

CHAPTER - VI

OBSERVATION

CONCLUSION &

SUGGESTION

6  
666  
66666  
6666666  
666666666  
66666666666

OBSERVATION AND FINDINGS

In most of the private sector organisation the personal policy is to provide a wide variety of service, and welfare amenities in order to promote employees, health, safety and welfare. The factories Act of 1948 provide minimum standard of welfare amenities. However much of the companies go beyond the minimum welfare standard laid down by the law.

Generally the level and variety of these welfare amenities depends on the companies. Philosophy, tradition, local and regional convention and employees union demands, while one company philosophy may be provide as many welfare measure as possible and another company's policy may be to provide. Just statutory minimum amenities. The companys philosophy and policy that determines. The scope and contents of welfare programmes.

The Kirloskar Brothers Ltd., Kirloskarwadi providing a lot of welfare facilities to the employees. These services include canteen, dispensary, recreational services, health and safety. There are one Labour Welfare Officers who looks after the management of welfare services which include statutory welfare services as well as some non - statutory welfare services.

1. EDUCATION :

Though the factory is having highly educational administrative staff, the number of illiterate and primary educated worker is large. The semi skilled workers have ~~not~~ completed the technical education i.e. I.T.I. The unskilled worker are illierate. Therefore, it is necessary to motivate them to take the education for their purpose, adult education scheme should be implemented.

2. MODE OF CONVEYANCE :

It is observed that majority of workers in this factory are coming to factory by their own bicycle particularly, the workers are coming from the villages namely Dudhondi, Kundal, Palus, Ramanandnagar, Takari, etc. A very few workers come by bus or any other vehicle. The factory is giving Rs. 20 per month as bicycle allowance to worker. But the amount of their allowance is too lest. Therefore, it is necessary to increase the amount of their allowance.

3. NATURE OF SERVICE :

It is observed that majority of workers are permant nature and their is non of them are temporary worker. It means the policy of factory is very clear regarding protection of worker in service.

4. SALARY :

Though the magority of workers are getting the salary

near about Rs. 1000/-. It is observed that the workers are not happy, with their wages. As the price of necessary commodities are not only stable, but are increasing continuously. It becomes difficult for them to meet their day to day wants. Therefore, the worker are not satisfied with their wages.

5. MEDICAL FACILITIES :

As regards to medical facility, it is observed that the company has been providing the medical facility satisfactorily. The company has been running a dispensary and hospital also. This medical facility is not available only to workers, but also outsiders also. By this facility the company has been shouldering social responsibility. Because of this workers are benefited a lot.

6. LETRINES AND URINALS :

It is also observed that the company has been providing enough attention towards the provisions like Urinals and latrines. Because workers found satisfactorily about their latrines and urinals provision. The cleanliness of latrines and urinals is also considerable thing. However the workers are not co-operative in this connection with the management. They are not maintaining the cleanliness and they are also careless about it.

7. DRINKING WATER :

It is observed that the provision of the drinking water is made available at suitable places. In hot season, cool water is also provided to worker. But such a provision of drinking

A worker is entitled to a loan for construction or purchase of a house or a plot of land for building, medical treatment and education for children etc.

A member could draw full amount in the event retirement after super annuation of an account of total permanent incapacity or completes 15 years of membership or he has been suffering from diseases etc. He withdrawal 85 % of his contribution or more than less 15 years of 75 %. When contributory period is 5 years or more but less than 10 years of 50 % where its is 3 years but less than 5 years. But he is always entitled to his share of contribution in full. In the event of the death of member, the full amount paid to the nominee.

The Administration of the fund vest in the central board of trustee. Chairman appointed by the Central Government five member of Central Government and 15 members of State Government and six representative of employer and six of employees representative.

THE PAYMENT OF GRATUITY ACT 1972 :

There are different form of benefit viz. pension, provident funds and the gratuity. Gratuity is a lump sum payment made to a worker or to his heirs by the company on termination of his service due to retirement, retrenchment or death. Gratuity scheme are tenable under following circumstances.

- A) On retirement of superannuation
- B) On voluntary retirement or resignation
- C) On physical or mental incapacity or unfit to

continue in service.

- D) On termination of service by company
- E) On death while in permanent service.

Gratuity pay as stipulated rate of 15 days average salary per completed years of service. The act covers all industries employing, ten or more person whether engaged in factories. The qualify period for an employee working below the ground is 190 day, whole for the employees. Working above the ground it is 240 days in a year. Under the Act the employer shall pay gratuity to an employee for every completed year of service at rate of fifteen days wages.

Government appoint any officer as the controlling authority who shall responsible for administration of the Act. Different authorities may be appointed for different areas. The act require every employee whoever is covered by the Act and has completed one years of service.

EMPLOYEES STATE INSURANCE ACT 1948 :

The employees state insurance Act 1948 applies to all worker upto salary 1000 per month and working in factories employing more than 20 workers. The scheme is administered by an autonomous body called the Employee's State Insurance Corporation. The corporation consists of 38 member representing employees and employers, the Central and the States Government the medical profession and parliament. There are also Regional Advisory Boards, consisting of the representatives of the workers, The employers and the State governments.

The scheme is contributory and the Central Government makes an annual grant to the corporation. The employer has to pay his as well as his employee's share of contribution. The employee's share is to be deducted from his wages. The benefits provided - i) sickness benefits, ii) Medical benefit, iii) - Maternity benefit, iv) disablement benefit and v) dependent benefit.

The administration of the scheme to an autonomous body called employees state insurance corporation. The corporation is incharge of the general administration is to function in such a way as to promote health, welfare rehabilitation and re - employment of such insured persons. The corporation is empowered to spend the fund on all such measures directed for or attributed towards the welfare of the workers.

THE INDUSTRIAL DISPUTES ACT, 1947 :

The Act come in to force on the first day of April and extends to the whole of India. It was passed with a view to removing certain short coming, Found in the working of +Trade Disputes Act 1928. It also introduces two new institution for prevention and settlement of industrial disputes.

The object of the Act are to -

- i) Ameliorate the condition of workmen in industry
- ii) to secure industrial peace and economic justice.

The Act empowers the State Government to prohibit strikes and lockout; to require the employers and workmen\* to

observe certain terms of employment, to appoint industrial courts; to refer industrial disputes to conciliation or adjudication; to enforce adjudication awards. State Government appoint conciliation officer for certain specified areas. For to deal with the ugly problem of industrial disputes.

Under this section 21 for meaning of the important term viz. industrial disputes (Sec. 2) layoff, lock-out, public utility, service, retrechment, settlement, strike, wage workman.

The Industrial Disputes Act intends by making various provision, the prevention and settlement of industrial disputes. The Act provide about industrial peace making provision.

- 1) Works committee
- 2) Conciliation Officer
- 3) Boards of Conciliation
- 4) Courts of Inquiry
- 5) Labour courts and
- 6) National Tribunals.

These various authorities which constitute the machinery for prevention and settlement of disputes Works Committee constisting of representative of employer and employee and industrial tribunals consisting of one or more member possessing qualification ordinarily required judge of High Court. By an amendment in 1956 Tribunals have been provided for adjudication.



When an industrial dispute occurs first of all the conciliation officer and then he is submit his report to Government within fourteen days. This Act refer all disputes in public utility services. The Government of India have also promulgated certain ordinances and passed certain amending Act to supplement the provision of the industrial disputes act and to meet certain special requirement. From time to time that is industrial disputes (Amendment) Act 1953 and industrial disputes (Banking companies) decision Act 1955, 1958. The Act was again amended in 1964 and 1965, June 1972, 1976 and Industrial Retation Bill 1978.

State Government was also made some rules and legislation for Industrial Disputes Act.

THE PAYMENT OF BONUS ACT 1965 :

The Act applies to every factory as defined under the factories Act 1948 and to every other establishment which employs 20 or more person. Public sector also covered this Act. Bonus would be payable for the accounting year in which the employer derives a profit from such establishment or after six month accounting year in which the products manufactured by the establishment are sold, which ever is earlier.

The calculation of gross profit, which is the first step towards the computation of bonus, depends on the net profit of the establishment as per balance sheet and profit and loss account. The available surplus in accounting year to be computed after deduction of certain prior charges from gross profits.

The prior charges include depreciation, direct taxes, return on capital<sup>4</sup>, remuneration for working partners 60 % of available surplus is allocable for payment of bonus to employees in each accounting year. The payment of bonus will be made within 8 months after the close of accounting year, but Government is unpowered to extend this period not beyond two years.

Under this Act the benefit of bonus is available to employee on a salary or wages not exceeding Rs. 1600/- per month. He has worked in the establishment for not less than 30 working days in the given accounting year. Working days include leave with pays or absent day to temporary disablement. Injury maternity leave with wages shall be conducted as working days. An employee shall be disqualified from receiving bonus if he dismissed, fraud, riotous or violent behaviour.

The Act provides for payment of minimum as well as maximum bonus at rate of 4 % to 20 %. In case of any shortage of allocable surplus the minimum amount distributed as bonus. Would be set off for adjustment out of the allocable surplus up to fourth accounting year. The payment of Bonus Act 1965 was amended in 1969 for increasing the amount of available surplus.

oooooooooooo