

CHAPTER III

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LABOUR WELFARE FACILITIES IN HINDUSTAN LATEX LIMITED, KANAGALA

The necessary welfare facilities are provided in order to increase the efficiency of the workers and contented labour force plays an important role in stabilising the industrial relations of any company. This Chapter deals with Labour welfare facilities implemented in Hindustan Latex Limited, Kanagala.

STATUTORY WELFARE FACILITIES

1) Working hours and Shifts:

The administrative officers work from 9 a.m. to 5 p.m. The factory has provided half an hour of interval for lunch. The working hours in the factory are approximately 8 hours per day.

The factory runs under Four Shifts.

Ist Shift	-----	6 a.m. to 2 p.m.
IIInd Shift	-----	2 p.m. to 10 p.m.
IIIrd Shift	-----	10 p.m. to 6 a.m.
General Shift	-----	9 a.m. to 5 p.m.

2) Holidays:

The workers of Hindustan Latex Limited, Kanagala get 10 holidays in a year. They enjoy three National holidays and Seven Festival holidays. The following National and Festival holidays are observed in Hindustan Latex Limited, Kanagala.

National Holidays	----->	Republic Day Independence Day Gandhi Jayanthi.
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Festival Holidays

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Ugadi

Ramzan

May Day

Ganesh Chaturthi

Dasara(Vijaya Dashmi)

Diwali

Christmas.

3) Leave Facilities:

The following types of leave with full pay are granted to the workers:

- 1) Casual Leave --- 06
- 2) Earned Leave or Privilege leave.
or Annual Leave with Wages --- As per Factories Act, 1948.
- 3) Half pay Leave/Sick leave --- 12
- 4) Maternity leave --- 12 weeks.
- 5) Leave Without Pay --- 05.

4) Drinking Water:

The factory has provided pure drinking water in order to preserve the health of the employees. Drinking water facility is provided in every section of the factory. During hot season the factory provides air-coolers to every department.

5) Canteen:

The Hindustan Latex Limited, Kanagala has made avail of a Canteen in the premises itself. The Canteen consists of a big hall equipped with furniture, utensils and other equipments. The Canteen is run by a Contractor. In the Canteen tea,

snacks, meals, etc. are available at subsidised rates. Coupons are provided to workers on credit. The Company offers provisions regarding ration. The factory provides Canteen subsidy of Rs.90 per head per month.

6) Rest Room/Locker Room:

The workers are provided a rest room. The company has made sitting arrangement with chairs, tables, fans, drinking water. Safety lockers are also provided in the same room where workers can keep their belongings.

7) Washing and Bathing Facilities:

The factory has allowed suitable washing and bathing facilities for all employees in order to maintain their health and efficiency. Bath-rooms are kept clean also.

8) Better working Conditions:

Better working conditions improve the health and efficiency of workers. According to the provisions of Factories Act, 1948 suitable arrangements are made for ventilation in every department by open windows and fans in order to have circulation of fresh air. The building of the factory is big enough to allow sufficient light and fresh air. Cleanliness is maintained in the factory by employing special staff for cleaning the factory compound, departments, washing places, latrine blocks, and for white washing. Effective arrangements are made for the disposal of wastes and effluents. The Factory has made avail of natural and artificial lighting facility in every part of the factory. Glazing Windows and skylights are kept clean. The premises of

the factory is clean. Sufficient number of latrines and urinals as per prescribed types are provided separately for male and female workers. They are adequately lighted and maintained clean. Sufficient water is supplied to them. Humidity and temperature are maintained properly.

9) Safety Appliances:

In order to prevent accidents in the factory the factory is using safety appliances. Fire suckers and minimax fire extinguishers are kept in every department of the factory. Modern machines are provided with safety guards. Effective arrangements are made to prevent inhalation of dust and fumes and their accumulation. The other safety equipments such as rubber gloves, gum boots, amonia mask, shoe, chappals, uniform, ladies vaprons, blue saris are provided to each and every worker in every room.

10) Welfare Officer:

According to the provisions of the Factories Act, 1948, the management has employed a Welfare Officer in the factory in order to look after welfare amenities.

NON-STATUTORY WELFARE FACILITIES:

1) Transport Facility:

In order to reduce the rate of absenteeism, the management has arranged for K.S.R.T.C. buses to workers as per their shift timings. Transportation facility is provided to employees for

attending their duty in time from Sankeshwar and Nipani. It helps them to reach their work place without loss of time and without fatigue. The company provides more than Rs.7 lakh yearly for this facility. The factory also provides bicycle loan about Rs.500 and Scooter loan about Rs.7,500 on 9% rate of interest.

2) Educational Loans:

A Loan of Rs.1,500/- is extended to the workers for the purpose of education of their children.

3) Housing Loans:

Workers of Hindustan Latex Limited, Kanagala get Rs.75000/- for housing.

4) Recreational Facilities:

The Management has taken keen interest in stimulating the sports and cultural activities amongst Hindustan Latex Limited workers. Sports and cultural committee has been set up. The recreation club is also there. The club has library facility Kannada, English, Hindi, Marathi novels are available in the library. Recreation club conducts sports, concerts, Quiz programmes and film shows. The club conducts athletics, games like Highjump, running, shotput and cricket. The workers celebrate Ganesh Utsav every year. It lasts for 5 days. To meet out its expenses every worker contributes Rs.10/-. Yearly Rs.50000/- are sanctioned to these activities. The recreation club has also made avail of T.V. Video and Newspapers.

5) Gratuity:

According to the provisions of payment of gratuity Act 1972, gratuity is paid to every workers:

- a) On his superannuation.
- b) On his retirement or resignation due to illhealth.
- c) On his death or disablement due to accident or disease.
- d) On his resignation or termination of employment, for any reason other than for serious misconduct.

Employees who complete 5 years of service or minimum 240 days service per year, are eligible for gratuity.

6) Provident Fund:

According to the provisions of Employees' Provident Fund Act 1952, the employees of Hindustan Latex Limited, Kanagala who contribute towards employees' Provident Fund are eligible to receive an advance against their accumulated fund amount. The employees', Provident Fund scheme covers all the employees who actually work for not less than 60 days: continuous service in the Company. This Scheme covers casual workers also. Each employee contributes 10% of his salary and employer contributes 20%.

7) The Employees' State Insurance Scheme:

This Factory has covered all workers under E.S.I. Scheme. The employees covered under the scheme are entitled to medical, sickness, dependents, maternity, accident, disablement and funeral benefits. All these benefits are paid in cash except medical which is paid in kind.

The company has made avail of First Aid Box. A full time dispensary is there to look after the sick workers and their dependents. The company provides sickness leave of 9 months with pay. Maternity incentive is given to women workers. The factory allows 12 weeks maternity leave and 6 weeks leave with pay if there is a miscarriage. Accident benefit is made avail of according to the nature of disablement. The factory gives Rs.500/- for funeral.

8) The Workmen's Compensation Act, 1923.

Benefits provided under this Act are not available to those who are covered under the provisions of the E.S.I. Scheme. According to the provisions of the Act, the company has to bear costs.

9) Bonus:

The factory provides bonus and productive incentive to its workers as per Bonus Act. The percentage of bonus depends upon profit of the factory.

10) Festival Advancement:

The factory provides festival advance to its workers 1 month's basic pay + D.A.

11) Good Attendance Benefit:

In order to reduce absenteeism the factory provides good attendance benefit to its workers. The factory provides 4 days wages to the workers who have completed service of 240 days to 250 days in a year and 6 days wages to those who have completed service of 250 days and above.

12) General:

There is a proposal to start a multi-purpose Consumer and Credit Co-operative Society in Hindustan Latex Limited, Kanagala during this year (1993).