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A STUDY ON INDUSTRY LABOUR MANAGEMENT (WITH REFERENCE TO PLYWOOD INDUSTRY)

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ABSTRACT
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 labor 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 labors with reference to rule and regulation, especially for protection of labour in exploitation of rights, remuneration of wages, they have been empowered to establish union for fundamental right. This paper reveals a study on Labour Management covering all areas from wage payment to the social security scheme and welfare of the labour.

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 NO.-4.1
Presenting Type of Labour Engaged.

Sr. No.	Particulars	No. Of Labour	Percentage
1.	Skilled Labours.	300	31.57
2.	Semi Skilled Labour	450	47.36
3.	Un Skilled Labour	200	21.07
	Total	950	100

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.

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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)

Sr. no	Category	Numbers
1	Illiterate	226
2	Below Metric	649293
3	Metric	2423219
4	Pre-degree	721377

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.

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4.3 METHOD OF WAGE PAYMENT AND LIVING STANADARD

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

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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.

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

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

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 Maternity Benefit Act, 1961.
- The Payment of Gratuity Act, 1972.

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.

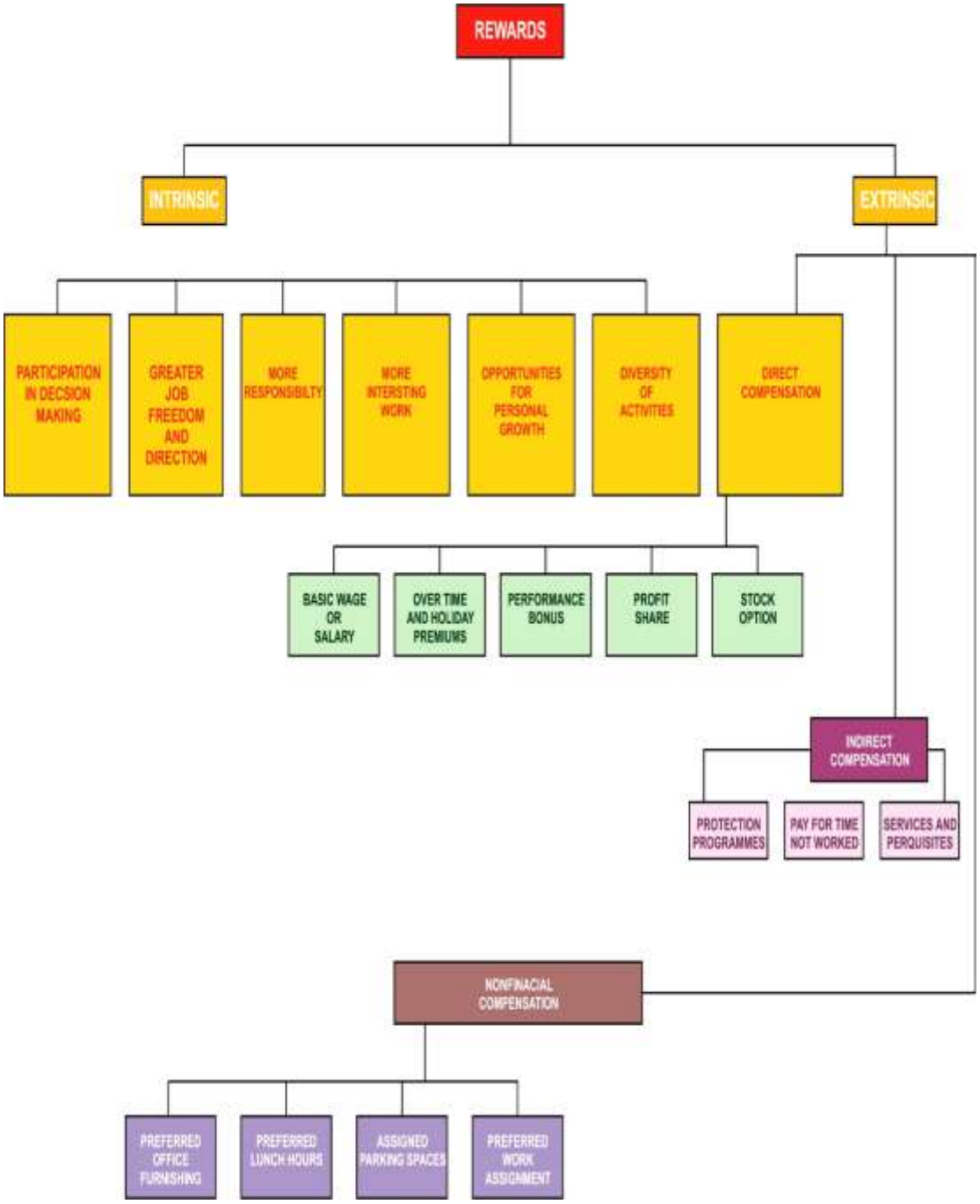
4.6 CONTRIBUTION OF LABOUR IN MANAGEMENT

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.

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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 level 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

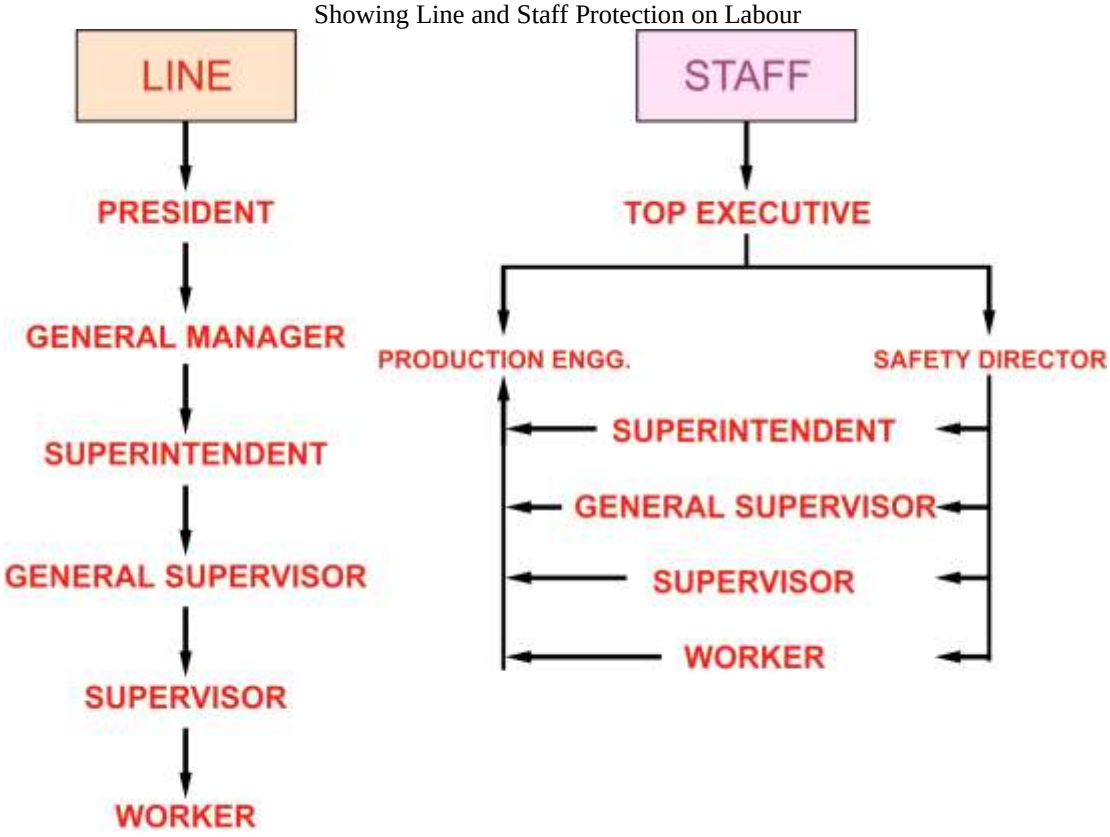
Safety is primarily the responsibility of the management. This responsibility should rest on the shoulders of all cadres of management, such as plant manger, production manger, chief engineer, personnel managers, maintenance engineer, individual foreman, safety officer or director.

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

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Chart No. 4.2
Showing Line and Staff Protection on Labour





Source: Organisation and Management Page no 128 of W.S. Jawadekar, Tata Mc Graw Publications. New Delhi .2005.

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.

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