

CHAPTER - IV
ANALYSIS AND
INTERPRETATION OF DATA

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Labour Welfare facilities in the present World has got much importance as the workers have become more aware of their rights.

The Indian government started taking interest in the welfare programme, since 2nd World War, as they have introduced various scheme of labour welfare in various factories of government as well as private factories engaged in production.

As the employees have realised the importance of workers. According to them worker is an integral part in the production process. Whichever business you take up, it's future depends upon the workers efficiency and participation. So every employer gives his employees statutory and non statutory facilities. Consequently the efficiency of the worker increases and so the production increases. The fact is that the profit raises subsequently its advantage gets to the employer directly. So it is necessary for the employer to give facilities to his workers.

Labour welfare measures have an important role to play in the context of Indian conditions, because the country passing through a transitional phase when a rural and agriculture-based society is changing into an Urban and industry based society.

The purpose of the study is to highlight the role of labour welfare in improving the conditions of worker's life, raising their efficiency and productivity, building up a stable labour force and minimising the chances of conflict between the labour and management. It aims at evaluating labour welfare measures as produced in the various acts passed by the central as well as some of the state Governments and their impact not only on the conditions of workers and their efficiency and productivity but also on the employer-employee relationship.

Table No. 1 ✓

TABLE SHOWING THE CLASSIFICATION OF WORKERS ACCORDING TO AGE GROUP

Sr.No.	Age Group	No. of Workers
1.	Upto 25	07
2.	26 to 40	84
3.	41 to 60	09
	Total	100

The above table shows the classification of workers according to their age group. It is observed that out of total sampled workers 84 workers comes in the young age group i.e. 26 to 40.

Table No. 2

TABLE SHOWING THE CLASSIFICATION OF WORKERS ACCORDING TO THEIR
EDUCATION

Sr. No.	Qualification	No. of Workers
1.	Illiterate	04
2.	Primary	64
3.	Secondary	18
4.	Higher Secondary	12
5.	Technical	02
Total		100

The above table indicates the level of education of the sampled workers. For studying their educational level we classified it into five categories i.e. illiterate, primary, secondary, higher secondary and technical. It is observed that 64 workers are having primary education background and 30 workers are having secondary and higher secondary back ground, only two workers are technically educated.

Most of the workers in the mill are educated.

Table No. 3

TABLE SHOWING THE RELATIONSHIP BETWEEN LENGTH OF SERVICE AND NO. OF
WORKERS

Sr. No.	Length of service in the year	No. of workers
1.	Upto 5 years	11
2.	06 to 10 years	45
3.	11 to 15 years	40
4.	Above 15 years	04
Total		100

The above table shows the classification of workers according to their length of service. It is clear that out of total sampled workers 85 workers comes in the group of 6 to 15 years length of service. Only 4 workers comes in length of service group of 15 years.

Table No. 4

THE TABLE SHOWS SIZE OF THE FAMILY OF THE WORKERS

Sr. No.	No. of Family Members	No. of workers
1.	Upto 2 ..	02
2.	3 to 4 ..	13
3.	5 to 6 ..	36
4.	Above 6 ..	49
Total		100

The above table shows size of the family of sampled workers. It is clear that out of total sampled workers 85 workers have more than five members in their family. It shows the big size of family members of the sampled workers.

Table No. 5

THE TABLE SHOWS THE EARNING MEMBERS IN THE FAMILY OF THE WORKERS

Sr. No.	Earning members	No. of workers
1.	Upto 1	04
2.	2 to 3	67
3.	4 to 5	21
4.	Above 5	08
Total		100

The table shows the classification of workers according to earning members in their family. Out of total sampled workers 67 workers have 2 to 3 earning members in their family and only 4 workers have one earning member in their family. Almost all sampled workers are having another earning hand in their family.

Table No. 6

THE TABLE SHOWS CLASSIFICATION OF WORKERS ACCORDING TO WAGE

Sr. No.	Monthly wages in Rupees	No. of workers
1.	Upto 1000	06
2.	1001 to 1500	19
3.	1501 to 2000	66
4.	Above 2000	09
	Total	100

The table shows the classification of workers according to their wages. Out of total sampled workers 75 workers come in the wage group of Rs. 1501 to 2000. Majority of the workers have good wages.

Table No. 7

THE TABLE SHOWS WORKERS OPINION ABOUT DISPANSARY FACILITIES

Sr.No.	Particulars	Y E S		N O	
		Educate	Uneducate	Educate	Uneducate
1.	Does the factory provide dispensary facilities.	95	03	01	01
2.	Can you get this dispensary benefit both you and your dependent.	35	01	63	01
3.	Are you satisfied in the dispensary facility.	31	02	65	02

The above table shows workers opinion about dispensary facilities. Out of total sampled workers 98 workers said that factory provide dispensary facilities.

Out of total sampled workers 64 workers say that the mill cannot provide dispensary facilities to them and their depedents.

Out of total sampled workers 67 workers are unsatisfied about dispensary facility.

Table No. 8

THE TABLE SHOWS WORKERS OPINION ABOUT LAVATORIES AND URNINALS

FACILITY

Sr.No.	Particulars	Y E S		N O	
		Educate	Uneducate	Educate	Uneducate
1.	Are there lavatories and urninals.	96	04	00	00
2.	Are they maintained properly.	60	02	32	06

This table shows all the sampled workers are agreed to that mill provides lavatories and urninals facilities.

But out of total sampled workers 62 workers are satisfied about the maintainance of lavatories and urninals facilities.

Most of the educated workers are satisfied with the lavatories and urinal facilities.

Table No. 9

THE TABLE SHOWS WORKERS OPINION ABOUT DRINKING WATER AND WASHING FACILITIES

Sr.No.	Particulars	Y E S		N O	
		Educate	Uneducate	Educate	Uneducate
1.	Can you get cool drinking water and washing facilities.	93	04	03	00
2.	Are they satisfied in this schems.	41	01	55	03

This table shows out of total sampled workers 97 workers said that mill provides cool drinking water and washing facilities.

But only 42 workers are satisfied with the facilities provided by the mill out of them 41 workers are educated.

Most of the educated workers are unsatisfied about the cool drinking and water facility.

Table No. 10

THE TABLE SHOWS THE WORKERS OPINION ABOUT REST ROOM FACILITY

Sr.No.	Particulars	Y E S		N O	
		Educate	Uneducate	Educate	Uneducate
1.	Is there siting and rest room arrangement at the rest time.	94	04	02	00
2.	Are you provided recreation facilities during the periods.	32	01	64	03
3.	Are you satisfied in this scheme.	37	01	59	03

The above table shows out of total sampled workers 98 workers are agreed with sitting and rest room arrangement at the rest time.

But only 38 workers are satisfied about rest room facilities. About the above facilities educated workers are not satisfied.

Table No. 11

THE TABLE SHOWS THE WORKERS OPINION ABOUT SAFETY FACILITY

Sr.No.	Particulars	Y E S		N O	
		Educate	Uneducate	Educate	Uneducate
1.	Does the mill put first aid provision in the department.	94	04	02	00
2.	In your department are there safety instruments, machine guards.	92	04	04	00
3.	Do you think that these instruments are useful for the safety purpose.	89	04	07	00
4.	Are the safety notice board in your department in factory.	93	04	03	00
5.	Does the factory arrange any safety training programme.	85	04	11	00
6.	Is there safety committee in your factory.	91	04	05	00
7.	If yes, are there dept. representative in the committee.	96	04	00	00
8.	Do you think that the committee is functioning satisfactory.	18	03	78	01
9.	Do accidents occur in your department.	54	03	42	01
10	Do you get uniform for your job.	08	00	88	04

The above table No. 11 indicates the safty provision made by the factory. In the above table 1 to 7 safety provision 90 to 94 workers are satisfied, regarding provision No. 8 and 10, 80 to 90 workers are not satisfied, and in cse of provision No. 9, 57 workers are satisfied. Educated worker are happy about the safety provision. In case of few provision educated workers are not satisfied.

Table No. 12

THE TABLE SHOWS THE WORKERS OPINION ABOUT CANTEEN FACILITY

Sr.No.	Particulars	Y E S		N O	
		Educate	Uneducate	Educate	Uneducate
1.	Is there canteen in the mill.	94	04	00	00
2.	Is there canteen committee .	94	04	02	00
3.	If Yes, are there dept. representative in this committee.	90	04	06	00
4.	Do you get qualitative food in the canteen.	38	02	58	02
5.	Is there trolly system in your canteen.	84	04	12	00
6.	Are your satisfied about the cleanliness of canteen.	32	02	64	02

The above table No. 12 indicates the canteen facilities made by the mill. In the above table 2, 3 and 5 canteen provision 88 to 98 workers are satisfied, regarding provision 4 and 6. 60 to 66 workers are not satisfied. Educated workers are not satisfied about the canteen.

Table No. 13

THE TABLE SHOWS THE WORKERS OPINION ABOUT PROVIDENT FUND SCHEME

Sr.No.	Particulars	Y E S		N O	
		Educate	Uneducate	Educate	Uneducate
1.	Is the provident fund act applicable in your mill.	90	04	06	00
2.	Is the subscription deducted monthly.	90	04	06	00

The above table shows workers opinion about P.F. Scheme. Out of total sampled workers 98 workers agree with the provident fund scheme.

Most of educated workers are satisfied about the provident fund scheme facility.

Table No. 14

THE TABLE SHOWS THE WORKERS OPINION ABOUT GRATUITY SCHEME

Sr.No.	Particulars	Y E S		N O	
		Educate	Uneducate	Educate	Uneducate
1.	Does the factory gives gratuity to the workers.	89	04	07	00
2.	Are you satisfied in this scheme.	84	04	12	00

The above table shows workers opinion about gratuity scheme. Out of total sampled workers 93 workers are agree with the gratuity scheme.

Out of the total sampled workers 88 workers are satisfied about gratuity scheme. of them most of workers are educated i.e. 84.

Table No. 15

THE TABLE SHOWS THE WORKERS OPINION ABOUT FAMILY PENSION SCHEME

Sr.No.	Particulars	Y E S		N O	
		Educate	Uneducate	Educate	Uneducate
1.	Is the family pension scheme is applicable.	78	04	18	00
2.	Are you satisfied the rate of contribution of family pension scheme.	76	04	20	00

The above table shows woekres opinion about family pension scheme. Out of total sampled workers 82 workers are said that mill applicable family pension scheme.

But out of sampled works 80 workers are satisfied about the family pension scheme.

Most of educated workers are satisfied with family pension scheme.

Table No. 16

THE TABLE SHOWS THE WORKERS OPINION ABOUT LEAVE FACILITY

Sr.No.	Particulars	Y E S		N O	
		Educate	Uneducate	Educate	Uneducate
1.	Do you get leave with pay.	84	03	12	01
2.	Are you in the existing leave facility.	79	02	27	02

The above table shows workers opinion about leave facility. Out of 100 sampled workers 81 workers are satisfied with the leave facility.

Out of 81 workers 79 workers are educated and 2 workers are uneducated.

Table No. 17

THE TABLE SHOWS THE WORKERS OPINION ABOUT WORKMEN COMPENSATION ACT

Sr.No.	Particulars	Y E S		N O	
		Educate	Uneducate	Educate	Uneducate
1.	Is workmen compensation act applicable in your mill.	80	04	16	00
2.	If yes, can you get benefit under this act.	24	01	72	03
3.	Are you satisfy in this compensation act.	38	03	58	01

The above table shows workers opinion about workmen compensation act. Out of 100 sampled workers 84 workers agree with the mill applicable workmen compensation act.

But only 41 workers are satisfied with the workmens compensation act. Out of them 38 workers are educated.

Most of the educated workers are unsatisfied about the workmen compensation act i.e. 58 workers.

Table No. 18

THE TABLE SHOWS THE WORKERS OPINION ABOUT WORKING HOURS

Sr.No.	Particulars	Y E S		N O	
		Educate	Uneducate	Educate	Uneducate
1.	Are the working hours fixed according to the Govt. Rule.	92	04	04	00
2.	Are you satisfied about the working hours.	67	03	29	01

The above table shows workers opinion about working hours. Out of total sampled workers 96 workers agree with the working hours are fixed according to the Govt. Rule.

Out of total sampled workers 70 workers are satisfied with the working hours. Out of 70 workers 67 workers are educated.

Table No. 19

THE TABLE SHOWS NON STATUTORY FACILITIES PROVIDED TO THE WORKERS BY

THE MILL

Sr.No.	Non-statutory facilities	Yes	No
1.	Housing facilities	13	87
2.	Transport facilities	05	95
3.	Co-operative societies	87	13
4.	Family planning programme	24	76
5.	Recreation and education	48	52

The above table shows workers opinion about Non statutory facilities provided by the mill.

In case of housing facility out of total sampled workers 87 workers are unsatisfied and remaining are satisfied.

In case of transport facility out of total sampled workers 95 workers are unsatisfied and remaining are satisfied.

In case of co-operative societies out of total sampled workers 87 are satisfied and remaining are unsatisfied.

In case of family planning programme out of total sampled workers 76 workers are unsatisfied and remaining are satisfied.

In case of recreation and education out of total sampled workers 48 workers are satisfied and remaining are satisfied.

Table No. 20

THE TABLE SHOWS WHETHER WORKERS OPINION ABOUT WELFARE FACILITIES

Sr.No.	Workers opinion	No. of workers
1.	Very good	--
2.	Good	--
3.	Satisfactory	32
4.	Average	48
5.	Below Average	12
6.	Non satisfied	08
7.	Bad	--
Total		100

The above table shows workers opinion about statutory and non statutory facilities provided by the mill.

Out of total sampled workers 48 workers average opinion about welfare facilities, 32 workers are satisfactory opinion about welfare facilities, 12 workers below average opinion about welfare facilities and 8 workers bad opinion about the welfare facilities.