

CHAPTER IV

***SHAHU MILL'S SOCIAL SECURITY
MEASURES IN DETAIL***

CHAPTER IV**SHAHU MILLS SOCIAL SECURITY MEASURES IN DETAIL**

One of the Corporate Objective of shri Shahu chatrapati Mills is to develop and implement a well knit personnel policy and a comprehensive personnel program that are result oriented and motivate/improve the quality of life of its employees to contribute their best towards the achievement of an organisation. Government Directives and guidelines have a critical role for achieving the above objective. Constant effort have been made by the Personnel Department to simplify and rationalise the rule for the better availing by an employee. With this, shahu Mills presently proceeding with the following terminal/insurance benefits;

1. GRATUITY :**a) Clerical and Supervisory Staff:**

Scheme of payment of gratuity was made applicable to clerical and supervisory staff from August 1951. In general, gratuity is paid to this class of persons at the rate of one month's basic wages for each completed year of service, subject to a maximum of 15 months basic wages. An employee will qualify for gratuity under the following circumstances :

i) On the death of an employee while in the service of the mills:

One month's salary fro each year of service subject to a maximum of 15 months salary to be paid to his heirs or executors or nominees.

ii) On voluntary retirement or resignation of an employee:

After 15 years continuous service in the Mills, 15 months salary, plus 25% as per recommendation of 2nd Central Wage Board.

iii) On termination of his service by the mills :

a) After 15 years continuous service but less than 15 years service in the mills 3/4th of one month's salary for each year of service.

b) After 15 years continuous service in the Mills 15 months salary.

iv) A gratuity will not be paid to any employee who is dismissed for dishonesty or misconduct.

The other details pertaining to the payment of gratuity are exactly on the same lines, as laid down by the Industrial Court in awards given from time to time in respect of Cotton Textile Industry Centres at Bombay, Ahmedabad, Sholapur.

B) WORKERS

Scheme of payment of gratuity in the case of operatives was made applicable from 13th November, 1957 in Shri Shahu Chatrapati Mills as a consequence of the award of the Industrial Court at Bombay. The original scheme laid down is that for every completed year of service, a worker is to be paid gratuity at the rate of 1/2 month's basic wages for every completed year of service subject to a maximum of 15 months basic wages. This award was

subsequently revised by the industrial court on 30th November, 1963 and quantum of gratuity was changed to 2/3 of basic wage for the period before the application of Provident Fund Act to the mills in November 1952 and thereafter 1/2 months basic wage subject to maximum of 15 months basic wages. Badly service rendered by a worker will qualify to earn gratuity, if he has worked for 240 days in a year. The other details of payment are on the lines as laid down by the Industrial Court in respect of workers employed in Cotton Textile Industry at Bombay.

2. EMPLOYEES PROVIDENT FUND SCHEME

The Scheme of the Employees Provident Fund was made applicable from 1st November, 1952 even though the Employees Provident Fund Act was not applicable to the mills being a Government undertaking. The Provident Fund Act was made applicable to the Government undertakings from the year 1959.

Thereafter the mills sought exemption under Sec. 17 of the Act and the Board of Trustees of the mills which was in existence from the application of the scheme continued to administer the system.

In the beginning the rate of employer's contribution was 6 1/4 of the total earning of the employee. This rate of employer's contribution was increased to 8% from December, 1963

Before the application of the Act, the mill had not to pay any administrative and inspection charges. But since the Act was made applicable, the mill started paying administrative charges and statement of accounts and periodical returns were submitted. The accounts of the Fund are audited by the Audit Department of the Accountant General and also periodical inspections are made by the Inspecting staff of the Provident Fund Commissioner.

3. EMPLOYEE'S STATE INSURANCE (E.S.I...):

(A) E.S.I Act came in force from 1952:

Employees contribution is based on wage slab on weekly basis. It is applicable immediately when a worker is employed and if total remuneration is below Rs.1000 E.S.I Week ends on Saturday.

Employer's Contribution is double than the employees.

(B) The contributions to be paid are on or before 21st day of the following month. Implementation of E.S.I Scheme: This supersedes Workmen's Compensation Act and Maternity Benefit Act.

Benefits:

i) Medical - Medical attendance and treatment of I.Ps hospitalisations, operations etc. and specialised treatments.

- ii) **Sickness - Periodical payments of sick leave of I.Ps**

- iii) **Maternity - Periodical payments to I.W for I.W confinement and or miscarriage etc.**

- iv) **Disablement -Periodical payments and temporary/permanent disablement caused due to accident or occupational diseases.**

- v) **Dependent's Benefit - Periodical payment to I.Ps eligible dependents who dies in accident or occupational disease.**

- vi) **Funeral - Lump sum payment towards funeral expenses of I.P.**

Apart from above, the Mills envisaged various attractive social assistance schemes for the benefit of employee to live above subsistence level and improve the quality of life which are narrated below:-

1. CANTEEN AND CRECHE :

According to the Factories Act (Sec.46) 1948, the Mill provides full pledged canteen facilities to the workers. A spacious canteen cum dining hall equipped with Furniture, Linolium topped tables, Radio, Fans and Fluoroscent lighting are provided and refrigerator drinking water, tea, snacks and bread slices are served.

MANAGEMENT

As per requirement of the Factories Act, a canteen committee was constituted by the Mills with six members i.e. 3 members representing management of the mills. Welfare Officer is in charge of the canteen. One clerk is appointed separately to look after the accounts of the canteen. All the canteen affairs are under the control of this committee. Recommendations are made for improvement regarding day-to-day activities of the canteen to the Chief Executive Officer/General Manager by the canteen committee.

Apart from a separate canteen clerk there are 12 vendors in all shifts. These vendors are given suitable dresses every year (i.e. 3 pairs of half shirt and half pant)

CRECHE

The Mill maintains a spacious creche for children of female workers. It is equipped with continuous hot water geyser, toys, ultraviolet lamp, cradles etc. The numbers of cradles are 12. Creche is attended by a qualified nurse and an unqualified. The mill medical visitor supervises at scheduled hours. Children upto the age of 6 year are given mill clothes to wear and they are fed with milk biscuits and a bread according to their appetite. Toilet facilities, tonics and medicines are also provided. Labour Welfare officer is in charge of Creche.

2 HOUSING AND MEDICAL AID :

The Mills has provided recently housing facility to some of the workers. No charge is levied for room tenement. At present 70 workers were provided with two room tenements. Total area of all accommodation comes to 2,631 sq. ft. One big chawl was built for watch and ward section where cleaners, drivers live in and is adjacent to the premises of the mills.

MEDICAL AID

The Mills has a well equipped dispensary with Fluroscopic X-Ray Screening Unit. A part-time qualified Doctor was attending to ailing workers. He was assisted by a qualified compounder and a dresser. After coming into operation, benefit provision of E.S.I Scheme, the dispensary is now turned into an ambulance room which is looked after by qualified compounder and a Honorary Medical visitor. In addition, First-Aid-Boxes with trained persons are maintained in various departments.

3. WORKERS EDUCATION SCHEME

Workers Education Scheme being supported by Central Board for Worker's Education is in effect in this mill since fifteen years. This is aimed at bringing an active and intelligent participation of workers in the affairs of Trade Union. Well informed relationship. They can actively participate in the productivity programs as well.

Facilities for holding workers education classes are provided from the year 1964. The trained worker-teachers have so far be conducting these classes. Worker-students are given an allowance of 20 paise towards tea and snacks every day and mill also finances long tours. The yearly expenditure comes to Rs. 4000.

4 FESTIVAL ADVANCE :

All regular employees are eligible for grant of Festival advance of Rs. 2000/- interest free once in calendar year recoverable in 10 equal monthly installments.

5 SPECIAL DISABILITY RULE :

Employees who are disabled and become temporarily unfit to work on account of injuries due to accident arising out of and in the course of employment shall be allowed special disability Leave with full wages/salary subject detailed rules framed in this regard. Such employees who avail of the special disability leave shall not be entitled to receive benefits under Group Personnel Accident Insurance Scheme or vice-versa.

6. MATERNITY LEAVE :

As per the Maternity Benefit Act 1961, Maternity leave is permitted to regular married female employees who have actually worked in the Mill for a period of not less than 160 days in the 12 months immediately preceding the expected date of delivery. Maternity leave may be granted for a period upto 90 days w.e.f. the date of commencement (before delivery but not earlier than six weeks from the expected date of delivery).