambition of the workers and their socio-economic status.\textsuperscript{6}

The sociological analysis of the labour welfare problems of sugar industry, research work conducted by Mishra (1971), concluded that the conditions of work in sugar factories of eastern region of Uttar Pradesh were not satisfactory particularly in respect of safety measures, cleanliness, sanitation, drinking water etc. It also pointed out that provisions for leaves and holidays, lighting, housing, medical and education were far from satisfactory.\textsuperscript{7}

The study made by Sahoo and Swaroop (1972), threw light on the magnitude of the problems of industrial labour in Orissa during 1961-70. The study observed that most of the managements consider the expenditure incurred on welfare activities as a total waste and much window dressing exists in case of statutory welfare activities. Further, it concluded that the multi purpose labour welfare centres are not functioning as expected.\textsuperscript{8}

A study on workers needs and welfare was conducted by Verma in the textile city of Ahmedabad, the researcher observed that the housing conditions of the workers was utterly uncongenial particularly relating to sanitation.\textsuperscript{9}
The study undertaken by Hrishikesh (1974), was attempted to deal with the problems of social security in the context of economic backwardness in Uttar Pradesh. The study concluded that social security measures promote the commitment of labour to industrial life, reduce absenteeism and encourage attitudes favorable to economic development.10

According to a study conducted by Koshal (1975), despite statutory provisions and enforcing agencies in India the welfare facilities were generally absent. The study suggested the need for overhauling and lightening the machinery of inspection. The welfare inspectors should submit quarterly and annual reports for effective monitoring.11

A comparative study of the different phases of social security measures in India and in other developed countries was made by Bhattacharya (1978). The study found that though the government had taken up the question of protecting the interests of labour and had enacted a number of labour legislation in the post independence era, a big gap did exist between the policy and its implementation. It suggested that the government of India should set up a research centre for the analytical study of the social security measures for
millions of workers in the country working on the field in the factories and mines.\textsuperscript{12}

While discussing various aspects of work and their relation to productivity, Ramrakhian (1978), felt that good work environment was important for building up a contended stable and efficient work force. He suggested that measures to promote safety and health of workers and to provide welfare facilities should be regarded as essential part of any programme to boost up worker's morale and productivity. He also felt that, from statutory requirements, the welfare measures should include other benefits and amenities in and outside the working place according to the capacity of the employers.\textsuperscript{13}

A study conducted by Saiyadin (1983), examined the purpose and the cost of non-statutary welfare activities for the organisations. The study brought out an important conclusion that the most predominant theme in the minds of organisations while, implementing voluntary welfare measures were not output and efficiency but increasing loyalty and morale. In respect of cost the study revealed that the public sector organisations spend more on welfare activities as compared to private sector organisations.\textsuperscript{14}
P. Mehta undertook a case study of central welfare organisations, which are meant for the purpose of administering welfare funds created in India to provide welfare facilities with a view to improve the quality of organised and scattered workers working in Mica, iron and manganese mines. The study identified the need for developing an integrated community-health approach in various activities like family planning, nutrition, and the need for appropriate programmes for welfare personnel including medical personnel. According to the study the housing and educational programmes indicated very little coverage.15

Dipak Majumdar in his article labour markets, Trade Pattern and Workers Living Standards (1997), while analysing the World Development Report of 1995 observed that the report fails to articulate and discuss a model of the labour market specifically applicable to developing countries. It does not give adequate emphasis on development policies that might improve the living standard of worker in the third world.16

B. D. Singh in an article 'Contract Labour - Problems and Prospectus (1977), identified the sources of exploitation of labour in general and that of the contract labour in particular. The study observed that too much security on
the one hand and too much insecurity on the other is the basic feature of Indian Labour Market. A balanced culture is required to be evolved to give justice to the employees as also to the employers.17

Sanjoy Hazarika, in his work Bhopal, the lessons of a tragedy (1977), highlighted the impact of negligence of industrial security on to the lives of poor and innocent workers. He suggested that if the weapons of information and communications are in our hands then we can help to build the structure of a safer and saner society.18

A study conducted by S.P. Singh on Child Labour - The Malady and the Remedy referred many studies made in this direction and concluded that child labour is not a necessary consequences of poverty. Rather it is a rampant menace of child labour that perpetuates poverty. He suggested for necessary constitutional amendments and rigorous implements the acts as well as broadening the base of primary education.19

Nitish Chakravarthy, in his article- ‘Dramatic Change in Labour ‘Condition’ observed that various welfare measures introduced to extend the scope of social security as well as recent developments on the economic front have brighten up the labour employment scenario in the country. He concludes
that barring a few exceptions in a few parts of our country the improvements in working conditions, wages and social security etc. is more a result of a combination of factors such as the paucity of workers with required skills, industries capacity to pay and the governments keenness to enforce labour welfare measures then bargaining by workers.\textsuperscript{20}
REFERENCES

1. Report of the Labour investigation Committee; Main Report, Manager publications Division, government of India, Delhi, 1946, p.8.


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