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**D I S C U S S I O N A N D C O N C L U S I O N**

DISCUSSION AND CONCLUSION  
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Labour welfare is a dynamic concept which has been constantly adapted to the changing circumstances. These welfare programmes should cater to the real needs of the workers concern. The provision of welfare facilities to the workers will go in a long way in reducing absenteeism, labour turnover and labour unrest, and it contributes to the maintenance of employee morale. The employer should undertake these welfare activities in the right spirit. They should not be considered as substitutes for low wages and monetary incentives. The ultimate objective of labour welfare scheme is to serve man, alleviate the burden of his struggle for existence and to reduce the hardships of life.

Realising the importance of welfare activities for the survival and the growth of any industrial organisations, an attempt is made to understand the welfare facilities that are existing for the workers of textile mills is made. The study has been carried out in five leading textile mills of Solapur City. Hundred workers representing the five textile mills are the subjects for the study. A pre-tested interview schedule is administered on the subjects to find out the welfare

facilities that are available to the workers and the opinion of workers towards these facilities. Along with the workers the investigator also interviewed the concerned Labour Welfare Officers and the trade union leaders, to find out their opinion about the welfare amenities.

In general the workers belonging to Jam Mills, Solapur Sahakari Soot Girani and Yeshwant Sahakari Soot Girani expressed satisfaction over the facilities related to health and sanitation, safety, other welfare measures, canteen, social security, schemes, recreation facilities, workers training programme, adult education programme, loan facilities, etc., compared to the workers belonging to L.V. Mills and N.G. Mills. L.V. Mills and N.G. Mills are not getting profits since many years and their attention is primarily on production and hence less importance is given to the welfare facilities of the workers. The Jam Mills, Solapur Sahakari Soot Girani and Yeshwant Sahakari Soot Girani are well established industries and the managements are financially sound and hence they are paying more attention to the workers' facilities.

As there is no female workers in Jam Mills the facility of creche is not provided. The workers of other organisations are satisfied with the functioning

of creche, but the workers of these four organisations complained that free milk and refreshment facility to the children is not available. The N.G. Mills is not able to provide proper recreation facilities to the workers compared to other mills. Even the trade union leaders of N.G. Mills are not happy with the recreational facilities provided by the Management.

Except Jam Mills no other organisation provided housing facilities to their workers.

Though every worker is a member of trade union none of them has taken active participation in the activities of the Union.

In general the welfare officers of all organisations expressed happiness over the welfare facilities provided to the workers. Though, a slight variation is found in the opinion of trade union leaders on the whole the trade union leaders of Jam Mills expressed satisfaction over the welfare measures.

The prime concern of any industrial organisation is profit making. This can be achieved only by treating the workers as human beings and not as machines. No doubt certain welfare facilities are statutory in nature and many others are non-statutory in nature, and the employer should pay maximum attention on the

welfare facilities which will contribute in the increase of production and brings high morale among workers. From the observation made in the study the following are the suggestions to the managements of all the textile mills.

**SUGGESTIONS**  
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The Management of L.V. Mills and N.G. Mills should give keen attention to maintain cleanliness. Care should be taken in maintenance of the temperature in various shop floors and departments, effective measures shall be taken to prevent the inhalation and accumulation of dust and fumes. The Management of L.V. Mills and N.G. Mills should take care regarding the cleanliness of sanitary conditions by appointing sufficient number of employees for that purpose.

It is observed that, in general the workers of L.V. Mills and N.G. Mills expressed their negative opinions about the condition of fencing of machinery, condition of staircases functioning of lifts and the condition of factory building. So also they felt that the safety measures were inadequate. The Management of L.V. Mills and N.G. Mills should take the necessary

steps to arrange these safety measures and prevent the accidents.

The Management of L.V. Mills and N.G. Mills should take keen interest to provide adequate and suitable washing facility to their workers, so also they should arrange the suitable shelters, rest-rooms and lunch rooms for their workers.

It is complained by the workers of L.V. Mills and N.G. Mills that the canteen is not well equipped and maintained properly. The Management of these mills should take care for the maintenance of canteen facilities. Generally, the workers of all the organisations have complained about the rates of food stuff as it was costly. It is suggested that management should provide the food stuffs at subsidised rates. So also - the management of L.V. Mills and N.G. Mills should take care about quality of food.

The management should provide the free milk and refreshment facility to children in creche of L.V. Mills and N.G. Mills. There is one common creche in the premises of Yeshwant Sahakari Soot Girani for the workers of both the mills, i.e., Solapur Sahakari Soot Girani and Yeshwant Sahakari Soot Girani. Though, there was no complaint, from the workers, the management

of Solapur Sahakari Soot Girani should provide the separate creche for the convenience of their workers in its own premises.

Specially the Management of N.G. Mills should give proper attention in providing the recreational facilities to its workers.

The management of Jam Mills should take care about the sanitary conditions and drainage system for their workers to whom the housing facility is provided.

The other managements are not providing the housing facilities that's why atleast they should provide conveyance facility to their workers.

The Management of all the five mills should try their level best to provide the free uniforms and scholarships to the children of their workers. This facility will indirectly make the workers loyal to the organisation.

The Management of N.G. Mills should take care in providing the book loan to the children of the workers.

The Management of all the five mills should see that their workers should get all the goods they

need from the co-operative society to meet their requirements. So also the Management of Solapur Sahakari Soot Girani and Yeshwant Sahakari Soot Girani should made the goods available on credit basis for their workers.

It is observed that a good number of workers of all organisations except N.G. Mills were of the opinion that, the Union is not beneficial to them. So this suggested that, the Union leaders should take interest for the welfare of the workers and arrange some mutual welfare facilities.

It is suggested that the Labour Welfare Officers should not merely remain looking after the interests of the Management, but also consider that, they are the custodians of the rights and privileges of the workers. They have to represent to the employers the genuine grievances and demands of the workers and see how best the workers are assisted to enjoy better facilities.

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