

CHAPTER XVII
OTHER SOCIAL SERVICES
LABOUR WELFARE

Sitapur is principally a rich agricultural district but small-scale and cottage industries are also carried on here and with the establishment and growth of several large-scale industries it has entered upon a new phase of industrialisation and labour laws and measures for labour welfare are being enforced from time to time.

Organisational Set-up

The district forms a part of the Lucknow region, which is one of the seven regions into which the State has been divided for the administration of labour laws and for the implementation of labour welfare measures.

Prior to 1953, the enforcement of the labour laws in the district was supervised by the labour commissioner's office in Kanpur and the regional conciliation officer, Lucknow. In March, 1953, the office of the minimum wage inspector was established in Sitapur town for the enforcement of the Minimum Wages Act of 1948. The provisions of the U. P. Shops and Commercial Establishments Act, 1947, were extended to the town of Sitapur on June 15, 1955, and the minimum wage inspector was designated the labour inspector. It is his duty to see that the labour laws are properly implemented and to launch prosecutions in the event of their contravention.

Activity

The Labour Department in this district, as elsewhere, is concerned with the administration of labour laws, extension of ancillary measures in the labour organisation and with the opening of welfare centres.

In this district the following labour laws are in force, which relate to working conditions, industrial safety, hygiene, wages, industrial relations, social security and the workers' welfare, inside as well as outside the place of work.

The Factories Act, 1948, is in force in sixteen factories in the district. These include, *inter alia*, the three sugar factories, one each in Maholi, Hargaon and Biswan ; the Plywood Products ; the Raj Engineering Works ; the Rama Printing Press ; the Power House (all in Sitapur) and Agricultural Engineering Workshop, Nil Gaon. The provisions of this Act do not apply to a number of small factories operating in the district which, although run by power, employ not more than nine persons,

Elaborate provisions have been made in the Act regarding the conditions and hours of work inside the factories, employment of young persons; leave and wages; industrial safety, health, hygiene; occupational diseases; facilities for rendering first aid; canteens; supply of cold water in summer and other welfare measures.

The Employment of Children Act, 1938, prohibits the employment of children below fifteen years of age in transport and certain small-scale industries, such as *bidi* making, carpet weaving, fireworks, soap manufacture, tanning, etc.

The U. P. Shops and Commercial Establishments Act, 1947, is in force in the towns of Sitapur and Biswan. It aims at promoting the interests and regulating the conditions of work, leave and wages of the workmen and salesmen employed in shops and commercial establishments and lays down that no employee should work for more than eight hours a day and that establishments governed by the Act should observe a closed day once a week. All the markets of Sitapur town observe Sunday as the closed day. Originally the power to make inspections under the provisions of this Act was vested in the executive officer of the local Municipal Board, but it was withdrawn in April, 1956, and given to the labour inspector, who launched seven prosecutions in 1959 and nine in 1960 in respect of breaches of the different provisions of this Act.

The Minimum Wages Act, 1948, is in force in the district and covers the industries of tobacco, rice, flour, *dal* and oil. It also applies to the labour engaged in road construction, building trades, motor transport and to those serving under local bodies. Wages are paid in cash or kind or in both, and an adult (industrial as well as an agricultural labourer) gets Rs 26 per month or a rupee per day and a child gets 62 naye paise per day. If the labour inspector finds that the employees are not getting the minimum wages fixed under the law, appropriate action is brought against the employers.

The Payment of Wages Act of 1936 deals with the payment of wages to persons employed in factories and other establishments who earn below Rs 200 a month, and fixes a time-limit for the payment of wages from which no unauthorised deductions can be made.

The Industrial Disputes Act of 1947 provides for the settlement of industrial disputes between employer and employee. The procedure followed by the labour courts and industrial tribunals in deciding the cases referred to them for disposal is one of adjudication and conciliation. An amicable settlement of the dispute is what is striven for.

The Industrial Employment (Standing Order) Act, 1946, applies to all industrial establishments employing a hundred persons or more and also, under government orders, to some other establishments such as electrical concerns, waterworks, etc., irrespective of the number of workmen

