

# A STUDY OF LABOUR WELFARE FACILITIES IN JAMSHRI LTD., SOLAPUR

## QUESTIONNAIRE

### I. Personal Information :

1. Name in Full :
2. Age : yrs.
3. Designation :
4. Marital Status : Married/Unmarried
5. Educational Status : Primary/Matriculate/  
Technical/Vocational/Diploma  
holder/Graduation/Post  
graduation
6. Employment status : Permanent/Badli
7. Length of Service : 1-10 yrs./11-20 yrs./  
21-30 yrs./ >30 yrs
8. Department : Spinning/Weaving/Process/  
Engineering
9. Category of Workers : Skilled/Unskilled
10. Monthly Total Income : < Rs.800 / Rs.801 - Rs.1200/  
Rs.1201 - Rs.2000 /  
Rs.2001 - Rs.3000 /  
Rs.3001 - Rs.4000
11. Monetary Benefits : Satisfactory/Unsatisfactory/  
Normal
12. Household Information :
  - a) Type of family : Nuclear/Joint
  - b) No. of family members :

### II. Statutory Welfare Facilities :

1. Latrines and Urinals :
  - a) Are they adequate ? : Yes/No
  - b) Is there adequate water available ? : Yes/No
  - c) How is the lighting in Latrines and Urinals ? : Adequate/Inadequate
  - d) What is the system of ventilation ? : Open windows/Fans
  - e) What is the frequency of cleaning ? : Regular/Irregular/Casual
2. Drinking Water :
  - a) Are the various sources adequate enough to meet the drinking water requirements ? : Yes/No
  - b) What are the sources of cool drinking water in the factory ? : Water cooler/Plane drinking water/Water filled in matha

- c) During summer have you felt any difficulty in getting cool drinking water ? : Yes/No  
 If yes, give reasons : a. Inadequate number of water coolers  
 b. Frequent breakdown of water coolers  
 c. Old coolers and hence efficiency is poor

3. Ventilation and Lighting :

- a. Whether proper ventilation is available at your working place ? : Yes/No  
 If no, what are your suggestions ? : Open windows/Exhaust fans/Others  
 b. Whether sufficient lighting arrangements are provided in the factory ? : Yes/No

4. Medical facilities :

- a) Name the medical facilities available inside the factory : Hospital/Dispensary/Doctor/First Aid/Nil  
 b) Does your family make use of these medical services ? : Always/Rarely/Never  
 c) Is your factory covered under ESI scheme ? : Yes/No  
 d) Are you satisfied with the medical services given to you ? : Yes/No

5) Canteen facilities :

- a) Do you make use of canteen facilities ? : Yes/No  
 b) Are you satisfied with quality, quantity and variety of snacks provided ? : Yes/No  
 1) Quality : Satisfied/Not satisfied/Normal  
 2) Quantity : Satisfied/Not satisfied/Normal  
 3) Variety : Satisfied/Not satisfied/Normal  
 c) What is your opinion about the cost of the food ? : Expensive/Reasonable/Cheap

- d) Does your canteen provides good and clean food ? : Yes/No/Rarely
- e) Suggestions :  
 1) Improvement in Quality      2) Increase in Quantity  
 3) Reduction in price            4) Better cleanliness
- 6) Educational facilities :
- a) Are there any educational facilities provided by the Mill ? : Yes/No
- b) What is your opinion about the worker's education : Very necessary/ Necessary/Not necessary
- c) Suggestions :
- 7) Housing facilities :
- a) Do you live in the quarters provided by the factory ? : Yes/No
- b) If yes, are you satisfied with the facilities ? : Yes/No
- c) What do you feel about the rent ? : High/Very high/Low
- d) What is your opinion in general about the housing facilities ? : Excellent/Good/Bad/Very bad
- 8) Recreational facilities :
- a) What are the recreational facilities provided ? : Indoor/Outdoor
- b) What indoor recreational facilities you are using ?
- c) What outdoor recreational facilities you are using ?
- d) Suggestions :
- 9) Safety Measures :
- a) Did you ever met with an accident ? : Yes/No
- b) Did you make use of safety devices ? : Full/Partial/Nil utilisation
- c) Does the company have safety devices ? : Yes/No
- d) Are you satisfied with the safety devices ? : Yes/No
- e) What is your opinion about the role of welfare officer in the Mill ?
- f) Suggestions :

10) Rest room :

- a) Is there adequate drinking water in the rest room ? : Yes/No
- b) For what purpose do you use the rest room ? : For rest after shift/  
To take Lunch/Dinner/  
Any other
- c) Is the rest room cleaned periodically ? : Yes/No
- d) Are there enough sitting and Lunch taking facilities ? : Yes/No

III Non-Statutory Welfare Facilities

1) Employee's security insurance (ESI) :

- a) Are you aware that your Mill is covered under ESI Scheme ? : Yes/No
- b) Is ESI Scheme satisfactory ? : Yes/No
- c) Suggestions for improvement
- d) Which of the following non-statutory welfare facilities are provided by the mill ? : Welfare trust/Housing/  
Accident insurance/  
Hospital cooperative bank/School/Conveyance allowance/Scholarships/  
Loans/Incentives

2) Grievance settlement procedure :

- a) What are the major reasons for the grievances ? : Leave/Weekly off/  
Promotion/Wages and allowances/Transfer/  
Discipline/More working hours/Post retirement benefits
- b) To whom you approach for solving your grievance ? : Supervisor/Union leader/Personnel Department
- c) Would you suggest any improvement in the procedure ? : Yes/No  
If yes, please specify :

3) Loans and Advances :

- a) What type of loans/advances are made available by the Mill ? :

- b) Do you think that these : Yes/No  
loans/advances are  
sufficient ?
- c) Are you satisfied with : Yes/No  
the procedure of  
sanctioning of loan ?
- d) Suggestions :