

P R E F A C E

Ever since I was admitted as a post-graduate student at the Gokhale Institute of Politics and Economics, I was struck and influenced by the persistent efforts made by the Institute for the furtherance of empirical studies. In course of time I became interested in these and came to cherish a vague hope of myself doing something in that direction.

It took some time for the thoughts to concretize and after some preliminary inquiries it appeared that Khandesh had not received the attention it deserved. Therefore, after my M.A., I approached Prof.D.R. Gadgil, the Director of the Institute, with a proposal to undertake a study of labour in Khandesh, and he not only agreed but discussed the proposal, which encouraged me very much. I must confess here that he continued to encourage and guide me throughout this work, inspite of his multifarious engagements here and abroad. I am conscious that but for his encouraging words and his valuable and helping guidance it would have been impossible for me to complete this arduous task. I will always be grateful to him for this. I am also indebted to my friends, too many to be mentioned here, for their co-operation which they gave

gave me so willingly. I must also thank the Managements and the Government for the help they so kindly gave me in this work.

I am aware that I have here made an humble attempt to investigate into the conditions of industrial labour in Khandesh. These would be amply rewarded if they lead to further study on a wider scale, which, I feel, is the surer way of bringing about economic development of the Khandesh region and its workingmen.

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(J. K. Phadke)

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Chapter I

SCOPE AND METHOD

1-39.

The general desire for industrial peace - how it is vague and lacks proper understanding of the problem - role of industrial relations in the smooth working of the plant - industrial peace not an utopia - efforts on scientific basis necessary - dynamic nature of the problem - there cannot be a panacea - changes in the approach to industrial relations described - connection between industrial relations and efficient production - achievements of the industrially advanced countries in the study of the problem - why little has been done in this respect in our country - conditions in Khandesh stated.

Peculiar development of labour problem in Khandesh described - the necessity of the study of the labour problem in a small region - discussed in the context of our economic policy and of the pattern of our economy as visualized in the Draft Five Year Plan and the Directive Principles in the Constitution - Discussion regarding the place of the small scale and large scale industries in different regions - some remarks on the location of industries - locational defects in our country - The need for planning of location of industries on regional basis -

Recent...

Recent tendency towards dispersal of industries in inland centres - the need for study of different factors including labour, for the success of regional planning - The present study undertaken to help such a study - Financial and other limitations of an individual students restricting the scope of the study - the scope of the present study precisely stated - extends to labour employed in industrial units coming within the perview of the Factories Act - the method of sampling - random sample of workers and centres.

The need of a free mind and scientific attitude towards the study of the problem and the collection of data - attempts made to make the study most representative -in relation to different industries, to different parts of the Khandesh region, etc. described - the necessity for adopting different percentages for sampling in respect of different industries shown - Extent of success in the performance of the job analysed.

Special difficulties experienced in data collection work - Procedure of drawing up the questionnaire described - Response of managements - and of the workers - difficulties experienced in the execution of the work - Absence of statistical data - employers attitude regarding statistical information - Mechanical attitude towards compilation of statistical information in the Government departments -

the bogey...

the bogey of trade secret - real and supposed fear among the workers - concluding remarks.

Chapter II

THE REGION - ECONOMIC BACKGROUND

40-129.

Khandesh-two districts of the region of study - a few remarks regarding the position of the district headquarters of the two districts - the area and the boundaries of the region - the rivers - the major and the minor rivers - Hills and mountains - The forest and its resources - the soil and its classification - Pattern of land utilization - extent of cropped area and other area - variations in area under different crops - the manner of land utilization in terms of different crops - variations - possible causes indicated - special discussion in respect of cotton and groundnut - the two staple raw materials of the region - the position of fruit - vegetable - root crops - Relative position of different crops - The effects of the Jarilla Cotton Scheme on acreage under cotton and of the War Regulations on the acreage under food crops analysed - Effects of sudden fall in prices during 1951-52 examined and possible future trends indicated.

Irrigation - different sources - variation in the

area...

area irrigated - Rainfall - the annual average rainfall of the region - its spread over - relation of the nature of the rainy season and the type of crops grown in the region shown - climate - the climate described - relation between climate and public health with special reference to the labouring population discussed - Temperature variation in different seasons - the implements of the cultivator - their primitive character - extent of mechanization of agriculture described.

The agricultural holding - the size of holding in Khandesh variations in the average size of holding - extent of absentee landlordism - comparison of the position of the region with conditions in the Bombay State - effects discussed.

Population - composition of the population - shifts in the total population - rate of increase - mental make up and attitude of the Khandeshi people - the extent and influence of immigration shown - male-female ratio - density of population - The same in the two districts compared - local nature of the population brought out - population analysed on the basis of age composition - marital status - the birth and death rate - Occupational distribution of the population - proportion of labour to the total population - its relation with the industrialization of the region discussed.

The...

The political history of Khandesh - its links with parts of Madhya Pradesh - The Hyderabad State, the Gujarat region and the Nasik district - changes in the centres of political and economic importance - effects of the British Rule and Western economic penetration - indigenous industries hit - the economic life of the region during the early British Rule described.

Relation between the means of transport and communication and economic development - development of different railways in the region - development of roads - development of means of communication - Development of banking and credit facilities described and its bearing on the industrial development discussed - peculiarities in the Banking structure brought out - distribution of banks within the region and changes in the extent of banking facilities examined - development of educational facilities - extent of spread of education in the primary, secondary and higher stage analysed - link between general development of education and development of education among labour discussed its effects considered - concluding remarks.

Chapter III

HISTORICAL PERSPECTIVE OF THE LABOUR PROBLEM

130-184.

The need for examining the changing pattern of

labour...

labour problem for a proper study - the link between the past and the present clarified - the need for a historical perspective of the labour problem stressed - the change in the nature of the problem in relation to different periods, different countries discussed - influence exerted by social institutions explained - evolution of the problem studied by dividing it into three stages.

The Pre-industrial revolution period - nature of the problem during the period discussed in general - conditions in the age of slave labour - change that appeared during the middle ages described - the serfs and their position in the rural and in the urban areas described - the status of free artisans - guild and the regulation of employer employee relations - causes of transition examined.

The age of industrial Revolution - conditions under the age of putting out system - emergence of clear cut classes of employers and employees examined - changes brought about by the industrial revolution - the factory system and the wage earner as the new factors - the doctrine of freedom - the nature of complete separation between the worker and the ownership of the means of production described - the uniqueness in the development of the labour problem brought out.

Conditions..

Conditions of labour and the nature of employer - employee relations in England described - the same in Russia analysed - the feelings of the workers and the attitude of the employers in England discussed - conditions in Japan described and peculiarities in the development pointed out - the nature of the relations and of the working conditions in the U.S.A. described - the situation emerging from the above description summarised.

The changing nature of the problem and the conditions of labour in India examined - the effect of caste system the influence of self-sufficient village economy examined - the effects of the impact of industrial revolution on this country discussed - the change in the economic order stated - the evolution of our economic structure, the appearance of modern industries - a new pattern of the condition of work in Indian industries given - the attitude of the Indian employer discussed and the defects examined - finally the changing nature of the labour problem, the condition of work and the employer-employee relations in the Khandesh region examined and peculiarities brought out - the nature of the development of industries in Khandesh - the nature of managements and their interest in trade analysed - Its effects on the attitude of the employers discussed - Preponderance of small units - its effect on working conditions and on labour
 problem ...

problem - changes in the number of units and the total number of workers - employed during the last 25 years - relative importance of different industries discussed - Concluding remarks.

Chapter IV

EMPLOYMENT OF LABOUR

185-291.

Introductory remarks - the plan of the chapter described - composition of the labour force in Khandesh - caste distribution - mother tongue - age composition - certain trends about the statement of age by the workers discussed - Extent of literacy among the Khandesh workers - comparison with general population male-female/married unmarried proportion - examined in comparison with the general population - Relation between the development of a region and the causes of migration discussed - changes during the last 30 years examined - Extent of migration of workers in Khandesh in different industries - manner of coming to work - extent of local nature of the workers described - extent of migration from surrounding areas and in different industries examined - link between the industrial employment and the village home - extent of ownership of land and house among workers - how land is cultivated...

cultivated - extent of income from land and houses - its role as a source of income analysed - the nature of tie with village home - the stake of the workers in the village and in the industrial employment - relative importance of the two examined.

Methods of recruitment - evils of defective methods in vogue in the past discussed - the jobber or the Mukadam, his place and authority in matters of recruitment during the last 30-35 years examined - his present status - Methods of recruitment adopted at present in the different industries of Khandesh - changes that have appeared - Muster rolls - their unsatisfactory conditions in the seasonal factories - difficulties of seasonal factories in matter of recruiting labour - Sub-regional Employment Exchange in the region - the role of the exchange discussed - its working in the Khandesh examined - the difficulties in the way of the exchange to fulfill the desired objectives - scheme for decasualization of labour in the oil mills and gins and presses suggested.

Classification of the workers according to the type of the work performed and according to their status - its relation with the method of recruitment brought out - the problem of badli (substitute) labour - the badli control system - defects in the implementation - causes of
a surplus..

a surplus of badli labour - its consequences - the need for improvement stressed and ways suggested - Absenteeism - neglect of the problem - lack of data - difficulties in getting data - meaning of absenteeism - its economic costs - lack of realization on the part of the employers - methods of calculating absenteeism - no uniformity where data is collected limitations of the data - efforts made to standardize methods - lines of data collection - different details and the purpose thereof - the need for analysis and check up - Absenteeism data in the textile industry analysed - broad trends examined - comparative analysis made - variations in the rate examined.

Labour Turnover - its meaning and significance discussed - complete absence of data in Khandesh - Turnover rate as a symptom of discontent examined - relation between labour turnover and length of service of workers - the latter analysed in respect of the different industries of Khandesh - Promotions and transfers - meaning of and different methods - their role as economic incentives - right approach towards them - controversy between efficiency and seniority - how misuse is made of this controversy by our managers to cover favouritism.

Standing orders - Nature of in different industries - methods of settling them their contents - their implementations - Discipline - methods adopted in the different industries...

industries of Khandesh - general complaint about growing indiscipline - no attempt made to find out the causes - fines and suspensions as methods of maintenance of discipline - its nature and effects in the different industries examined - need for further investigation into the complaint of indiscipline stressed - concluding remarks.

Chapter V.

WAGES

292-381.

Wages - the theoretical background - wage rates - determination of wage rates in the different industries of Khandesh - Principles governing fixation of wage rates - occupational differentials - wage policy - existence of -and effects- Labour Market and wage fixation - The Living Wage - the Minimum wage - the Fair Wage - methods of fixation - extent and scope for implementation.

Standard of living in Khandesh - The family - composition of - earners and non-earners - Earnings - different sources of - Expenditure - Nature and extent Average family unit - The family budget in Khandesh.

Financial structure of Industries in Khandesh - financial capacity of Khandesh industries - financial policy - its relation to wages.

Money.....

Money wages and real wages - the Basic Wages -
 Prices and index numbers - dearness allowance - in dif-
 ferent industries - mode and extent of payment - Bonus
 payment of - Standardization of wages - The Wage Board
 - Schemes of Standardization - Awards and standardization
 of wages - Other legal decisions affecting wages - Con-
 cluding remarks.

Chapter VI

WORKING CONDITIONS AND WELFARE

382-494.

Plan of the chapter - Hours of work - in different
 industries - absence of uniformity - conditions in the
 seasonal factories - special remarks about bidi factories-
 the intermittent working of oil mills - relation between
 nominal hours of work and actual hours - regional factors
 in determining the adequate hours of work and of spread
 over - Holidays and leave - conditions in different in-
 dustries and at different centres - the bazar day as
 weekly holiday - paid leave - extent in different indus-
 tries - conditions of work - latrines and urinals -
 structure and cleanliness - extent to which defective
 use by the workers responsible for dirtiness - suggestions
 for improvement - Rest Room - dining room and washing
 facilities - extent of provisions in the different in-
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industries - Canteens - nature of management
of facilities - Provisions of the Factories Act
type of facilities - attendance at - the staff an^{495-600.}
building - Maternity Benefits - extent of claim and
ment - Proportion with total women employer in Khandesh
- Significance of better conditions of work - its import-
ance for maintenance of efficiency and morale - Accidents-
attempts at prevention - occurrence of accidents - Factory
inspection-some points regarding factory legislation -
Consideration of regional peculiarities and peculiarities
arising out of difference in social and economic develop-
ment.

Labour wel-fare - general considerations - the
problem of agency - activities by government and the
employers in different industries - Medical facilities -
industrial training co-operative societies.

Indebtedness - extent of - causes - type of lenders-
rate of interest - relation with family income - some
general considerations - Housing - nature of housing
facilities in existence - facilities provided by employees-
Housing conditions analysed - nature of the problem of
housing in the moffusil area discussed - type of action
needed - concluding remarks.

Chapter VII

INDUSTRIAL RELATIONS

495-600.

The scheme of the chapter described - a brief historical statement of industrial relations in Khandesh - the causes of different patterns of labour organizations and of the different pace of their development mentioned - attempts of organising labour in England, U.S.A., U.S.S.R., Japan and some south-East Asian countries and special features of each one examined - the various trends in different countries summarised - attempts of organising labour in India in general and in Khandesh in particular studied - structure and development of T.U. movement in India and in Khandesh variations in membership and T.U. activity in different industries examined - structure of T.U. finances analysed - certain improvements in the classification of income and expenditure suggested - certain items of income and expenditure criticised.

Relative strength of T.U. movement in the different industries - changes in the ideology of the T.Unions in Khandesh in different periods examined - Factors facilitating the emergence of INTUC unions in Khandesh stated - the emergence of rivalry among the T.Union and political ideology explained - the nature of rivalry - effects of the rivalry on the T.U. movement and the working class movement..

movement - reactions of workers to these rivalries - the question of pressure and fear as hindrances to T.U. movement examined - T.U. membership - the problem of double membership its extent and effects - touting and rivalry for membership - membership figures their usual meaning stated - certain glaring facts regarding membership - the traditional assumption based on membership figures shown to be always not true - falacies and dangers arising out of such presumptions pointed out - the existence of union rivalries and its evil consequence in England and U.S.A. examined and parallels in Indian conditions drawn - the extent and form of rivalry among different unions in Khandesh described - the question of outsiders in the T.U. movements - the position of outsiders in the different unions in Khandesh.

The role of the T.U. in the Indian workers life-causes responsible for the inability of the T.U.s. to touch the various aspects of the worker's life examined - the hold of the other social and religious institutions analysed - lack of interest among the generality of workers in T.U. work studied and causes examined - the condition and nature of union records and union officials - the nature of the complaint regarding the politicalisation of T.U. movement examined - and its responsibility traced.

The ...

The employers in Khandesh as a party to industrial relations described - their origin and attitudes explained - the mental make up and attitudes of officers of different levels described and their responsibility for the disturbance of industrial relations examined.

Extent of industrial disputes - variations during the last 25 years - their nature analysed - the machinery for the settlement of disputes under the different acts in force in the Bombay State and conciliation cases, applications, references and submissions to the Industrial court and Industrial tribunal analysed - To what extent the machinery has been taken advantage of and with what results - cases filled in the labour court analysed - some conclusions emerging from the above analysis stated - Reactions of the employers regarding the working of the settlement machinery examined - attitude of the employers also discussed - concluding observation on the composition and working of the settlement machinery - certain improvements suggested on the basis of the experience gained.