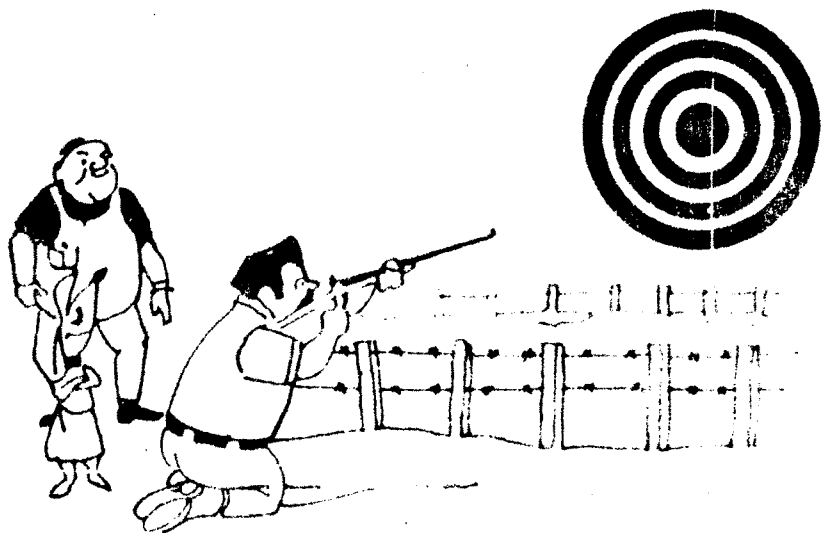


# Chapter-IV

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**: CHAPTER-IV :**

**WELFARE AMENITIES IN THE COMPANY**

- i) Statutory Welfare Activities.**
- ii) Non-Statutory Welfare Activities.**

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WELFARE AMENITIES IN THE COMPANY :-

It was a time when the word 'Welfare' found favour with the management. As the human relations progressed, the feeling among the managers came that it is not only in the interests of workers to provide them necessary medical benefits, recreation facilities, education for them & their children, retirement & pension plans & insurance schemes but the interest of the organisation also lies in the satisfaction of their workers. Hence treating them as welfare arrangements they are better known as "employee services."

Thus the following are some important 'employee services' provided by the company to their workers. These employee services can be classified into the two categories.

- (1) Statutory Welfare Services.
- (2) Non-statutory Welfare Services.,

(1) STATUTORY WELFARE SERVICES :

- 1) Hours of work & Holiday.
- 2) Leave facilities,
- 3) Sanitary conditions

- 4) Industrial safety.
- 5) Uniforms.
- 6) Lunch Room.
- 7) Canteen.
- 8) Provident fund.
- 9) Gratuity.
- 10) Bonus.
- 11) Workmen Compensation Act.

(2) NON-STATUTORY WELFARE ACTIVITIES :

- 1) Education.
- 2) House.
- 3) Transport.
- 4) Cinema show & exhibition.
- 5) Celebration of festivals.
- 6) Family planning programme.
- 7) Co-operative credit society.

(1) STATUTORY WELFARE ACTIVITIES :

(1) Hours of Work & Holiday :

For the company the No. of working hours is 48 hrs. per week. Any adult i.e. a person over 18 years has to work 8 hours a day along with the recess of rests period. In this company there are two sections.

- i) Foundry section.
- ii) Machine shop section.

For the Foundry Section there is one hour & for machine shop section there is half an hour for lunch. During this lunch period workers take their lunch & rest.

The worker of the company enjoy the two national holiday viz. 15th August & 26th January. These two holidays are given to all permanent as well as temporary workers. The workers get a weekly off on monday.

In the company no adult is allowed to work for more than five hours continuously before having a rest of at least half an hour. The company has more than one hundred workers & the company works in there shifts.

: SHIFT PERIODS :

( Table No. 1 )

	First shift.	Second shift.	General shift.
Shift period	6.00 a.m. to 2.30 p.m.	2.30 p.m. to 11.00 p.m.	8.00 a.m. to 5.00 p.m.
Tea time	8.40 a.m. to 8.50 a.m.	5.00 p.m. to 5.10 p.m.	10.00 a.m. to 10.10 a.m.
Lunch time	11.00 a.m. to 11.30 a.m.	7.30 p.m. to 8.00 p.m.	12.30 p.m. to 1.00 p.m.
Tea time	12.00 a.m. to 12.50 p.m.	9.30 p.m. to 9.40 p.m.	3.30 p.m. to 3.40 p.m.

(2) Leave Facilities :

The company provides the following leave facilities to their employees.

(a) Privilage Leave :-

A permanant employee of the company is entitled in respect of each year one day leave for every 20 working days with full pay on completion of 240 days service & the above 240 day service 1 day leave for every 10 days work.

(b) Cesual Leave :-

A permanant employee enjoys 7 days as casual leave with pay during the leave accounting year January to December for private or domestic reasons.

There is no limit for leave without pay.

(3) Sanitary Conditions :

The company has maintained good sanitary conditions. The company was found to be always clean & free from affluria arising from drain, priry & other nuisance by daily sweeping of the floors & benches of work-room, stair cases & passages etc. For this work the company has appointed a sweeper.

The company has taken effective & suitable measures for securing & maintaining an adequate ventilation. The company has also installed sufficient ceiling fans in all its departments.

There is also having the efficient electric light system which reduces eye fatigues, helps to prevent mistakes, avoids delay & improves morale. Thus the company has given more importance to ventilation, temperature & elec.light.

(a) Drinking Waters :-

The company has made effective arrangement for drinking water at the working place. For this purpose one worker is appointed. He cleans & the water tank & changes the water daily.

(b) Latrines & Urinals :-

The company has also taken sufficient care to provide latrines & urinals. A separate enclosed accommodation is provided for these services, which is adequately furnished with light & ventilation. There are five latrines & five urinals & all these are cleaned & sweepers are employed to look after them.



(c) Spittoons :-

The company has also provided sufficient number of spittoons at various points & they are kept in clean & hygienic condition.

(d) Clean liners :-

The sweepers keep factory and its premises clean and neat.

(4) Industrial Safety :

It is said that accidents do not just happen but are caused. This means that accidents are not accidental but are logical in the sense that they follow from foreseeable causes, or from causes which could have been foreseen with intelligence & care & therefore, could have been avoided. This statement is only partly true. If all causes of accidents are always foreseeable, then would be no accidents at all.

In the modern technology new machinery is largely used in the industry. The problem of industrial safety is therefore of great importance. The company has paid greater attention to this concept & various scientific methods are used to

reduce the accidents. Though a lot of efforts are made to reduce the accident, the company could not reduce accidents fully, because of the employees' laxness, carelessness etc. Thus accidents also effect the company as it looses, the working monday which will ultimately lead to reducing total production. The table shows the total accidents occurred during working hours of company.

: NO. OF ACCIDENTS :

Jan. 1983 to Sept. 1983.

( Table No. 2 )

Sr.No.	Month	Total Accidents.
1.	Jan. 1983	2
2.	Feb. 1983	1
3.	March 1983	NIL
4.	April 1983	4
5.	May 1983	1
6.	June 1983	1
7.	July 1983	2
8.	Aug. 1983	2
9.	Sept. 1983	1

Out of the total accidents, most accidents are mainly due to dashing against the machinery. The company has taken proper precaution about dangerous machines. The company has given hand gloves, shoes, helmets & goggles to foundry workers.

The company has also placed board of 'No SMOKING' all over the work places to prevent fire. Fire extinguishers at various places are installed. The company has kept Notice Board about how to work. What precautions should be taken while working? at work place. There are some wall posters which show various dangers in work.

i) First aid provision :

The company has kept proper first aid services in the factory. If any worker gets injured, sufficient first aid services are readily provided. If the injury is harmful then the company sends that worker to Employees' State Insurance Corporations Hospital by Riksha or any other vehicle, so that the affected worker's life is saved.



(5) Uniforms :

The company provides two uniforms to each worker every year & plus washing allowance of Rs.10 % every month.

(6) Lunch Room :

The company has built a lunch room with the provision of drinking water, where workers can eat their meals brought by them. The Lunch Room is well furnished, sufficiently lighted & ventilated & is maintained in clean condition so that workers can feel pleasure while taking their lunch.

(7) Canteen :

The word 'Canteen' generally signifies a place where eatables & drink, are served, & also a container for carrying ( & serving ) drinks & eatables. The company does not providing such a canteen. But tea is provided twice a day by the company to workers free of charge.

(8) Provident fund :

The provident fund Act 1952 is applicable to this factory & according to this every employee contributes 8% of his wages for provident fund &

company also contributes the same percentage.

(9) Gratuity Scheme :

Gratuity scheme is run in this company. The employee who has completed 5 years' service his wages of 15 days is given as gratuity per year.

(10) Bonus :

The company gives bonus to the workers as incentive. Bonus is like an award. That encourages the worker to work efficiently. This year the Company has declared 20% bonus.

(11) Workers Compensation Act :

Workers Compensation Act, is applicable to this company. The company gives compensation to the workers at the time of accidents & other such difficulties such as when worker is removed from his family.

NON-STATUTORY WELFARE ACTIVITIES :

Along with the above statutory welfare services the company also provides some non-statutory welfare services. The following are some of the important

non-statutory welfare services provided by the company to its employees.

(1) Education :

The education of the workers also plays a great role in the employee satisfaction. This is necessary because, it gives fillip to the employees' spirits which many times. Works more than his technical ability to accomplish a job, the company deputed its workers for training. After completion of such training the trained worker gives guidance to new & other workers.

(2) House :

Housing facility is not provided by this company.

(3) Transport :

Transport facility is not provided by this company.

(4) Cinema show & exhibition :

This company arranges cinema shows on good working, bad effects of drinking wine & family planning

(5) Celebration of festivals :

The company performs certain festivals. At the time of Ganesh Chhaturthi. Ganesh Puja is performed & ~~prasad~~ prasad is distributed. At the time of Diwali, company gives one k.g. coconut to every worker.

(6) Family Planning Programme :

In the case of the family planning operations, the company gives incentives to the workers who undergo family planning operations. The company sanctions sufficient leave to worker after the family planning operation.

(7) Co-operative credit society :

Co-operative credit society is scheme meant for giving financial assistance to the workers in need. In India workers get less wages than they need so this type of society is useful to them.

Co-operative credit society is an institution of which a worker becomes a member, taking a share or

shares. The society is registered with a democratic constitution consisting of rules & regulations & providing for suitable office bearers. Whenever any worker is in need he applies for a loan.

The company has a worker's co-operative society from which workers can obtain the loans. The society is 9 years old & it was formed in 1974.

This facility is available only for the workers who are permanent. To become members the worker have to pay Rs.10/- as the value of a share. The maximum loan granted by the society is upto Rs.5000/- which is then dedusted from salary by instalments. Presently, there are 122 members of the society. It is found that majority workers have taken benefit of this society. For the year 1982-83 the co-operative society's share capital was Rs. 1,93,230/- .



: THE DETAILS OF THE CO-OPERATIVE SOCIETY :

( 1.7.1982 to 30.6.1983 )

: TABLE NO. 2 :

Loan	Total		Below Rs. 500		501 to 1000		1000 to 3000	
	No. of Members	Rs. Amount	No. of Members	Rs. Amount	No. of Members	Rs. Amount	No. of Members	Rs. Amount
Short-term Loan (8 months)	90	43,190	90	43,190	-	-	-	-
Medium-term Loan (30 months)	106	1,89,000	-	-	8	4000	98	1,84,000