

CHAPTER - V

LABOUR WELFARE FACILITIES

GIVEN BY

SHETKARI SAHAKARI SAKHAR

KARKHANA LTD., SANGLI.

## 5.1 : LABOUR WELFARE FACILITIES:

### Labour Welfare Centre :

Sugar industry is the biggest industry in Maharashtra. Hence the number of workers working in this field is also greater than any other industry in Maharashtra. So these workers were constantly demanding labour welfare centres in this field. To fulfill this increasing demand Maharashtra State Government has declared 6 Labour Welfare Centres at different sugar factories. Sangli Sugar Factory is one of them that has started Labour Welfare Centre.

In this factory labour welfare centre is opened on 31st March, 1983. This welfare centre started its working from January, 1984.

Under this welfare centre various welfare schemes are conducted by the factory for the betterment of workers and their family members. They are as follows :-

These Welfare Facilities undertaken in Shetkari Sahakari ~~Sakhar~~ Karkhana Ltd., Sangli can be classified into two groups:

- A) Statutory
- B) Non-Statutory

A) Statutory Welfare Facilities:

1) HEALTH :

As per the Factories Act, 1948, Shetkari Sahakari Sakhar Karkhana Ltd., Sangli is providing health facilities. This factory has one hospital to provide medical facilities. In this hospital there is one medical Officer and Five persons to assist the Medical Officer. It is a well equipped hospital having a ambulance to be used in emergency. There are first-aid boxes kept in different departments of the factory with prescribed contents.

2) CLEANLINESS:

The factory is kept clean like a mirror all the walls, roofs and machinery are painted. The workers are appointed to clean the factory so factory as a whole is quite clean.

3) VENTILATION AND TEMPERATURE:

In this factory ventilation is maintained with the help of fans by circulation of fresh air. The material used in building walls and rooms is such that low temperature can be maintained.

4) LIGHTING:

In every section of the factory where the workers are working or passing through one department to another,

sufficient natural as well as artificial light is maintained. All glazed windows and skylight are kept clean.

5) DRINKING WATER:

In the factory premise there is sufficient supply of filtered water provided this supply is maintained at suitable and convenient points with marking in marathi "Pinyache Pani".

6) LATRINS AND URINALS:

In the factory premises sufficient number of latrines and urinals are available at convenient places.

7) CANTEEN :

According to the Factories Act, 1948, Section 56, The factory has provided a big building for the Canteen. The canteen is run by the Contractor. The eatables are provided at subsidised rates.

B) Non-Statutory Facilities:

1) HOUSING:

In the area of the factory housing facilities are provided to the workers and Managerial Staff. There are big chowls for workers consisting 350 rooms. These housing facilities are provided at <sup>cheap</sup> rate to workers and to Officers. There are different types of rooms and they are as follows:-

'A' Type :

There are seven bungalows for the Managerial Staff. In the each bungalow two Officers are residing. These Officers who are residing in such bungalows have to pay Rs. 15/- per month as house rent. They are provided with sufficient supply of drinking water and electricity. First 15 units of electricity are supplied free up of charges.

'B' Type :

These 'B' Type rooms are provided to only Chemist and Engineers. There are 82 rooms of this type of Chawls.

'C' Type :

These 'C' Type of rooms are provided to only workers. Totally 302 rooms are available of this type of chawl. These rooms are provided with good drinking water, 15 units of electricity is provided in free-up of charge. Monthly rent of this type of room is Rs. 7.50 only.

DAGADI CHAWL :

In this Chawl there are 163 rooms. They are provided with good drinking water and free electricity. The workers have to pay Rs. 5/- per month as the rent.

2) RECREATIONAL ARRANGEMENT:

In the world of "Kamgar" recreation is very important. From that point of view the labour welfare centre has provided recreational and cultural facilities to the workers.

In the year 1983-84 factory has organised many activities social, educational and cultural activities.

- 1) On 2nd March 1984, a film show was held by the wine prohibition department. And a conversation was held on the same subject for the ladies.
- 2) On the 15th March, 1984, A Drawing Competition was held for the workers children.
- 3) On 26th January and 3rd May 1984 Film Shows were held in the factory recreation hall for the workers.

With these activities the factory has provided a spacious play-ground as multi-purpose, A community hall for meetings, cinemas, dramas, entertainment programmes, film shows and indoor games etc.

### 3) SPORTS DEPARTMENT:

For the workers and their children, factory has provided sports hall with all equipments and sports material of about all the games such as Cricket, Vally-ball, hockey, Table-Tennis, Caram-Board etc.

### SPORTS COMPETITION:

Sports Competition are held by "Maharashtra Sahakari Sakhar Karkhana Sangh Ltd., Bombay" for the first time. These competitions are held in inter-co-operative sugar factories at various places.

Sangli Sugar Factory has held Pune Zonal Competition in Vally-Ball and Kabbadi. In these competition Sangli Sugar Factory stood First in Kabbadi and Vally-ball.

In the same way, Wrestling Competition was held at "Yashwant Sahakari Sakhar Karkhana" Ltd., (Yeshwantnagar) Akluj. In these competition Sangli Sugar Factory won 62 Kg., 74 Kg., and 82 Kg. First Prizes.

At Pimpri in the Final Competition Factory stood First in -

- i) 100 Meter Run - Shri. S.P. Jadhav - First (Gold Medal).
- ii) 200 Meter Run - Shri. D.R. Chavan - Third (Silver Medal).
- iii) Body Building Competition - Shri. N.B. Patil - Second (Cup).
- iv) Kabbadi - Second (Cup).
- v) General Championship Silver Shield.

#### 4) LIBRARY :

A well equipped Library is run by Shetkari Sahakari Sakhar Karkhana Ltd., Sangli for the workers and their family members.

#### 5) EDUCATION :

There are many educational activities started by factory. In this field factory is doing bests for the poor workers. The factory has founded "Navbharat Shikshan Mandal" and Shantiniketan College, Highschool and Kalavishav Mahavidhyalaya is run by this Mandal. In the same way

factory has founded Hon. Vasantraodada Technical Institute and Pad. Hon. Vasantraodada Patil Technological Institute in 1983 and Modern Education Society for the English Medium school. The factory has started montesary school for the workers children. Tailoring classes are run by factory for the laides members of the workers family.

6) EMPLOYEES CO-OPERATIVE CREDIT SOCIETY :

The Sugar factory has another distinctive feature i.e. Co-operative Credit Society, it is established in 1962. It is recognised society under the Co-operative Society Act 1977. There are 2000 members in the society has provided some facilities to its members. These are as follows :-

i) Grain Shop :-

The Co-operative Society has opened a Grain Shop in the premises of the factory. Sugar, Food-grains and other Consumer goods sold in the shop are cheap at rate.

ii) Cloth Section :

Other Section of Co-operative Society is Cloth Section we can find that there are different types of clothing available in this section such as Shirting, Suiting, Wooly Saries, Silk Saries and so on. The clothing are sold here at cheapest rates.



iii) Grinding :

The most important and essential section is started by the Co-operative Society is Grinding. The Co-operative Society has opened the Grinding Section in the factory campus. There are three Grinding machines and three workers are working in this section.

iv) Loans :-

Loans distribution is the main purpose of the existing Co-operative Credit Society. Every member of this society has entitled to get loan from the society. The rate of the interest is Rs. 9% only.

7) "PRATHAMIC JIJAMATA MAHILA SAHAKARI GRAHAK BHANDAR".

This factory is 4 K.M. away from Sangli City. The workers are living in the factory premise. Therefore, this Grahak Bhandar is founded with the hypothecation of the factory. In this Bhandar clean and selected goods, foodgrains, stationery, cosmetics, sports material and electrical material etc. are available at cheaper rates for the workers.

In the same way Bhandar has provided Steel Cupboard, Pressure Cooker, Hiter, Fans, Woolen Blankets, etc on instalment basis. This is a matter of pride on the part of factory that this Bhandar is run by or organised by ladies members of the factory workers families.

8) Workers Training Classes :

Upto now factory has held 5 workers training classes. Through these training classes factory has tried its best to teach workers their duties and rights in their work. Factory has tried its best that workers should know industries from North and South India, workers in these industries their administration, by arranging educational tours. In the Silver Jubilee Year factory has arranged a big tour of complete North India upto Jammu and Kashmir. For this tour the workers are given many facilities like leave with pay, financial help etc.

9) Workers Safety Programme :

The main factors of production are land, labour, capital and organisation. Labour is the most important factor in them in the production.

So factory has founded "Sangli-Miraj Area Safety Committee" for the safety training camps, through this committee two safety training camps were held in the factory area. This committee has tried its best to make familiar to the workers with the industrial safety and its importance. They have created a awareness among the workers about this important safety programme.

This "Sangli-Miraj Area Safety Committee" has delcared prizes to the factories where there will be minimum accidents.

10) Family Planning :

Family Welfare is given highest attention that it deserves. Almost 100% of the workers have undergone birth-control operation. Rural population around the factory is also being persuaded to follow suit and every co-operation is extended to family welfare campaign.

Family Planning Camp was arranged by Sangli Civil Hospital in the area of Sangli Sugar Factory for the Ladies on 1st April, 1984, in this camp a Film Show was shown to them on family planning.

11) Trade Union :

In this organisation, there is a Union of Sakhar Kamgar Union affiliated to "Indian National Trade Union Congress". This union is recognised in that organisation. Here, there is no other union in this organisation and it is essential from the point of view of good industrial relation and co-operation. This Union is registered under the Trade Union Act, 1926.

Majority of the workers are the members of this Union. They are contributing one Rupee every month as a contribution. This union is helping the workers in security, the retirement and other benefits.

In case of the death of worker the Union helps to respective workers family. It also takes active interest in recreational cultural programme e.g. Ganesh Uchav, Shiv Jayanti, National Day etc.

The Trade Union leader is also appointed as the Director on the Managerial Body of the factory.

There was no strike during the last 10 years. It means that this Union plays an important role in the factory and keeps cordial relations between the workers and the management.

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