
REVIEW OF LITERATURE

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In order to serve as a back ground for the study certain studies made in the area of "Welfare facilities" are discussed in this chapter.

Shalani (1960) conducted a study on welfare facilities for Tile factory workers with special reference to common wealth, Tile factory, Kudroli, Mangalore. Data were collected with the help of questionnaire and personal discussions. The researcher had pointed out that the labours were not satisfied with the housing facility. The distance between the work place and residence was more than 2 miles. No transportation facilities were available. The canteen was not having its' own committee. The food stuffs provided by the canteen were not upto the standard. No trained nurse was appointed for creche. The management were not giving the loans for its labours. There was no co-operative society for the benefit of the workers though cent percent workers were felling that they were in need of it. The labours were quite satisfied with the safety measure they had. There was no welfare department nor a welfare officer in the factory.

The researcher had suggested that, the provision of house is the joint responsiblity of Government municipality and employers. The municipality could

formulate the model plans of housing according to certain minimum standards and see that it should be enforced. The researcher had suggested that the female doctor should be appointed, social workers should be recruited to assist in organisations and the nursery children of creche. Canteen committee should be formulated. He has stated that there is a need for recreation, not only for diversion but also to stimulate the spirits of labours.

Murthy (1972) conducted a study of welfare facilities provided to the workers in Mysore Iron and steel limited, Bhadravati. Data were collected with the help of questionnaire and interviews. The investigator had observed that proper attention was taken by the management to maintain the factory premises clean and congenial. Proper arrangements were made for the disposal of waste. Sufficient ventilation, control of temperature, lighting arrangements, and other things like drinking water facilities, latrines, urinals and spittoons were provided according to Factories Act, 1948.

Proper care was taken to implement the safety measures and a safety supervisor was appointed to look after the safety. The researcher had pointed out that there were 296 female workers working in the

factory. There was no creche. The researcher had observed that the factory was providing all the Social security legislation like Provident Fund, Gratuity, Workmen Compensation Act. So also the voluntary welfare facilities like library, Parks, Co-operative stores, Banking society, food grains shop etc., so also the recreational facilities.

The researcher had suggested that the factory should launch a large programme to construct new quarters for the workers and transport facilities. The researcher also suggested the improvement of Canteen building and quality of food stuffs, provided and the implementation of E.S.I. Act of 1948.

Lingaraj (1974) conducted a study on Industrial peace in India. Data were collected with the detailed discussions with the Reputed Personnels in these field and was followed by the available material on industrial peace, Industrial conflicts, workers' education scheme etc., The researcher observed that in exceptional cases the facilities provided were quite laudable. The welfare facilities like medical, housing, canteen, educational facilities and transport facilities were provided. The researcher observed that, the snacks and food stuffs served in the Canteen were not good, housing facilities were provided to officers rather than the workers. The hospitals and dispensaries

were not maintained properly. No play grounds for workers were provided. Schools were overcrowded with children, and the sanitary conditions of schools were not good. The tendency was to conform only to the letter of law and break the spirit of it.

The researcher suggested that, the Government should establish labour welfare centres to provide the welfare facilities.

Sadanandam (1975) conducted a study of the Socio-economic conditions and the welfare facilities provided by the Management of D.B.R. Mills Pvt. Ltd., Hyderabad. Data were collected through questionnaire and personal interviews. The researcher had observed that the proper attention was taken by the management in providing the facilities like health and sanitation, welfare and safety etc., according to Factories Act, 1948. The workers were not satisfied with the canteen which was run by contractor. The rates of eatables were not appropriate to the quality of food. The maintainance of canteen was not so good. The creche was not functioning as there was no qualified nurse recruited. Though E.S.I. Act was applicable the qualified doctor and dispensary was existing in the premises maintained by the management. The factory was providing loans,

and advances to the workers. The workers education scheme was running smoothly. The co-operative stores and co-operative Credit Society was running soundly.

The researcher had made some suggestions regarding housing facilities, facilities of education for children of workers, implementation of Adult education scheme and conveyance facilities to the workers etc.,

Vinod Kumar (1978) conducted a study on the opinion of 50 workers towards the working conditions in Oriental Tile Factory, Bolar, Mangalore. Data were collected through interview schedule and information through observations. The researcher had pointed out the opinion of the workers towards cleanliness had good while workers had bad opinion about the maintenance of urinals and toilets. The researcher observed that generally the workers had good opinion towards health facilities, like lighting, drinking water, ventilation, etc., The researcher observed that the facility of canteen was held good by a large number of workers. Washing facilities provided by the factory were opinioned bad, while the workers had good opinion towards first aid, E.S.I., etc.,

The researcher suggested that the adequate and suitable number of urinals and toilets should be provided. Workers should be provided with more washing facilities and sufficient quantity of pure water with soaps.

The researcher suggested that the installation of water coolers in order to avail pure water to the workers. The researcher suggested a rest room, and had suggested that, workers should be provided genuine medicines under the E.S.I. Scheme. So also the management should help in educating the workers children by giving them financial assistance.

Venkatappa (1978) conducted a study on Welfare facilities provided in the Chamundeshwari Sugar Ltd., Kalamuddana Doddi, Mandya District. Data were collected through questionnaire and interviews. He had stated that welfare facilities provided cannot be evaluated just by seeing or even by close observation. It can be done only by considering the workers opinion towards them. He had pointed out that the workers were satisfied with the health and sanitary conditions of the factory. Majority of the workers were not satisfied with quality, quantity and rates of the food stuff and the cleanliness of canteen. Though E.S.I. Scheme was implementing, the part-time Doctor

was visiting the factory every day. House rent allowance was provided to the workers and management was showing the considerable interest in providing recreational facilities.

The researcher had suggested that the canteen should run by Managing Committee instead of contractor. The workers should get representation in the management committee of canteen. Library should be provided to its workers. The workers recommended that the quality of food stuff should be improved and quantity should be increased. Rates of food stuffs should be reasonable. One more pair uniforms and safety shoes should be provided. The factory should start the kinder garten to educate the workers children etc.,

Subba Rao (1983) conducted a study on Welfare facilities in K.C.P. Ltd., (Sugar Factory), Vuyyuru, A.P., Data were collected through observation and discussions with management personnel. It was pointed out that medical facility was the burden on the employee as the E.S.I. Act was not applicable to the seasonal employees.

The facilities of Canteen was not sufficient enough. No adequate housing facilities were provided. So also the transportation facility was not available.

Recreational facilities like playgrounds, library, reading room. Sports club were suggested by the researcher for the encouragement of the employees.

Patil (1983) conducted a study on Labour Welfare facilities in a Sugar Factory Ltd., Kumthe, at Solapur. Data were collected with the help of interviews and personal discussions with the management personnel, Union leaders etc., The facilities provided for health were not satisfactory. Hospital facility was provided for the workers. Cleanliness was not maintained in Canteen and the snacks and ~~estable~~ were not provided at subsidised rates.

All the welfare facilities were available but proper attention was not given by the management to provide the adequate facilities like filtered cool water, uniform to workers, etc., Housing facilities were provided but sufficient water and light facilities were not provided.

The factory had no safety committee, no canteen committee, the researcher had suggested to labour welfare officer of the said factory to take the initiatives in chalking out the implementing labour welfare facilities and programmes.

Koulage (1984) conducted a study of welfare facilities in Maharashtra State Road Transport Corporation, Solapur with the help of questionnaire. The researcher had interviewed the employees with a view to understand the view of labour welfare facilities in M.S.R.T.C., Solapur. The researcher had pointed out that 50% respondents complained about the dispensary facility as no sufficient and qualitative medicines were provided. Urinals and lavatories were not sufficiently provided with cleanliness. The space for restroom was inadequate and sitting facilities were not provided. Though the canteen provided the food-stuffs, the quality of the eatables was not good. Majority of the employees were not getting the housing facility. Only the employees found happy about the provident fund scheme, Family pension Scheme, Gratuity, Leave facilities, leave with wages, working conditions, working hours, recreation, Society loan etc.,

The researcher had suggested to M.S.R.T. Corporation to give attention to E.S.I. Scheme, provision of medicines in time adequately and qualitative. So also to undertake the safety training programme for workers, adequate housing facility to employees, etc.,

Swami (1984) conducted a study on the welfare Facilities in an engineering firm. The scope of study

was restricted to that firm only. Data were collected with the help of questionnaire and personal discussions with the management personnel. The health and sanitary facilities were provided better, as it was a small scale industry of 200 workers, management provided uniforms to labourers but the facilities like canteen, lunch room, rest room, were not provided. The employees were happy with the facilities like Provident Fund, Family Pension, Gratuity, and with the working conditions, and cleanliness in the foundry maintained by the management.

Hirapuri (1985) conducted a study on welfare activities in Indian Air Lines, Hyderabad. Data were collected with the help of questionnaire and discussions with the authorities. He had pointed out that the employees were happy and partly satisfied with non-statutory welfare facilities provided by the Indian Air Lines. The employees were satisfied with the statutory welfare facilities like safety, dispensary service, health and sanitation, etc., The services provided by the canteen were not upto the standard which was expected. Quality of food was reported to be so, so, as the rates of the eatables were low. The employees were not satisfied about E.S.I., Scheme, while all the employees were happy with the family medical Scheme. The employees were

satisfied with voluntary welfare facilities like financial assistance for housing, education, motor car, bicycle, marriages, Holiday Homes, etc.,

Jagale (1985) conducted a study on labour Welfare facilities in a soot mills, Solapur. Data were collected through interviews and with the help of questionnaire, the researcher had pointed out that, majority of the employees were happy about the hospital services. The employees were happy with the arrangement of urinals and latrines and health and sanitation. The employees were satisfied with, the ES.I. Scheme, and were having the positive approach towards recreational and educational facilities providing by the management. The employees were partly happy about the canteen as the variable, qualitative food was not provided.

The researcher had pointed out that the general opinion of the employees towards welfare facilities provided by the management was good.

The following research abstracts were taken from P. Ramachandran (Ed.) select student Research Abstracts in Social work Vol.2 (1961-1975). Tata institute of social Sciences, Bombay, 1984.

To find out the welfare measures provided for the workers, chibber and wadhawan (1962) conducted a study

on 102 workers of a textile mills located in Delhi. An interview schedule to find out the opinion of workers towards carious welfare measures were used as the tool of the study. According to the workers, the working conditions and safety measures provided by the organisation were satisfied. The workers' participation in recreational activities was poor and the quality of housing accommodation provided by the organisation was not at satisfactory level.

Ninety workers employed in a quarry, located in Rajasthan State were the subject for Sharma's (1963) study. The study was to find out the welfare measures provided and the opinion of workers towards these facilities. According to the workers the management did not provided the required facilities and the facilities that are provided were not satisfactory.

Paul (1968) undertaken the research work to study the statutory and non-statutory facilities available in a chemical factory in Kerala and opinion of workers towards these facilities. Out of the total 3000 workers there, the researcher selected 150 subjects by using the stratified and systematic sampling method. Both primary and secondary sources of informations were used for the study. It was observed that

the factory had both the statutory and non-statutory measures and good number of workers expressed satisfaction over the facilities available.

Jahagirdar (1973) conducted a study on 50 mine workers in Nagarpur. The study was intended to understand the opinion of workers towards various welfare measures. Stratified random sampling method was used in the selection of the respondents. The researcher also interviewed the labour welfare officer. In general the workers expressed their satisfaction over the sanitation and the medical facilities. The inadequate housing facilities and their poor maintainance and inadequate canteen facilities were also observed in the study. The workers were not satisfied with the co-operative credit society, facilities for children's education and consumer's co-operative society. On the whole the workers were satisfied with the social security measures, safety measures, recreational facilities, drinking water, etc.,

Shinde (1975) had selected 100 workers belonging to a spinning Mill in Solapur, to findout the labour welfare facilities available and the opinion of the workers towards these facilities. The workers expressed their satisfaction over the social security measures, the functioning of the trade unions, the sanitary conditions, the health services and the drinking water supply.

The organisation lacked rest rooms, safety committee, and lack of arrangement for safety, training, the canteen facility was not upto the level of the satisfaction of the labourers.

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