

■■■■ CHAPTER - V ■■■■

LABOUR WELFARE FACILITIES IN S.S.I.

UNITS IN SATARA, M.I.D.C.

(ANALYSIS & INTERPRETATION OF DATA)

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CHAPTER - V

LABOUR WELFARE FACILITIES IN S.S.I. UNITS

IN SATARA, M.I.D.C.

labour Welfare Facilities Provided by the companies :-

The factory is providing welfare facilities to the workers and some of them are introduced in the following :

1) Ventilisation :-

The factory has a modern type & so the proper ventilation is provided in each department. There are some open windows and fans which helps to make the air freash and bealthy.

2) Lighting :-

As regards lighting the factory management has provided and maintained sufficient and suitable lighting both natural and artifical. There are glazed windows & lights are used far lighting the work rooms. In some of the departments there are electrical tubes on the machines.

3) Drinking Water :-

According to factories Act 1948, wherever 250 or more workers are employed, there must be a canteen. This company is bound to provide a canteen and canteen committee. The factory has provided canteen facility which can provide tea and eatables canteen is also providing

meals and snacks etc. in subsidised rates to the employees. The canteen committee is also appointed for the well functioning.

4) Medical Facilities :-

The factory has provided the first aid and other medical facilities, Besides this, factory has provided first aid boxes to all departments. There is a doctor recommended and appointed by the factory. He is visiting the factory three times in a week who is taking the care of employees. The factory car is also available as an ambulance for carrying serious accident cases, to the hospital.

The medical facilities are provided only to those employees who are victims of an accident on actual work or in working hours. The factory is providing medical facilities to the family of employees.

5) Safety Equipments :-

This factory has provided hand gloves, protective dresses to the workers for the safety purpose. The workers of PAB departments are provided by vitamin capsules to avoid adverse effect on health of the workers due to various chemicals. The company provides to workers caps, raincoats, goggles, shoes also.

6) Health Equipments :-

The company is providing mainly the vacuum, cleaners and dust collectors and the purpose of these equipments is

to make clean means there is no question of cleanliness. There is specific provision of ventilation and the temperature and dust fumes over crowding lighting, latrines and urinals and spitboons drinking water.

7) Social Security :-

All the permanent workers in the factory get the advantage of P.F. & Gratuity on their retirement. There is no provision of pension after retirement to any employee.

8) Workers Education :-

The provision of education for childrens of employees is not available in the company but company is arranging special training programmes for workers for the cause of technical job.

9) Washing Facilities :-

The factory is providing this facility in the form of soap bar and liquid soap to each workers, but adequate.

10) Working Conditions :-

The factory provides all working conditions in respect of ventilation, sanitation, drinking water, lighting, avoiding over crowing etc. to make working conditions more healthy.

11) Workers Participation in Management :-

The aim of this participation is to make free discussions about any matter of moral interest. The company is taking various conclusions of employees in

various matters. Workers are already on the canteen management.

12) Retirement Provisions :-

For the security of life of employees, P.F. scheme is applicable in this factory.

13) Leave with wages:-

Workers are getting the benefits of leave with wages permanent which are as under:-

- A) Sick leave
- B) Casual leave.

14) Cycle Stand :-

The factory has provided a cycle stand for cycles of workers.

15) Shift Provisions :-

The factory runs normally in 3 shifts. They are as under:-

- A) 1st shift :- 7 AM to 3.30 PM
- B) 2nd shift :- 3.30 PM to 12 PM
- C) 3rd shift :- 12 PM to 7 AM.

16) Extra Curricular Activities :-

On the occasion of Ganesh festival the workers arrange Arti of lord Ganesha. The company arranges sport tournaments on 26th January every year.

Analysis and Interpretation of Data :-

This chapter contains presentation analysis and interpretation of the data. The sample selected for research subject has the size of the 100 respondents. The necessary data on various aspects of labour welfare facilities was collected from selected ten (10) small-scale industries units in Satara M.I.D.C. The chapter is divided in two sections section a deals with classification of selected small units according to capital investment, status, employment, industry wise classification, number of persons employed, category workers, recruitment method.

Section B deals with analysis and interpretation of data relating to labour welfare facilities in small scale industries (10) Ten units Satara M.I.D.C. selected study. The sample selected for research subject is of the size of 100 workers.

A) Classification of small-scale industries 10 units selected for study :-

i) According to capital Investment:-

The small-scale industries included in the study are classified into three categories according to their capital investment viz.

- i) Tiny units employing capital upto Rs.2 lakhs.
- ii) Units employing capital above Rs.2 lakhs but below Rs.10 lakhs and

- iii) Units employing capital above Rs.10 lakhs but below Rs.25 lakhs.

TABLE - 5.1

Table showing the classification of small-scale Industries according to capital Investment.

Sr NO.	Capital Investment	No.of small-scale Industries	Percentage
1	Upto Rs. 2 lakhs	5	50%
2	Above Rs.2 Lakhs, but below Rs.10 lakhs	3	30%
3.	Above Rs.10 lakhs, but below Rs. 25 lakhs	2	20%
	Total	10	100%

It is observed from the above table that :-

1. There are more number of industries where in Rs.2 lakhs are investment.
2. It is observed that in such companies there are either a single entrepreneur or two.
3. In the case of Investment of Rs.10-25 lakhs there are more number of partners.
4. It is observed that in the case of many more partners, the management does not work smoothy and decision taking is also difficult.

TABLE - 5.2

Table showing the classification of small-scale
Industries according to status:-

Sr No.	Status	No.of small-scale Industries	Percentage
1	Sole proprietorship	4	40%
2	Joint Family	1	10%
3	Partnership	3	30%
4	Co-operative	1	10%
5	Private Ltd.company	1	10%
6.	Public Ltd.Company	--	--
	Total	10	100%

From the above table is is observed that :-

1. They are so many companies where in sole proprietorship is more.
2. But the investment is less, profit is less.
3. In the case of more partners, much more investment is invested and much profit is gained.
4. But decision taking, recruitment, is difficult.
5. In the case of more partners, the loan from various sources can be made available.
6. But the possibility of dissolution of co.on the case of more partner is very high.

TABLE - 5.3

Table showing the Employment statistics regarding
small-scale Industries under study.

Sr No.	Strength of Employment	No. of Small-scale Industries.	% tage
1	Industries employing more than 10 but less than 49 workers.	5	50%
2	Industries employing more than 50 but less than 99 workers.	3	30%
3	Industries employing more than 100 workers	2	20%

It is observed from the above table that:-

1. There are more companies who are employing less number of workers.
2. There are few companies who are employing more number of workers.
3. In the case of more workers in the companies, more supervisors are needed for which returns are less.
4. It is ease to give concentration/facilities for workers in the small-scal industries.
5. No.Govt. harassment is there in the case of less workers.
6. It can be seen from the above table that there is high percentage of companies who are employing less workers.

Industrywise Classification:-

Industry-wise classification presents wide variety of small-scale industries selected for this study it also indicates to the extent of coverage in each type of small scale industry.

TABLE - 5.4

Table showing the Industry wise classification Based on Actual survey of small-scale industries.

Sr No.	Type of Industries	No.of small scale Industries.
1	Foundries, Engineering works, Electroplates.	1
2	Saw mills, steel and wooden furniture.	1
3	Textile and Art silk mills.	1
4	Plastic and Rubber products.	1
5	Cement pipe and Tiles	1
6	Cold drinks and Ice factories.	1
7	Chemical and Dyes.	1
8	Printing presses & paper Indus.	1
9	Shoes and leather Industries.	1
10	Other	1
	Total	10

TABLE - 5.5

Table showing the classification according to
number of persons, employed.

Sr No.	Type of Industry	No. of workers	%age
1	Foundries, Engg. work, Electroplator	125	19%
2	Saw mills, steel and wooden furni.	74	11%
3	Textile and Art silk mills	72	11%
4	Plastic and Rubber Products	49	7%
5	Cement pipe and Tiles	118	18%
6	Cold drinks and ICE-Factories	32	5%
7	Chemical and Dyes.	45	7%
8	Printing presses and paper Indus.	34	5%
9	Shoes and heather industries	38	6%
10	Other	69	11%
	Total	658	100%

It can be seen from the above table that :-

1. In Satara MIDC production of Engineering equipments is very large and hence labour force is also very large.
2. In the case of plastic, rubber products a few labour are required as there is less varieffy type of work.
3. In the case of cement pipe & tiles more than 50% work is got done from the machines & hence labour force is not required in large quantity.
4. As regards to cold drinks and Ice factories, the labour force is on temporary basis as the work is seasonable
5. In chemical factories, for all the labour, necessary case, is taken to provide handgloves, capsules etc.

According to category of workers:-

Three categories of workers were observed skilled, semi-skilled and un-skilled, foundries and engineering work require more skilled and unskilled workers. The other industries were more labour intensive and require more unskilled workers.

TABLE - 5.6Table showing the category of workers

No.	Type of Industry	Category or workers			Total
		Skilled	Semi skilled	Un.skilled	
	Foundries, Engg. work, Electroplate	38	28	59	125
	Saw mills, steel & wooden furni.	27	12	35	74
	Textile & Art silk mills.	22	18	32	72
	Plastic and Rubber products	12	09	28	49
	Cement pipes and tiles	31	23	64	118
	cold drink and Ice-factories	10	07	15	32
	Chemical and Dyes.	11	06	28	45
	Printing presses & paper Indus	10	05	19	34
	Shoes & Leather Industries	18	07	14	38
	Others	20	11	38	69
	Total	199	125	332	656
	Percentage	30.35	19.05	50.60	100%

It is observed that:-

- . The percentage of unskilled workers is more.
- . To avoid more wages, the companies are treating semi-skilled workers as unskilled workers.
- . Only a small percentage of workers are treated as skilled workers.
- . A few companies have treated all workers as unskilled workers due to avoid payments as per minimum wages Acts.

B) Working views Regarding Labour welfare facilities:-TABLE - 5.7

The table showing classification of respondents, Age group according to their length of services.

Age in Year	Length of service in years					Total
	1 - 10	11 - 20	21 - 30	31 - 40	41 - 50	
20-25	6	--	--	--	--	6
25-30	--	3	--	--	--	3
30-35	3	12	--	--	--	15
35-40	6	12	12	--	--	30
40-45	--	--	9	6	--	15
45-50	--	--	6	9	--	15
50-55	--	--	3	3	10	16
Total	15	27	30	18	10	100

The above table denotes that :-

1. 6 workers have served between 1 to 10 years and belonging to the age group of 20 to 25 years.
2. 3 workers have served this S.S.I units between 11 to 20 years and belonging to the age group of 25 to 30 years.
3. 3 and 12 workers have served this S.S.I. units between 1 to 10 years and 11 to 20 years respectively and belonging to the age group of 30 to 35 years.

4. 6,12 and 12 workers have served this S.S.I. units 1 to 10 years, 11 to 20 years, 21 to 30 years respectively and belonging to the age group of 35 to 40 years.
5. 9 and 6 workers have served this S.S.I. units 21 to 30 years and 31 to 40 years respectively and belonging to the age group of 40 to 45 years.
6. 6 and 3 workers have served this S.S.I. units between 21 to 30 years and 31 to 40 years respectively who were belonging to the age group of 41 to 50 yrs.
7. 3,3 and 10 workers have served this S.S.I. units 21 to 30, 31 to 40 & 41 to 50 years and belonging to the age group of 50 to 55 years.

Out of 100 workers 10 workers have more than 50 years experience of the job.

TABLE - 5.8

The table showing the agewise distribution of the workers.

Sr No.	Age Group	No.of workers	Percentage
1	20 to 30	42	42%
2	31 to 40	31	31%
3	41 to 50	19	19%
4	51 to 60	7	7%
5	Above 60	1	1%
	Total	100	100%

The above table indicates that :-

1. 42% of the total workers range between the age group of 20 to 30 years.
2. 31% of the total workers range between the age group 31 to 40 years.
3. 19% of the total workers range between the age group of 41 to 50 years.
4. 7% of the total workers range between the age group of 51 to 60 years.
5. Lastly 1% of the total workers range between the age group of the above.

The above percentage shows that 73% of the workers belong to the age of 20 to 40 years. It means the company has appointed large number of young workers.

26% of the workers belong to the group of 41 to 60 years. It is clear that there are sufficient number of experienced workers.

Only one worker is there whose age is 62 years. It indicates that the company has not appointed aged workers on large scale.

TABLE - 5.9

The table showing the condition of marital status of workers.

Sr No.	Marital status	No. of workers.	Percentage
1	Married	86	86%
2	Unmarried	14	14%
	Total	100	100%

The above table shows that 86% of the workers are married and remaining i.e. 14% of the workers are unmarried.

TABLE - 5.10

The table showing sex wise classification of the workers.

Sr No.	Sex	No.of Workers	Percentage
1	Male	98	98%
2	Female	02	02%
	Total	100	100%

With the help of the above table it is possible to findout that

98% of the workers are male and remaining only 2% of the workers are female.

The company has appointed large number of male workers. There are only two female workers in this company.

TABLE - 5.11

The table showing Educational Qualification wise classification of workers.

Sr No.	Education	No.of workers	Percentage
1	Illiterate	6	6%
2	Primary	24	24%
3	Secondary	38	38%
4	Higher	23	23%
5	Technical	9	9%
	Total	100	100%

The above table shos that :-

1. 6% of the workers are illiterate.
2. 24% of the workers have obtained primary education.
3. 38% of the workers have obtained secondary education
4. 23% of the workers have obtained higher education.
5. 9% of the workers have obtained technical education.

From the above percentage it is possible to pointout that, majority of the workers have got secondary education, on the other hand, a considerable percentage (i.e. 38%) of the workers have got primary education.

With the help of above it is clear that, the companies appointed majority of the workers who have literate i.e. 94%. In these companies there are 94 workers (i.e. 94%) workers are literate and only 6 workers (6%) are illiterate.

TABLE - 5.12

Table showing the classification of the workers according to their nature of service.

Sr No.	Nature of service	No. of workers	Percentage
1	Permanent	88	88%
2	Temporary	12	12%
	Total	100	100%

The above table indicates that :-

1. 88% of the workers are permanent in their service.
2. 12% of the workers are temporary in their service.

The above percentage gives us the clear picture of workers. In this companies majority of the workers protected in their service, but their is minority of the workers i.e. 12% of the workers who are not protected by the companies in their service.

With the help of above table only 12 workers are temporary.

TABLE - 5.13

The table showing the classification of the workers
According to their salaries (Per months)

Sr No.	Salary per month	No. of workers	Percentage
1	500 to 600	2	2%
2	601 to 800	5	5%
3	801 to 1000	19	19%
4	1001 to 1200	37	37%
5	1201 to 1400	25	25%
6	1401 to 1600	9	9%
7	Above 1600	3	3%
	Total	100	100%

The above table indicate that:-

- 2% of the workers are getting salary less then Rs.600 and more than Rs. 500 per month.
- 5% of the workers are getting salary between Rs.601 to Rs. 800 per month.
- 19% of the workers salary range between Rs.801 to 1000 per month.
- 37% of the workers earning is Rs.1001 to 1200 per month.
- 25% of the workers set salary is between Rs.1201 to 1400 per month.

6. 9% of the workers earnings between Rs. 1401 to 1600 per month.
7. Lastly 3% of the workers i.e. 3 workers get salary above Rs.1600 per month.

From the above statistical information it is clear that, the majority of the workers salary i.e. 37% of the workers salary is range between Rs.1001 to 1200 permonth and as the other hand a very small number of workers get salary between Rs.500 to 1600 per month i.e. only two workers get salary Rs.580 per month.

With the help of above table it pointout that 81% of the workers get (i.e. 81 workers) salary is range between Rs.801 to 1400 per month.

TABLE - 5.14

The table showing workers opinion about the medical facilities.

Sr No.	Opinion	No.of workers	Percentage
1	Satisfactory	83	83%
2	Unsatisfactory	17	17%
	Total	100	100%

The above table indicates that :-

1. 83% of the workers are satisfied with the medical facilities.
2. 17% of the workers are dissatisfied with the medical facilities provided by the management.

From the above explanation we may say that a large number of workers are satisfied with the medical facilities provided by the compaines, whereas 17% of workers or a small number of workers expressed their opinion dissatisfactory about medical facilities. The number of workers percentage is not ignorable.

TABLE - 5.15

Table showing the classification of the workers opinion regarding the condition of Drinking water facility

Sr No.	Opinion	No.of workers	Percentage
1	Good	93	93%
2	Bad	7	7%
	Total	100	100%

The above table indicates that :-

1. 93% of the workers i.e. 93 workers opinion is good about drinking water. They expressed that in the companies the drinking water facility is good.
2. 7% of the workers opinion is that the company provided drinking water facility which is not good.

On the basis of above, I observed that the majority of the workers opinion is good with condition or drinking water facility but a small number of workers opinion is not good. They express that the drinking water facility is not so good.

TABLE - 5.16

The table showing workers opinion about the clothing and washing facilities :-

Sr No.	Opinion	No. of workers	Percentage
1	Good	55	55%
2	Satisfactory	42	42%
3	Bad	3	3%
	Total	100	100%

The above table indicates that :-

1. 55% of the workers i.e. 55 workers opinion is good about clothing and washing facilities.
2. 42% of the workers are fully satisfied with the clothing and washing facilities provided by the companies.
3. 3% of the workers opinion is that the companies provided clothing and washing facilities is not satisfactory.

On the basis of above table, I observed that the majority of workers opinion is good clothing washing facilities and small number of workers opinion is not good about clothing and washing facilities.

TABLE - 5.17

The table showing workers opinion about Transport facilities.

Sr No.	Opinion	No.of workers	Percentage
1	Good	52	52%
2	Fair	37	37%
3	Bad	11	11%
	Total	100	100%

The above table indicate that :-

1. 52% of the workers i.e. 52 workers opinion is good about transport facilities provided by the companies
2. 37% of the workers opinion is that the companies provided transport facilities is fair.
3. 11% of the workers opinion is that the companies provided transport facilities is bad.

On the basis of above table, I observed that the majority of workers opinion is good with the transport facilities and a small number of workers opinion is not good, they express transport facilities.

TABLE - 5.18

Table showing workers opinion about cleanliness of canteen facilities.

Sr No.	Opinion	No. of workers	Percentage
1	Good	40	40%
3	Fair	31	31%
3	Bad	29	29%

Above table shows that out of my 100 samples :

1. 40 respondances have give their opinion about cleanliness of the canteen is good.
2. 31 workers have given their opinion regarding the cleanliness of canteen is fair.
3. And remaining 29 workers have given their opinion about the cleanliness of canteen is bad.

Interpretation :-

From the above table we can interpreted that :-

1. Majority of workers opinion is good about the cleanliness of canteen i.e. 40.
2. Majority of workers opinion is bad about the cleanliness of canteen i.e. 29.

TABLE - 5.19

The table showing the workers opinion of sports and clubs facilities.

Sr No.	Opinion	No. of workers	Percentage
1	Good	52	52%
2	Fair	26	26%
3	Bad	22	22%
	Total	100	100%

The above table indicate that :-

1. 52% of the worker i.e. 52 workers opinion is good about sports and clubs facilities provided by the companies.
2. 26% of the workers opinion is that the companies provided sports and clubs facilities is fair.
3. 22% of the workers opinion is that companies provided sports & clubs facilities is bad.

On the basis of above table, It observed out of 100 workers 52 are satisfied and 26 workers are expressed fair opinion but 22 workers are not satisfied with the sports and clubs facilities.

TABLE - 5.20

The table showing the classification of the workers regarding the conditions of latrines and urinals facilities.

Sr No.	Opinion	No.of workers	Percentage
1	Good	92	92%
2	Bad	8	8%
	Total	100	100%

The above table indicates that :-

1. 92% of the workers opinion is good regarding the conditions of latrines and urinals which is provided by the companies.
2. 8% of the workers expressed their opinion the condition of the latrines and urinals is not satisfactory.

From the above table it is clear that this companies keeps the places of latrines and urinals as a clean conditions.

TABLE - 5.21

The table showing the classification of the workers regarding the Housing facilities provided by the companies.

Sr No.	Response	No.of workers	Percentage
1	Yes	--	--
2	No	100	100%
	Total	100	100%

The above table indicates that all workers expressed that the companies have not provided the housing facilities to the workers.

TABLE - 5.22

The table showing the classification of the workers Regarding the benefits they receive from the various activities of the companies.

Sr No.	Benefits of the Activities	No.of workers	% tage
1	Bonus and Figts	88	88%
2	Insurance	52	52%
3	Providend fund	88	88%
4	Advance Payment	100	100

The above table shows that:-

The companies provided the benefits or bonus, Insurance, providend fund and advance of payment to the workers.

The companies provided the bonus every year and the companies provide advance of payment as per the workers requirements.

TABLE - 5.23

Table showing mode of conveyance

Distance in K.M.	Means of conveyance				Total
	Bicycle	city Bus	Factory Bus	Walking	
1 to 5	9	9	12	18	48
5 to 10	6	6	15	3	30
10 to 15	--	--	12	--	12
15 to 20	--	--	4	--	4
20 to 25	--	3	3	--	6
Total	15	18	46	21	100

The above table reveals that:-

1. 9 workers are using bicycle for attending their duty. They are staying for away from S.S.I. units 1 to 5km.
2. 9 workers are using city bus for attending their duty. They are staying for away from the S.S.I. units 1 to 5 km.
3. 12 workers are using S.S.I. units factory bus for attending their duty. They are staying for away from 1 to 5 km.
4. 18 workers are coming on walk.
5. 6,6,15 and 3 workers using Bicycle, city bus, factory bus walking for attending their duty. There are staying far away the from 5 to 10 km.

6. 12 workers are using factory bus for attending their duty. They are staying far away from the S.S.I. units about 10 to 15 km.
7. 4 worker are using factory bus for attending their duty and their are staying far away from the S.S.I. units 15 to 20 km.
8. 3 and 3 workers are using city bus and factory bus for attending their duty they are staying far away from the S.S.I. units 20 to 25 km.

Interpretation :-

From this table we can concluded that most of the workers came by factory bus.