

# CHAPTER-IV

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### LABOUR WELFARE FACILITIES IN THE JAMSHRI MILLS CO. LTD., SOLAPUR.

The Jamsbri Mills Co. Ltd., Solapur offers maximum number of welfare facilities to its workers. The data was collected with regard to the statutory, non-statutory and mutual welfare facilities which are as under -

#### 1) Cleanliness :

The company is having a sanitation staff which sweeps the campus daily. On every Sunday, during the first shift, the Mill is closed during which all departments of the mill are cleaned by the cleaning batch of the workers. All the workers of the first batch help the cleaning batch for cleaning of the factory internally and thus cleanliness is maintained in the mill.

#### 2) Disposal of Waste and Effluents :

As per the directives of The Pollution Control Board, Pune the chemicals and wastages are collected in a tank. The soft chemicals are left out in a drainage whereas the hard and poisonous chemicals are separated and treated and finally are left out in a drainage.

#### 3) Ventilation and Temperature :

As per the guidelines of the Factories Act, 1948

adequate ventilation has been provided by the company like roof ventilation, cross ventilation. And whenever required artificial ventilation is also provided. Temperature as per the standards prescribed, is being maintained and in some departments, depending upon the process, artificial humidification like cooling fans, blowers have been provided.

4) Lighting :

Arrangements for adequate lighting has been made by the company and electric lighting has been provided as per the requirements.

5) Drinking Water :

The company provides drinking water facility throughout the year. In every department, two tanks are erected through which drinking water is supplied to the workers. These tanks are cleaned and drained out at the end of every week. During summer, ice is put in the tank in good quantity so that workers can have cold drinking water.

6) Latrines and Urinals :

The company provides sufficient numbers of latrines and urinals of prescribed type, at convenient places and are accessible to the workers at all times, while they are in the factory. These are cleaned regularly and are maintained in sanitary condition at all times for which wet sweepers are employed.

7) Spittoons :

The company provides sufficient number of spittoons at convenient places and are maintained in clean and hygienic condition. No person spits within the premises of the mill except in the spittoons.

8) Material Handling Devices :

The company makes use of tractors and trolleys for handling the materials. Tractors are used outside the mill for shifting the coal and raw-cotton from godown to the mill. The trolleys are used in the mill for carrying the raw-cotton, cloth etc. These devices are properly maintained and examined at least once in six months.

9) Safety Devices :

All the machines in the mill are properly fenced. Guards are provided for moving devices. Instructions are given to the workers regarding the handling of the devices orally or displayed on the board. The company also maintains fire fighting instruments. Management celebrates "National safety Week" every year from 4th to 10th March. Gum shoes, goggles, hand gloves, self respiratory masks are provided to the workers in hazardous operation. Training programmes on safety are conducted and thereby workers are trained for safe working.

10) First Aid Appliances :

The company maintains and provides first aid boxes equipped with the prescribed containers at various places in the mill. The company is having a Dispensary in the campus as per the provisions of the Factories Act. It is supervised by a qualified medical officer. The minor injuries are treated in the dispensary and if necessary workers are sent to E.S.I. hospital.

11) Canteen :

As per Section 46 of the Factories Act, 1948 it is necessary for a factory having 250 or more workers, to provide a canteen. There is a canteen in the campus of Jamshri which is run on no profit basis. The day to day management of the canteen is looked after by The Jamshri Spinning Co-operative Credit Society, Solapur. All the items in the canteen are given at lower rates. The rice plate is available only at Rs.3/- for a worker. The loss in running the canteen is reimbursed to the society by the management.

12) Leave Benefits and Holidays :

Every worker of the mill is entitled to five days paid casual leave per year. He is given sick leave, if required on the recommendations of E.S.I. Panel Doctor. The workers also gets one day privileged leave for every twenty working days of the work for which he has to work for 240 days in a year.

Every worker has to work for 6 days in a week and gets one off day per week. In addition to this, a worker gets paid holidays on every 15th August, 26th January, Ganesh Chaturthi, Dasara, Diwali, Moharam and Id-E-Milad etc.

13) House Rent Allowance :

The company makes the payment of house rent allowance to the workers at the rates prescribed by the Government from time to time. The company provides residential accommodation to the officers of the company, in the nearby area on payment. It has provided its own vacant land to the workers for housing purposes at very cheap rates. They have constructed their own houses on the said land.

14) Conveyance Allowance :

The company does not provide transport facility to its workers. However, it pays conveyance allowance of Rs.56/- per month for those workers who have worked fully for 26 days in a month. The workers having lesser attendance are paid accordingly.

15) Medical Facilities :

The company is having a full fledged dispensary with a qualified medical officer who is the employee of the company. The minor injuries are treated in the dispensary. The workers of the Mill are covered under E.S.I. Act and so free treatment is given to them in E.S.I. Hospital. All the

expenses incurred for the medical treatment are reimbursed.

16) Festival Advance :

The company provides festival advance of Rs. 100/- on the festivals like Dasara, Diwali, Sankarant, Ramzan, Holi etc. It is recovered by the company in four monthly equal instalments from the workers. The company also gives cloth at concessional rates to the workers on the above festivals, on credit.

17) Uniform :

The company provides two sets of uniform and tight dress to the workers working in the maintenance department e.g. fitters, boilers attendants, peons, drivers, security guards etc.

18) Pension Scheme :

The company is having Employees Superannuation Scheme as per the Government rules. The total contribution to the scheme is made by the management. The workers are paid pension as per rules on their retirement.

19) Provident Fund :

The company is having contributory fund as per the provisions of Employee's Provident Fund Act, 1952. The company is having this fund of Rs. 13 crores which is invested in bonds, Government securities etc. the interest on

which is again credited to the provident fund account.

20) Gratuity :

Gratuity is a kind of retirement benefit like provident fund. It is payable to the worker on his retirement. The company has created Gratuity Fund of Rs.67 lakhs out of the profits earned.

21) Service Awards :

The company keeps suggestion box in the office during a particular week and invites the workers to give suggestions about the various aspects of the mill e.g. discipline, reduction in the cost etc. The worker giving the best suggestion is awarded by the company.

22) Death Fund :

The company was having a group insurance scheme of Life Insurance Corporation which is discontinued recently. Now the company has kept a permanent deposit of Rs.1,20,000 in Provident Fund Account from the profits of the company. Out of this fund, the company pays Rs.40,000/- to the members of the family of the deceased worker.

23) Co-operative Credit Society :

The company is having two co-operative credit societies viz. The Jam Mills Spinning Co-operative Credit Society and The Jam Mills Weaving and Engineering Co-operative Credit



Society. Generally, to regularise the transactions of the society, some officer of the company is elected as a Chairman of such society. The former credit society looks after the management of the canteen in the campus.

24) Loans and Advances :

The company gives interest free loan and advance to the worker in emergency e.g. marriage or education of the son or daughter of the worker. The company also gives a guarantee to the worker for bank loan, depending upon his remuneration. The instalments of loan are deducted from the salary of the worker at source and returned to the Bank. Workers can also take loans from the Provident Fund Account or even from the credit societies.

25) Family Visits of the Workers :

The workers are invited with families to visit the Mill. A responsible officer of the mill is deputed to take the family of the worker around the mill and to show them the working of the mill. They are given breakfast and gift packets at the time of such visits.

26) Scholarships :

A company gives financial assistance of Rs.100/- per month in the form of scholarship to the children of the workers. It is given to those who have secured the first class or more in S.S.C. examination of the Pune Board.

27) Recreational Facilities :

The company has donated land to B.R.Damani Kamgar Kalyan Kendra, Damani Nagar, Solapur which is run with the assistance of the Government of Maharashtra. The recreational facilities are carried out in this centre for the benefit of the workers.

28) Rest Room :

The company has provided the rest room for the workers as per the provisions of the Factories Act, 1948. Such rest room is used regularly by the workers.

29) Educational Facilities :

The company provides regular classes for educating the workers. They are explained about the recent developments in marketing, production, management, etc. and thereby upto date knowledge is made available to them.

30) Attendance and Efficiency Award :

The company gives prizes to the workers having maximum attendance in a year. This reduces the rate of absenteeism and makes the workers to be more regular and punctual in their work.

Similarly a worker having maximum efficiency is rewarded by the company. The efficiency of the worker is determined by the superiors on the basis of his actual

performance. This encourages the workers to work with regularity, devotion and loyalty which automatically increases the efficiency and productivity of the mill.