

CHAPTER - IV

WELFARE FACILITIES PROVIDED BY

KIRLOSKAR BROTHERS LTD., KIRLOSKARWADI

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WELFARE FACILITIES PROVIDED BY THE COMPANY OF KIRLOSKAR BROTHERS
LTD., KIRLOSKARWADI.

Company had provided number of welfare facilities to workers at Kirloskarwadi. These welfare facilities are broadly divided under two heads -

- (A) Welfare facilities are available in the Organisation.
- (B) Welfare facilities are available outside the Organisation.

Under these heading following facilities are provided by the company.

(A) Welfare Facilities are available in the Factory :

1. Latrines and Urinals
2. Drinking Water
3. Holidays and Leave with pay.
4. Cleanliness
5. Working conditions
6. Working Hours
7. Uniform
8. Washing facilities
9. First aids and Medical treatment
10. Hospital
11. Bicycle stand and Allowance
12. Library
13. Credit Co-operative society

14. Shift Allowance
15. Lockers
16. Entertainment
17. Cultural programme
18. Spittons
19. Workers canteen and lunch room
20. Rest-room
21. Sports
22. Provident fund
23. Gratuity
24. Co-operative Housing Society Scheme
25. General facilities
26. Educational Facilities.

Not available in Factory :

1. Transport
2. Creches
3. Housing
4. E.S.I. Scheme.

Above mentioned some facilities are provided by company. Some facilities are not available in organisation. These facilities can be divided according to following ways.

- i) Welfare facilities within organisation.
- ii) Welfare facilities outside organisation.

Following facilities are included in above division.

- i) Welfare facilities within Organisation :
 1. Latrines and urinals

2. Drinking water
3. Holidays and leave with pay
4. Cleanliness
5. Working condition
6. Working hours
7. Uniform
8. Spittons
9. Washing facilities
10. First aid and Medical treatment
11. Library
12. Shift allowance
13. Provident fund
14. Gratuity
15. Cultural programe.

Outside the Organisation :

1. Hospitals
2. Bicycle stand and allowance
3. Credit - Co-operative society
4. Lockers
5. Entertainment
6. Workers canteens and lunch room
7. Rest - room.
8. Co-operative Housing Society Scheme
9. Sport
10. General facilities.

These different facilities are studied in details --

(A) INSIDE ORGANISATION WELFARE ACTIVITIES :

1. Latrines and Urinals :

Sufficient latrines and urinals accommodation of present types has to be provided at suitable places and made accessible to workers at all times. In factory separate enclosed accommodation have provided to major shops. Such accommodation are adequately lighted and ventilated and maintained in a clean and sanitary conditions at all times. The sweepers employed keeps latrines and urinals clean and sanitary condition floors and partitions of the walls and blocks are impolished and kept clean and satisfactory conditions on side of company.

Also the factory has made separate arrangement of urinals and latrinals for staff member and workers. They are scattered all over the organisation. The factory provided special sanitary type with floors and internal walls upto three feet made of glazed tiles. In all factory 78 laterinal and 65 urinals are provided by company.

2. Drinking Water :

In factory effective arrangement have to be made to provide and maintain sufficient supply a wholesome drinking water, at suitable places while situating such points care is taken to ensure that such points are sufficiently away from the place of work. All such point have to be clearly marked "Drinking water in Marathi " languages such point are not to be situated within 20 feet or any working condition urinal and latrines. The workers get sufficient and pure water when they need it.

The factory made special arrangement of cold water in summer season. The workers get cold water of air compressor cooly machine at summer season. Thus in case of drinking water facilities to workers are satisfied.

3. Holidays and Leave with pay :

Holidays with pay are granted only to the permanent workers and clearicals, supervisory staff. The workers and staff get Tuesday as weekly holiday.

The worker who have completed the one year continous service can get leave facility. The permanant worker get 21 days pail leave. The worker can get these leave in four instalment in a year. Leave is granted under the head of causal leave, sick leave. Causal leave is granted for 7 days and sick leave is granted for 15 days half pay leaves minimum 21 days are granted as leave in one installement. The worker can accumulate the leave up to 63 days.

4. Cleanliness :

The factory sight the roads inside the factory entrance of factory are always kept clean early at morning, dirests leaves of tree dust on the road is removed by sweepers. Accriate cleanliness is maintained on roads gentrance places of workers every day by sweepers. This makes surrounding very pleasant. Factory is situated in rural area with sufficient land. The factory made good use of space by making attractive garden lawn and rows of big trees. The organisation has kept very good. Up keep of guarden and lawn which provides workers to stay at

lunch time before starting shift.

5. Working Conditions :

It includes ventilation space for worker lighting fencing for machinery. The shades of factory and its layout is designed of scientific basis. So the worker get sufficient natural light to perform their job. At same places the electrical tube lights are provided for sufficient lighting.

The moving part of the machinery are adequately protected by fencing of sheet covering. The workers get sufficient space to perform their job easily. The factory has provided good ventilation facility. Effective ventilation is done by sufficient windows and as crowded area of machinery the fan are provided by the company.

In all department and division a adequate number of tube - lights are available. Outside the department all factory premises are well - lighted. Factory gets electricity supply from Government, but as it is felt below, requirement factory has installed its own power generating house, which cater the need of power supply.

By and large factory is well - lighted. Ventilation is another important part of working condition. Being factory situated in rural area natural ventilation play a great part. All the department are having adequate number of inlets to let the fresh air inside and outlets to let the improve air out. Thus natural ventilation ensures the supply of fresh and pure air. These feels less need of artificiation measure. During hot season

these natural measures prove less effective and it leads to fatigue and fatigue causes. Inefficiency and low production, so different size of faces are provided so as to make natural ventilation.

But in the department like cast and iron foundry the nature of work is such that these different ventilation fall short. Here in this department all the work is related to casting. So taking in to account the nature of work required to be performed by the worker, proper temperature can not be maintained.

Considering all the factors, factory attempts to achive and maintain required temperature in all the department in the factory. By and large taking in to consideration all aspects of working conditions factory has provided better working conditions.

Therefore, Kirloskar Brothers Ltd., Kirloskarwadi has given better working conditions in all the departments of the factory.

6. Working hours :

Factory runs in three shifts. The shifts are arranged in following ways.

First shift	-	7.45 a.m. to 4.30 p.m.
Second Shift	-	4.30 p.m. to 1.00 a.m.
Third Shift	-	1.00 a.m. to 7.45 p.m.

Workers of the first shift get $\frac{1}{2}$ hours lunch break between 10.45 to 11.30 and 12.45 to 12.30 and 12.45 to 1.30. Some worker get

lunch break at 10.45 to 11.35, some get 11.30 to 12.45, some get 12.45 to 1.30. This adjustment is done to cope up with space of the lunch room. The workers of the third shift on nightshift get 30 minutes time as lunch time break. The workers of third shift provided a free cup of tea. The working hours are suitable to the workers.

7. Uniform :

Majority of workers are not provided uniform. Factory provides uniform to blue colour, worker those who are permanent. Taking in to account the nature of job those who perform such job they are provided uniform, gumboots and eye glass, so as to avoid or prevent any serve damage to the workers. The uniforms are provided to certain categories e.g. welder, molder, fitter, helper, drivers, savangers, and canteen boys.

The workers who work at foundry provided hand gloves and boots.

8. Washing facilities :

All workers are provided soap and powder for washing hands. The period are given this powder after fixed period of 10 days. This powder is used by worker as a cleaning and washing hand after completion of working hours. There are separate accommodation for the use by the worker, company has provided sufficient accommodation and good condition. Toilets and washing places are unsatisfactory condition because of ignorance of worker and their bad habit. So management and workers both shall help each other to ensure its cleanliness.

9. First aid applicances :

The Act W has made the provision of first aid applicances obligatory. Every factory must have provided first aid box or cupboards with the prescribed contents. So as to be really accessible during all working hours in company on all shops floor bases the first aid box is provided. All department and division are having first aid box. Company had given training of first aid treatment to some workers. For every division carries one worker trained in this first aid treatment. Always there are number of possibilities of minor accidents and at that time first aid applicances become useful. The company is providing free charge medical treatment to worker who suffer from accidents.

10. Library :

Company had provided one technical library it was started in 1926. Generally this library is for staff members. The reason is that workers have no time to atten the library and also they are not interested in Technical library. But at the time of promotion examination the books are provided also to worker on the name of supervisors.

The advantage of this library are taken by supervisors staff member, department heads. The staff library includes one librarian and one assistant. The total books in the library are 4000. Library also provide Indian standards 2500 and British standard 300, Overseas standard, S.P. Division standard; A.S.I. Standard nearly 1500. The company subscribe. Indian and

Overseas Journal 55 per month; and Indian foreign and overseas 100 free Magazine. Library is having 500 technical papers.

Some important matter from magazine are maintained, separately at Gross Index. Magazine are circulated as per departmental demand. Twenty member can sit at a time in the library. The sitting arrangement in library is most useful for trainees apprentices.

11. Shift allowance :

Company is giving night shift allowance to workers who are working at the second and third shift that is called night shift. For this night shift extra allowance of 1/10 of the basis pay is given to worker.

12. Spittonns :

In every factory sufficient spittonns have to be provided at convenient places and maintained in a clean and hygenic condition. No person is to spit within the premises of a factory except in the spittonns.

Factory has provided sufficient number of spittoonns in every department and convenient places. Sweepers keep spittonns in clean condition. In this case workers must be educated not to spit here and there in place of work.

13. Cultural programme :

"Khande Navami" and 'Hanuman Jayanti' these two days are celebrated as a cultural day by company. Workers takes lot of participation in this day. On the day of 'Khande Navami' all machine tools are kept clean and puja is performed by

workers. All department in the factory make on good decoration of good designs with the help of material which they daily use. This decoration is done separately by all division.

Also Hanuman Jayanti is celebrated by all workers. All departments having status of Hanuman of this day they make pooja of Hanuman.

14. Provident Fund :

Company had provided the scheme of provident fund to all permanent workers. The amount of contribution has been fixed at 8.33 % of the salary. The amount of provident fund is deducted from salary of worker and credited to provident fund account. The companys contribution to provident fund for all worker is also 8.33 %. The worker after a period of gainful employment will be saved from life of utter destitution, humiliation and misery and incapable workers. Company is always ready to provide loan on amount of provident fund.

15. Gratuity :

The scheme of gratuity benefit to workers is accepted by company gratuity is to be calculated at the rate of 15 days salary for every completed years of service. Subject to maximum of twenty month wages. Amount to gratuity is payable to an employee on the termination of his employment, after he has rendered. Contineous service for not less than five years as on his - (A) Superannuation of period, (B) Retirement, (c) death.

The amount which shall payable as gratuity at the rate

of 15 day wages based on the rate of wages last drawn by the employee concerned.

(B) WELFARE FACILITIES OUT-SIDE THE ORGANISATION :

Following different welfare facilities are provided at side working place as below.

1. Hospital :

There are also one dispensary for the sake of employee in working in the factory, and there is also one hospital named " Radhabai Kirloskar Trust Maternity Hospital " is running under the management of trust. In this Hospital company is providing free of charge medical facilities to workers. The staff of hospital includes two medical officers, one compounder, five dressers. The hospital is having arrangement of eight cots for eight patients. The worker who are suffering from accident had given medical treatment. In case an employee gets injury and it is beyond capacity, then the employee is immediately taken to Miraj at the expenses of the company. Factory has the list of local doctors and their addresses. This can be useful to the employees.

Radhabai maternity Hospital provide medical services to family members of workers and outsiders in rural area in minimum charge of fees. Their for the factory is fulfilling its responsibility towards society.

Hospital provides medical services to family member of workers. Worker can get medical treatment when he suffer

from any illness. Dressing for wounds are provided by free of charges. But some nominal charges are charged to the family member of worker for injections and tablets etc.

2. Bicycle stand & Bicycle Allowance :

Company is situated in rural area, so majority of workers living in village. Which are five or eight miles away from factory sight and majority of workers using bicycle as a transportation aid. The company had provided five big bicycle stands in the service of workers. The cycle stand make arrangement of 1000 bicycles. The bicycle stands are well built with shades and still stands. Bicycle stands for workers and staff are provided separately. The management of cycle stand done by two people. These two people looking safeness and cleanliness of cycle stand. Cycle stand is very essential and good service provided by company.

Company had not provided their own transportation service due to road problem and vast, scattered area of workers. Instead of it company is providing Rs. 5/- per month to all worker as cycle allowance. This allowance is useful for up keep repair of Bicycle.

3. Co-operative Credit Society :

The name of credit - co-operative society is Kirloskar Karkhana Kamgar Credit Co-operative Society. This co-operative credit society have member nearly 2000. This co-operative credit society is separately running under the workers management, by director board of nine member of

credit society. The credit provided by society is minimum Rs. 1000/- and maximum 10,000. This credit facility is provided for following reasons.

- (a) for marriage purpose
- (b) for land development
- (c) for Medical assistance

Company had provided building to co-operative credit society to the premises of company. Another 'Shrimik Credit Society' which also supply only financial Assistance to the worker. Also company is sending installment of loan from worker gross payment to society as per their list. It means company is doing as role of helping to credit co-operative society. In this society their is fair price grain shop and cloth centre also provided by society. The permanent worker are get the benefit of society loan and shop of society.

4. Locker :

Locker are provided by company to workers. Company is having 1500 lockers. The locker are kept in one building near to factory and workers canteen. One locker is given to 2 or 3 workers. The worker can use these lockers as keeping for their clothing, uniform, handbags and meals. The locker are maintained in good conditions by one watchman. The shed of locker is always maintained very clean. The locker are neatly coloused, clean and ~~am~~ always in good conditions.

5. Entertainment :

Entertainment facility is regarded as voluntary

activity on the part of employer. Company had taken care of entertainment of workers. Company made arrangement of one movie film in a month. All worker can take advantage of this movie film. Worker have not to borne any expenses for this movie.

There is one social club building and playground for the supervisory and management staff.

The factory has provided a lot of recreational facilities in the form of ground, gardens and welfare centre for playing indoor games, but less worker shall get the facilities because they have not time to get the benefits of playing, etc. Company shall arranged film show with importance to workers education.

- i) Workers education
- ii) Disadvantage of drinking
- iii) Health education
- iv) family planning programme
- v) prevention of industrial accidents.

Generally big firm are shown by which workers realise their rights and responsibilities. Some films are such nature which show as to how industrial conflict leads to loss both to the employees and management, and how to the industrial peace is beneficial to the employee as well as to the management and how it leads to higher production and better incentives. Recreational facilities are important in sence of to help worker.

Besides company initates in the arrangement of cultural festivals and national festivals such as Ganesh X festivals,

15th August independence day, 26th January Republic day, Dasara. Factory arrange wrestling competition and also cricket tournament. Mainly company has interested in cricket game.

6. Canteen and Lunch Room :

In every factory where more than 250 workers are ordinarily employed the State Government may make rule prescribing the provision and maintenance of canteen or canteen use of workers. The rule may be provide for standard in respect of construction accommodation furniture and other equipment of the canteen and constitution of the managing committee for the canteens.

The factory has provided well constructed and sufficiently big building for the use of canteen. Worker canteen and lunch room are situated in a one roof. The building of workers canteen is situated outside the industrial establishment, but is near to factory. Factory has provided two separate works canteen for separate place outside and near the factory. Management of workers canteen is run by ~~KSMZ~~ company itself, workers canteen is subsidied canteen. Which running on no profit basis. The canteen committee is made through works committee. The works committee building is sufficiently lighted and ventilated and maintained in a cool and clean conditions, chairs and tables are in sufficient number. The floor of the canteen building is kept in clean condition. The building is coloured properly. The atmosphere and surrounding is quiet pleasant. The premises of the canteen are maintained clean. Thus the construction and accommodation of canteen is satisfactory. There are one Manager

for canteen and he looks after the management of canteen affairs and he is responsible to the labour welfare officer. In order to take decisions regarding canteen matters there is joint committee of management and labour.

This committee include the equal member of worker, employer. Workers canteen and lunch room.

Canteen provide subsidised meals to all the worker working in three shifts. Some workers those who are carrying from rural area bring their tiffins and eat the food brought by them. So worker can get good quality food with reasonable rates. The rate of food stuff, snaks, rice plates are subsidised and low. The canteen committee care for welfare of workers rather than profit. The company had granted subsidies to it that a canteen is able to serve food stuff at cheap rates.

Only vegetarian food is provided to workers. Staff of workers canteen and lunch room include one Supervisor, Two sectional head, four clearks, fourty boys, seven cooks, two tea makers, 2 shave and kharibundi maker, one sweeper andfourteen woman for cleaning and washing.

Canteen is running on cupen system. All food stuffs, snakes are sold on cupen. The workers get coupon at canteen counter for time of 7 a.m. to 8.30 a.m. The coupon of rice plates are also sold on same timing. Tea coupons they can get at also the timing of 3.30 p.m. to 5.00 p.m.

Rates of snaks, rice plates food stuff are as follows :-

Full cup of tea	9 Ps.
1 plates Bhaji	12 Ps.
(25 gram) Cheevada	15 Ps.
Bundi ladu	18 Ps.
Potato vada	15 Ps.
Shav packet	12 Ps.

Rate of Rice plates is 40 ps. each Rice plate include following food stuff - 3 chappati, 1 Bhaji, 1 Amati, 1 Rice. For extra food stuff in Rice plates following charges are charged.

1 Chappati	6 Ps.
1 Rice	12 Ps.
1 Bhaji	6 Ps.
1 Amati	6 Ps.

300 Rice plates are selling perday, workers can purchase rice plate coupon for 1 week or for every day.

At morning tea, Bhaji are served by canteen. At afternoon 3.30 to 5.00 a.m. the tea Bundiladu, Potato Vada are served in canteen. The trolley is taken to each and every shop and departments give with coupons. Workers are supplied with tea and snaks near his work place. This tea troally system is very fine,workers are satisfied by this system. At afternoon tea provided in time of 2 p.m. to 2.30 p.m. The workers of night shift had provided with free cup of tea.

Workers canteen is always clean. Workers can get their own meals in the canteen. All the workers are provided drinking water by canteen. At a time 400 workers can take

their meals in the canteen. The time of lunch break is adjusted for different workers for convenience.

At another place in the factory there is one canteen meant for all. This canteen is known as staff canteen, which is open to all. This is run by an outsider. Factory has provided the building, furniture and other required materials to the contractors. Thus in the factory premises there are three canteens for the use by the employees.

7. Rest Room :

Rest room is attached to workers canteen and lunch room. It can provide the convenience to 80 workers. Rest room is well furnished with 22 benches. The worker take rest after their meals over. Company had provided four news paper at the rest room. The worker read the papers and entertain themselves. Following news paper are provided -

Sakal, Tarun Bharat, Navasandesh, Maharashtra Times etc.

8. Housing Facilities :

Kirloskar Brothers Ltd. has been situated in rural area. They have established colony named as 'Kirloskarwadi' where suitable accommodation are built up. These accommodations are ~~only~~ allocated to the only Managerial personnel and supervisory staff. Those who are permanent get these facilities. As far as managerial and supervisory staff is concerned factory has provided good accommodation facility.

But majority of the skilled semi-skilled and unskilled workers have been from nearby locality. They can come every

day and return to their homes every day. So who coming from thus locality they had no housing problem. They do not need need accomodation. Still there are minority group of worker coming from other regions face the housing problem.

The company had not provided housing facilities, but company had taken initiative at the co-operative housing scheme of Government. The company is giving assistant to worker for building. The houses on co-operative basis, the 200 houses are already built by co-operative housing societies that place is called 'Palus Colony' for this colony.

These colony workers had given assistance from Maharashtra Co-operative Housing Society and Company.

9. Sports :

Company had provided sport facilities to employee. The ground which are maintained very properly way is the proof. The grounds are prepared for cricket, volley-ball, and foot-ball. Company had provided sport equipment to the worker for indoor and outdoor sport. Company has much more interest in the cricket company encourage to worker for take part in different tournaments of cricket all over the Maharashtra. Company had prepared one team of cricket players through workers and staff members.

10. General facilities :

The following are some other facilities which are provided by company. These facilities are having little importance in welfare facilities.

1) Postage and Bank :

One post office is situated near to company. This is near entrance gate. This post office is very useful in the rural area. They experiencing post office as medium of saving, transfer of ideas and emotions.

In this compus in factory, two banks are always ready to wel-come workers. Out of two bank one bank is co-operative bank and other nationalised bank. The worker can deposit their money in bank or taking the advantage of different loan schemes.

ii) Blind Worker :

Company had already employed some blind worker. This is one way to encourage the disabled person or one of the social responsibilities taken by company. These workers are living as like other worker, on account of companies policy. These worker are working as efficient as other.

iii) Retirement Benefits :

The worker who completed his 60 years age in the service of company can get wrist watch. Retire worker is honoured by providing gift by company.

iv) Cold Drinking water :

Company permits one contractor for selling cold drinks like, soda, water, lemon. He is providing cold drink to worker at lunch break with time at cheap rates.