

CHAPTER-6

WELFARE FACILITIES PROVIDED

Chapter - 6

Welfare Facilities Provided

'Welfare facilities' is one of the most important aspects for maintaining good labour-management relationship. If management is providing good quality of welfare facilities, then naturally workers will be behaving nicely with management.

Keeping in mind the above point, the implementation of welfare facilities have been studied.

Labour welfare has been defined in several ways, "work for improving the health, safety, general well being and the industrial efficiency of the workers beyond the minimum standards laid down by the Factories Act, 1948 and other labour legislation".

This chapter contains the implementation of welfare facilities, voluntary welfare facilities and social security measures.

Ventilation and Temperature

Provision should be made for the circulation of fresh air, and temperature should be maintained by building walls and roofs of such materials as would keep it within reasonable limit. High temperature may be controlled by white washing, spraying and insulating the factory premises and by screening outside walls, roofs and windows.

At Vidarbha Mills Berar, Achalpur, the type of ventilation is good and maintaining adequate temperature.

Cleanliness :

Every factory should be kept clean and free from effluvia - from drain and privy refuse, and from dirt. It should be white-washed at least once in 14 months or painted at least once in five years. Floors should be swept and cleaned, at least every week with some disinfecting fluid.

Here at Achalpur, management is keeping mill clean and posh.

Sufficient place for working/overcrowding

No room should be overcrowded. There should be at least 500 cubic feet space for every worker.

Vidarbha Mills Berar, Achalpur followed these things nicely.

Washing facilities

In every factory adequate and suitable facilities for washing should be provided and maintained for the use of workers.

The mill is providing good type of washing facility.

Rest room and Lunch room

In every factory where there is more than one hundred and fifty workers are ordinarily employed, adequate and suitable shelters or rest rooms and a suitable lunch room with provision for drinking water where workers can eat meals brought by them, shall be provided and maintained for the use of workers.

Vidarbha Mills Berar has well maintained one lunch hall for workers and attached one rest room.

First-aid appliances

There should be an adequate number of boxes containing first-aid materials, qualified personnel to administer first-aid, and an ambulance or at least a room where an injured employee may be given first-aid.

Vidarbha Mills Berar provides good quality of first-aid facilities. Workers take advantages of first-aid facilities.

Canteen

Canteen has increased in importance as one of the crucial labour welfare measures all over the world, because provision of wholesome food or refreshment is very important for the health, efficiency and well-being of the workers. The object of canteen in a factory is to provide a balanced and clean food to the workers at a reasonable rate. When a canteen is provided near the place of work, workers find it convenient to have their meals in a short time. It also

enables them to surmount the difficulties experienced in obtaining wholesome meals or food-stuff from the hotels outside.

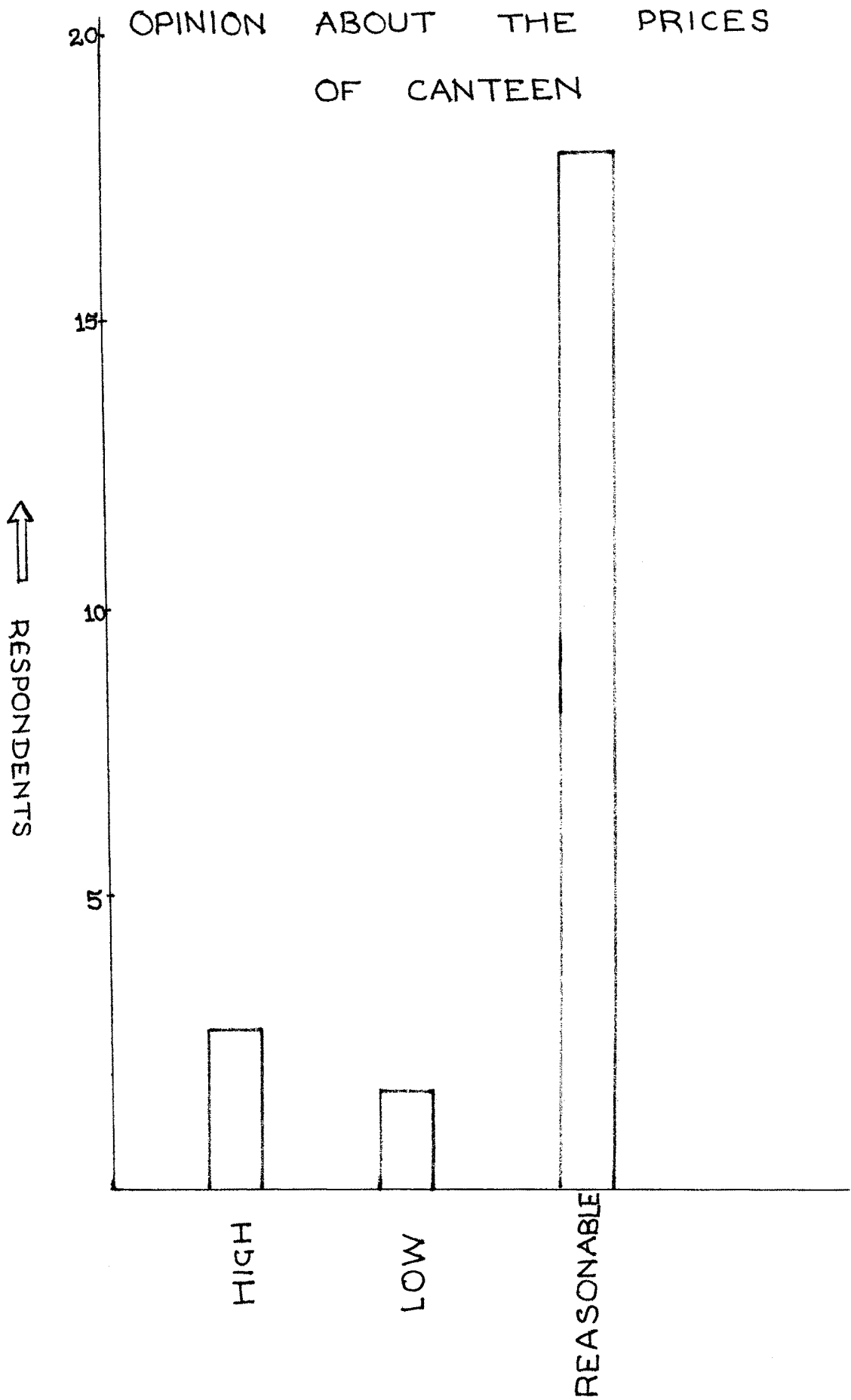
Besides provision of food and refreshment the canteen serves a casual and informal meeting place for the workers of different departments of the factory. In the canteen not only they eat their meals or take refreshment, but also take rest and recoup their energies. A visit to the canteen also raises the morals of the workers, which is one of the most important factors for increasing productivity. Hence provision of canteens in factories is recognised as an essential welfare activity.

The Factories Act clearly lays down principles with regard to the provision of canteen. It says, "in any factory wherein more than two hundred and fifty workers are employed, a canteen shall be provided and maintained by the occupier for the use of the workers". In the opinion of the International Labour Organisation, "canteen movement must be accepted by the state as a definite charge and the running of canteen must be accepted by the employers as a national investment".

Vidarbha Mills Berar, Achalpur is running a well equipped canteen. It is capable of serving snacks, lunch and dinner to all employees. It is maintained in a clean and tidy conditions. All workers are taking advantage of the canteen.



DIAGRAM 6.1



Opinion about the prices charged in canteen

The following table shows, what is the opinion of workers about the prices in canteen.

Table 6.1Opinion about the prices of canteen

S.N.	Opinion	No. of respondents	Percentage
1	High	11	12.22
2	Low	7	7.77
3	Reasonable	72	80.00
Total		90	100.00

The above table shows that 12.22% respondents opine that canteen prices are high, 7.77% say that prices are low and 80% respondents say that, canteen prices are reasonable.

So, Vidarbha Mills Berar is selling canteen materials on reasonable rates.

Workers Co-operative Society

In Vidarbha Mills Berar, Achalpur, the workers co-operative society is run by the employees themselves. As it is registered under the Co-operative Societies Act,

the management does not interfere in activities in any way. This co-operative society is providing food grains, cloth to workers on reasonable rates.

Opinion regarding the working of the
Co-operative Society

What is the opinion of workers regarding the working of co-operative society? Following table shows these things.

Table 6.2

Opinion regarding the working of the
Co-operative Society

S.N.	Opinion	No. of respondents	Percentage
1	Satisfactory	68	75.55
2	Unsatisfactory	22	24.44
	Total	90	100.00

The above table indicates that 75.55% workers opinion are satisfactory about working of the co-operative society and 24.44% workers' opinion are unsatisfactory.

Residential Accommodation

Housing is the primary need of a human family in civilized life. It constitutes the most important part of the physical environment which continuously influences the health and well-being of a person. Housing means 'the provision of comfortable shelter and such surroundings and services as would keep the workers fit and cheerful for all the days of the year.

Vidarbha Mills Berar, Achalpur have small colony for workers; limited number of houses are there, due to lack of land. Approximately 30 to 35 percent of workers are taking advantage of residential facility. This colony is well maintained by management. Workers are happy on it.

Voluntary Welfare Facilities -

Voluntary welfare work includes all those activities conducive to the welfare of the workers which are undertaken by the employers themselves of their own free will. Some social organisations also undertake this type of work.

Recreation :-

Normally recreation is one of the items of welfare activities. Recreation is generally considered to be the opposite of work. In the case of few exceptional individuals who derive immense pleasure from

the work they are performing work itself may be recreation. But in the industries where there is heavy work load, where the work is mechanical and where there is less scope for job enlargement and job enrichment, recreation is the only means through which monotony and drudgery are lessened.

Recreation leaves a significant impact on the individual's personality. Participation in recreation brings him mental and psychological satisfaction in terms of self expression, relaxation in refreshment. Recreation provided by music, dance and drama, on the one hand, games, sports, books and journals on the other.

The need for recreational programmes in Indian industry can hardly be over emphasised. As workers work in an atmosphere of dust, noise and heat and live in terribly over-crowded and insanitary house, they tend to become the victims of vices like gambling, drinking etc. In these circumstances, a well organised recreational programme would not only contribute to the working conditions but also create healthy atmosphere for industrial peace and harmony.

In Vidarbha Mills Berar, there is one club; it is utilised not only by the members of the staff, but also by the workers. There is one big hall in the mill premises. There is one chess board, carrom board in the club. There is one playground where workers play Badminton, Volleyball,

Kabaddi, Cricket, etc. during leisure time. Mill is also providing library facility to workers where no books are provided but only daily Marathi and Hindi newspapers. There is no television set in the mill.

Vidarbha Mills Berar are not providing following voluntary welfare facilities:

- 1) Free books to workers' children
- b) Free uniform dress to children
- c) Scholarship facility to workers' children.

Transport facility

Vidarbha Mills Berar are not providing transport facility to workers for attending on his duty. There is no vehicle of the mill. Workers are attending duty by walk, cycle or scooter.

Social Security Measures

The idea of social security is that the state shall make itself responsible for ensuring a minimum standard of material welfare to all its citizens on a basis wide enough to cover all the main contingencies of a life. In the life of a man there are two stages of dependency - childhood and old age; in the intervening years of adult life there are likely to occur spells during which he cannot earn a living. The social security system aims to help individuals in such times of dependency.

It will be significant to consider as to what are those main risks of insecurity to which human life is liable and in relation to which organised society can afford relief to the helpless individual. These are incidents of life occurring right from childhood upto old age and death and include mainly sickness, maternity,,invalidity, accident and industrial disease, unemployment, old age, death of the bread winner and other such emergencies.

In Vidarbha Mills Berar, workers are getting benefits from social security measures i.e. Employees' State Insurance (E.S.I.) Scheme, Gratuity, Family Pension, Provident Fund and Bonus.

Opinion of workers about the implementation of E.S.I. Scheme -

What is type of implementation of E.S.I. Scheme in Vidarbha Mills Berar? What is the opinion of workers about them? The following table shows these things.

Table 6.3

Opinion of workers about the implementation of E.S.I. Scheme

S.N.	Opinion	No. of respondents	Percentage
1	Good	51	56.65
2	Average	32	35.55
3	Bad	7	7.77
	Total	90	100.00

Table 6.3 indicates that 56.66% respondents' opinion is good, 35.55% respondents' opinion is average and 7.77% respondents expressed bad opinion about the implementation of E.S.I. Scheme.

Opinion of workers about the implementation of Gratuity, Family Pension, Provident Fund, Bonus, are good. Workers are happy on these provisions.

Table 6.4

Administration of social security measures in Vidarbha
Mills Berar

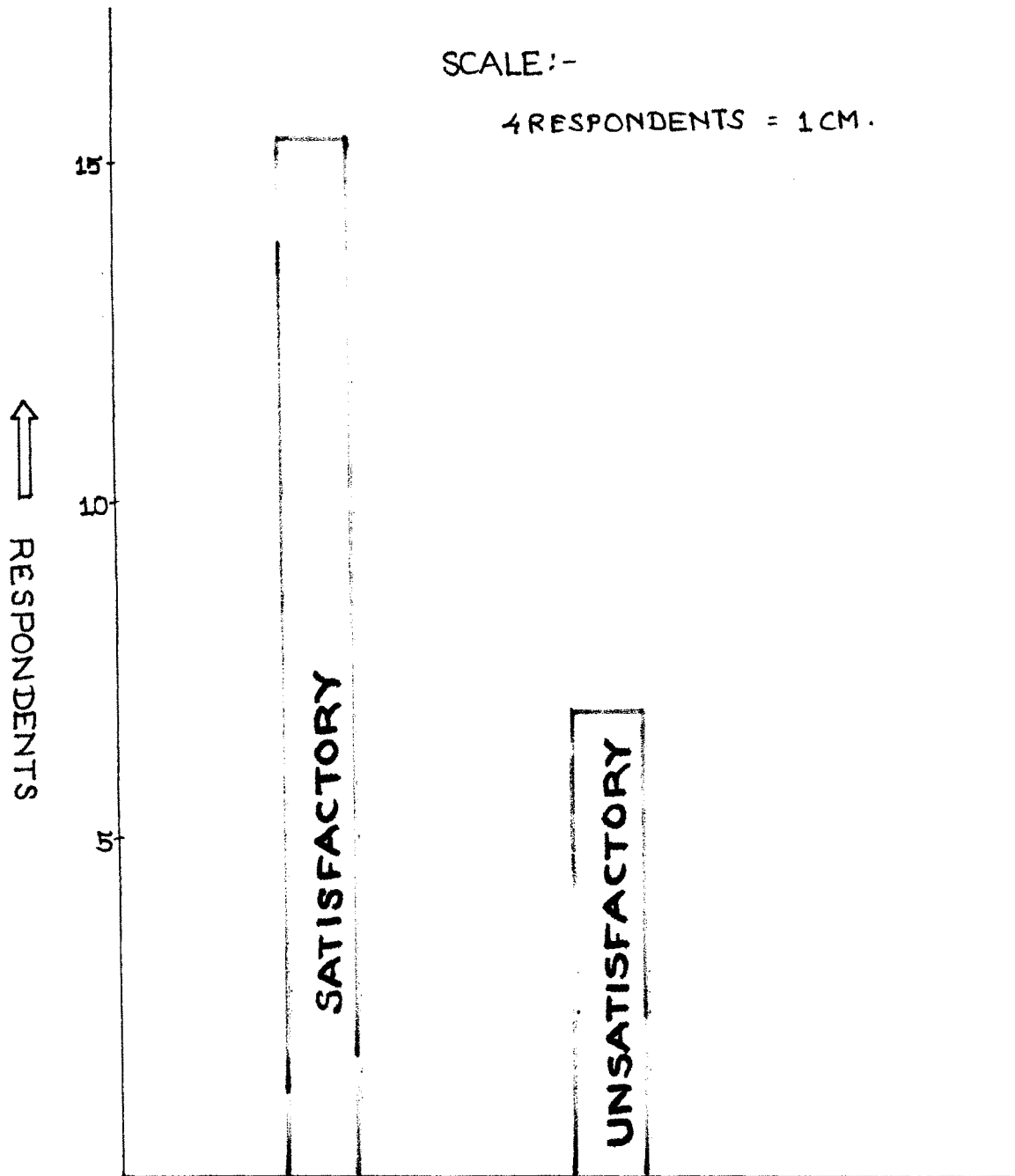
S.N.	Administration	No. of Respondents	Percentage
1	Satisfactory	62	68.88
2	Unsatisfactory	28	31.11
	Total	90	100.00

The above table indicates that, 68.88% respondents said that the administration of social security measures is satisfactory, and according to 31.11% respondents, the same is unsatisfactory.

Thus, Vidarbha Mills Berar, Achalpur, provides good type of welfare facilities as well as good type of

DIAGRAM 62

ADMINISTRATION OF SOCIAL SECURITY MEASURES



voluntary welfare facilities to the workers.

Management are providing all the welfare facilities and social security measures to the betterment of workers, and this is the sign of good relations between the labour and management.