

Analysis of the sugar industry in india



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Contents

- DISPUTE SETTLEMENT PROCESS IN WAHID SANDHAR SUGAR MILLS LTD.

In India, there are 507 sugar industries, 23 in Punjab and merely one in Phagwara viz. Wahid Sandhar Sugars Ltd. The Narang group set up Phagwara sugars mill officially known as Jagajit Sugar Mill Company Ltd. Phagwara (Punjab) . In the twelvemonth 1993, Dr. GOKAL CHAND NARANG was the laminitis members of this factory. The mill was set up at intial oppressing capacity of 400 dozenss per twenty-four hours and was increased to 1000 dozenss per twenty-four hours. The OSWAL group under the chairmanship of Sh. Abhey Oswal took over the direction of this factory in grand 1987 and increased the capacity to 4000 per dozenss per twenty-four hours in 1989. On 16th September 2000 this factory was taken over in the partnership of wahid & A ; Sandhar group. Under the control of president semen pull offing manager S. Jarnail Singh Wahid & A ; joint Managing manager S. Sukhbir Singh Sandhar, the present suppression capacity of Wahid Sandhar sugars ltd. Phagwara is 4500 tones per twenty-four hours.

Suppression CAPACITY AND RECOVERY Percentage:

Old ages

Entire QUANTITY OF CANES CRUSHED. (TONS)

2002-2003

4061564. 30

2003-2004

2328276. 10

2004-2005

2039305. 80

2005-2006

3414720. 85

2006-2007

4133263. 35

2007-2008

4512543. 76

2008-2009

4632532. 21

HISTORY BACKGROUND OF THE COMPANY:

The Wahid Sandhar Sugars Ltd. Phagwara is a taking company in the sugar production and in engaged in the production of sugar, Molasses and other by merchandises.

The company is truly a good illustration of the great advancement in really less clip. As we can name its milepost in following mode: –

There is merely one sugar industry in Phagwara that is Wahid Sandhar sugar limited company, which was set up by Narang group officially known as

Jagajit Sugar factory company ltd. The initial capacity of the company was 400 dozens per twenty-four hours which was increased to 1000 dozens per twenty-four hours. In the twelvemonth 1933 Gokal Chand Narang was the laminitis member of this factory.

In August, 1987, the Oswal Group took over the direction of this factory under the chairmanship of Sh. Abhay Oswal and increased the suppression capacity to 4000 dozens canes per twenty-four hours.

In 1989, they set up new works in Sugar factory.

In 16th, September 2000, it was taken over by Wahid Sandhar Group and increased the suppression capacity to 4500 dozens canes per twenty-four hours.

“ Vision OF THE WAHID SANDHAR SUGARS LTD. ” :

The chief purpose of Wahid Sandhar Sugar Ltd is to function clients satisfaction by cutting cost and bettering quality.

MAN POWER IN WAHID SANDHAR SUGAR LTD. :

There are chiefly three sorts of labor: –

Permanent seasonal: those who are lasting but work merely in season.

Permanent labor: those lasting labors who work in season and off season besides.

Impermanent labor: these are non-permanent labour force who works in season every bit good as in off seasons.

Trust:

MILL HAS ITS OWN TRUST NAMED Jagajit trust. The trust has established in the twelvemonth 1946. The full provident fund cut from the wages of employees is deposited in this trust. Mill gives the yearly record of this provident fund to authorities.

Logo:

PHAGWARA

Tungsten

Sugar

WAHID Sandhar Sugars Ltd. besides uses a logo. Logo means a trade grade or a symbol inserted into house ' s letters and usage for advertisement intents. The logo besides becomes the symbol fro the company and its trade name trueness associated with the merchandise. The chief purpose of the Wahid Sandhar Sugars Ltd. is given below: –

Logo of Wahid Sandhar Sugars limited company shows two member ' s engagement.

They believe that every company has a different mark in the market to make their image so they wanted themselves to be distinguished in the market.

Logo of Wahid Sandhar sugars ltd. is chiefly the name of the company. This helps the clients to retrieve the name of the company easy.

Company Profile:

Name of the Industrial concern

Wahid Sandhar Sugars Ltd.

Date of incorporation/Registration

06/10/2000

Date of beginning of concern

09/10/2000

Sector

Private

Location

Regd. Office G. T. Road, Phagwara.

E-mail reference

wahidsandharsugars @ hotmail. com

Website

www. wahidsandharsugars. com

Installed capacity

4000 dozenss cane per twenty-four hours

Licensed

4500 dozenss cane per twenty-four hours

MANAGEMENT OF WAHID SANDHAR SUGARS LTD:

Board of managers, who are behind the large industry.

Name

Appellation

S. Sukhbir Singh Sandhar

Chairman

S. Jaswinder Singh Bains

Vice Chairman

S. Kulwant Singh Basra

Chief Executive.

S. Jarnail Singh Wahid

Pull offing Director

S. Sandeep Singh Wahid

Director

S. Malkeet Singh Sandhar

Director

S. Kuldeep Singh Sandhar

Director

Departmental Heads.

Name

Appellation

Mr. Rajesh Sharma

A. G. M/Sales

Mr. Umesh Sharma

A. G. M/Purchase

Mr. Parvinder Singh

A. G. M/EDP

Mr. R. P Dubey

Manager production

Mr. Charanjit Singh Walia

C. C. D. O

Mr. S. K Dubey

Lab accountant

Mr. Harbans Lal

Dispatch and Record Keeper

Mr. S. K Grover

Gross saless In Charge

Mr. B. S Grewal

Technical Manager

Mr. Lajpat Rai

Security officer

Staff Composition.

Whole clip manager

3

Director

14

Plant Military officers

6

Shift Supervisor

8

Administration staff

42

Technical Staff

30

Workers

637

Capacity of mill.

Installed capacity

3500 TDC

Working capacity

20 crore

Net incomes

62 hundred thousand

Bankers

State Bank of India, Jallandar

Hearers

M/S R. Arora & A ; Associates,

Charter Accountant, Ludhiana.

Export states

America, Canada, Pakistan, England

Registered office

Wahid Sandhar sugars Ltd.

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District Kapurthalla,

Phagwara. (144401)

PRODUCTION PATTERN IN THE COMPANY:

Chief Merchandise:

Sugar: Production of sugar is seasonal. The production season starts from 1st November to 30th April.

Molasses: it is used as natural stuff for intoxicant bring forth in distilleries and in cow feed industries. It is besides used in casting.

Bagasse: it is used in paper board devising and as fuel in boiler.

Press clay: it is used as fertilizer in the field and for bio-compact devising.

Contribution towards society:

The schools are opened by Wahid Sandhar Sugars Mill Ltd.

A nine is besides opened by Wahid Sandhar Ltd. this is known as “ DEV CLUB ” .

A stitching Centre has been opened by Wahid Sandhar Sugar Mills Ltd.

INDUSTRIAL RELATION:

The relationship in between Employer and employee, T. U is known as Industrial Relation. Peaceful relationship is really of import for both the parties the employers every bit good as for employees to safeguard their involvements on both sides. To keep a good relationship with the workers, the chief focal point of every organisation should be to avoid any difference

in between them or do the job solved every bit early as possible so that the industrial peace and productiveness should follow. Personnel direction is chiefly focused on the human relation in an administration because the chief docket of forces direction is to acquire the work finished by the adult male power and its failure may ensue from non holding the good industrial relation in administration. In other words good IR means peace in industry which is of import for higher productions.

Definition: –

i. IR is the portion of that direction which is chiefly concerned with the work force of the endeavor – whether it being machine operator, skilled worker or director. BETHEL, SMITH & A ; GROUP.

two. IR is a relationship between work supplier and worker, worker and worker and worker and brotherhoods. – ID Act 1947

three. While go throughing from muss of the definitions, IR is viewed as the “ procedure in which individual and its organisation interact at the work topographic point to establish the footings and conditions of working. ”

The IR ‘ s besides called as labor – direction, employee-employers dealingss.

Important factors which are included in IR are below:

1st comes the establishment which include Government, Government organic structures, employers, brotherhoods federations or associations, trade brotherhoods, labour tribunals, courts and other administrations which have a direct or indirect impact on the IR of an administration. The 2nd comes character in the IR are workers brotherhood and employers

federations functionaries, store steward, IR officer/manager, mediator/ conciliators/ arbiters, Judges of labour tribunal, tribunal etc. The method focused in this system is chiefly on corporate bargaining, employees participation on the IR strategy, their Discipline process, the Grievance redressal machinery followed by them, challenge colony machinery of administration, working of closed stores in organisation, brotherhood reorganization followed, administrations of protests followed by them through methods like alterations of bye regulations, ordinances, policies, processes, hearing of labour tribunals, courts etc. its chief content are referring to workers status in working country, their wages, hours of plants, leaves including leave rewards, wellness issues, safety importance, disciplinary actions against them, layoff, dismissal, retirement etc issues. and further Toras associating to these issues, ordinances regulating labor public assistance, societal security, IR in administration, issues of workers engagement in direction, corporate bargaining etc.

FEATURES OF IR:

For an industrial relation it is of import of being of two parties in which the relation ship should be in an environment.

The chief focal point of the industrial relation is to minimise the struggle which may happen in an industry so that the peaceable environment should non halter in the industry.

with industrial relation other issues should besides be addressed which are of import for an administration like engineering of the workplace, state ' s

socio-economic and political environment, state ' s labor policy, attitude of trade brotherhoods workers and employers.

It besides include the survey of working environment of the labor, direction and others and patterns and processs to do them better.

It includes the regulations, ordinances, understanding, tribunals, imposts, traditions, every bit good as policy model laid down by the authorization i. e. authorities for the peaceable corporation of employees and employer.

Beside all this is it besides takes an in-depth analysis of the judicial and executive in the ordinance of the labor public assistance and direction.

INDUSTRIAL RELATIONS IN WAHID SANDHAR SUGARS MILLS LTD:

Wahid Sandhar Sugars Mill Ltd. is good known company. The Industrial dealingss with its employees is really sound and effectual. The bulk of the instance and jobs are solved by the labours engagement. They solve the affairs by corporate bargaining. The chief purpose of the IR is to supply a good relation among the direction and the employees. The Wahid Sandhar is largely known for its societal duties for the society and every bit good as for its workers. The Wahid Sandhar Sugar Mills Ltd has recognition worthiness among providers, clients, bankers and hearers. The Wahid Sandhar Millss are really much concerned about the public assistance and wellness of workers so it applies all the Torahs and ordinances which are concerned with the improvement of the labor and its public assistance. It besides applies all the Torahs which govern the kid attention, leave benefits, medical benefits, payment of tip etc. It provides all the basic installations to workers so that

they feel satisfied in their work. It is besides concerned with the safety and security of the workers in the Mills.

Aim OF IR IN WAHID SANDHAR SUGARS MILLS LTD:

REDUCE LABOUR Employee turnover: with good industrial relation the turnover of the labor in the administration will diminish to a maximal degree. If the issues of the labour category are addressed they will experience really much satisfied and secure in the administration.

Common Understanding: The IR becomes a manner how the employees and the employer make a good common apprehension among themselves.

Increase THE PRODUCTION: workers do their work efficaciously and expeditiously if they are satisfied at their work which in bend increases the productiveness of the labor and production of the sugar and its merchandises.

INDUSTRIAL DEMOCRACY: IR helps in the industrial democracy growing as it provides the labour engagement in certain determinations which are of import for the administration.

Successful Execution: it consequences in execution of programs with the active co-operation of workers. Management involves the representative of the workers in the preparation and execution of programs for the units.

Increase THE PROFITS: when inducements, fillip and portion of the earned are given to workers, so they made attempts to increase the gross revenues and minimal wastage of stuff. Increased sale leads to increase the net incomes.

PUNCTUALITY AND DISCIPLINE: it brings regularity, promptness and subject in workers. With the aid of Industrial relation, workers become regular and disciplined in their work. This is due to the regulation and ordinances employed by the Industrial ordinance section in the administration.

IR besides eliminates the opportunity of work stoppages, lockouts as the workers are satisfied as they get sensible rewards, good working conditions and periphery benefits. Till now there has not been any work stoppage in Wahid Sandhar Mill, as due to the corporate barraging all the issues are solved before their eruption.

INDUSTRIAL RELATIONS ACT FOLLOWED AT WAHID SANDHAR SUGAR MILLS LTD.

As provided through the informations by the direction of the Wahid Sandhar Sugar Mills Ltd. all the major Acts of the Apostless are followed by the administration. Some of them are as follows:

Industrial difference Act 1947.

Contract labor (ordinance and abolishment) Act 1970.

Child labor (prohibition and ordinance) Act 1986.

Payment of fillip Act 1965.

Payment of tip Act 1942.

The industrial employment (Standing Orders) Act, 1946.

Minimum rewards Act 1948.

Payment of rewards Act 1936.

The Employee ' s provident fund and misc. premium Act 1952.

The Employees province insurance Act 1948.

Factories Act 1948.

Maternity benefit Act 1961.

Trade brotherhood Act 1926.

Workmen ' s compensation Act 1923.

And many more applicable.

Standing Orders AT WAHID SANDHAR SUGARS MILL LTD. PHAGWARA.

In Wahid Sandhar sugars Ltd. the direction is the company ' s managing agent, pull offing manager, general director, commercial trough or such campaigners or campaigners as they may be authorised on behalf of the, managing agents.

SOME ACTS IN DETAIL USED IN WAHID SANDHAR SUGAR LTD.

THE FACTORIES ACT, 1948.

Health

(SEC 11 TO 20)

Safety

(SEC 21 TO 40)

Social welfare

Working HOURS AND ANNUAL LEAVE WITH WAGES

Cleanliness

(SEC 11)

Fence OF MACHINERY

(SEC 21)

Wash Facility

Weekly HOURS

(SEC 51)

Disposal OF WASTE & A ; EFFLUENTS

(SEC 12)

Prohibition ON EMP. OF YOUNG PERSON ON DANGEROUS MACHINES

(SEC 23)

FACILITIES FOR SITTING

(SEC 44)

WEEKLY HOLIDAYS

(SEC 52)

VENTILATION & A ; TEMPERATURE

(SEC 13)

Contact GEAR & A ; DEVICES FOR CUTTING OFF POWER

(SEC 24)

FIRST AID APPLIANCE

(SEC 45)

COMPENSATORY HOLIDAYS

(SEC 53)

DUST & A ; FUMES

(SEC 14)

SELF ACTING MACHINE

(SEC 25)

Canteen

(SEC 46)

Daily HOURS

(SEC 54)

ARTIFICIAL HUMIDIFICATION

(SEC 15)

ASHING OF NEW MACHINERY

(SEC 26)

Shelters, REST ROOM & A ; LUNCH ROOM

(SEC 47)

INTERVAL FOR REST

(SEC 55)

OVERCROWDING

(SEC 16)

PROHIBITION OF EMP. OF WOMEN & A ; CHILDREN NEAR COTTONOPENER

(SEC 27)

Creche

(SEC 48)

Spread OVER THE HOURS OF WORK

(SEC 56)

Light

(SEC 17)

HOISTS & A ; LIFTS

(SEC 28)

WELFARE OFFICER

(SEC 49)

Overtime WAGES

(SEC 59)

Drinking WATER

(SEC 18)

REVOLVING Machinery

(SEC 30)

NOTICE OF PERIOD OF WORK FOR ADULTS

(SEC 61)

HEALTH (Section 11 to 20) :

Section 11 to 20 contains in chapter III of the mills act, 1948, trades with the wellness of workers in a mill. The efficient working procedure requires the sound wellness of the workers. The environment of the mill where workers are working must be clean and free from infection, insanitation, dust and smoke, unreal humidification, overcrowding and other conditions deleterious

to wellness of the workers. Unless the workers are physically and mentally healthy they can non execute their responsibilities efficaciously and swimmingly.

SAFETY (subdivision 21 to 41) :

Safety is a basic and primary demand in a mill. Unless the Life of workers is unafraid, smooth and proper working can non be ensured in any mill.

Section 21 to 41 of the act contains proviso associating to the safety of workers. It is the responsibility of the resident of every mill to follow with commissariats. Some of these commissariats are:

Fencing of machinery.

Self moving machine.

Cashing of new machinery.

Hoists and lifts

Revolving machines etc.

Safety officer is besides required to name in a mill wherein one 1000 or more workers are normally employed.

WELFARE (Section 42 to 50) :

The demand for acceptance of public assistance steps as a agency to increase the workers productive efficiency, to maintain up their morale and for the care of industrial relation and peace has been realised by all subdivisions of the society. Commissariats associating to the public

assistance of the mill workers have been made in subdivision 42-50 in chapter V of the Factories Act, 1948. The commissariats such as:

Washing installation.

Siting installation.

Canteen

First assistance contraptions

Rest suites and tiffin suites etc.

WORKING HOURD AND ANNUAL LEAVES WITH WAGES (Section 51 to 67) :

Section (51 to 67) of the mills Act, 1948 trades with the working hours and one-year foliages for the workers. The mills Act defines working hours for grownups, immature individuals and for kids ' s. The commissariats associating to the employment of adult females, workers and immature workers are besides contained in it. Commissariats associating to the one-year leave with rewards are contained in the subdivision 78 to 84 of chapter VIII of the act. This proviso is intended give better footings of service to the workers engaged in this mill.

THE PROVISION OF THIS CHAPTER SHALL NOT APPLY TO WORKERS IN ANY, RAILWAY ADMINISTRATION BY GOVERNMENT. THE PROVISION SUCH AS:

HOURS OF WORK.

WEEKLY HOLIDAYS.

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NIGHT SHIFTS.

OVERTIME WAGES.

IN CASE OF ANNUAL LEAVE WITH WAGES SUCH AS:
NO OF DAYS.

COMPUTATION OF PERIOD ETC.

Social welfare FACILITIES PROVIDED TO LABOUR IN SUGAR MILL:

In Wahid Sandhar Sugar Mills Ltd, labors are treated as the of import portion of administration. To supply them security and safety, figure of public assistance installations are provided. These installations besides motivate the labor and they do their work efficaciously and expeditiously. Following public assistance installations are provided to labor in Millss: –

Welfare installations provided in the wahid Sandhar sugar Millss ltd.

Statutory installations voluntary installations

Statutory installations

these installations are provided harmonizing to the labour statute law, passed by the authorities. The nature and coverage of these installations vary from state to state. Any dispute of the statutory proviso shall render the employer punishable under the concerned Act. The statutory installations provided by Wahid Sandhar Sugar Millss Ltd. are governed by Factories Act 1948. The Statutory installations provided by factories are related to wellness, safety and public assistance.

PROVISION PROVIDED TO WORKERS REGARDING HEALTH, SAFETY AND WELFARE UNDER THE FACTORY ACT, 1948.

The first mills act in India was passed in 1881. The aim of this act is to protect the labor from unduly long hours of bodily strain or manual labor and to take safeguards for the wellness, safety and workers. Wahid Sandhar Sugars Mill

Ltd. provides undermentioned commissariats to workers:

PROVISION REGARDING THE HEALTH OF Workers:

The commissariats sing the wellness of workers are contained in subdivision 11 to 20. The intent of these commissariats is to guarantee that conditions under which work is carried in Wahid Sandhar sugar Millss do non impact the wellness of workers adversely.

CLEANINESS: Wahid Sandhar Sugar Mills Ltd. follow the undermentioned steps:

Accretion of soil and safety is removed daily from the floors and benches of work suites.

The floor of workroom is cleaned at least one time in every hebdomad by rinsing.

Disposal OF WASTE: proper agreements are made in the factory for the intervention of waste due to fabricating procedure.

VENTILATION AND TEMPERATURE: In sugar factory, the procedure which produces high temperature is separate from the work suites, by dissing the parts or by other agencies.

Dust and exhausts: undermentioned stairss are taken in Wahid Sandhar sugar factory ltd.

prevents the inspiration of dust.

Prevents accretion of dust and exhausts in workrooms.

Lighting: every portion of factory is provided with suited lighting. Both unreal and natural visible radiations are provided in the sugar factory.

imbibing H₂O: in sugar factory proper and effectual agreements are made to supply imbibing H₂O to workers. Following regulations are observed in factory:

all H₂O points are clearly marked as “ imbibing H₂O ” in the linguistic communication understood by workers.

Such H₂O points are situated at the distance of 6 metres of any on the job topographic point, urinals etc.

Spittoon: sugar factory provided a sufficient figure of cuspidors to workers at convenient topographic points. These all are maintained in clean and hygienic conditions.

TOILETS AND URINALS: in sugar factory, sufficient lavatories and urinal adjustment of prescribed type are provided. These adjustments are decently

lighted and ventilated. In the factory adjustments are separate for male and female workers. Adequate Numberss of sweepers are employed to clean the lavatories and urinals in the Sugar Millss.

PROVISION REGARDING SAFETY OF Workers:

Safety is a basic and primary demand in a mill. Unless the life of workers is unafraid, smooth and proper, the working can-not be ensured in any mill.

Section 21 to 41 of the act contains the commissariats sing the safety of workers. Wahid Sandhar Sugar Mills limited company follows the undermentioned proviso:

Fence OF Machinery: in Wahid Sandhar sugar factory limited company, following machinery is firmly fenced by precautions

every traveling portion of the premier mover and every fly wheel connected to a premier mover.

The headrace and tailrace of every H2O wheel and H2O turbine.

Any parts of stock saloon which undertakings beyond the headstock of a lathe.

Work ON OR NEAR MACHINERY IN MOTION: Under this proviso the scrutiny and lubrication etc. of machinery while in gesture, is carried out merely by specifically trained grownup worker have oning tight suiting vesture supplied by the resident. The name of such individual is recorded in the registry prescribed for the intent. No adult females or immature individual is allowed to unclutter, lubricate or set any portion of the machinery while in gesture.

EMPLOYMENT OF YOUNG PERSONS ON DANGEROUS MACHINES: No individual is allowed to work at any unsafe machine unless:

he has been fully instructed as to the dangers originating in connexion with the machine and the safeguards to be observed.

He has received sufficient preparation in a work at the machine or is under equal supervising by a individual who has a thorough cognition and experience of machine.

Contact GEAR AND DEVICE FOR CUTTING OFF Power:

In Sugar factory, suited device for cutting power in exigencies from running machinery are provided and maintained in every workroom.

SELF-ACTING Machines: no reassigning portion of ego moving machine in factory and no stuff carried thereon is allowed to run on its outward or inward transportations within a distance of 45cm from any fixed constructions which is non-portion of the machine.

Shell OF NEW MACHINES: All the machinery installed after the beginning of the act, must be wholly incased unless it is so suitable that it is safe without incasement.

LIFTING CHAINS, MACHINES, ROPES And LIFTING TACKLES: in Wahid Sandhar Sugar Mills Ltd. the undermentioned commissariats are allowed with regard to raising machines, ironss and ropes for the intent of raising or take downing of goods individuals or stuffs. These shall be:

Of good building and sound stuff.

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Properly maintained.

Thoroughly examined by a competent individual at least one time in every twelvemonth.

REVOLVING Machinery: in every room in a factory in which the procedure of grinding is carried on, these shall be for good affixed to or placed near each machine in usage, notice bespeaking maximal safe peripheral velocity.

Pressure Plant: if in any mill or factory, any portion of works and machinery used in fabricating procedure is operated at a force per unit area above the atmosphere force per unit area, effectual steps are taken to guarantee that the safe on the job force per unit area of such portion is non exceeded.

FLOORS, STAIRS AND MEANS OF ACCESS: in Wahid Sandhar sugar factory ltd. all floors, stepss, transitions and gateways are of sound building and decently maintained and free from obstructors and substance probably to do individuals to steal.

PITS, SLUMS And OPENING IN FLOOR ETC: In factory all the cavities, sumps, fixed vass, armored combat vehicles, opening in land or in the floor are firmly covered or fenced. “ Securely fencing a cavity ” means covering or fencing it in such a manner that it ceases to be a beginning of danger to those who have juncture to travel near at that place.

Excessive WEIGHTS: No worker is allowed in a factory to raise, carry or travel any burden every bit heavy as likely to do him hurt.

PROTECTION OF EYES: A procedure which involves hazard of hurt to eyes from atoms or fragments thrown off in the class of the procedure is avoided in Wahid Sandhar Sugar Mills Ltd.

PRECAUTIONS REGARDING THE USE OF PORTABLES ELECTRIC LIGHTS: In Mill, no portable electric visible radiation or any other electric contraption of electromotive force transcending twenty four Vs are permitted for usage inside chamber, armored combat vehicle, VAT or cavity.

EXPLOSIVE OR INFLAMMABLE GAS ETC: In Mill, any fabrication procedure which produces Dust, gas, exhausts or blues of such character and to such extent as to be likely to detonate on ignition, all operable steps are taken to forestall such detonation by:

Effective enclosure of the works or machinery in the procedure.

Removal of accretion of dust, gas, exhausts or blues.

PRECAUTIONS IN CASE OF FIRE: in Wahid Sandhar sugar Millss Ltd. all operable steps are taken to forestall eruption of fire and its spread, both internally and externally and maintain:

Safe agencies of flight for all individuals in instance of fire.

The necessary equipments and installations for snuff outing the fire.

SAFETY OF BUILDING AND MACHINERY: In Wahid Sandhar sugar Millss Ltd. if it appears to the inspector that any edifice or portion of edifice is in such a status that it is unsafe to workers, he may function on the resident or trough

of the factory or both and stipulating the steps which in his sentiment should be adopted.

MAINTAINENCE OF Building: If any portion of edifice in a factory is in the province of disrepair that it may turn out unsafe to wellness and public assistance of workers, the inspector may propose some proper steps to keep the edifice.

PROVISION REGARDING THE WELFARE OF Workers:

Wahid Sandhar sugar Millss Ltd. adopts the public assistance measures to increase the workers productive efficiency. The commissariats sing the public assistance of workers are contained in subdivision 42 to 50.

Commissariats which are followed by Wahid Sandhar sugar Millss Ltd. are explained as follow:

Wash Facility: In Wahid Sandhar sugar Mills Ltd. following installations are provided to workers:

Suitable installations for rinsing are provided and maintained for the usage of workers.

Separate installations are provided for the usage of male and female workers.

FACILITIES FOR Sitting: In Wahid Sandhar sugar Mill Ltd. where workers are obliged to work in a standing place, suited agreements for sitting is made so that workers may take the advantage of this chance for remainder which may happen in the class of their work.

FIRST-AID Appliances: The proper installation of first assistance is provided to workers in Wahid Sandhar sugar factory ltd. the first assistance boxes are kept in charge of responsible individual who holds a certification in first assistance intervention.

Canteen: In Wahid Sandhar Sugars Mill Ltd. installation of canteen is besides provided to workers. All the regulations of province authorities sing the installation of canteen are followed by the sugar factory.

LUNCH ROOMS AND REST ROOMS: Adequate and suited tiffin suites with the proviso of imbibing H₂O are provided to workers in Wahid Sandhar Sugars Mill Ltd. these tiffin suites are decently lighted and ventilated. All the workers who have their ain nutrient or who want to make rest travel to the remainder suites during tiffin hours. This room is unbroken clean so that workers feel comfy while holding tiffin or remainder.

FACILITIES FOR STORING AND DRYING CLOTHES: In sugar factory, workers are provided with closets and hangers to hive away their apparels non worn while working hours. Workers are besides provided with equal installations for drying apparels.

voluntary installations.

voluntary installations are voluntarily provided by the employers. Hence these are non statutory. By and large, these installations are provided to workers for actuating them. By acquiring these installations, workers feel themselves as a portion of administration and work decently with honesty.

Voluntary installations provided by factory are:

Populating adjustment.

Subsidized electricity.

Cycle allowance.

Assorted insurance strategies.

Employee sedimentation strategies.

Welfare fund strategies.

Comp. under W. C. Act.

Gratuity under tip act.

Facilities associating to wellness.

Populating adjustment: in this lodging installation is provided to about 120 workers and officers. There are 4 kothies of senior officers. 50 room sets and 40 individual room sets in which households of the workers are populating. A rent of Rs. 15-45 is being charged from the workers and 5 % of the basic wage is being charged from officers towards the houses allotted to them. Rest all the office oblige officers are provided with 5 % houses rent in add-on to the wage.

subsidised electricity:

Graded electricity charges are being paid by the Millss to the officers and workers as electricity subsidy as under:

Military officers: 60 units free

Supervisor: 45 units free

Workers: 60 units free

rhythm allowance:

A rhythm allowance of 20 Rs. is besides being paid to the workers who are non basking the benefit of free electricity units.

insurance strategies:

Assorted types of insurance strategies have been implemented in the factory which is as under:

Group insurance strategy: a group insurance strategy of Rs. 50000/- has been provided to each worker in this factory. In this strategy the factory and half by the worker are paying half of the premium every twelvemonth. In instance of decease (inadvertent every bit good as natural) a worker gets Rs. 50000 from LIC as compensation.

GSLI (Group salvaging nexus insurance) : Every worker is being paid Rs. 41 per month and the factory is besides lending Rs. 9 per worker. It means entire Rs. 50 per month as premium is being paid to the LIC out of these Rs. 50, Rs. 32 are traveling towards the salvaging part which are deposited in the LIC under repeating strategy and paid to the workers on retirement, surrenders or at the clip of go forthing the factory. Rs 18 per month are set a side in the LIC for decease claim. Every worker is insured for Rs. 50000 in

instance of decease (natural every bit good as accidental) workers will acquire Rs. 50000+saving sum.

Personal accidental policy: personal accident policy of Rs. 200000 has been taken for permanent/seasonal permanent or day-to-day pay workers. This strategy has been implemented in this factory in the recommendation of this factory and the workers have paid the premium for this strategy, which is merely Rs. 120 per twelvemonth per worker.

Workman compensation insurance policy: this policy has been taken for all employees of this factory. This policy is statutory policy and the factory has paid premium for this policy. Compensation in this policy in instance of accident has been claimed from the insurance company and paid to the workers concerned.

Employment sedimentation strategy:

these strategies are besides run in this factory under the provident fund act 1952 and strategy laid down under this act:

Welfare fund strategy: voluntary public assistance fund strategy has been implemented in this factory. Every worker is lending the same sum towards this strategy and direction are besides lending the same sum towards this public assistance fund strategy. A separate history is being maintained in the co-operative bank that is being run by a commission of direction and workers. The labour public assistance officer maintains a record of the finacess. Under this strategy Rs. 15000 is given as grant of morbid workers who died due to the service in this factory.

Compensation under workingmans ' s compensation act: in instance of accident compensation as per the compensation act is being provided to the workers of the factory.

Gratuity under the tip act 1952:

A tip is besides paid to the workers of this factory.

Gratuity for lasting workers = 15 yearss rewards for every completed twelvemonth service.

Gratuity for seasonal workers = 7 yearss rewards for every completed twelvemonth service + retain allowance

Types of inducements provided by wahid sandhar sugar factory ltd.

Wahid Sandhar sugar factory ltd. provides two types of inducements to their workers. These are as follow:

Fiscal inducements: money acts as a mean of fulfilling physiological demands and societal demands of acquiring power and position. Thus money Acts of the Apostless as the basic inducement for most of the persons as it satisfies their regard and ego realization demand every bit good as the basic demands. The fiscal inducements are provided in the signifier of single inducements and corporate inducements.

Individual fiscal inducements: a group of inducements provided to bring on an person to accomplish higher public presentation and acquire more pecuniary waggess are called single inducements. For e. g.

piece rate rewards

Taylor ' s differential piece rate system.

Halsey program

Rowan and Gantt ' s rate system as premium.

Corporate fiscal inducements: when all the employees are jointly provided fiscal benefits at higher rate, it is called corporate fiscal inducements. For. E. g.

Higher pay rate system

Pension program

Bonus

Net income sharing

Share in the company

Non fiscal inducements: it includes:

Individual non fiscal inducements:

position

publicity

duty and authorization

doing the occupation interesting and fulfilling

security of occupation

acknowledgment

corporate non fiscal inducements:

better single relation

squad spirit

competitions

societal acknowledgment

workers engagement in direction

better communicating

remainder and diversion installation

Better agenda of working hours.

Different classs of workers are differentially induced by different inducements depending upon their place in the administration, attitude, involvement, economic position and household background. All these are really of import factors required to be considered really carefully while planing the bundle of inducements to actuate a work group in a factory.

Leave with rewards:

Workers of the factory are besides acquiring rewards with leave which are discussed as below:

30 yearss leave with rewards.

12 yearss ill foliages are being paid to all the workers of the factory.

Trade brotherhoods:

Trade brotherhoods are besides made in Ti factory to manage the job of workers. A elaborate survey of brotherhood is as follow: –

There are 6 registered trade brotherhoods in this factory. The specifics of these 6 trade brotherhood are as under: –

Registration no: 6 of 1989

the Doaba co-operative sugar Millss labour brotherhood.

Registration no: 13 of 1979

Khand Mill Mazdoor sangh

Registration no: 29 of 1969

Doaba Co-Op. sugar Millss Mazdoor Federation

Registration no: 14 of 2. 4. 1969

Doaba Co-Op. sugar Millss Mazdoor brotherhood

Registration no: 24 of 1978

Janta workers Union cooperative. sugar factory

Registration no: 14 of 1980

Poor worker brotherhood

At present out of the above merely three trade brotherhoods are working.

These are: –

Mazdoor Union

Janta Workers Union

Mazdoor Fedration

They have formed two action commissions, one under the presidency of SH. BHANDARI and another under the presidency of SH. RAJINDER KUMAR.

So at present two action commissions are working negotiating about any job of the workers with the direction of these commission. Entire member of the 3 brotherhood are 512 and they all are the members of one and other trade brotherhood. At present there is no outstanding issue except the one warning issue of denationalization of sugar factory.

Welfare activities undertaken by wahid Sandhar sugar Millss ltd. phagwara.

FACILITIES FOR GROWERS:

Regular payments of cane monetary value through bank.

involvement free loan for purchase of seed of improved assortments

25 % subsidy for insecticides/fungicides etc

For seed generation tissue civilization derived workss

Supply of tricogramma autos free of cost for control of chaff bore bit

Separate canteen, stay and Sur puncture services.

Guest house.

FACILITIES FOR workers:

Production inducements in add-on to fillip.

Separate public assistance financers

Decrease from wage of lasting staff and seasonal staff

Group insurance @ 40 Rs. Per worker

Residential adjustments in factory.

Free medical service in factory dispensary.

Winter and summer uniforms

Medical = 200 PM

Provident fund = 12 %

EPF @ 8.33 % Max. Rs. 541/=

Common cell employee ' s house rent tax write-off & A ; payment @ 5 % of basic wage.

DISPUTE SETTLEMENT PROCESS IN WAHID SANDHAR SUGAR MILLS LTD.

As the provided to me there had been no difference in the administration boulder clay now. In instance their had been any thing disputed it is to be first of all tried to work out by the comities formed in the administration or if this fails than for work outing the difference a proper procedure is under gone which is same as in other administrations.

Works commission

Conciliation officer

Labour tribunal

Tribunal

These are the authorities organic structures who govern all the regulation and ordinance in the administration.