



*CENTRAL BOARD FOR WORKERS EDUCATION*  
*Ministry of Labour and Employment, Govt. of India*

*Compendium*  
*Of*  
*Ph. D*  
*Theses*  
*On*  
*Labour Related Matters*

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*Child Labour in the Home Based Industries  
in the Wake of Legislation Gem Polishing  
Industry of Jaipur*

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***September, 2000***

*Objective of the Study*

This is a study based on the problem of child labour, particularly in the gem-polishing industry, in Jaipur and other areas of Rajasthan. Despite the Supreme Court's directions and efforts of the State Government, this evil continues to exist and prevail in the area. What are the reasons for this? Is it because the remedial measures are not strong enough? Do they need something extra by way of impetus?

### Findings

The study reveals that the main cause for the existence of this problem is the concerned people's ignorance. Most parents whose young children work in these industries are simply unaware of the welfare measures that are being implemented for their benefit and that of their children. Secondly, many of the parents do not consider anything wrong in making their children work from an early age. They are more concerned about the children's ability to be able to earn wages by becoming skilled, rather than about their academic education. Schools have a low priority in their eyes. They also feel that if a child is thus gainfully occupied, it will keep him or her out of mischief.

*Evaluation of the Implementation of  
Integrated Rural Development Programme  
in Pune District*

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***August, 1996***

*Objective of the Study*

The Integrated Rural Development Programme (IRDP) is a benevolent social welfare measure adopted by the Central Government of India and implemented through the agency of different state governments. The idea is to help the overall development of every family in any village in India, by raising its Standard of Living, by making the individuals (particularly those who are economically backward or live below poverty line) self sufficient. The District Rural Development Agency (DRDA) looks after the planning and implementation of IRDP in each individual district. This study evaluates the performance of the ERDP in Pune district of Maharashtra.

### Findings

The study has found out certain facts and also made certain suggestions. One of the facts noticed was that 89 percent of the below poverty line families surveyed were aware of the IRDP benefits. It was further seen that agriculture was a low priority area in their eyes. Nearly 76 percent families had obtained loans for their business or other purposes. Some were also the recipients of subsidies. Illiteracy is still very much common among the rural population. There is also a tendency among the borrowers to misuse or to make defaults in repaying the loans they had obtained. The study suggests that steps should be taken to check this mal practice.

*Liberalization of Fertilizer Industry and  
Its Impact on the Indian Agriculture  
A Critical Study*

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**2003**

*Objective of the Study*

Agriculture being the main-stay of Indian Economy, its welfare is naturally of paramount importance to every government – whether Central or State. Fertilizers play a vital role in the field of agriculture. The farmers' lives depend upon the yield and the yield depends upon how rich the soil is. That's why fertilizers are considered vitally important because Indian Farmers rely heavily on locally manufactured or imported fertilizers. At one time, this was a restricted area. But the Government of India later on eased the controls and adopted a Liberalisation policy. This study is an attempt to critically analyse this policy and to study its overall impact on the farmers' life.

### Findings

Despite the liberalisation, our farmers and the fertilizer industry still feel constrained. There are various factors involved in this. Rising prices is the main stumbling block. If unit-wise Retention Price Scheme for urea sector and that of feedstock are discontinued and if Group Concession Scheme is implemented in a phased manner. This problem will be solved to a large extent. The fertilizer industry should be loosely regulated. Suitable remedial measures should be taken to make fertilizers available to the farmers at affordable prices. This industry needs to be more dynamic. Farmers should resort to a balanced use of fertilizers. Diversification of agriculture from traditional crops to other value added crops should be encouraged and popularised.



*An Appraisal of Personnel Policies  
And Practices in State Level  
Developmental Financial Institutions of  
Himachal Pradesh*

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***Doctor of Philosophy  
In  
Commerce***

**The Himachal Pradesh University,  
Shimla**

**2002**

*Objective of the Study*

There are many State and Central level financial institutions in our country. In this study some of these institutions in one of the states of the Indian Union, i.e. Himachal Pradesh, are discussed with respect to the appraisal of their policies and practices towards their staff and personnel. It was decided to examine and analyze the existing policies, their impact on the staff concerned, the general structure of the organizations and the roles of their employees in such bodies. The attitude of the staff towards their superiors, their workplace and the view with which they regard the management's policies were also studied. It was decided to identify the problems the employees face while dealing with the managements and to find out ways to overcoming/solving such problems.

### Findings

The level of satisfaction among employees toward the managements' policies for recruitment was found high. Training the employees properly for their jobs is still a neglected area. Promotional avenues is an area where the employees feel something wanting. Salary structure was found to be moderately satisfactory. A huge majority of those surveyed were happy with the welfare facilities provided to them. Performance appraisal system was also found adequate. Based on these findings certain suggestions and recommendations have been made in the present study.

*Impact of Training Activities Conducted  
for Workers and Supervisors with Special  
Reference to Behavioural Aspects in  
Industries Under Pimpri Chinchwad  
Municipal Corporation Area*

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*Objective of the Study*

The importance of training and re-training of employees in any concern or establishment that wants to keep pace with the times, cannot be overstressed. This becomes vitally necessary as new industrial units come out everyday, and the number of raw recruits they employ also goes up. Similarly, even old hands need to be re-oriented or refreshed from time to time. This study centers round the industries in Pimpri – Chinchwad Municipal Corporation area of Maharashtra, which has a very high concentration of industrial units. It dealt with the training activities that are being carried out there by various units, the techniques and methods they employ and the impact such training has on the performance of the employees concerned.

### Findings

It was observed that training is still not considered an integral part of management. External trainers' selection needs to be more careful. More follow-up programmes need to be organized. There is a need to make training a compulsory part of management's duty and for this suitable amendment should be made in the relevant labour laws.

*Role of Organizational Culture and  
Organizational Commitment in Industrial  
Relations*

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***May, 1993***

*Objective of the Study*

One particular public-sector enterprise- Madras Refineries, Madras had been chosen for the present study to analyzing and evaluating the organizational culture and to understand their commitments to developing/maintaining harmonious industrial relations. Various methods were used to collect the data.

### Findings

1. There is significant difference between the supervisory and non-supervisory personnel with regard to the socio-economic variables such as department family type, religion, monthly income, years of experience, age and education.
2. The results with regard to the supervisory and non-supervisory sample (n = 250) both the groups, in total have a good culture, strong commitment and healthy industrial relations in the organization.
3. There is no difference of opinion among the supervisory and non-supervisory personnel with regard to the perception of organizational culture, organizational commitment and industrial relations.
4. The discriminant analysis reveals that there is less variation in the perception of all the above variables.
5. The results pertaining to the perception of supervisory and non-supervisory employees on the dimension conflict tolerance reveals that the later group has a higher level of conflict tolerance than the former.
6. The result implies that organizational commitment is an intervening variable between organizational culture and industrial relations.
7. The findings in respect of industrial relations reveal that there is a significant difference in the perception by the two categories of employees.
8. The findings of the study reveal a positive correlation among organizational culture, organizational commitment and industrial relations.

9. The socio-economic aspects do not contribute, significantly, to the industrial relations, when the aspects of the organizational culture and organizational commitment are considered together as independent variables.
10. It is an empirical attempt to dissect the role of organizational culture and organizational commitment in socio-psychological angle, which differs from the traditional legal approaches. The “Six Factor Model” attempted in the study will be a stepping-stone for inculcating the ‘bi-partite’ approach in industry.

*Performance Appraisal of Employees  
in Leading Banking Organizations and  
Insurance Companies of Chandigarh*

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**University Business School, Punjab University  
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***1996***

*Objective of the Study*

This study concentrates on the performance appraisal of employees of four leading banks and three insurance companies in Chandigarh. Such appraisal is becoming a matter of serious interest to many organizations these days. It was seen during this evaluation that methods, techniques and procedures differed in the units of the two sectors. The banks evaluate the employee performance on sixteen points or attributes, the insurance sector companies have separate appraisal methods for clerical staff, officers and managers, and non-supervisory personnel. Work knowledge and work performance have significant importance in both sectors while it comes to the evaluation procedure. Targets are found to be fixed mostly arbitrary and only sometimes the employees are consulted. Self-appraisal is also given due importance. Since human judgment is heavily relied on, these appraisals may also reflect personal bias.



### Findings

1. Comparison of banks and insurance companies highlights that appraisees of insurance companies are more lenient while doing self appraisal on 'Job Knowledge', 'Work Performance, 'Decision Making' and 'Communication' skill.
2. With regard to success of self-appraisal system, it was found that more than 60% of the appraisers and more than 50% of the appraisees of banks believe that self appraisal system is successful in their organizations. In insurance companies, on the other hand, more than 45% of the appraisers and more than 35% of the appraisees believe that self appraisal system is successful in their organizations.
3. A large majority of the appraisees believe that appraisers do not give due consideration to work performance.
4. More than 70 % of the appraisees and appraisers of both banks and insurance companies are of the view that personal relationship of the appraiser influence his ratings.
5. It is found from the results that majority of the appraisers and appraisees of banks and insurance companies are of the view that subordinates are also responsible for making the appraisals subjective by trying to win the favour of superiors.
6. In order to eliminate bias appraisers of banks and insurance companies have suggested many steps such as regular personal communication with staff, due consideration to self appraisal and avoidance of central tendency etc.

7. The study also revealed that appraisers generally avoid giving negative feedback to appraisees since they have to take work from them and they feel that negative feedback may generate disincentives among them.
8. Performance appraisal can be used in taking many decisions like promotions, transfers, increments, training and development of employees.

*An Empirical Study of the Conditions of the  
Child Labourers in Hosiery Units of Tirupur  
Municipal Area, Coimbatore District*

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***June, 2000***

*Objective of the Study*

Tirupur Municipal area of Coimbatore district in Tamilnadu has shown a significant rise in the employment and engagement of Child Labour in the numerous housing units located there, despite stringent legal prohibition. This study tries to guess the reasons for this flagrant violation of law. One fact clearly emerges from the data collected that is, people are forced to do this because of object poverty. The employers, although equally guilty, cannot be faulted solely because the parents of the children sent to work also bear equal responsibility. The lot of these children is no happy either they have to face hardships or encounter problems despite all this, this practice still continues.

### Findings

1. Alternative income generating programmes for parents are essential to prevent families from economic depression.
2. The school going children may be given scholarships along with nutritional meals to avoid dropouts.
3. It is the social responsibility of all hosiery unit owners to see that children working in their units are given elementary education.
4. Awareness may be created among the parents and employers about this abhorrent practice.
5. Tax deductions & other incentives may be given to those employers who can show that they have improved the working conditions of children.
6. Social workers may be appointed to create awareness about different educational, health & other programmes.

# *An Analytical Study of Child Labour in Rajasthan*

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*6<sup>th</sup> August, 2002*

## *Objective of the Study*

The State of Rajasthan continues to be one of the leading states where the practice of child labour still flourishes. The state has a variety of industries, and the employers or owners are always on the lookout for cheap labour in order to cut their expenses and make more profit. They are not concerned about the ethics or legal angle involved. India has a large population of children and many of them live in rural areas where poverty, illiteracy, and lack of awareness are rampant. The present study is restricted to only four out of 32 districts of Rajasthan, but it shows a very disturbing light on the prevailing trend. The worst aspect of this situation is that nobody least of all the parents of the children are worried about their children's future. It is the present-today- that matters most to these guardians of the innocent, hapless youngsters.

### Findings

1. Child labour will not vanish overnight employment of child labour is a universal phenomenon-million of children are made to sacrifice their health and tender emotions by facing them to work in hazardous industries and occupations.
2. These results of the study indicate that Trade Unions are not playing useful role in prevention and elimination of child labour because child labour is found mostly in unorganized sector only. Hence, their attitude requires adequate change.
3. NGOs can be more effective in the areas like advocacy, organizing work, implementing small local projects etc. Government and NGOs should function within the frame work of partnership. Only this way their working may bring some good results in combating child labour.
4. Make the education legally compulsory for all.
5. Establish attractive educational institution so that every child is in a position to have easy access to these institutions.
6. Education upto 14 yrs. without any discrimination based on sex, caste, should be given free of cost.
7. Social security programme of aid to families with dependent children to suitably compensate parents for the loss they suffer because of withdrawal of their children from work, should be started.
8. There is an imperative need to integrate all child labour laws together and create a comprehensive child labour code of India so that the dream of eradication of Child Labour is accomplished on uniform basis throughout the length and breadth of our country.

9. Child labour elimination requires co-operation from parents, children, private agencies, voluntary agencies, industries, administrators, etc.
10. All our efforts should be made to attack the problem of poverty from all sides by sincerely implementing all developmental programmes.
11. The provision of family planning must be implemented strictly so that earning of the adult wage earners would suffice for the needs of the family.
12. Special attention must be given to the girls, considering more incidence of dropouts among girls.
13. The government in co-operation with the NGOs should try to create social awareness among public regarding:
  - importance of family planning;
  - consequences of bigger size of the family
  - defects of child labour
  - importance of savings
  - evils of early marriage
  - The rural children and parents must be motivated to understanding the significance of education and its contribution to development.

*Socio-Economic Conditions of Educated  
Working Women of Orissa (for the Period  
From 1951 – 1981)*

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*Objective of the Study*

Orissa among India's poorer states and has a large population of tribals. Illiteracy, superstition and lack of employment are some of the permanent problems faced by the state's population. This is despite its rich natural wealth and untapped potential. However, the picture is quite different in some urban areas, where female literacy is quite high. In fact, the overall growth of rate for the entire state is 72.98% during the period between 1951 and 1981. Many of these educated women are in employment of some kind or other. This study reveals the factors responsible for this phenomenon and also looks at the changes brought about in their behaviour and life style by the modernization of our society.



### Findings

1. Female literacy rate in Orissa is raised to 72.98% from 1951 to 1981. Educational development in Orissa for girls is significant and phenomenal.
2. In the present observation it is found majority of educated working women i.e. 57.4% are in public sector or in government offices and only 18.8% are in private sector. Very few (4.4.%) are in autonomous bodies.
3. In the occupational classification, it is found that majority of women employees (51%) are engaged in occupation of teaching profession followed by those (10.8%) in occupation (as health workers). Nearly, 8% women are employed in clerical and such relative occupation.
4. It is observed that nearly 23.8% families are spending as much as they are earning monthly.
5. Major amount of total expenditure is spent by families on food per month, next comes housing followed by clothing and education to children.
6. The investigation reveals that 409 families out of total 500 are indebted.
7. Saving behaviour and propensity to save of the Government employees are interesting. It is found that irrespective of income, government employees are more positive saver in comparison with private employees.
8. Nearly 28% working women are found to be performing their domestic duties effectively and independently but the remaining ones have expressed their inability in doing it.
9. Labour saving devices are more common in working women's.

10. It is observed that there is greater co-operation and sharing of domestic responsibilities between husband and wife in the families of working women.
11. On the basis of the findings of the present study, it may be suggested that the general spread of women's education in India particularly in Orissa has implications for the future trends of female employment. In conclusions, it may be said that employment contributes a new set of attitudes in working women which are not seen among non working women.

# *Law and Agrarian Reform*

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**Department of Law,  
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**2002**

## *Objective of the Study*

Agriculture is synonymous with India. Our economy largely depends upon the welfare of our farmers. Till Independence, agriculture was the prerogative of landholders, rich landlords (Zamindars, Malgujars, etc.). Those who actually tilled the lands had no say or role to play. The product of their work and labour was appropriated by their overlords, with only a pittance given to the labourers for his hard work. All this changed when we adopted socialistic welfare means, and abolished archaic systems of zamindari and absentee landlordism. The Central as well as the State Governments came out with different land and agricultural law that addressed the problems of the landless farmhands. This agrarian reform has totally changed the face of India's agricultural sector. In the present study the overall impact of the three most legislative attempts made by the State of Uttar Pradesh in liberating the farmers from the clutches of zamindars has been analyzed.

### Findings

1. A comprehensive land code should be prepared so as to include measures relating to tenancy reforms, prevention of fragmentation of land holdings, consolidation of scattered plots, revenue, administration, maintenance and preparation of land records, rights of tenure holders etc.
2. The agrarian reform measures adopted so far have centred round institutional and structural reforms only. It is an amazing fact that the input-output phenomena in cultivation have completely been ignored. The need is to provide for the regulation of this aspect also.
3. The administrative set up of our independent India still is on the pattern of British Administration.
4. Bearing into mind the socio-economic and cultural texture of present day letting of lands (on the basis of sharecropping) instead of being prohibited should be allowed in regulated manner.
5. Consolidation of holdings is an integral part of land reforms and also one of the pre-requisites for intensive agricultural planning and overall development of villagers.
6. There is a provision under the consolidation scheme that during consolidation some lands have to be reserved for public utilities (including abadi sites) out of the lands held by cultivators.

7. Undoubtedly the consolidation scheme has done a great job for the peasants yet it suffers from a major handicap and if it is removed, the scheme can do still much better for the socio-economic development of the rural society.
8. Many studies conducted so far reveal that land ceiling legislation has proved to be an utter failure and it needs separate and fresh look. The entire scheme of redistribution of land to the landless after acquiring large tracts of land from the big landholders with a view primarily to ensure distributive justice met rainy days.

*Child Labour in Unorganised Sector in Delhi  
Its Causes and Consequences: A Socio-Economic  
Analytical Study*

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***B. Sc. M. A. P. G. D. B. M***

**B. R. Ambedkar University, Agra**

**2000**

*Objective of the Study*

Once again, an attempt has been made to understand the rationale behind the continued existence of the abhorrent practice of child labour, despite legal provisions and social awareness. This time, the study concentrates on the children employed in the unorganized sector in or around Delhi, the city that is our national capital. In spite of its being the centre of the Indian Universe, why does such an unhealthy practice flourish there? The study is quite in depth and it minutely dissects the history, the genesis of and the causes that go into making this system of child labour so popular among the unscrupulous elements of the society. It warns of the consequences, if this evil is not eradicated totally at the earliest.

### Findings

1. It was concluded in the end that the Child Labour is harmful for society and country as a whole. This practice denies children the prevalent education, good health and opportunities for their all round development.
2. NGOs and private schools can plan non-formal education classes in the evening as it seems to be the most convenient time for these children.
3. Most of the children and parents interviewed were interested in vocational training. Both parents and children feel that in present day education is not relevant and does not equip a child to earn his livelihood.
4. Mobile health teams could make regular weekly trips to the areas where working children population is heavily concentrated. The scheme must also ensure relevant referral back up to services.
5. Night shelters exclusively for children must spread all over the city especially in areas where there are large numbers of street and working children. To ensure that these shelters do not become places of anti social activities, they must be managed by social workers round the clock.
6. Every zone of police station should have a social worker.
7. The banks must organise programmes for the child labourers. Bank officials should meet employers and self-employed children to encourage them to bank with them.
8. Working children should be given the facility of travel concession in buses just as any other school going child enjoys. The employers and NGOs can recommend their eligibility.

*Dynamic of Labour Markets and Inter-  
Intra Migration Trends Under Different Sources  
of Irrigation in Andhra Pradesh*

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**2002**

*Objective of the Study*

Indian 'Labour Market' is quite large and has always attracted people who are businessmen, employers, traders and run industries. Every state in India has a huge Labour Population people who are skilled, unskilled, educated, uneducated; people who do specialized jobs, people who work for a pittance; child labour, female labour, bonded labour etc. sometimes a large of labours from one area of a state or to some other state in search of seasonal or alternative employment, hoping for better wages or improved living conditions. This study looks at the labour force in the state of Andhra Pradesh, with a special focus on the migratory behaviour of the labours the impact of trade unionism on their wages and welfare. It considers the dynamics of the agriculture labour market in the state and makes some suggestions.



### Findings

1. The differences in the wage rates under different sources of irrigation for the same operation need to be minimized. Therefore, the government should take appropriate measures to standardize the wage rates uniformly for all sources of irrigation, so that migration of agricultural workers may be checked to the minimum.
2. The study has revealed that there was a wage differences between male and female workers which was discriminatory. Therefore, to ensure gender equality the government should standardize the wage rates for different operations irrespective of whether it is done by male or female workers.
3. It was found in this study that both in-and out-migration of agricultural labourers in the study area were prompted by irrigation facilities employment opportunities and education facilities. The overall scenario reveals that the villages under canal irrigation were more fortunate, whereas those areas under tank and well irrigation sources were lagging behind. Therefore, it is recommended that, no mitigate the problems of rural-urban migration in the state of Andhra Pradesh, it is immediately necessary to improve irrigation facilities by providing more canal irrigation in the areas, where, tanks and wells are the major sources of irrigation in the study areas.