

The process and enforcement of enactment systems for Visakhapatnam steel plant employees as per the norms of industrial labour act.

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Abstract— Over the twenty years, the trend towards stabilization of Industrial Labor has strengthened. A worker today is far more knowledgeable, urban in taste and outlook than his predecessor. A vast majority of worker in cities is committed to factory employment. In older industries, a second or even third generation of worker emerged.

Keywords: Housing, Transportation, Civic amenities, Distribution controls and Labor Management relations act.

Introduction

The handling of Labour –Management relations is getting increasingly professionalized, though such professional handling by itself is not adequate.

Law is a dynamic concept. Law is a technique for the regulation of “Social Power “With more emphasis on worker’s participation in management the old concept of master and servant relationship is fast shaping in employer and employee relationship. That is why the rudimentary rule and rubrics of law for both as all these are necessary. The cordial and congenial relationship can be had only when both the limbs of organizations have better understanding in the light of the limbs. The provisions of Labor laws are generally complex. Labour laws also seek to lay down minimum standards of employment. It also lay down norms, by which basic conditions of labour are fulfilled such maximum working hours, minimum safety standards, minimum provisions for holidays and leave protection for women and children from arduous labour, prohibition of children below certain age from employment and provision for minimum standards of separation benefits and certain provisions for old age.

Need of the study:

The concept of Labour Law has assumed paramount importance. All the organizations and employers have to abide by the very purpose of importance of adhering to the provisions relating to the various Industrial laws.

The present study attempts to study the need by all the managements as well as the employees working in various organizations to accept and adapt the rules relating to the industrial jurisprudence.

Scope of the study:

As the subject matter on Industrial Laws is very exhaustive and owing to certain limitations despite the fact that there are number of labour enactments for study and presentation, the scope of the study has been limited to only few labour enactments viz.,

- The Factories Act, 1948
- The Contract Labour (Regulation& Abolition) Act, 1970
- The Employees’ Compensation Act., 1923
- The Employees’ State Insurance Act., 1948
- The Industrial Disputes Act, 1947
- The Trade Union Act., 1926

Objectives of the study

The study was conducted in order to achieve the following individual objectives:

- To study about the implementation of various provisions relating to only some of the labour enactments.
- To know the level of awareness among the working class about knowledge and perception about the concept of the industrial laws.
- The extent of providing various amenities such as health, safety and welfare measures by the Management to their employees.
- The duties and responsibilities of “Occupier’ of the VSP-factory

Methodology

To undertake this study, a combination of following methodologies will be adopted.

- Data collection.
- Analysis of available empirical data.

Statistical techniques to be used

- Collection and collation of required information.
- Apply simple statistical techniques such as mean, percentages etc.

Population and sample

Sample - A sample was required for the study because the no. of employees at V.S. P is 17000. It is very difficult to consider the whole universe; therefore, a representative sample was selected.

Size - A sample of 100 employees has been selected. Although it looks to be a small sample keeping in view the large no. of employees it has to be limited because of the time constraint (2 weeks). Even then the sample size is not considered to be small. It is enough to draw conclusions.

Type of sampling - I have selected stratified random selection technique. I felt that it was the only technique that provided me with a representative sample. Since employees from all levels namely the top level, the middle level and the lower level are beneficiaries to the sample has to include employees from all these levels. Only random sampling technique provides with this opportunity at the strata level employees have been chosen at random to avoid any similarity or bias.

Data Collection - The project is mainly based on two sources of the data viz.,

- Primary source
- Secondary source

Primary Sources - The primary source of data is applied for getting the required and relevant information directly from the department heads and in the course of discussion with executives. The following are the data collected through primary sources.

Secondary sources - The secondary source of data was collected through obtaining records and files from the Administrative building of V.S.P and the institutional guide gave us the remaining necessary information and the staff relating to administration gave me all the necessary information to complete the study.

Limitations - Since the list of acts under labour legislation is exhaustive and voluminous we have confined our study to a few important enactments which are by and large applicable to most of the industries.

As the population is very large and time at our disposal is very short we have chosen less sample but consisting of various trade union leaders and Managers at senior level who represent many employees

History of Steel Making

Ancient Steel - Steel was known in antiquity, and may have been produced by managing bloomers, iron-smelting facilities, where the bloom contained carbon. The earliest known production of steel is a piece of ironware excavated from an archaeological site in Anatolia (Kaman-Kalehoçuk) and is about 4,000 years old. Other ancient steel comes from East Africa, dating back to 1400 BC

Wootz steel and Damascus steel - Evidence of the earliest production of high carbon steel in the Indian Subcontinent was found in Samanawewa area in Sri Lanka. Wootz steel was produced in India by about 300 BC. Along with their original methods of forging steel, the Chinese had also adopted the production methods of creating Wootz steel, an idea imported into China from India by the 5th century AD. In Sri Lanka, this early steel-making method employed the unique use of a wind furnace, blown by the monsoon winds, that was capable of producing high-carbon steel. Also known as Damascus steel, Wootz is famous for its durability and ability to hold an edge. It was originally created from a number of different materials including various trace elements.

Modern steelmaking - Since the 17th century the first step in European steel production has been the smelting of iron ore into pig iron in a blast furnace. Originally using charcoal, modern methods use coke, which has proven to be a great deal cheaper.

Steel Industry - It is common today to talk about "the iron and steel industry" as if it were a single entity, but historically they were separate products. The steel industry is often considered to be an indicator of economic progress, because of the critical role played by steel in infrastructural and overall economic development. The economic boom in China and India has caused a massive increase in the demand for steel in recent years. Between 2000 and 2005, world steel demand increased by 6%. Since 2000, several Indian and Chinese steel firms have risen to prominence like Tata Steel (which bought Corus Group in 2007), Shanghai Baosteel Group Corporation and Shagang Group. ArcelorMittal is however the world's largest steel producer.

In 2005, the British Geological Survey stated China was the top steel producer with about one-third of the world share; Japan, Russia, and the US followed respectively. In 2008, steel began trading as a commodity on the London Metal Exchange. At the end of 2008, the steel industry faced a sharp downturn that led to many cut-backs. Steel industry is the backbone of all industrial and commercial activities. Realizing this, the countries' planners have been formulating and up-dating annual plans for production of iron and steel. The steel industry plays a vital role in the growth of nation's economy. Steel is such a versatile commodity that every object we see in our day to day life, is manufactured by the steel either directly or indirectly in this project. To mention a few, it has used for such small items such as nails, pins, needles etc, agriculture implements, boilers, ship fabrications, railway material, automobile parts, etc to have machine structure etc. Steel is a versatile and indispensable item. The versatility of steel can be traced mainly of the three reasons:

- It is only metallic material item, which can be consistently and economically produced in large quantities.
- It has got very good strength coupled with density.
- Its properties can be changed over a wide range.

Visakhapatnam Steel Plant At A Glance

Vision

To be a continuously growing world – class company we shall
Harness our growth potential and sustain profitable growth.

- Deliver high quality and cost competitive products and be the first choice of customer.
- Create an inspiring work environment to unleash the creative energy of people
- Achieve excellence in Enterprise Management.
- Be a respected corporate citizen, ensure clean and green environment and develop vibrant communities around us.

Mission to attain 16-million-ton liquid steel capacity through technological up – graduation, operational efficiency and expansion to produce steel at international standards of cost and quality; and to meet the aspirations of the stakeholders

Objectives - Expand plant capacity of 6 million tons by 2010 – 2011 with the Mission to attain 16-million-ton capacity in two subsequent phases.

Be among top five lowest cost liquid steel producers in the world by 2010 –11

- Achieve higher levels of customer satisfaction than competitors.
- Be recognized as an excellent business organization by 2010-11.
- Instill right attitude amongst employees and facilitate them to excel in their professional, personal and social life.
- Be proactive in conserving environment, maintaining high levels of safety and addressing social concerns.

Highlights of Productive Work Culture

VSP, while formulating strategic new work culture, laid foundation on certain aspects, which are sought to achieve such difficult targets under tremendous pressure of challenges:

- Mission & Objectives clearly defined.
- Open house forums for executives.
- Informal grievance handling.
- Target based performance appraisal mark based promotion.
- Pro – active industrial Relations.
- Comprehensive Motivational Packages.
- Quality Circles.
- Multi skilled / job enrichment.
- Rationalized manpower.
- Suggestion & Reward Schemes.

Collaboration - Keeping in view the importance of steel, the following integrated steel plants with foreign collaborations were set up in the public sector in the post-independence era:

SL NO	STEEL PLANT	COLLABORATED BY
1.	Durgapur steel plant	Britain
2.	Bhilai steel plant	Erstwhile USSR
3.	Bokaro steel plant	Erstwhile USSR

4.	Rourkela steel plant	Germany
5.	Visakhapatnam steel plant	Erstwhile USSR

Enforcement of labour enactments in vsp

RINL/VSP is the Public Sector undertaking owned by Government of India and has occupied an important place in the economy of the Country. The Manufacturing Units in this sector accounted for first of the total number of employees working in Industry in Andhra Pradesh State.

Initially, when the project started in the absence of any rule governing its operation the project authorities find convenient to adopt rules framed by the Government for the employees.

An important distinction that is popularly made now-a-days in all distinctions relating to labour legislations is between workers in the organized sector and those in the informal sector. Many who matters this distinction do so with ulterior motives, especially because out of the total work force in the country 92% work in the informal sector while 8% work in the formal sector.

It must therefore, be remembered that who were unorganized yesterday are organized to-day and those who are unorganized to-day aspire to become organized tomorrow.

Registration & licensing of vsp – factory under AP factories rules 1950:

The Factory Act 1948 and then rules made there-under prescribes that no site shall be and for the location of Factory or no building In the factory shall constructed, reconstructed, extended or taken into use as a factory and on machine or plant or a permanent structure installed or fixed nor shall any manufacturing process be carried on in any factory or part, unless ‘Occupier’ or owner of the premises obtain permission from the Competent Authority.

The Act is enforced by the State Government through their Factory Inspectorate. It empowers the State to frame rules, so that the local conditions in the state are appropriately reflected.

Approval of plans, Registration, Licensing and payment of license fee are the pre-requisites for using any premises as ‘factory’.

The Act defines ‘**Factory**’ as: Whereon ten or more workers are working or were working on any day of the preceding twelve months and in any part of which a manufacturing process is carried on with the aid of power or ordinarily carried on.

VSP-Factory is registered under MAH-A category. (Major Accident Hazardous)

In Vsp The ‘Occupier’ Ensures

- so far as reasonably practicable the health, safety and welfare of all the workers while they are at work in the factory.
- The provisions and maintenance of plant and systems of work in the factory that are safe and without risks to health;
- The arrangements in the factory for ensuring safety and absence of risks to health in connection with use, handling, storage and transportation of articles and substances.
- The provision of such information, instruction, Training and supervision as are necessary to ensure the health and safety of all the workers at work ect..,

In according to the amendment of factories act defining “occupier”-1987 in “vsp”

Director(operations) was nominated as “occupier” and General Manager(IR) as Manager of VSP – Factory, for some period and at a later stage Director (Personnel) as “Occupier” and G M (Works) as ‘Manager” of VSP-factory and vice-versa.

Case law - Whereas in the year 1999 VSP has made an appeal to Factories Directorate, Govt. of Andhra Pradesh citing about the decision taken in the case of Indian Oil Corporation VS Government of India, wherein it has been decided to nominate the Bulk Depot Manager as “Occupier” of the premises.

By quoting the above case, VSP has made an appeal to the Statutory authorities and after constant effort they could convince the authorities to accept the nomination of Executive Director(Works) & Head of Works division as the “Occupier” of the VSP Factory for all purposes under the Factories Act and Executive in the rank from works division, as “Manager” of VSP Factory to look after the day-to-day affairs of VSP-factory.

Dangerous Operations in Vsp

(Rules prescribed under section 87)

Sl.No	Process or operation	Average No. of persons employed
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a)	Schedule-8 Cleaning or smoothing of articles by jet of sand, metal shot or grit or other abrasive propelled by a blast of compressed air or steam Foundry	05
b)	CHEMICAL WORKS (schedule 15): Gas recovery, tar distillation, Final Gas coolers of Coal chemical plant	260
C)	Compression of hydrogen produced by electrolysis of water (schedule 16): Water Electrolysis Plant	15
d)	Handling Of Corrosive Substances (Schedule 20) Ammonium Sulphate Plant Reagent storage of Coal Chemical Plant, Chemical Water Treatment Plant of TPP	70,10
e)	Schedule 25: MANUFACTURING OF BENZENE Benzol Recovery Plant	88
f)	Schedule-29: Highly flammable liquids and flammable compressed gases	55
g)	Schedule-30 Operations in foundries	110

Statistics of accidents in vsp is as follows:

Works - Accident Statistics (Financial Year)																
YEAR	REGULAR				CONTRACTOR				Total				FR	IR	SR (Including Fatal)	SR (Excluding Fatal)
	N R	Re	F	Total	NR	Re	F	Total	NR	Re	F	Total				
2004-05	37	133	-	170	-	14	02	16	37	147	02	186	2.60	6.42	296.26	84.41
2005-06	26	120	01	147	02	17	03	22	28	137	04	169	2.48	5.96	496.94	74.26
2006-07	19	93	01	113	-	24	02	26	19	117	03	139	1.95	4.97	356.93	64.90
2007-08	21	70	Nil	91	03	37	--	40	24	107	Ni l	131	1.96	4.70	46.87	46.87
2008-09	10	65	02	77	01	16	03	20	11	81	05	97	1.65	3.95	622.74	47.81
2009-10	13	55	-	68	02	20	-	22	15	75	Ni l	90	1.45	3.47	55.35	55.35
2010-11	11	47	-	58	03	15	05	23	14	62	05	81	1.30	3.12	618.46	35.68
2011-12	15	35	01	51	01	25	03	29	16	60	04	80	1.24	2.98	488.90	23.35
2012-13	01	28	-	29	01	28	02	31	02	56	02	60	1.12	2.7	280.34	47.56
2013-14	03	33	-	36	0	11	05	16	03	44	05	52	0.95	2.27	610.05	30.30
2014-15	01	26	01	28	01	16	02	19	02	42	03	47	0.87	2.09	386.83	38.97
2015-16	04	19	01	24	--	15	02	17	04	34	03	41	0.67	1.61	366.53	40.87
2016-17	-	02	-	02	-	-	-	Nil	-	02	-	02	0.43	--	--	--

Works - Accident Statistics (Calendar Year)																
YEAR	REGULAR				CONTRACTOR				Total				FR	IR	SR (Including Fatal)	SR (Excluding Fatal)
	NR	Re	F	Total	NR	Re	F	Total	N R	Re	F	Total				
2005	33	132	01	166	02	18	03	23	35	150	04	189	2.81	6.53	501.33	
2006	12	96	01	109	--	24	02	26	12	120	03	135	2.00	4.79	365.94	
2007	31	82	Nil	113	03	36	--	39	34	118	--	152	2.16	5.18	77.81	77.81
2008	21	50	02	73	--	19	03	22	21	69	05	95	1.42	3.45	626.95	
2009	17	64	--	81	02	19	-	21	19	83	--	102	1.60	3.84	56.13	56.13
2010	07	46	--	54	04	18	04	26	11	64	04	79	1.32	3.17	511.91	
2011	16	42	01	59	01	22	04	27	17	64	05	86	1.34	3.21	611.73	
2012	03	28	--	31	01	26	02	29	03	54	02	59	1.09	2.61	285.28	
2013	04	29	--	33	--	16	04	20	04	45	04	53	0.95	2.28	606.11	24.08
2015	01	28	01	30	01	15	03	19	02	43	04	49	0.91	2.18	500.31	36.50

2016	03	19	-	22	--	13	02	15	03	32	02	37	0.62	1.48	257.76	40.65
2017 till Apr)	01	08	01	10	--	04	--	04	01	12	01	14	0.69			

CAUSE WISE ANALYSIS

S. No.	TYPE OF ACCIDENT	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
01	Slip and Fall	08	11	20	13	06	01
02	Material Handling	15	09	08	07	06	-
03	Hit By Moving Object	11	05	05	03	07	-
04	Hit By Falling Object	08	05	05	03	07	-
05	Electrical	06	04	03	--	02	-
06	Hot Metal Burns	05	02	03	05	01	-
07	Burns due to Other Hot Objects	12	08	02	04	04	-
08	Pressed Between Objects	12	06	03	08	06	01
09	Struck Against Objects	01	01	Nil	Nil	Nil	-
10	Miscellaneous	05	09	03	04	02	-
Total		80	60	52	47	41	02

Accident data in vsp

YEAR	FATAL	NON-FATAL
017	2	32
2016	4	43
2015	5	45

There are two types of accidents: Reportable and Non-reportable

- a) Reportable accidents: If a person is prevented from attending the duty within 48 hours due to injury they are reportable accidents. (b). In case of "Fatal accident" such incidents are being reported in VSP within 12 hrs from the time of occurrence. (c). Non-fatal accidents are reported within 48 hrs.

Maternity benefits cases:

YEAR	TOTAL AMOUNT MATERNITY BENEFIT
2017	11,02,802
2016	6,45,864
2015	3,64,260

Annual leave with wages

YEAR	NO.OF WORKERS ALLOWED ANNUAL LEAVE WITH WAGES	PAYMENTS MADE IN LACS (Rs)
2017	10,674	2165.02
2016	10,788	511.83
2015	10,974	1892.39

Central minimum wages and a cost of living allowance payable under minimum wages act.,1948 w.e.f 1.04.2011 in vsp:

Sl.No	Category of Worker	Basic Wages	Living Wages	Total Wages per Month	Daily rate of Wages Payable
1	Unskilled	3370	1984	5354	205.92
2	Semi-skilled	4102	1984	6086	234.07
3	Skilled	4938	1984	6922	266.23

According to employee state insurance act the coverage for vsp employee's is

- The VSP was brought under the coverage of ESI w.e.f, 1.2.2006. Accordingly, all the Contract workers working in the VSP are governed by the provisions of ESI Act
- No contractor shall execute the work without ensuring enrolment of his workers working under him under ESI. They should obtain ESI Code separately for this purpose

List of Registered Contract Labour Unions In Vsp

S.No.	Name of the Contract Labour Union	Affiliation	Registration No & Year
1	STEEL PLANT CONTRACT LABOUR UNION	CITU	519/80
2	VISAKHA INDUSTRIAL CONTRACT KARMIKA SANGHAM	NONE	D-533/81
3	VISAKHA UKKU CONRACT KARMIKA SANGAM	NONE	D-686/82
4	VISAKHAPATNAM STEEL PROJECT CANTEEN WORKERS' UNION	AITUC	D-845/86
5	VISAKHA STEEL PROJECT CONTRACT WORKERS' UNION	AITUC	D-878/86
6	VIZAG STEEL PLANT CONTRACT WORKERS' UNION	TNTUC	D-1149/91
7	VISAKHA STEEL PROJECT CONTRACT WORKER'S UNION	AITUC	D1154/91
8	RAJEEV SHRAMA SHAKTI (STEEL CONTRACT WORKERS UNION)	INTUC	D-1257/92
9	STEEL PLANT CANTEEN EMPLOYEES UNION	CITU	D-1261/92
10	BHARATHA KARMIKA SANGAM	NONE	D-1330/93
11	VISAKHA STEEL PLANT CLUB, CANTEEN & HORTICULTURE WORKERS UNION	AITUC	D-631/95
12	VISAKHA INDUSTRIAL EMPLOYEES & WORKERS' UNION	NONE	D-1409/95
13	VISAKHA DIVISION INDUSTRIES CONTRACT KARMIKA SANGHAM	TNTUC	D-1451/95
14	VIZAG STEEL PLANT WORKERS & EMPLOYEES UNION	NONE	D-1461/95
15	VISAKHAPATNAM STEEL CONTRACT LABOUR UNION	NONE	D-1640/97
16	VISAKHA UKKU CONTRACT LABOUR UNION	NONE	D-1664/97
17	VISAKHA STEEL CITY MOTOR WORKERS' UNION	AITUC	D-1668/97
18	STEEL CITY CONTRACT LABOUR UNION	DITU	D-1824/2000
19	REPUBLIC STEEL CONTRACT LABOUR UNION	NONE	D-2042/2000
20	VISAKHA UKKU NIRVASITHA CONTRACT LABOUR UNION	NONE	002/10

Industrial relations in Visakhapatnam steel plant - It has been considered of crucial importance in Visakhapatnam Steel Plant of establishing and sustaining a productive work culture. Several initiatives have been taken towards it. The concept of optimum utilization of Human Resources was adopted through Multi-skill and Multi-pattern of working with emphasis on flexibility in job deployment.

Data Analysis and Interpretations

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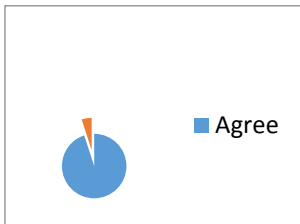
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01. The provisions related to health, safety and welfare are being implemented in VSP.

- a) Agree b) Partially agree c) Disagree d) Cannot say

Responses	No. of Responses	% of Responses
Agree	95	95
Partially agree	5	5%
Disagree	0	0%
Can not say	0	0%
Total No. of Responses	100	100%

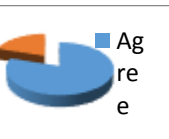


Interpretation: From the above analysis I have found that 95% of the employees agreed that provisions are related to health safety and welfare are being implemented and 5% of employees partially agreed, the Management has taken all measures for their employees.

02. Accidents are enormously costly, cause loss directly or indirectly.

- a) Agree b) Partially agree c) Disagree d) Cannot say.

Responses	No. of Responses	% of Responses
Agree	80	80%
Partially agree	20	20%
Disagree	0	0%
Can not say	0	0 %
Total No. of Responses	100	100%

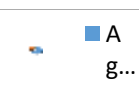


Interpretation: From the above analysis I have found that 80% of the employees agreed and the 20% of the employees partially agreed, Majority of the employee's opinion is that accidents leads industrial unrest which ultimately leads to production loss and mental agony for the Management.

03. Losses on account of accidents are tangible and intangible.

- a) Agree b) Partially agree c) Disagree d) Cannot say

Responses	No. of Responses	% of Responses
Agree	73	73%
Partially agree	22	22%
Disagree	2	2%
Cannot say	3	3%
Total No. of Responses	100	100%

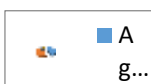


Interpretation: From the above analysis I have found that 73% of the employees agree and 22% of them partially agree and 2% of does not agree, Almost 95% expressed that the accident that occurs are always tangible.

04. Accidents are not due to any mysterious but are due to the personality, emotional make-up of an individual in the context of specific circumstances?

- a) Agree b) Partially agree c) Disagree d) Cannot say

Responses	No. of Responses	% of Responses
Agree	45	45%
Partially agree	43	43%
Disagree	7	7%
Can not say	5	5%
Total No. of Responses	100	100%



Interpretation: From the above analysis I have found 45% agreed, 43% partially agreed, 7% Disagreed and 5% have not expressed their opinion, Accidents are untoward incidents. Sometimes it occurs due to human error. Often it has been noticed that most of the accidents have taken place due to negligent behavioural attitude.

05. Employment of child labour and adolescents on Dangerous Machines shall be prohibited.

- a) Agree b) Partially agree c) Disagree d) Cannot say

Responses	No. of Responses	% of Responses
Agree	91	91%
Partially agree	7	7%
Disagree	0	0%
Cannot say	2	2%
Total No. of Responses	100	100%

■ A g... **Interpretation:** From the above analysis I have found that almost 98% have agreed about prohibition of employment of child labour. Employment of child labour shall be prohibited in any manufacturing unit carrying hazardous process and dangerous operations. However, there are exceptions for engaging 'Adolescents' in the process provided the employer observes certain guidelines and goes after the statutory obligations.

06. Management generally are not willing to talk over any dispute with their employees or representatives of Trade Union.

a) Agree b) Partially agree c) Disagree d) Cannot say

Responses	No. of Responses	% of Responses
Agree	15	15%
Partially agree	17	17%
Disagree	65	65%
Cannot say	3	3%
Total No. of Responses	100	100%

■ A g... **Interpretation:** From the above analysis I have found that 15% of the employees agreed and 65% disagreed. No organization can carry out their business **without co-operation from the employees and vice-versa**. The parties to the dispute have to negotiate across the table on the issues for an amicable settlement. Management shall always prevail upon the Unions for maintenance of congenial working environment.

07. When representatives of trade have been recognized, delegate enough authority to their representatives to negotiate with officials and workers.

a) Agree b) Partially agree c) Disagree d) Cannot say

Responses	No. of Responses	% of Responses
Agree	62	62%
Partially agree	30	30%
Disagree	3	3%
Cannot say	5	5%
Total No. of Responses	100	100%

■ A g... **Interpretation:** From the above analysis I have found that 62% of them agree and 30% of them partially agree that the trade Union has the authority to negotiate with the Officials and workers. The representative body of the Recognized Union shall delegate authority to shop-floor representatives to deal with day-to-day activities to resolve the issues pertaining to the shop-floor.

08. The absence of any suitable grievance redressal procedure creates a climate of unrest among workers.

a) Agree b) Partially agree c) Disagree d) Cannot say

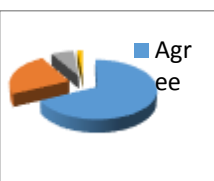
Responses	No. of Responses	% of Responses
Agree	67	67%
Partially agree	23	23%
Disagree	7	7%
Cannot say	3	3%
Total No. of Responses	100	100%

■ A g... **Interpretation:** From the above analysis I have found that 67% of the employees agreed and only 7% of them disagreed. Appropriate procedure shall be laid down for redressal of employees' grievance and also individual grievance.


09. During negotiations on a dispute tensions are created which often lead to strikes, go-slow.

a) Agree b) Partially agree c) Disagree d) Cannot say

Responses	No. of Responses	% of Responses
Agree	38	38%
Partially agree	43	43%



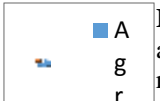
Disagree	17	17%
Can not say	2	2%
Total No. of Responses	100	100%

 **Interpretation:** From the above analysis I have found that 38% of the employees agreed and 43% of them partially agreed. The labour composes of dynamic individuals with complex needs. During the negotiation the parties to the dispute always tries to win over the other. In the course negotiations, always tensions prevail on both the parties. The art of negotiation is very much essential in such circumstance .

10. The services and benefits offered by Management to employees do promote harmonious employer-employee relations.

a) Agree b) Partially agree c) Disagree d) Cannot say


Responses	No. of Responses	% of Responses
Agree	78	78%
Partially agree	17	17%
Disagree	2	2%
Cannot say	3	3%
Total No. of Responses	100	100%

 **Interpretation:** From the above analysis I have found that 78% of the employees have agreed and 17% partially agreed. People work for incentive in the form of Praise, Prestige, Promotion and Pay. The receipt of awards, due recognition and praise for work well done definitely lead to good team spirit, co-operation and a feeling of happiness.

11. The basic objective of Industrial Health is the prevention of disease and injury rather than cure of disease.

a) Agree b) Partially agree c) Disagree d) Cannot say


Responses	No. of Responses	% of Responses
Agree	77	77%
Partially agree	15	15%
Disagree	5	5%
Cannot say	3	3%
Total No. of Responses	100	100%

 **Interpretation:** From the above analysis I have found that 77% of the employees agreed and 15% partially agreed. Efficiency in is possible only when an employee is healthy, on the other hand the industry exposes the employee to certain hazards which may effect his health. Keeping in view the importance the industry shall establish Occupational health services for maintenance of the highest possible degree of physical and mental well being of the workers. Adequate provision should be for the detection and treatment of remedial diseases.

12. Due to availability of large number of employees, employers are in a position to replace unhealthy workers.

a) Agree b) Partially agree c) Disagree d) Cannot say

Responses	No. of Responses	% of Responses
Agree	25	25%
Partially agree	35	35%
Disagree	30	30%
Can not say	10	10%
Total No. of Responses	100	100%

 **Interpretation:** From the above analysis I have found that 25% of the employees agreed and 35% partially agreed. Employees are often subject to certain health hazards and occupational diseases. The relationship of an employee with the employer and work group does influence on the job. Workers whose jobs provide little in the way of need satisfaction may with draw in the form of excessive absence, lateness or turnover.

13. The provision of benefits and services are important in maintaining the employees or keeping turnover and absenteeism low.

a) Agree b) Partially agree c) Disagree d) Cannot say

Responses	No. of Responses	% of Responses
Agree	75	75%
Partially agree	12	12%
Disagree	8	8%
Cannot say	5	5%
Total No. of Responses	100	100%



Interpretation: From the above analysis I have found that 75% have agreed and only 12% partially and 8% disagreed. Employee benefits and services are available to all the employees based on the membership in the organization. Such benefits retain the people and not to stimulate them and supplements to workers ordinary wages and their families in so far as it materially increases their retirement.

14. Wages are often augmented by special cash benefits.

a) Agree b) Partially agree c) Disagree d) Cannot say.

Responses	No. of Responses	% of Responses
Agree	38	38%
Partially agree	10	10%
Disagree	7	7%
Can not say	5	5%
Total No. of Responses	100	100%

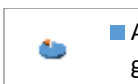


Interpretation: From the above analysis I have found that 35% have agreed and only 10% partially and 7% disagreed. Any wage cost not directly connected with the employees, productive effort, performance service. Workers commonly receive such benefits as holidays with pay, los-cost meals, low rent housing etc.,

15. Contract Labour engaged by various agencies in VSP are paid Minimum Wages as per the statute

a) Agree b) Partially agree c) Disagree d) Cannot say

Responses	No. of Responses	% of Responses
Agree	88	88%
Partially agree	12	12
Disagree	0	0
Can not say	0	0
Total No. of Responses	100	100%



Interpretation: From the above analysis I have found that 88% of the employees are agreed that the Minimum wages are being paid to the Contract Labour by their employer and 12% have partially agreed. A statutory minimum wage is the wage determined according the procedure prescribed by the relevant provisions of the Minimum Wages Act, 1948. Once, the Minimum rates of wages are fixed as prescribed by the law, it is the obligation of the employer to pay the said wages irrespective of the capacity to pay.

Findings

1. The subject matter of each topic has been deal with special reference to Visakhapatnam Steel Plant.
2. From the sample survey conducted, it is construed that majority of the employees are aware of their responsibilities and the need to abide by the statutory obligations that are in the Industrial Laws.
3. The Management has also taken keen interest in providing various amenities as per the provisions of health, safety and welfare.
4. The job of maintaining healthy atmosphere and conditions work inside the place of work and ensuring that good employees remain within the organizations, maintenance of plant and systems of work in the factory that are safe and without risks to health is the responsibility of the "Occupier" and the Management.
5. It has been observed that in the process of negotiations by the Management with Representative body of various Unions, tension prevails during the course of discussions.
6. Certain examples and data provided in the report is only to appraise the reader about the situation exists in the present organization.

Suggestions

1. With tremendous development in the "Manufacturing" sector and its technology, the functions of "Supervision" has drastically changed. Hence, knowledge about statutory requirement and its implications are very much essential for all categories of workers.
2. The concept of Labour legislations is to be understood in the right spirit since many of the provisions are undergoing periodical changes.
3. The word Supervision is to be understood as Supervision of work rather than Supervision of workers.
4. Supervisory personnel shall be more facilitator of the work than leaders of Superiors and workers.

5. The success of any “Manufacturing” sector like VSP in the modern competitive era re-defining the role of all personnel is quite essential.
6. It is very much essential to imbibe the knowledge and the importance of various labour enactments in the minds of new recruits at the induction level.
7. The subject matter should be given due importance so that the organizations can be vibrant, efficient and withstand the competition.
8. There is a need to amend the Industrial legislation to generate a sense of self-realization of responsibilities among the floor level employees.

Conclusion

In the present context, the Laws relating Industrial labour and also Industry are witnessing rapid and continuous change. Various amendments have been noticed in some of the Industrial Laws. Visakhapatnam Steel Plant is one of the best among the steel manufacturing industries in our country. In the present scenario, the Human Resource Management has got very much importance. For any organization, the employees are the key holders who do the work for the industry with greater responsibility. So HR department should look after the employee’s needs and try to get them fulfilled when they seem to be important.

Vizag Steel Manual & Documents
VSP Personnel Manual & VSP Documents

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5. Contract Labour – HL Kumar & The Factories’ Act 1948 – V J Rao
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