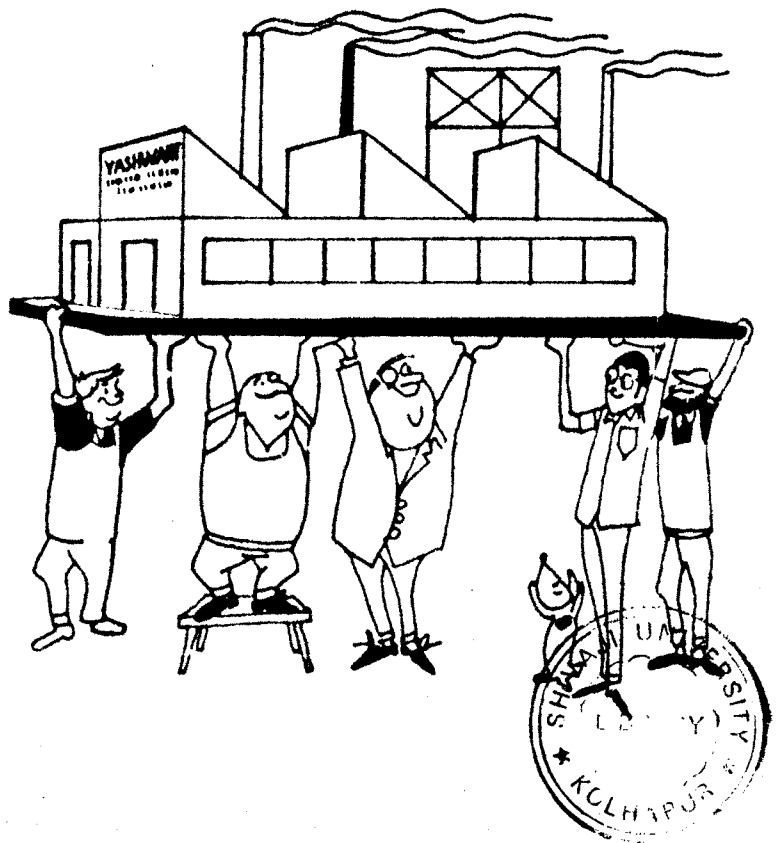


Chapter-VI

Lifting
together



: CHAPTER-VI :

OBSERVATION & SUGGESTIONS

- Observation
- Suggestions.

Appendix

Questionnaire.

Bibliography.

"OBSERVATION AND SUGGESTIONS"

This chapter deals with certain observation, that are made during the project training period & the suggestions based on these observations.

The main object of writing this report is to study in an objective manner. The welfare facilities which are rendered by the company to the workers. After a detail study of Yashwant Iron & Steel Works Ltd. Kop. I come to realise that workers has got much importance in Industrial Sector. So welfare of workers are also important.

Now I present in this chapter my observations, conclusions & suggestions in the concept of Labour Welfare. These conclusions are based on collected data.

PERSONAL DATA :

It is found that a majority of workers (i.e.60) are from the age group 25 to 45 & 27 workers are from the age group 18 to 25. This shows that this company has given due preference to efficient & active workers while recruiting the manpower.

89 workers have got less than 20 years experience. This shows majority worker are young & active.

88 % workers are literate & only 12 % workers are illiterate. This shows company has recruited literate workers so it will help to give training.

70 % workers are local workers & 30 % workers are outsiders. Out-siders are generally come with bicycle. It is clear from above that company has given preference to local workers.

STATUTORY WELFARE FACILITIES ;

Hearth & Sanitation :

We consider the opinion of the workers regarding health & we can conclude that most of workers i.e. 44 % are not satisfied with the hospital facility. Here the hospital services are provided by E.S.I.Scheme. From observation & discussion with workers I observed that they complain about negligency of Doctors & number of doctor are less as compare to patients. So they have to spent their time for waiting. Workers are happy about companys' support for illness & accidents. If there is any

major accident then company provide its car for carrying the worker from company to hospital.

After observation & discussion with the workers, I came to know that the company provides sufficient & good latrines & urinals. So that it can be stated that the sanitary condition in this factory is satisfactory.

The company provides sufficient & clean drinking water to workers at their work place.

The company provides clean rest-room. In this rest-room company has kept carom, chess also news paper. At lunch time workers use these games & spent their time happily.

Spittoon are kept near work place with proper quantity.

There is sufficient lighting in the each department.

Many workers told me that there are no proper arrangement of fans. So they got trouble of dust etc. sheeling fans are arranged at too much top of the building & side fans are less in quantity.

As far as the atmosphere in the factory is concerned the workers told me that factory area is quite good & factory has made wall around factory. Building of factory is built in such a way there is no problem for ventilation.

Safety :

On the basis of observation & discussion with workers I can conclude that company provides well first-aid provisions. But workers demand, that there should be more type of medicines in the first aid e.g. iodex, etc.

Workers are not satisfied with safety equipments & machinery guards in the factory. Especially workers of foundry section, they complain about shoes & goggles. They demand shoes for every worker. But factory has provided shoes, goggles & helmets to workers who actually work in the foundry section.

In the machine shop, the factory has maintained proper guard for machines.

The workers have also told me that in this factory the rate of accident is very low & if accident occurs, it occurs due to labour's carelessness generally.

Workers are fully satisfied with Uniforms only they complains about washing allowance, Factory pay Rs.10/- per month as washing allowance. This is too low today.

CANTEEN :

In this factory there is no canteen. Company provides two time tea to all workers free of cost canteen provision is essential to increase efficiency.

PROVIDENT FUND AND GRATUITY :

Provident fund Act 1952 is applicable to this company. The rate of contribution is 8 % each & every worker has told me that it is a good provision.

Gratuity is also given to the workers pay of 15 days in a month is given for every year completed. But this scheme is applicable to only those workers who have completed 5 years service. All workers are satisfied with this scheme.

WORKMEN'S COMPENSATION ACT :

This act is also applicable to this factory. According to this Act the factory gives compensation to the workers at the time of accidents. In this factory common Insurance is made for workers. There

is no big accident from last 10 to 15 years.

LEAVE FACILITIES :

Workers are not satisfied with leave facility provided by company. Especially 7 days casual leave is too less according to them.

WORKING HOURS :

Workers are satisfied with working hours.

NON-STATUTORY WELFARE FACILITIES :

Housing :

In Yashwant Iron & Steel works Ltd, Kolhapur, the housing facility is not provided to workers.

Though workers do not complain about housing facility but they demand provision of house rent Allowance.

TRANSPORT :

It is found that most of the worker are come on bicycles. Very few worker are come by bus, they demand bus-allowance because the company has not provided bus-allowance.

RECREATIONAL AND EDUCATIONAL FACILITIES :

Most of the workers told me that the company sends out workers for education purpose. But in this company there is no special training to workers. If any new worker joint the company an experience worker gives them training. Notice board gives proper instructions about how to work.

In company, 15th August, 26th January, Ganesh festival, Laxmi-Puja, & all general festivals celebrate by workers.

The company has shown considerable interest in family planning schemes. It sends workers if any family planning 'Shibir' is arranged in Kolhapur. Company also sanctions leave for family planning patients with pay.

GENERAL**AITUC :**

It is a recognised trade Union functioning in this factory. All workers are the members of this union. The worker are happy with this union. According to them union leaders try to solve this problems.

CO-Operative Society :

There is a co-operative society which is run by industrial workers, office staff of this factory. Workers can get loan up to Rs.5000/- from society. So that they can meet their financial needs easily.

All permanent workers are members of this society. With discussion, I found that workers of this factory are very proud & happy with this society. Actually this society has been working very efficiently.

On the whole opinions of the workers about welfare facilities provided by the company, are satisfactory.

Agreement :

In 1981 an Agreement was made between management & workers. The points of the Agreement are as follows.

1) Wage Scale.

2) D.A. :

The new scales are fixed at 300 points of Bombay consumers' price Index (New series) no D.A. upto 300 points & above 300 points D.A. will be @ of Rs.1.10/- per point per month.

3) Payment of weekly off :

No separate payment after weekly off day.

4) Paid Holiday :

One day for every 20 working days.

5) Casual Leave :

Casual leave for 7 days upto 240 working days
& above that one day for every 10 days working.

6) Uniform Allowance :

Rs. 10/- per month.

This agreement is applicable to three years.

SUGGESTIONS :

An effort is made here to make some suggestions based on the observations & personal interviews of the workers conducted during the period of implant training.

(1) Working Condition :

Electric Ceiling & Stand fans have been provided in all sections of the unit; but they are small in number in proportion to the area of work, Another thing is that these fans are fixed at high level, They should be fixed a little below so that the air-flow would remove dust from the place and ventilation would be maintained.

(2) Drinking Water :

Regular and enough supply of drinking water is essential in an industry. The company should arrange for supply of cold drinking water; moreover it should also be filtered and the water tap/tank should be close to this place of work.

(3) Sports :

The company should pay more attention to sports like foot ball cricket because a large number of workers are found to be interested in these games.

(4) Trainning :

The company should either arrange internal trainning to newly appointed workers & old workers also, or send them to outside training schools. The company should pay more attention towards training of workers.

(5) Hospital Services :

Workers here are not satisfied with medical services provided by E.S.I. hospital. They suggest that the company should appoint a private doctor for medical services or increase the number of doctors in

E.S.I.hospital. Again they suggest that medicines from ESI hospital should increase in variety, quantity & quality.

(6) First-aid services :

The company should increase medicines of first aid services. They should give at least knowledge to workers about how to use first aid services.

(7) Safety Provisions :

Workers of this company suggest, that the company should give them shoes & helmets to each worker.

(8) Washing Allowance :

Due to rise in dearness, Rs.10/- for washing allowance for uniforms is not sufficient. Workers of this company suggest that the company should increase washing allowance upto Rs.20/-.

(9) Canteen provision :

This company is not providing canteen. They give tea twice a day. This is not sufficient for physical work. Workers suggested to give them some breakfast by the company freely.

(10)

(10) Compressor Machine :

In the machine shop of this company there is one compressor machine which gives out loud noise. It disturbs the concentration of workers. So the company should arrange this machine in some other part of the factory.

(11) Leave facility :

This company gives 7 days as casual leave facility. Workers suggests that this limit should be increased to 15 days.

(12) Uniform :

The company should provide tight clothing at least to essential departments.

(13) Safety Equipment :

The company should provide safety equipment & machinery guards for prevention of accidents. Again they should be provided with proper education in use of these equipment.

(14) Bus-allowance :

Some workers come from out side places of Kelhapur so the company should pay Bus-allowance to them.

(15) House-Rent Allowance :

Majority of workers of this company lieving in rented house~~s~~. They suggest that the company should pay them House-Rent-Allowance as per basic-pay.

(16) Welfare committee :

The company should form a 'Welfare Committee' with representatives of workers, the labour officer & management representatives. This committee will look after all welfare activities.

(17) Grain-shop :

The company should arrange for a grain shop at cheap-rate.

(18) Family Planning :

The company should arrange family planning 'shibirs'.

(19) Free-education facility :

The company should provide free education facilities to workers children.

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: QUESTIONNAIRE :(I) PERSONAL DATA :

- a) Name
- b) Age
- c) Designation
- d) Date of joining The Company.
- e) Address
- f) Education: Primary/Secondary/Higher/
Technical.
- g) Civil condition: Married/unmarried.
- h) Type of the Family: Joint/unitary.
- i) Size of the family:

(II) STATUTORY WELFARE FACILITIES :a) Health & Sanitation :

- i) Does the factory provide you hospital facilities ? Yes/No.
- ii) Can you get this benefit for both you & your dependents? Yes/No.
- iii) What is your opinion about this hospital service? Satisfactors/
unsatisfactory.
- iv) Do you want to suggest anything about it? What ? Yes/No.
- v) Are there latrines & urinals? What is the condition of these ? Good/Bad.
- vi) Do you want to make any suggestions to improve it? If yes please state?

- vii) Can you get cool drinking water & washing facilities ? Yes/No.
- viii) State your opinion about it/ Good/Bad.
- ix) Is there proper arrangement for sitting & taking rest in the room? Yes/No.
- x) What facilities are provided to you in this rest period? Like Radio, Newspapers indoor games etc.
- xi) What is your opinion about rest room & sitting arrangements? Good/Bad.
- xii) Are there spittoons in your department. Yes/No.
- xiii) Do you think that the atmosphere of your factory is normally free from dust, fumes, gases, smoke & other effluents ? Yes/No.
- xiv) Do you have any suggestions to make regarding?

II) SAFETY :

- a) Does the factory make provisions for first-aid in the Department ? Yes/No.
- b) Are there safety equipment & machinery guards in your department? Yes/No.
- c) Opinion about the same? Good/Bad
- d) Are there any Notice-Boards in your dept ? Yes/No.
- e) Does the company arrange any safety training programme ? Yes/No.
- f) What is the number of accident in your department ?
- g) Do you think that the accident takes place due to -
- i) Labour's carelessness
 - ii) Lack of safety equipment

h) Do you get a uniform for your job? Yes/No.

III) CANTEEN :

i) Is there a canteen/dining hall in your company? Yes/No.

ii) What are the eatables available in your canteen?

iii) Is there any provision for tea-snacks etc?

iv) What is your opinion about cleanliness of canteen & dining Hall? Good/Bad.

IV) PROVIDENT FUND AND GRATUITY :

i) a) Is there provident fund act, 1952 applicable to your factory? Yes/No.

b) If yes, what is the rate of contribution?

ii) ~~Does~~ Does the company give gratuity to the workers? Yes/No.

b) If yes how much amount of gratuity is given?

V) WORKMEN'S COMPENSATION ACT :

i) Is workmen's compensation act applicable to your factory? Yes/No.

VI) LEAVE FACILITIES :

i) a) Do you get leave with pay? Yes/No.

b) If yes, how many days in a year & what type? Privilege/Casual/Any other.

VII) WORKING HOURS :

i) What are the working hours in your company?

ii) What is your opinion about the working hours? Good/Bad.

VIII) NON-STATUTORY WELFARE FACILITIES :

(A) Housing :

- 1) Does the company provide you with housing facilities ? Yes/No.
- 2) If yes, on what basis do you get the accommodation ?
- 3) Are you satisfied with the Housing facilities that are provided by your employer ? Yes/No.
- 4) If you are not provided the quarters ? What are your opinions & suggestions ?

(B) Transport :

- 1) What are the modes of conveyance for you to reach the company from your home ? Bicycle/Bus/ Any other.
- 2) Do you have any suggestions to make regarding transport facilities.

(C) Recreation and Education :

- 1) Are there the following provision for recreation & education ? Yes/No.
 - a) Games, sports, dramas, musical programmes.
 - b) Social education facilities.
 - c) Schools, parks etc.
 - d) Cinema shows & exhibitions.
 - e) Celebration of festivals.
- 2) Does the company arrange any workers' Education & training classes ? Yes/No.
- 3) What is your opinion about the same. Good/Bad

- 4) Does the company arrange any
Family planning programme? Yes/No.

(D) Trade Union :

- 1) How many T.U.s. are functioning
in your factory ?
- 2) Which T.U. is recognised by the
management.
- 3) Are you a member of the T.U. Yes/No.
- 4) Do you think that T.U. is working
satisfactorily ? Yes/No.

(E) Co-operative Societies :

- 1) Is there a co-operative society ? Yes/No.
- 2) If yes, what benefits do you
get from it ?
- 3) Do you get any loan from the
society ? Yes/No.
- 4) What is your opinion about
functions of the co-operative society.
Good/Bad.

(F) Fair price Grains Shop :

- Is there a fair price grain shop
in your company ? Yes/No.

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