

CHAPTER VI

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CONCLUSION AND SUGGESTIONS

Labour Welfare facilities play an important role in reducing absenteeism, labour disputes, inefficiency. The main objective of labour welfare facilities is to improve the living and working conditions of workers.

Welfare is an important aspect of human relations and it is beneficial to industry as well as to workers.

In order to find out the available labour welfare facilities and the opinion of the workers about the welfare facilities the investigator interviewed the Security and Welfare Officer and workers of Hindustan Latex Limited, Kanagala.

The Management of Hindustan Latex Limited, Kanagala pays more attention to the Labour welfare programmes. The profit level of every industrial organisation depends on efficiency of workers. No doubt provision of welfare programmes will increase the efficiency of workers.

It was found that majority of the respondents are trained, young and educated. Majority of them are married. They are Hindus. They have completed 6 to 8 years of service. They come to the factory by company buses and bicycles.

The factory runs in four shifts. 96 percent of the respondents are satisfied with the present working hours and shifts.

The factory has provided leave facilities according to the Factories Act, 1948. It is concluded that majority of the workers are satisfied with the prevailing leave facilities.

A good number of the respondents have opined that the factory is free from dust, fumes, smokes and gases. Majority of the workers are satisfied with proper ventilation, fan facilities, lighting arrangements and drinking water in the factory.

Urinals and Lavatories in the factory are kept clean and workers are satisfied with their condition.

Safety Committee is working in the factory. The company supplies shoes, chappals, and uniforms to workers according to their needs and nature of work. The factory has provided First Aid facility to the workers. The machines in the factory are well-guarded.

The Canteen is run by a private contractor. The tea trolley system is also there. 66 percent of the workers are having an otherwise opinion about the quality of eatables and 74 percent of the workers are unsatisfied with the rates of food stuff as compared to the rates at other factories. The Canteen committee is there to look after the working of the canteen.

Majority of the workers are dissatisfied with the medical aid. Most of the workers are not getting medical benefit. There is no separate factory hospital. It is found that the factory has provided medical facility in Government Hospital at Kanagala.

It is found that the factory celebrates Ganesh Chaturthi every year. It arranges games and sports. It also arranges film shows in order to make the workers aware of family planning programme. The majority of the workers are satisfied with recreational facilities. A good number of workers are satisfied with library facility.

There are two Trade Unions namely CITUC, AITUC recognised by the factory. Majority of the workers are satisfied with the functioning of these unions.

Majority of the workers have given good opinion about the rest room. There is a proposal to start a co-operative society during 1993.

Workmens' Compensation Act is applicable to the factory. According to the provisions of the Act workers are getting compensation. But it has been observed that majority of the workers are unaware of workmen's Compensation Act.

The Provident Fund Act is applicable to factory employer and the employees are contributing 10 percent to the Fund. The Gratuity Scheme is also applicable to the factory.

SUGGESTIONS

It was observed that the Canteen is run by a private contractor. Majority of the workers expressed their dissatisfaction over the rates and quality of food stuff. Therefore, the management of Hindustan Latex Limited should take care of the quality of food stuff and they should provide the dishes at subsidised rates. Factory should provide lunch rooms for the workers.

The Management of Hindustan Latex Limited should provide rest room facility within the premises of the factory with suitable seating arrangement.

A good number of workers were not satisfied with medical benefit. There is no separate Company Hospital. The workers were receiving medical assistance from Government Hospital, Kanagala. It is desirable that the company brings up its own hospital in the premises of the factory.

Majority of the workers expressed their dis-satisfaction over the condition of playground. The factory did not provide housing facilities to its workers.

The workers would be joyous if they are provided with quarters, with all other facilities, near the factory. The playground should be so maintained that it invites the workers to play on it and take excercises regularly and keep themselves

always fit and productive.

The workers should realise that their strength is in unity. Therefore, they should stop dividing the union or bringing up new unions like Political parties in India. More unions lead to disintegration and they fail to achieve the welfare objective instead, there would be simply slogans, elections, quarrels and no constructive work.

The workers of Hindustan Latex Limited should take active participation in all the activities of Trade Union. The Union leaders should take keen interest in welfare of the workers.

Some of the workers feel that if the company makes provision for pensionary benefit and contributes some more percentage of the provident fund they would be more facilitated. This provision makes them feel on par with Government servants and it increases the efficiency in them by giving them both economical and mental satisfaction.