

CHAPTER-V

5. Discussion

5.1 Organizational Pattern:

The organizational pattern of the industry is classified into the following categories⁷ :

- i) Pure artisans
- ii) Proprietary units
- iii) Co-operative unit
- iv) Partnership
- v) Combination of the above categories

Table No.5.1

COMMON ITEMS OF BELL – METAL PRODUCED IN SARTHEBARI

Sl No.	NAME OF ITEM	SIZE/ WEIGHT
1	Sorus Bet Ban Bati (Special Cup With A Foot)	150 gm to 1300 gm
2	Bet Kanar Ban Bati (Cup With A Foot)	100 gm to 500 gm
3	Lata Kata Ban Bati (Cup With A Foot)	200 gm to 900 gm
4	SeloLota (Vessel)	250 gm to 900 gm
5	ChandaPahiaLota (Vessel)	500 gm to 900 gm
6	Dog Dogi Lota (Vessel With A Long Neck)	700 gm to 1800 gm
7	Kahar Kalah (Pitcher)	1400 gm to 1800 gm
8	Gota Kanar Saria (Wash Bowl)	500 gm to 1800 gm
9	Jul Khunda Saria (Wash Bowl)	700 gm to 4000 gm
10	School Bell	1000 gm to 4000 gm
11	Plate Ban Kahi (Metallic Dish With A Foot)	1000 gm to 4000 gm
12	Plate Bata (Tray With A Foot)	150 gm to 700 gm
13	Saros Plate Bata (Tray With A Foot)	200 gm to 1100 gm
14	Jari Plate Bata (Tray With A Foot)	300 gm to 1100 gm
15	Nag Feti Bata (Tray With A Foot)	400 gm to 1800 gm
16	Saros Nag Feti Bata (Tray With A Foot)	400 gm to 1800 gm
17	Asli Nag Feti Bata (Quality Tray With A Foot)	400 gm to 6000 gm
18	Bhortal (Large Cymbal)	200 gm to 500 gm

19	OjaPali, KhutiAnd Juri Tall (Cymbal)	200 gm to 500 gm
20	Bheri, Chimet Pasang Tall (Cymbal)	100 gm to 4000 gm
21	Sadha Jalil Kahi (Plain Dish)	200 gm to 3000 gm
22	Saros Kahi (Quality Dish)	900 gm to 2500 gm
23	Asli Kahi (Metallic Dish)	500 gm to 2500 gm
24	Jali Ban Kahi (Dish With A Foot)	700 gm to 2500 gm
25	Saros Ban Kahi (Quality Dish With A Foot)	900 gm to 2500 gm
26	Asli Ban Kahi (Dish With A Foot)	900 gm to 2500 gm
27	Pandhowa (Tray)	200 gm to 1300 gm
28	Jul Khanda Pandhowa (Special Type Of Tray)	400 gm to 1300 gm
29	Pirish Thal (Flate Dish)	200 gm to 500 gm
30	Hati Khujia Bati (A Cup)	200 gm to 1800 gm
31	Bahir Kanar Bati (Cup)	200 gm to 1100 gm
32	Saros Bahir Kan Bati (Special Type Of Cup)	200 gm to 1100 gm
33	Aslisoros Bahir Kan Bati (Special Type Of Cup)	200 gm to 1100 gm
34	Jail Bati (Cup)	100 gm to 1500 gm
35	SarosJali Bati (Quality Cup)	200 gm to 1100 gm
36	Bet Kanar Da Bati (Big Size Cup)	100 gm to 599 gm
37	Sarosbet Kanar Da Bati (Big Size Cup)	200 gm to 500 gm
38	Saros Banbati (Quality Cup With A Foot)	150 gm to 1100 gm

Source : Price list, The Assam Somabay Kohar Sangha, 2013

Normally minimum of five artisans constitute a single unit for production of bell-metal items and is known as “godsai”. The establishment that's located in a college is referred to as “godsali”. The firing location of raw material is referred to as “aphor” the place artisans perform their daily work. The mahajan’s(middlemen or money lenders) and co-operative societies supply raw materials to the units and decide their wages consistent with their fitness of the products. Charcoals for firing of the products are additionally supplied by the society and mahajans (middlemen or money lenders).The production approach is fully handmade and it requires lot of tough and strenuous labour. For this reason , the artisan are likely to lose their power and well being at an young age³. In the kahar bhaiga or ojaipali (partnership unit) process there are 4 to 5 artisans who mix and pool their useful resource to work under a customary production programme .On this system the artisans at the same time conform to work below a master worker known as ojakahar (chief artisans).The artisans working beneath the master are known as vaiga (partnership) or pallies. The ojakahar (chief

artisan) by and large owns the instruments and equipments which might be share by pallies. On this process workers aren't given direct wages, however gains are shared consistent with the mutually agreed conditions. The predominant kahar (chief artisan) mainly will get a better share considering that he owns the tools and equipments .His wage is fivetimes greater than that of a bhaiga .The principal function of this industry is seasonality of work, manual operation, labour intensive and a low capital requirement. There are very few units of bell-metal industry that runs on a fulltime operation

Picture-8



Picture Showing stock of finished Bell Metal Products at Assam Cooperative Bell Metal Manufacturing Society

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14	Jari Plate Bata (Tray With A Foot)	300 gm to 1100 gm
15	Nag Feti Bata (Tray With A Foot)	400 gm to 1800 gm
16	Saros Nag Feti Bata (Tray With A Foot)	400 gm to 1800 gm
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Source : Price list, The Assam Somabay Kohar Sangha, 2014.

5.2 Product Range:

The products manufactured by the bell-metal artisans are divided into the following major categories on the basis on size, weight and design.

Table No.9.2

THE PRICE OF ITEMS OF THE BELL - METAL PRODUCTS

Sl No.	Name of the item	Size/ weight	Price per kg (Rs)
1	Plate Bata (tray with foot)	150 gm to 700 gm	725
2	Bhor Tal (large cymbal)	200 gm to 4500 gm	687 - 750
3	Saros Kahi (special dish)	900 gm to 2500 gm	687
4	Asli Kahi (plate)	500 gm to 2500 gm	780
5	Jail Ban Kahi (dish with a foot)	900 gm to 2500 gm	687
6	Saros Ban Kahi (dish with a foot)	900 gm to 2500 gm	750
7	Pandhowa (tray)	200 gm to 1300 gm	600
8	Asli Nag Feti Bata (tray with foot)	400 gm to 6000 gm	812
9	Nag Feti Bata (tray with a foot)	400 gm to 1800 gm	687
10	Jail Bati (cup)	100 gm to 1500 gm	600

_Source : Field survey by the author with retailers at Sarthebari, 2014

5.3 Wage structure:

At present labors are not only a working class but an very vital and active partner in the development of an industry It's an primary factors of production and has assumed bigger tremendous in modern monetary and industrial complex approach. Labour is a major productive resources with any given store of national resources, capital and technological talent, the production limits are situated on the dimensions of the labor drive.

The term “labour” in economies is used in a broad sense and connotes work of intellectual, undertaken for the distinct pecuniary consideration. Any exertion of intellect or body passed through partly or totally as a way to some just right rather than the pleasure derived directly from the work is known as labour⁶. It's a very comprehensive term and entails workers both off hand and head who work for others against fee in money or kind. In the bell-

metal models, ninety eight percentage of the work is completed manually. Mechanization in bell-metal units has its predicament and yet to reap reputation.

The classification of labor in bell-metal industry in sarthebari is founded on two criterions –a) day-to-day wages (employed staff) ,b) partnership system. The partnership procedure continues to be predominance in Sarthebari and this industry is continuing with this system and is in the community known as oja-pali or kahar-bhagia. The chief artisans are referred to as “ojakahar ” . In partnership process no worker as per the stipulations agreed upon. The bhagias gets higher shares (quite often one and half times the shares of bhaiga).The important kahar gets higher share considering of instruments and equipment’s that he supplies for the production. When the ojakahar (chief artisan) is absent from work for few days is also due to illness or another motives, the unit can be closed temporally during his absence. Within the event of the demise of the ojakahar(chief artisan)the, both the unit is closed completely or the work continues with a new kahar. In such condition routinely the artisans are compelled to be given low wages due to transferring of owners or kahars.

The money obtained with the aid of promoting the merchandise are divided amongst the partners after deducting he capital input and production cost. Master craftsmen aren't hired by the units however they're partners within the manufacturing process .It's labor intensive but there is not any yardstick for output size. To hinder unforeseen loss of the product the master craftsmen and labourers opt for to have partnership approach.

It's understood that the bell-metal artisans are wage workers, they work with their own instruments but raw substances are furnished with the aid of both private purchasers or co-operative societies. Annual money owed usually are not maintained by way of the artisan, the wages earned are calculated on the groundwork of prevailing wage expense of 2012.The wage fee varies in line with form of utensils and with time. Comparable to Rs 100 to Rs 107 for kahi (dish),Rs 93 to a hundred for penal complex batti(cup),Rs 152 to 155 for soraj ban kahi (distinctive bell-steel dish),Rs 122 to a hundred twenty five for nag feti bata(are attempting with a foot),Rs 155 to 156 for soraj nag feti bata (distinct tray with a foot for serving betel-nuts),Rs 228 to 299 for asli nag fetibata (tray with foot),Rs 150 to 230 for vortal (enormous cymbal)etc. The wages paid by the traders to the labourers does no longer show the genuine sales of the artisans. The wages spent on buying charcoal, bell-metal and chemical compounds for

smelting and soldering of the objects. It's essentials that from a kg of metallic about 50 grams are misplaced whilst smelting and soldering at Sarthebari. The raw materials which can be misplaced whilst processing is deducted from the wages of the artisans in Sarthebari, .However the equipped artisans get a concession of 30 grams from the dealers`

5.4 Living standard of Artisans:

Standard of living is an elastic phrase. It is extremely difficult to state as to what is meant by standard of living. It varies from individual to the individual, from class to class and from place to place .The standard of living of a person consist of the articles of living person such as necessities, comforts and luxuries to which he is accustomed. However, these are again relative terms⁸.

Here an approach has been made to evaluate the standered of living on the groundwork of their wages, dimension of family, common cost level and social and rligious institutions. The qualities of a man, his habits, education and outlook and the best way he spends money have additionally been take in to account

Sarthebari is linked to Dispur and Guwahati the capital and the industrial hub via roads. The closest railway station Tihu is 14 km distance from Sarthebari. The city literacy price is 59.25% in Sarthebari. In Sarthebari there are eight colleges, two high school, one larger secondary chool, and one college for education.It has a circle administrative center of the sub-deputy collector, a police out post and a dispensary at Sarthebari. A nationalized bank and a nearby local bankat Baniakuchi are also inside the reach.

The common facility and service centers are:

- a) One tilting furnace for melting metals
- b) One drilling machine
- c) Three polishing machines
- d) One weighing machine

The artisans by no means get allowances in Sarthebari. There is no approach of grades and scales of pay in this industry. The vast majority of the bell-metal artisans of Sarthebari belongs to joint family business. Out of 322 households which can be studied, 167(52%) are from joint family procedure and the rest 155(48%) are nuclear family system. The majority of the bell-metal artisans of Sarthebari maintain a large family. The study exhibits that the ordinary numbers of family contributors are about 5. Many of the artisans are from low income agencies of the society they usually are living below the poverty line. There are eleven percent skilled artisans in the bell-metal industry of Sarthebari

5.5 Indebtedness of the Artisans:

A visible characteristic of economic life of the industrial employees of India is that they're generally indebted and are living in debt and die in debt¹⁰. Like different industrial staff, bell-metal artisans of Sarthebari are no exception to this vice of indebtedness. There are not any records to be had to gauge the genuine extent of indebtedness prevailing among the many bell metal artisans of Sarthebari. Nonetheless, The study exhibits that virtually two third of the artisans i.e. 206 out of 322 artisans (64.2%) engaged in the industry are indebted. This data can't be considered as specific financial position. In addition, The artisans themselves don't have any account of the extent of their debts.

The money lenders are seen to be fundamental source of borrowing. Most of them borrow money for hospital therapy, domestic requirements,(marriages, social ceremonies) maintenances of living standard, building of residences and many others. Even as borrowing the artisans mortgage their land, residences and ornaments as securities for loan amount and pay high interest. About 65% of people borrow money from the money lenders, about 25% borrow from household and friends and only 10% is from co-operatives and banks. Consequently most of them get exploited by the money lenders.

Low income in evaluation to expenditure is the main intent of indebtedness amongst the bell-metal artisans of Sarthebari. Many of the artisans borrow unscrupulously for unproductive

expenses on marriages, funerals, festivals and anniversaries and many others. The reimbursement of ancestral debt can also be an major issue within the case of few artisans. The artisans get easy loans on personal safety from the money-lenders or mahajans.. Their indebtedness continues from one generation to one more generation.

5.6 Working capital of bell-metal industry:

Working stipulations defines cleanliness, brightness of day, and irregularity of hours like night shifts or rotation of shifts, physical hazards and exposure to viable industrial accidents. Good work condition not only lead to efficiency or managerial setup that directly or not directly affect the worker's happiness, satisfaction or dissatisfaction at work¹¹.

The working environment have significant impact on the artisan's health, efficiency, psychology and the quality of labor. Healthful, bright and exceptional atmosphere results in efficiency and productivity and dirty, sullen and unhealthy atmosphere. Good working stipulations now only lead to efficiency of the workers but in addition strengthen the relation between the employers and staff to maintain industrial peace¹². The study suggests that the sheds where bell-metals units in Sarthebari are setup don't have a fixed pattern .

The bell-metal unit consists of the following main sections:

- a)Machine room
- b)Working place.
- c)Decorating place
- d)Storage of raw materials
- e) Storage of charcoal
- f) Storage of finished products

Out of 280 units, 109 models (39%) have satisfactory working space for the employees and different facilities as stated. Just about 61% of the units are closed in the course of slack season .

5.7 Power supply:

The factories act provides that every a part of the manufacturing unit, the place employees, will likely be supplied and maintained with adequate and suitable lights traditional and artificial or both¹³. The arrangements of lighting fixtures in the bell-metal unit of Sarthebari probably, are usually not satisfactory. In some of the items, a temporary light fixuers are made and no others lights arrangements are made.

5.8 Sanitation and cleanliness of units:

Sanitation and cleanliness is one more important part of proper working environment. The sanitation here method the degree of cleanliness within the manufacturing facility and it involves neat and clean machines, instruments and apparatus, bogs, urinals, outlets for waste water, drainage, waste material baskets or tins and many others. The Sarthebari bell-metal units do not have appropriate sanitation and proper atmosphere.About 45 units have right sanitary toilets and different amenities

5.9 Drinking water faculty:

The provisions of hygienic water for consuming and washing are most important amenities of the artisans. Consuming water for artisans inside the premise of the units at convinent areas are mandatory conditions. The arrangements are generally in the type of faucets, hand-pumps and earthen pitchers. No units are supplied coolers for drinking water. Faucets ,hand –pumps and tube –well water is used for drinking as good as bathing and washing purposes. Separate washing and bathing services aren't available in probably the most units.

5.10 Canteen facility:

Canteen are an foremost part of industry. Where lunch and tea-snacks are served with sponsored price. Assuming some small tea stalls there's no other canteen facility in Sarthebari.

5.11 Housing facility:

Housing conditions of the bell-metal artisans in Sarthebari is unsatisfactory and insufficient. In Sarthebari there is no improvement in spite of the efforts made through the individual, participants and the government in this direction. In Sarthebari 95% of the artisans of the industry are local residents. The other 5% employees commute daily from other villages. Out of 322 artisans, 128(40%) are live in RCC houses and 151(47%) of them are living in thatch houses and final 42(13%) in small huts. Almost 92% of the houses are electrified.

The enterprise employs few technical men from outside the area and they're offered with housing facility inside the units.

5.12 Medical facility:

The enterprise in Sarthebari is unable to provide clinical facility, dispensary and clinical support. All medical expenses are regularly borne by way of themselves. The government hospital is the only source where artisans get medical aid. Sometimes the regional clubs provide free checkup facility to artisans. For illness artisans, visits civil hospitals located at Nalbari .

Dr. Pranab Baruah an E.N.T professional of Nalbari finds that the incidence of sensory neural hearing loss in bell-metal artisans of Sarthebari are due to exposure of heavy noise air pollution and heat in the course of working hours**.

They also have from eye sight problem because of strenuous craftsmanship and steady exposure to heat, dust and fume. There's a record on the eye sight of the villagers working within the enterprise carried out by an eye expert.

5.13 Education Facility;

Education facility for workers and their kids are an fundamental need for labour welfare. Education widens the outlook of the workers and opens up prospect for his or her fiscal and social upliftment .In Sarthebari there is no dedicated school for the artisans are reluctant to educate their children to school considering expenditures are beyond their capacity. In Sarthebari there are eight schools, two high schools, one higher secondary institution, and one college for common education. A course on bellmetal has been offered in the school, however no students are willing to do the course.

5.14 Recreational Facility:

The value and significance of recreational services as ways to alleviate the monotony and drudgery of work for lengthy hours and to introduce the element of pleasure and remedy in workers lives, cannot be overemphasized. The leisure facility in the bell-metal units of Sarthebari is scanty. Sometimes, a movie is shown and mobile theatre organizations are hired to entertain the men and women. Sarthebari sabha (an association and meeting) organizes many religious festivals corresponding to ek-paisarnam, parasuwari gala's, bihu fairs, ganmashami, pachani gala's, mahoho, doljatra or fakua, basanti puja, devi puja and so on. These are some of the cultural areas of Sarthebari discipline in which locals take part and enjoy themselves.

5.15 Social insurance scheme:

Social insurance is a collective or co-operative action where individuals of the community pool their resources for their social protection. This insurance is mainly for emergency purposes such as maternity, illness, harm, disability involving loss of complete or partial incomes, old age and demise of the bread earner. The preservation of this coverage fund is by way of contributions of the artisans of Sarthebari.

The employee state insurance act 1948 applies to all perennial factories run:

- With electrical power and employing 10 or extra individuals and
- Without electrical power but employing 20 or extra men and women.

The policy applies to guide employees, supervisory and technical men and women whose total remuneration is about Rs ten 10,000.00 monthly. This covers insurance for sickness, maternity, incapacity, dependent and medical. The scheme used to be first started in Uttar Pradesh in 1952 and all organisations are protected below the scheme and are given advantages to their workers regularly¹⁵.

But such scheme just isn't operative within the bell-metal industry of Sarthebari. As a result the artisans of Sarthebari do not get facility from state's insurance scheme. This scheme provides maternity and medical amenities. However in critical circumstances they are referred to Guwahati medical institution or Nalbari Civil hospital.

5.16. Industrial relations:

At the time of post war period mainly after independence, enormous effort had been dedicated in matters touching on the development of labours management and relations in India. More than a few legislative measures, primarily the industrial dispute act, 1947, which have long gone far in improving industrial relations¹⁶. Industrial members are restrained to the progress and development of good and healthy labour management relations, to be able to guaranteeing peace in the industry on a long term basis .Strikes , lock-outs , go-sluggish methods, are one of the vital fundamental manifestations of absence of healthy industrial members of the family . The relation between artisans and management in the bell-metal industry of Sarthebari has been in most cases cordial besides a number of stray cases here and there.

The bell-metal industry in Sarthebari is under the Marwari mahajan till date. In the year of 1933 a freedom fighter late Kohiram Das and bell-metal artisans of Sarthebari equipped a protest towards the Marwaris to get free from their control. Later this action was a registered society Ltd., in 1938 . At present under this society all bell-metalunits are registered.

Picture -9



Shops Selling Bell Metal Products at Sarthebari