

CHAPTER - II

THEORITICAL BACKGROUND OF LABOUR WELFARE

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THEROTICAL BACKGROUND OF LABOUR WELFARE

Labour has an important role in the industrial production of the country. That industrial progress depends on a satisfied labour force and in this connection the importance of labour welfare. Management is an art of getting the work done by the people. Therefore, it is very necessary to seek the co-operation of the labour force in increase the production and to earn higher profit. The co-operation of employees is possible only when they are fully satisfied with their employer and the working conditions on the job.

In the past the industrialists and the Manager believed that their are only duty towards their employees was to pay them satisfactory wages. In course of time, however psychological researchers convinced them that the worker required something i.e. human treatment which is very essential to seek the co-operation of the employees. For this purpose provision of better conditions of work, i.e. suitable temperature, lighting, and in general pleasant atmosphere is very necessary to get them realised that the management thinks of their welfare. Such welfare benefits not only workers but also the management, in the form of greater productive efficiency. These welfare facilities pay a good dividend in the long sum for they contribute in a large degree towards the health and efficiency of the workers and towards a high morale.

Concept of labour Welfare :

The term welfare is derived from the french word 'welfaren' which means fare - well. The Chamber's dictionary defines the term welfare as " state characterised by happiness well - being or prospserity ". The term welfare refers to a state of living of an individual or a group in desirable relationship with total environment, ecological, economic and social. However environment undergoes constant change. In the same way desirable relationship vary from individual to individual and from group to group as well as over time. These variation bring dynamism to the concept of welfare. If is this dynamism that make its measurement difficult. However one could compare the differences in welfare across the regions or over time spans and pronounce so it is a relation concept.

It can be social welfare and economic welfare. Economic welfare means and lies in the enjoyment or possession of the material means of life. Social welfare is that people enjoy the freedom of choice the right to think to express to worship to from association for the satisfaction of their political cultural and economic need.

The Social Welfare transends economic welfare. Social welfare assist the weaker section present poverty and distribution and establishes satisfactory conditions of human living. Social welfare seeks to raise human level of life cultural economic and psychological.

The phrase " Man is social animal " shows man can not live without society, his major part of life is attach to social aspects. He is member of family community village and state. Thus the ~~community~~ welfare of individual is welfare of state.

Concept of welfare is change from time to time in modern scientific world has accepted advance science and technology in industries. There are so many Act are passed for welfare of employees. He get some better facilities or enjoy various amenities that is food, cloth, housing, medicine, transport education recreation. In Western countries welfare concept is complitly change from industrilisation. So this is called dynamic concept and will remain dynamic in future.

Definition or Labour Welfare :

The term " Labour Welfare " leads itself to different interpretations and has not always the same significances in different countries. As pointed out by the Royal Commission of Labour, the term 'Welfare' as applied to the industrial worker. Is one which must necessarily be elastic, hearing a somewhat different interpreation in one country from another, according to the different social custom, the degree of industrilisation and education development of workers. " Therefore, it is not easy to define the term precisely. Different interpretations are given to the term welfare activities by different people.

According to proud - Welfare work refers it
" the efforts on the part of employers to improve within the

existing industrial system, the conditions of employment in their own factories " .

Prof.- Richardson → define

" Any arrangement of working conditions, organisation of social and sport club and establishment of funds by a firm which contribute to the workers health, and safety comfort efficiency, economic security, education and recreation " .

Dr. Panandikar - defines

It as " Work for improving the health, safety and general. Well-being and the industrial efficiency of the worker beyond., the minimum standard laid down by the labour legislation."

According to the Labour Investigation Committee :

" Anything done for inteliechial, physical, moral and economic betterment of the workers, whether by employers by Government or by other agencies, over and above what is taid down by law or what is normally expected on the part of the contractual benefits for which workers may have bargained " .

According to the committee on Labour Welfare by welfare services should mean.

" Such services, facilities and amenities as adequate canteens, rest and recreation facilities, sanitary and medical facilities, arrangement for travel to and from and to the accommodation of workers employed at a distance from their homes; and such other services amenities are facilities including social

security measures as contributed to conditions under which workers are employed. "

Report II of the I.L.O. Asian Regional Conference -

" Labour Welfare as - Such services, facilities and amenities which may be established in or in ~~or~~ the vicinity of undertaking to enable the persons employed in them to perform their work in healthy, congenial surroundings and provided with amenities conducive to good health and high morale " .

The Encyclopaedia or Social Sciences has defined -

" Labour welfare work as - the voluntary efforts of the employers to establish within the existing industrial system; working and sometimes living and cultural conditions on the employees beyond, what is required by law, the custom of the country and the conditions of the market. "

According to Mr. N. N. Joshi -

" Labour welfare covers all the efforts which employers make for the benefits of their employees over and above the minimum standard of working condition fixed by the factory Act and over the above the problem of the social legislation providing against accident, old age, unemployment and sickness. "

Prof. Kirkaldy -

" The whole field of welfare is one in which much can be done to comfort the sence frustnation of the industrial worker to relive him of personal and family warries to improve

his health to afford him a means of self expression to offer him some sphere in which he can excell all other and to help to wider conception of life.

The above defination of labour welfare reveal that the term has been defined from a broad as well as noramal point of view. If the term is considered from broad point view. It consists of all activities of employers, state trade union and other Agencies to help the workers and their families to derive greater satisfaction from life and living by creating for better conditions of work and by making better home and community life, possible services, designed to create better conditions of work include suitable provision regarding control of heat, light, drinking water, noice cleanliness, toilet facilities, canteen, rest-room, locker, health, safety accident prevention, suitable hours of work, holidays, home with pay etc. Services the promote better home and family life of workers include housing health, education and recreational measure, club, playground, music, libraries, cinemas, co-operative transport, welfare centres etc.

If labour welfare is intrepreated narrowly it include social services provided by employer to his employees over and above what is required to be done legally or is the necessary or industry. Therefore, labour welfare is taken from Narrow point of view, it will exclude many welfare activities.

Labour welfare is an universal phonomenon welfare movements originate as expression of protest against prevalent

social exploitations and symbolise social awarness on the part of progressive section of the community. Social reform movement of the late 19th Centuries included within their scope workers welfare. Gandhi made labour welfare as an integral part of national reconstruction compaigns for better legislative protection for Indian workers as organised by trade union. In India and U.K. started with demand for better working hours and condition of work. The first factory legislation fealt with their protection of children several commission and investigation committee, emphasized the need for statutory provision for health safety and welfare of worker.

Thus in the course of these deeades following the first World war, engetment have been made for health and welfare War workers, housing, health, insurance, provident fund, gratuity, pensions etc. during the course of time some of the branches of welfare are not mere considered as labour welfare. They are of hour of work, working condition, safety industrial health, workers compensation, provident fund, gratuity, pension, protection against indebtedness, industrial housing project etc.

But of other hard restroom canteens cretches, wash place toilet facilities, lunches and benefits in cash and kind not provided by law under contract cinemas, music, reading room, holiday homes, education tours, playground scholarship and other help for education of employees children etc. are the usual constituent or labour welfare.

OF
SCOPE/WELFARE FACILITIES :

Labour welfare activities include all services amenities and facilities which are provided by the employer in or in the vicinity of the undertaking in order to enable the employees to perform their work in healthy and congenial surrounding, and provided with amenities conducive to good health and high morale. Welfare committee has enumerated the various activities as labour- Welfare activities. According to the committee " in its widest sense, it comprises all matters affecting the health safety comfort and general welfare of the workman and includes provision for education, recreation, thrift schemes, convalescent houses ". The International labour Conference at its 39th Session adopted a resolution enumerating some of these services and amenities. These include (1) feeding facilities in or near the undertakings (ii) Rest and recreation facilities (iii) transportation to and from work where ordinary public transport is inadequate. The labour investigation committee of the India clears the scope of welfare activities it says " for our the past we prefer to include under welfare activities and thing done for the intellectual, physical, moral and economic betterment of the worker whether the employer by Government or by other agencies over and above what is laid down by law or what is normally exdecies as part of the contractual benefit for which the worker must have bargained include housing, medical, and educational facilities, nutrations (canteens) facilities for rest and recreation, co-operative societies, nurseries and ereehes provision or sanitary accommodation,

holidays with pay, social insurance, measures undertaken voluntarily by employers alone are jointly with worker including sickness and maternits benefits schemes provident funds gratuities and pensions etc.

Thus the term 'Welfare' is a very comprehensive term which may include any activity which is connected with the social, moral, economic betterment of workers provided by any agency government employer employees or any other agency, such activities may differ from country to country and from region to region.

The following list which gives the items under which welfare work should be conducted inside and outside the work place.

(1) Conditions of the work Environment :

1. Workshop sanitation, and cleanliness must include (a) temperature, humidity, ventilation, lightin, elimination ~~XXX~~ of dust, smoke, fumes and gases (b) convenience and comfort during work operatives, postures, sitting arrangement etc. (c) distribution of work hours and provision for rest time, meal times breaks, (d) workmen's safety measures.

(2) Factory sanitation and cleanliness must consist :

(a) Uninals, and lavatories (b) bathing facilities, (c) provision for spittoons, water disposal, disposal of wastes and rubbish, general cleanliness, (d) cleanliness, white - washing and repair of buildings and workshop, (e) ingress egress passage and doors (f) care of open spaces, gardnes

3. Provisions and care of drinking water.
4. Canteen services.
5. Management of Workers cloak rooms, rest room and library.

(2) Workers Health Services :

i) Factory Health Centre - (a) playground (b) health education; (c) Medical examination of workers (d) health research.

ii) Factory Dispensary and Clinic for (a) general treatment (b) treatment of individual diseases, fatigue (c) - treatment of accidents.

iii) Woman and Child Welfare work - (a) antil - natal and prenatal care (b) maternitx aid, (c) infant welfare (d) creches, (e) women general education.

iv) Workers Recreation facilities - (a) physical (b) playgrounds (c) outdoor life (d) athletics, (e) Gymnasium, (f) Women recreations.

v) Educational provisions of reading rooms - Libaris, circulating library; visual education, pictorial education lecture, programme, debating unions study circles, nursery school, primary school, family planning child care home handi-craft.

vi) Cultural Activities - (a) musical evening and circles, (b) art circles, (c) folk songs and stories folk dancing. (f) festival celebrations.

(3) Labour Welfare programme :

Factory council consisting of representatives of labour and employers, workmen, arbitration council, vocational and job adjustment social welfare department co-operation with personal administration for case investigation, interview and vocational testing employment, follow up and research bureau.

(4) Labour Economic Welfare programme :

Co-operatives or fair price shops for consumer necessities especially grain, vegetable, milk, meat, oils and ghee, cloth and daily requirement, co-operative credit society, thrift schemes and saving bank unemployment insurance, health insurance, profit sharing and bonus schemes, factory transport services.

(5) General Welfare Work :

1. Housing and
2. Family case work.

Every item of welfare work in the list is very important. Special remarks may be about health and education of the worker should receive constant attention and care of the labour welfare officer. The welfare officer should secure all these for the workers if they have to lead useful lives. He should insist on the management to make it possible for the workers to have these essential conditions for health. He may suggest improvement in the condition of work. As plants, humidities cooling plant scientific devices, canteen etc.

EVOLUTION OF LABOUR WELFARE :

Workers' Welfare, as a movement, began in the early years of industrial revolution especially in the Western countries. In the present century the growth of a labour welfare is to great extent due to growth of industrialization and acceptance of modern techniques. Modern welfare may be said to have been the outcome of the movement for better and more efficient management; in industry including human angle. The all round acceptance that of labour welfare has is mainly due to -

- (1) The need to provide a better life for the workers was dictated by the necessity to maintain the goodwill of the large and freshly recruited war - time labour force and increased production.
- (2) The industrial expansion in the advanced countries of world and the concomitant process of mass production and mass - seeling lead of the working classes as sources power steps to promote labour welfare were a direct recognition of the new situation.
- (3) There was also the influence of the researches in to scientific management and industrial psychology. Which presented abundant evidences on the importance of worker as human being and a total personality.
- (4) It has been a matter of public and Government concern especially in the economically less developed countries. The general acceptance that labour welfare has found at the present time has been preceded by a gradual evolution in different

directions, in different countries. Organized labour was suspicious of it as evidence of paternalism and welfare work obtained by sympathy of labour not until the content of welfare work had become integrated in to the management structure and the term itself with its disagreeable connotations was discarded.

Welfare work in India as in U.K. and U.S.A. was mainly a product of the stresses and strains during the first world war. Before this period there were only isolated instances of welfare work. Mostly by outside agencies on humanitarian ground. Though considerable amount of welfare work was done during the post war period. As the British Trade Union Congress delegation which visited in 1927-28 remarked " We become convinced that under the cover of paternalism and benevolence may unjust condition of work obtained. and that was not really much, if anything, to be said in favour of employers praising welfare work as against others who do not... Our general conclusion on welfare work as at present carried on in India. Is that it is delusion and a share.

The Cawnpore labour Inquiry committee appointed by the Government of U.P. to study Labour welfare work. During the period of second World war the movement for provision of welfare facilities received an impetus. The Government of India started taking active interest in labour welfare work and introduced certain schemes of labour in their ordinance, ammunition and other factories. With achievement of independence and emergence of the country as a Republic wedded to the ideal

of a welfare state and a socialist pattern of society.

NECESSITY OF LABOUR WELFARE WORK IN INDIA :

The necessity of labour welfare work in India can easily be realised if we look in to the working condition of the labour class in Indian industries. India^{is} an industrially backward country is in its developing stage. The place of labour in industries in India is not recognised. The principles of personnel management and industrial relations have not be developed in India, except in few bighindustrial units. Commodity concept of labour still prevails in the country. Thus the scope of labour management relations has not been much widened in India while in Western countries, the labour is regarded as the partner in the affairs of the industry. The attitude of employers is sympathetic to workers in western countries and they provide various welfare facilities as a measure to improve industrial relations and better working condition.

The working conditions in Indian industries are not satisfactory. The worker have to work for long hours under unhealthy surrounding and have no means to remove the drudgery of their lives. They become easy victims of drink, gambling and other vices in the uncongenial environment of urban industrial life.

A contented stable and efficient labour force can not be built up without an improvement in the conditions of their life and work in industrial centres. The workers in India are poor than the worker in other Western countries and as such they can not be expected to spent anything for their own welfare. Our labourers being illiterate and generally blamed for being irresponsible and lazy. Require a lot of inducements and better working conditions. It is axiomatic that in all persuits a high standard of efficiency can be expected only from persons who are physically fit and free from all warries and that is from persons who are properly housed, properly fed and properly clothed. Industrial harmony can only be maintained when the workers feel that they are adequately remunerated for all work and are treated fairly by the employer. Much of the irritation and friction which embitter industrial relations on due to the feeling that they are not being received by the employer properly. If the labourers are properly behaved and certain amenities are supplied, they feel satisfied and find on scope for resentment against employers. It is therefore, said that the importance or welfare work is greater in India than the west.

The money spent on labour welfare work by the employer is bound to react directly or indirectly to their own benefits and the direct benefit of the employers. If working conditions are improved it will certainly improve the health and efficiency of the workers and which is turn increase the production and the productivity of worker. The employer may contribute something towards the amenities of the worker to which the employees spend nothing in India because of their poor financial conditions.

Labour welfare activities may ensure the employer a stable and contented labour force, lower absenteeism and labour turnover. These result may not have been achieved if the benefits are extended in the form of cash wages, because of it may be spent on drinking, gambling and extravagance. It seeks to promote a better understanding between the employer and the employees. The inefficiency and bad habit of Indian worker are not so much due to his own character, but it is the result of the environment which must be improved to make them good citizens. It can thus, be said that if suitable welfare activities are undertaken in this country there is no doubt that Indian labourers can not remain inefficient than the average worker in the western. The importance of labour welfare activities in India has been recognised recently by the employers by the Government and by other agencies.

Aim of Labour Welfare Work :

Labour welfare work aims at providing such service facilities and amenities which enable the workers employed in industries and factories to perform their work in healthy, congenial surrounding conducive to good health and high morale.

The aim or object of welfare activities -

1) It is partly humanitarian, to enable the worker to enjoy a fuller and richer life.

2) It is partly economic - to improve the efficiency of the worker to increase its availability where it is scarce and to keep him contented so as to minimise the inducement to form or join unions and to resort to strikes.

3) The aim is partly civic - to develop a sense of responsibility and dignity among the workers and thus make them worthy citizens of the nation.

According Dr. Modrthy -

" Labour welfare has two side negative and positive on one hand it is associated with harmful effect on the personal, family and social life of the worker. While on the other hand the positive side if deals with the provision for the workers and his family for a socially and personally good life. "

In other words labour welfare services counteract both their work, life and folk life and provide opportunities facilities for harmonious development of the worker's all sound personalities.

CLASSIFICATION OF LABOUR WELFARE WORK :

Welfare work taken in its more important term above and as an all embracing phase may also be divided. The issue of labour welfare can be classify from different point of view such as -

(A) Location - Where these amenities are provided like within and outside the industrial undertaking.

(B) The nature of amenities - Like those concerned conditions of employment and living conditions of work people.

Welfare work may be three types :-

i) Statutory ii) Voluntary iii) Mutual.

i) Statutory :-

Welfare are understood those welfare measure which have to be compulsorily provided by the Government. Government enacts certain rules which have to be abided by the employers. They may relate to certain essential working conditions. Like hours of work, light hygiene and sanitation etc., such state ~~infr~~ interference in providing statutory provision for worker.

ii) Voluntary :-

Welfare come those activities which are undertaken by employers for their workers. The idea is apparently philanthropic it is sound investment because it also increase efficiency but also reduce the chances of conflicts. Voluntary welfare work is also undertaken by some social organisation like Y.M.C.A.

iii) Mutual welfare work :-

It signifies corporate enterprise of the workers with a view to improve their lot of activities of the trade unions which are conductive to the welfare of their members.

Welfare work may be classified under two heading on the basis of location of welfare activities, labour welfare work has been classified by Dr. Broughton in two specific categories -

(a) Intra - mural and (b) Extra - mural.

(a) Intra - Mural :-

Intra mural activities consist of welfare schemes provided within the factories such as medical facilities, compensation of accident, provision of creches and canteens,

supply of drinking water, washing and bathing facilities provision of safety measures, such as fencing and covering of machine, good layout of the machinery and plant sufficient lighting first aid appliances, fire extinguisher, activities relating to improving condition of employment discipline and provision of provident fund, pension and gratuities, maternity benefits etc.

(b) Extra - Mural activities :-

It deals with services and facilities provided outside the factory such as housing, accommodation, indoor and outdoor recreation facilities, amusements and sport educational facilities for the adults and children provision of libraries and reading rooms, lectures and debates clubs, transport co-operatives etc.

Labour welfare work thus embraces in its fold all efforts which have for their object the improvement of health, safety general well - being and industrial efficiency of the workers. These activities undertaken statutorily or otherwise inside the industrial premises or outside it. Which leads to improvement in health, efficiency and happiness of industrial workers and their families e.g. recreational medical, educational, washing, bathing, grain shops and transport facilities, canteens creches etc.

PRINCIPLES OF LABOUR WELFARE :

There are differences in approach to labour welfare. These differences arise due to insufficient consideration or

a partial perception of the principles underlying labour welfare. There are seven principle under laying labour welfare.

(1) Principle of Social Responsibility of Industry :

This principles is based on the social conception of industry and its role in the society. It is assumed that labour welfare is an expression of industry, duty toward its employees. Industry is that mechanism which is concerned with the production of goods and services with view to under taking nature boundry of man welfare. It stresses interpendance of all men and accepts the enrichments of human happiness as its goal. Industry uses the social power for personal end so an enterprse is viewed as a corporate citizen and is adjudged by its action in relation to the community and by its economic performance promoting welfare of its employees and efficient production of goods and services are the twin responsibilities of industry. Industry is expected to win the co-operation of worker provide them security fair wages equal opportunity for personal growth and made welfare facilities available to them. So it is on expression of the assumption by industry of its responsibilities for its employees.

(2) Principles of Decromatic Values :

This principle of labour welfare lies in the acceptance that worker may have certain unmet needs for no fault of their own that industry has an obligation to render help in gratifying those needs and that worker have right to determing the manner in which these needs can be met and

of participating in the administration on the mechanism of need gratification. There are several statutory provision that get right to worker and provide their participant in the administration of welfare services they are rendered in the spirit of democate values.

(3) Principles of Adequicy of Wages :

This principles is that labour welfare measures are not substitue for wages. It will be wrong to arque that since workers are given a varity of labour welfare services. They can be paid less wages right to adequate wages is beyond dispute. Some employer argue that workers get profit, bonous, incentives. Dearness allowance in addition to the minimum wages and theirfore, habour welfare services are not necessary. This argument equates social welfare with economic welfare and sees the past as a whole where as no amount of welfare will motives workers for higher production of wages, remain low. High wages rates alone may not general organisational climate where in workers put in their best efforts in production along with seeking self fulfilment rather it is probable that wages will be higher in an enterprise whose industrial welfare has been the aim of both employer and workers.

(4) Principle of Efficiency :

These principle of labour welfare lays stress on the dictum that to cultivate welfare is to cultivate efficiency. Even those who deny any social responsibility of industry do accept, that an ~~XX~~ enterprise must introduce all such labour measures which promote efficiency. It is difficult to establish

relationship between welfare and efficiency of to measure it. But it is common experience that worker who are underfed, poorly housed, who carry many worries on their mind are given to less efficiency.

(5) Re - personalization :

The principle welfare enunciates that the goal ~~Principle~~ of welfare in industry is the enrichment and growth of human personality. Industrial organisation is rigid and impersonal. A mass of persons work together under conditions of stress, noise and sometimes uncomfortable conditions the strict discipline regulated work schedules from relationship etc. tend to make a person lose his individuality. He lives social life in a comparatively narrow range. It seeks to bring back aspects of human personality which tend to get lost in the rhythm of manufacturing activity.

(6) Co - Responsibility :

These labour welfare recognises that the responsibility for labour welfare lies on both employers and workers and not on employers alone. There are two pitfalls if labour welfare services are to be developed by employer alone first such services are likely to feel despaired when faced with an industrial conflict. So the issue of workers loyalty gets involved in labour welfare. Despite all precautions labour welfare measures are likely to be less successful unless mutuality of interests and responsibilities is accepted and understood by both parties.

(7) Totality of Welfare :

The last but the least principle of labour welfare lies in the assertion that the concept of labour welfare must permeate through out the hierarchy of an organisation and accepted by all levels of function arises in the enterprise. It is better not to attempt any consideration of labour welfare if it is to be subject to opposition by line authority. It seems illogical to expect a welfare officer to promote welfare.

INDIA AS A WELFARE STATE :

When there is British rule in India they concerned only with primary duties they ruled only by force and force that is called police state. After independence our Government apply welfare state idea. In this State now entrusted with various activities which are conducive to the welfare of the community.

The idea of a welfare state in India was given added significance by framers of the fundamental law of the land which came into force on Jan., 26, 1950. In constitution the preamble to our state strive for securing to all its citizens justice, social, economic and political. The state has work special for attainment of the progress of the country so as to ensure the well - being of the people in all walk of life.

The directive principles of the state policy as in constitution stress on the goal of the welfare state by directing the state to follow certain principles are essential to secure

a promotion of the welfare of the people. That is aim at extermination of porerty disease, ignorance, providing equal opportunity, employment social security and welfare to all.

For achieving the social objectives and the welfare ends, the state has to resort to the planned economy. Our planned economy aims at increasing the volume of out put and employment. And raising the level of income. The pattern of our national development and the structure of our socio-economic relations are planned. That they result increase in national income and employment but also in greater equality in income and wealth. The basic foundation of planning is not private profit but social gain and each steep is driected acheiving the social ends of a welfare state.

In the introductory of the five year plan, it had been started economic planning and developing the resources, in the narrow technical sense, and also the development of the human facilities. The main object to get ~~xxx~~ socialist pattern which itself a constructive process of increasing national income and distribution of economic power. It is basic premise that through democracy and public participation, development along socialist line will secure rapid economic growth and expansion of employment as well as equitable distribution in income and wealth. Prevantion of concentration of economic power and cpeation of values and attitude of free and equal society. These are objecties to achive these by development programmes have been started in our country and it is hoped that state will building up a society. For this purpose state will made a legistation for welfare of society and for good citizenship.

AGENCIES FOR LABOUR WELFARE WORK IN INDIA :

The importance of labour welfare activities in India has recognised very recently by the employers by the Government and by other agencies. Through the progress in this direction is very slow. Various activities organised by the various agencies in India. The labour welfare activities are organised in India by the following agencies.

- 1) The Central Government.
- 2) The State Government.
- 3) The Employers.
- 4) The Trade Unions, and
- 5) Other Agencies.

1) Labour Welfare Activities organised by the Central Government of India :

Till second World war, the Government of India did very little work in the field of labour welfare. It has during the second war that the Government of India, for first time launched schemes for labour welfare in their ordinance, ammunition and other war industries to increase the productivity of the workers and to keep up their morale. With the achievement of independence and emergence of India as a republic, wedded to the ideal of a welfare state and to a socialistic pattern of society, efforts in this direction were intensified since various legislation were passed bringing the matters connected with workers.

(a) Factories Act 1948 :

Prior to factories Act 1948, in this Act various minimum standard as regards lighting, ventilation, fencing of machineries control of temperature, safety provision etc. were laid down in factories Act. In this latest factories Act 1948, various welfare measures to be undertaken by the employers have been laid down such as washing facilities, first aid appliances, canteen, rest-room, creches etc. The act provides for the proper seating arrangement for the workers and the power is given to the State Government to make rules requiring the representatives of workers in any factory to be associated with the management in regards to the welfare arrangement for the workers. The act also requires the owner of the factory employing 500 or more workers to appoint labour welfare officers and State Government have been power to prescribe the duties, responsibilities, qualification and conditions of service etc. of these officers provision for welfare of workers also exist in the Indian Dock labourer Act, 1934. The Miner Act 1952, the plantation labour Act of 1951 the merchant shipping Act of 1958, the Motor Transport workers Act 1961, the Bidi and Cigar workers conditions of employment Act 1966, the contract labour Act 1970, housing, public health, and sanitation, medical education and recreational facilities for workers and their dependents. It also covers provisions of accident and other benefits.

Railways and major parts in India have provided various welfare measures for their workers. These facilities include well-equipped hospitals and dispensaries, canteen

recreation, educational facilities by running their own schools housing co-operative societies and fair price shop etc. Railway maintain a staff benefit fund which provides for financial assistance in times of emergencies. A tripartite National Welfare Board for seamen has also been established.

The Government of India has set up a central Board for workers education consisting of representatives a Central and State Government organisation of employers and workers and educationists. It established 37 regional controls to cover important industrial centres. It also provides grants, in aid trade unions and institutions for worker education.

Various scheme for grant of National safety Awards to factories covered by the factories Act 1948 and posts have been instituted for good safety records for such schemes are in operation each having 15 awards to good safety records. Each scheme consists of cash prize and certificate of merits. A National safety council was set open in 1960. Its main functions is to conduct seminar organise film show in factories and distribute posters on the subject of safety.

Shram - Vir Awards have been instituted for workers in factories mines plantations and docks. The awards are given in recognition of meritorious performance, such as suggestion leading to higher productivity or economy of greater efficiency.

2) Labour Welfare Activities by State Government :

State Government have also played an important role in providing welfare activities to labour in their state. State of Maharashtra, Uttar Pradesh and West Bengal are leading States in organising various welfare activities.

Maharashtra in 1939 Bombay Government organised for the first in the State the Model Welfare Centres in 1953. The Government passed the Labour welfare fund Act and transferred all welfare activities to the Bombay Labour Welfare Board constituted under the act have representatives of employer independent person and woman.

A labour welfare fund consisting of unutilised fines and unpaid wages denation etc. Labour welfare Boards maintains a member of labour welfare centres catering to the various welfare activities for worker and their families. The state Government also set up an institute for training labour welfare officers for the factories in the State.

U.P. Government created a new department of labour and it has organised labour welfare centres in almost all big industrial centres. Nearly all basic welfare facilities like hospitals and dispenseries, libraries and reading room, sewing classes, maternity centres, creches in door and out door games etc. are provided by these centres. U.P. Government framed factories welfare officer rules, according to these rules every factory employing 500 workers or more will have to appoint labour welfare officers. These are also labour welfare Advisory

committee. The Government passed U.P. Welfare Fund Act 1956 to provide for welfare activities.

West Bengals Government started labour welfare centres at different place and various activities undertaken by these centres are publicity, library reading room, radio, sport dispensary etc. Each centre is under the charge of labour welfare workers.

Other State Government have also started labour welfare centres catering to almost all the labour welfare facilities. The states have also undertaken the projects of housing for labourers in the State.

3) Labour Welfare Activities by Employers :

Welfare activities are being brought more and more under the legislation rather than being left to the good sense of the employer. The government has made certain facilities obligatory on the part of employers under legislation. The employers have limited financial sources. Their attitude towards labour is apathetic. They consider the expenditure on labour welfare activities as waste of money rather than investment. They have provided medical aids hospital and dispensary facilities, canteens, fair price shop, co-operative societies, recreation club etc. These facilities are apart from their liability under various Central or State legislation. Various company have an employees benefit fund trust managed by a Board of trustees. This fund is financed by the contribution of a fixed percentage of the amount distributed as dividend

wages and fines etc. The trust organise several welfare facilities, scheme out of this fund such as voluntary health insurance, gratuity and old age pension scheme, the provident fund and daughters marriage allowance scheme. It provide financial assistance to workers in emergency.

But the welfare facilities provided by employer are not satisfactory because their limited financial resources that they cannot set adequate amount for welfare wage. The negligible amount spent on welfare activities does not yield the desired result. The various legislative measures provided under various acts are unscientific and unplanned. They are not carried out in their real spirit. Thus apathetic attitude of employers is mainly responsible for the slow progress of welfare activities in India.

4) Labour Welfare Activities by Trade Union :

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The welfare work undertaken by the trade union agency are negligible because of lack of organisation and financial shortage. Only few unions like Ahmedabad Textile Labour Association, Mazdoor Sabha of Kanpur. Bank employees Association have devoted welfare work. Labour welfare activities generally provided by these trade unions are libraries and reading rooms educational institutions including day and night schools. All of education cultural and social activities, family planning programme, Gymnasias and dispensaries etc, Balmandar, primary health club and Mahila mandal and other activities. However in general trade unions have not taken much interest in welfare work because of lack of proper leadership and availability of fund, but

some union taking part in welfare activities of the employees.

5) Labour Welfare work by Other Agencies :

Several social service agencies such as Bombay social service league started by servants of India similar leagues in Madras and Bengal the Shiv Seva society, the Bombay Presidency Woman Councils, the Y.M.C.A. The Depressed class mission and many other societies play an important role in organising the welfare work, both by helping employers and labour and by independent efforts. These agencies have provided various welfare activities like education, indoor and outdoor games establishment of co-operative societies, night schools and libraries etc.

A few Municipalities and Municipal Corporation have also taken special welfare measure such as co-operative credit society, maternities and nursery schools, adult schools, creches etc.

STATUTORY REQUIREMENT OF LABOUR WELFARE FACILITIES :

India is welfare state. We adopted the socialist ideas and pattern. Karl Marx made workers theory of exploitation by employer and their just right fruit of their own labour. This theory developed all over world of workers. In democratic idea with equal voice to worker in the management of industries with spread of literacy and awakening among workers labour welfare measure began to be tooked upon by worker as a matter of not charity but a matter of right to. And thus statutory provision began to be made providing more and more welfare measure to industrial worker.

The Government of India did very little in field of labour welfare before world war first. The All India Labour Conference held in 1922 at Bombay discussed some important problem concented with labour welfare activities. The conference streassed the need for co-ordination of all the welfare work done in the country. At the instance of the ILO in equality in to the question on labour was undertaken and provincial Government were asked to furnish them.

Full information on the work done in this field it was only during the world war II that forced by circumstances the Government of India started taking interest in labour welfare activities in the country. But the real participation of Government of India in statutory measure started after getting independance in 1947. The Government of India passed various Acts, such as the Mica - Mines Welfare Fund Act 1947. The factories Act 1948. The planation labour Act 1951, The Mines Act 1952. The Iron are Mines Lbousr welfare fund Act 1951 and son on these acts providing for establishment or labour welfare fund in coal and mica mines, provident fund in major industries introduction of social security and industrial housing scheme and redical revision in respect of hours of work, condi- tion of work in factories and son while undertaking welfare activities the Government of India has as far as possible tried to intergate the view of labour and their family member.

Number of Act passed by Government for welfare of workers are prepared after taking in to consideration needs of different worker in different types of industries. But here

as our subject is limited to factories Act especially experience of the working of the Act 1934 revealed a number of defects which came in effective. Administration moreover the provision for safety health, and welfare of the worker were found to be inadequate. Therefore, new factories Act of 1948 was prepared. Which are concern to a industrial unit. In which welfare measure are compulsory. According to these Act statutory provision are applicable where manufacturing process were carrying on which the 10 or more worker employed in factory. The Act may be divide following two ways.

i) Compulsory be provided by all industrial establishment irrespective of number of workers.

ii) Compulsorily be provided by these factories having specified number of workers.

It is very difficult to maintain all details of the Act. Here all legal requirement are not considered, but which are important that the discussed in details. And others some are mentioned with sections and heading of that requirement according to above.

(1) Compulsarily be provided by all industrial establishment irrespective of number of worker :

Under this Act make detailed provision in regard to various matter relating to health safety and welfare of the worker. These provision impose upon management to profect workers interest, as well as negligent from accident and to secure for them in employment include to their health, safety and welfare

these provision also require maintain inspection staff for maintance of health, ~~the~~ clenliness, prevention of over cronding, lighting ventilation, drinking water etc.

i) Health :

Section 11 to 30 on the factory Act deal with the provision encourage the health of the worker in the condition under which work is carried on in the factories. These are as order.

(1) Cleanliness (Section 11)

Every factory shall kept clean and free from effluria arising from any drain privy, or other nuisance. Accumulation of dirt and refuse shall be removed daily by some effective method. The floor or every work - room shall be cleaned at least once in every week by washing by effective method. Use of disinfectants, drainage, painting, repairing varnishing colour shall be resorted at least once in every period 3 years.

(2) Disposal of Wastes and effuents (Section 12)

Effective arrangement shall be made in every factory for the treatment or wastes and effuents due to the manufacturing process carried on there in so as to render them, innocuous and for their disposal.

(3) Ventilation and temperature (Section 13)

Effective and suitable provision shall be made in every factory for securing and maintaining in every work-room. Adequate ventilation by the circulation of ~~the~~ fresh air and temperature will secure reasonable comfort and

prevent injury to health walls and roofs slab be designed that the temperature shall not exceed high temperatures can be reduced by effective method.

(4) Dust and fume (Section 14)

Where dust or fume or impurity given off as a result of manufacturing process being factory, effective measures shall be taken in the factory for prevention of inhalation or accumulation of dust and fumes in work-rooms.

(5) Artificial humidification (Section 15)

It may also make rules prescribing standard. Regulating methods used by for artificially increasing the humidity of the air securing adequate ventilation and cooling of the air in the work-room.

(6) Overcrowding (Section 17)

There must not be overcrowding in any room of the factory so as to be injurious to the health on the workers employed there in. There must be at least 350 cubic feet and 500 cubic feet of space for every worker.

(7) Lighting (Section 17)

In every part of factory where worker, are working or passing there shall be provided and maintained sufficient and suitable lighting natural or artificial of both. Provision shall also glare, either directly from source of light or by reflection from a smooth or polished surface.

(8) Drinking water (Section 18)

In every factory effective arrangement shall

be made to provide and maintain at suitable point conveniently situated all worker. Sufficient supply of whole some drinking water such point shall be marked "Drinking water" in local language. Such point shall situated beyond twenty feet from washing place, urinals where 250 worker employed shall be made cooling drinking water, during hot weather.

(9) Latrines and Urinals (Section 19)

In every factory separate enclosed accommodation of latrines and urinals of prescribed types for male and female worker. It shall be conveniently situated and accessible to worker at all times. It shall be adequately lighted and ventilated and maintained in clean. Sweepers shall be employed.

(10) Spittoons (Section 20)

In every factory there shall be provided a sufficient number of spittons in convenient places. They shall be clean and hygienic condition.

S A F E T Y :

The safety provision are absolute and obligatory. The occupier of every factory is bound to follow them, they are contained section 21 to 40 are summarised as follows.

(1) Fencing of Machinery (Section 21)

In every factory every dangerous part of any machinery shall be securely fenced by safeguards of substantial construction which shall be constantly maintained and kept in position. Every moving part of prime mover. The headrace and tailrace of every water wheel, water turbine, stock bar,

electric generator, motor, totary conventor, transmessio
machinery, kept position and imposes an absolute obligation
without any qualification. The fencing of machinery must be
secure and safe. It must in accordance with best known method.

(2) Work on or near Machinery in motion (Section 22)

Examine any part of while the machinery is in
motion, such examination shall be made only by a specially
trained adult, male worker, wearing tight fitting clothing which
shall be supplied by the occupier. The name of person are
prescribed entered in register have certificate of his appointment.
He shall not handle a belt at a moving pulley.

(3) Employment of young person on dangerous machines -
(Section - 23)

No young person shall work on any machine to which
he has been fully instructed as to the dangers arising in
connection with the machine and precautions to be observed. He
has sufficient training to work on the machine he has through
knowledge and experience of the machine.

(4) Striking gear and devices for cutting off power
(Section 24)

In every factory, suitable striking gear or
other efficient mechanical appliance shall be provided and main-
tained and used to move driving belt to and from fast and loose
pulleys which from part of transtmission machinery.

(5) Self - acting Machines (Section 25)

No traversing part of a self acting machine in
any factory and no material carried thereon shall, if the space

over which it runs is a space over which any person is liable to pass, in course of employment. Be allowed to run on outward or inward traverse within a distance of 18 inches from any fixed structure.

(6) Casting of new Machinery (Section 26)

All machinery driven by power. Every set screw, bolt or key on any revolving shaft, spindle, wheel of pinion shall be effectively guarded as to prevent danger.

(7) Prohibition of employment of women & children near cotton - openers (Section 27)

No woman or child shall be employed in any part of factory for pressing cotton in which a cotton opener is at work.

(8) Hoists and Lifts (Section 28)

In every factory hoist and lifts shall be of good mechanical construction, sound material and adequate strength and shall be sufficiently protected by enclosures fitted with gates, shall be properly maintained and examined once in every six months. The maximum safe working load shall also be plainly marked on every hoist or lift. And no load greater than such load shall be carried these on the gate shall be fitted with interlocking of other efficient device to secure that the cage can not move unless gate is closed.

(9) Lifting Machines, chains, ropes and lifting tackles (Section 29)

In any factory, cranes, and other lifting

machinery shall be of good construction, sound material adequate strength, free from defects and properly maintained. They shall be examined by competent person at least once in every 12 months.

(10) Revolving Machinery (Section 30)

In process of grinding maximum safe should be necessary speed shall not be exceeded.

(11) Pressure plant (Section 31)

Effective measure shall be taken to ensure that the safe working pressure of such part is not exceeded.

(12) Excessive weight (Section 34)

No person shall be employed in any factory to lift, carry or move any load so heavy.

(13) Protection of Eyes (Section 35)

Screens and suitable goggles shall be provided for protection of person.

(14) Precautions against dangerous fumes (Section 36)

No persons shall enter any chamber tank, pipe or other confined space. Which dangerous fumes.

(15) Precaution in case fire (Section 38)

Every factory shall be provided with such means of escape in case of fire the door affording exist from any room shall not be locket. Effective and clearly warning method should be applied. A free passage way giving access to means of escape shall be maintained in every room.

(16) Safety of building & machinery (Section 40)

If any building or part of building of machinery or plant in a factory is dangerous to human life or safety. Inspector serve to management to specifying to measures, maintenance of buildings made by occupier or in management, factory also appoint safety officers.

W E L F A R E :

(1) Washing facilities (Section 42)

Adequate and suitable facilities shall be provided and maintained for the use of workers such facilities shall be conveniently accessible and kept clean.

(2) Facilities for storing and drying clothes (Sec. 43)

There are suitable facilities for storing and drying cloth are provided.

(3) Facilities for sitting (Section 44)

In every factory suitable arrangement for sitting shall be provided and maintained for all workers who are obliged to work in a standing position. Workers may take advantage of any opportunities for rest which may occur in the course of their work.

(4) First aid appliances (Section 45)

Factory shall be provided and maintained so as to be readily accessible during all working hours, first aid boxes of cupboards with the prescribed contents. There shall be at least one box for every 150 workers.

(5) Canteens (Section 46)

Where in factory more than 250 workers are ordinarily employed a canteens shall be provided and maintained by the occupier for the use of the worker.

Such rules may be provided for -

- (a) The date when provided.
- (b) The standard of construction, accommodation furniture and other equipment of the canteen.
- (c) The food stuff to be served there in and the charges which may be made thereof.
- (d) The constitution on a managing committee of canteen and worker representation in committee.
- (e) The item of expenditure in the running of canteen which are not to be taken in to account in fixing the cost of food stuffs and which shall be borne by the employer.

(3) Shelters Rest Room and Lunch Room (Section 47)

i) In every factory where in more than 150 workers are ordinarily employed there shall be provision for selters, rest room and suitable lunch room where workers can eat meals brought by them with provision for drinking water. Where a lunch room exists no worker shall eat any food in the work-room.

ii) The shelters or rest room of lunch rooms shall be sufficiently lighted and ventilated and shall be maintained in a cool and clean conditions.

(4) Creches (Section 48)

At factory where in more than thirty workmen worker are ordinarily employed there shall be provided and maintained suitable rooms for use of children under the age of six years of such woman -

i) Such rooms shall provide adequate accommodation, shall be adequately lighted and ventilated shall be maintained in a clean and sanitary condition and shall be under the charge of woman trained in the case of children and infants.

ii) State Government may make rules for location standard of construction accommodation and other equipments of rooms to be provided it may also make additional rules for care of children like -

- a) for washing and changing their clothing
- b) of free milk or refreshment,
- c) for the mother of children to feed them at necessary intervals.

(5) Welfare Officers (Section 47)

Another provision the Act requires the owner any factory employing 500 or more worker to appoint welfare officers and their duties qualification etc. are to be prescribed by the State Government. According to Section 50 the State Government make rules ----

a) Exemption subject to compliance with such alternative arrangement for the welfare of worker as may be prescribed any factory from compliance with any of provision of section 42 to 49.

b) Requiring in any factory that representative of the workers employed in the factory shall be associated with the management of the welfare arrangement of the workers.

GRATUITY :

An relation to shops and establishment. In a state in which ten or more persons are employed or were employed on any day of the preceding twelve months.

WORKING HOURS OF ADULTS :

1) Weekly Hours (Section 51)

No adult worker can be required or allowed to work in a factory for more than 48 hours in any week.

2) Daily hours (Section 54)

Adult worker can be required of allowed to work in factory for more than nine hours in any day.

3) Intervals for rest (Section 55)

Worker shall work for more than five hours before he has an interval for rest of at least half an hour.

SPREADOVER, NIGHT SHIFTS & OVERLAPPING SHIFTS :

Spreadover - (Section 56)

The period of work of an adult worker in a factory must be arranged that inclusive of his intervals for rest they shall not spread over more than 10½ hours in any day.

Night Shifts - (Section 57)

Where a warker in a factory works on a shifts which

extends beyond midnight. His weekly or compensatory holiday for a whole day means a period of 24 consecutive hours beginning when his shift ends.

Prohibition of overlapping Shifts (Section 58)

Work shall not be carried on in any factory arranged that more than one relay of workers is engaged in work of the same kind at same time.

Extra Wages for overtime (Section 59)

Where a worker works in a factory for more than 9 hours in any day or more than 48 hours in any week overtime work be entitled to wages at the rate of twice his ordinary rate of wages.

Holidays (Section 52)

Every adult worker in a factory must be allowed a holiday during the week. But the manager can substitute for Sunday any of the three days preceding or following it.

Compensatory holidays (Section 53)

Worker shall be allowed compensatory holidays or equal number to the holidays so lost. Such compensatory holidays shall be allowed within the month.

Annual leave with Wages :

Section 78 to 84 provide for the grant of certain period of leave with wage to workmen. Every worker who has worked for a period of 240 days or more in a factory during year, shall be allowed leave with wages. For computing the period 240 days the day of layoff maternity leave and leave earned shall be included in this period.

Wages during leave period (Section 80)

Worker shall be paid at a rate equal to the daily average of his full time earning for the days on which he worked during the month immediately preceding his leave.

INTERNATIONAL LABOUR ORGANISATION AND
CONTRIBUTION TO LABOUR WELFARE :

The International Labour Organisation has shown considerable interest to the subject of welfare services in India. The purpose of I.L.O. includes the provision for adequate nutrition housing and facilities for recreation and culture.

The first International Labour Organisation met at Berlin in 1890 recommended among other things. The regulation of woman and child labour. The recommendation of the Berlin Conference be applied in India. In amending Act the age of child was raised to 14 years. The employment of children below 9 years of age was prohibited and working hours of children were brought down at to 7 per day.

The recommendation of the utilisation of spare time at 1924 which laid down the principles and methods to secure the use of workers spare time. Again the International Labour Organisation Conference at its 30th Session 1947 passed a Resolution concerning welfare facilities for workers. It drew attention to the importance of establishing in co-operative with representatives of the workers concerned. Such services and amenities as adequate, canteens, sanitary provision and medical helps, recreation. The amending Act was passed the

working hours for men and women were fixed at 10 and not more than 11 day. They fixed weekly holiday and one hour rest for every six hours work. The International Labour Organisation has taken a great deal of interest in the development of workers education programmes in India. The International Labour Organisation provided the services of an workers education, training facilities, For five Indian specialists and training aids of various kinds. The international labour organisation conference held at Philadelphia in 1944 at America it decides that all social security plans should attempt to provide curative and preventive medical care.

The special problem relating to promotion of welfare facilities in the Asian countries were considered in detail by an Asian regional conference held in Ceylon at 1950. The resolution started that the basic requirements in respect of workers welfare facilities should be prescribed by legislation about the minimum standard for workers. Thus considerable most important role played by International Labour Organisation to the problem of workers welfare.

International Labour Organisation convention ratified by India. The following ratification adopted by India in respect of Labour welfare are as follows.

- (1) The International Labour Organisation convention No. 1 of 1919 relating to limiting hours of work in Industrial establishment to 8 hours in a day and 48 hours in a week.

- (2) Convention No. 14 of 1921 regarding weekly rest of 24 hours.
- (3) Convention No. 19 of 1921 relating to equality a treatment of National and foreign workers as regards workman compensation for accidents.
- (4) Convention No. 41 of 1934 prohibiting employment of workmen during night time.
- (5) Convention No. 90 of 1948 relating to night work for young persons employed in a industry.
- (6) Convention No. 42 of 1934 known as workmens compensation occupational diseases convention revised.
- (7) Convention No. 118 to 1962 known as equality of treatment of National and non - national in social security convention.

Convention of international labour organisation had apply India and had to amend varicus of her factories Acts in order to giving effect to hours of work prohibition of night work for children women; weekly rest, compensation for diseases and so on.

WORKMEN'S COMPENSATION ACT, 1923,

Under this act payment of compensation has been made obligatory on all employer whose employees comes within its scope; and injuries workmen or the dependents of those killed can obtain compensation in all cases where personal injury has been caused by accident arising out of an in the course of employment. But the employer is under no obligation to pay compensation the worker if the injury is due to drunkenness or wilful disregard of any safety instructions or measures provided. Besides bodily injuries the contracting of certain occupational diseases and the death resulting from such diseases are also covered by the provision of this Act. So far 27 categories of workers have been brought within the scope of this Act. Employees earning Rs. 1000 or more a month are not covered by the Act. Any person who is covered by the employer state insurance Act 1948 and who is entitled to get benefit from State Insurance Corporation is not entitled to claim any compensation from the employers under this Act.

Compensation for death and total and partial disabiement is paid to an adult worker at fixed rate in proportion to his monthly wages. The interest of the workers have been adequately protected under the Act. The amount of compensation payable is not to be attached, assigned and set off against any claim under this Act, workers interest is also protected. The Act is ~~XXXXX~~ administered by workmens compensation commissioners appointed by State Government. In those areas where the Employees State Insurance Scheme has been implemented. The payment of compensation is the responsibility of the C.S.I. Corporation.

This Act was amended in February 1959. By this Amendment Act 1959 the distinction between adult and minor has been removed the waiting period of compensation has been reduced, from seven to five. When ever payment is made is delayed then employer will pay an interest 6 % on the period so delayed.

THE EMPLOYEE'S PROVIDENT FUND ACT 1952 :

This Act apply 1952 and amended the employees provident fund Act in 1971. The Act applies to every establishment employ- ing twenty or more workers continuity engaged in any industry. One year or full service of has actually worked for 240 days during a period of 12 month is eligible for benefits under the scheme. There are appropriate authority for exemption from the operation of the scheme. That is setting up a Board of Trustees with equal member of employees and employers representatives and investment of contribution in Central Government Securities etc. The Act impose certain obligation on the employer in case of establishment. Which are to maintain AIC, submit returns make required investment provide to facilities of inspection etc. In the event of re-employment and transfer the amount of the accumulation to the credit transfer where he re-employed. The statutory rate of the provident fund contribution for both the employers and the employees is $6\frac{1}{4}$ % of the basic wages. D.A. he may also contribute up to 8.33 % if he desired. But the employers contribution remain restricted to 6.25 %. The collec- tion is collected from the employers by means of deposits in S.B.I. Advances and loans are provided by the Act. Any worker who has been contributor for three year can get advance. A

9. First aid applicances :

The Act X 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. Spittoons :

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

Factory has provided sufficient number of spittoons in every department and convenient places. Sweepers keep spittoons 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 company's 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. Continuous 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 ~~are~~ 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 maintance 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 seprate works canteen for seprate place outside and near the factory. Management of workers canteen is run by ~~KM&K~~ company itself, workers canteen is subsidired 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 autmosphere and surronding 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. There accommodation are ~~xxxx~~ 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 campus in factory, two banks are always ready to welcome 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 workers. 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.