

CHAPTER NO. 5

LABOUR WELFARE

5.01 SIGNIFICANCE OF LABOUR WELFARE :-

The importance labour welfare can be explained from various point of view. From humanitarian point of view industrial worker should be provided certain facilities and amenities of life. Form economic point of view, Welfare is very essential and it improves the living standard of workers as well as working condition & productivity.

Due to labour welfare actives. A good housing minimum wages & other fringe benefits, such as medical, provident fund, & other benefits, are bound to creature a feeling of satisfaction and contentment among the workers in turn it reduce the absenteeism of workers the provisions of housing and working conditions recreational and educational facilities medical etc, are bound to increase the mental efficiency and economic productivity of industrial workers, Hence no country will ignore the welfare activities.

The labour welfare activities has became an integrate aspect of industrial organization in almost all the activities. It performs every significant role in Industrial economy and increase the efficiency of workers In India particularly, Which has recently

started a program of industrialization need for labour Welfare activities have become of great importance.

The amount spent on labour welfare actives by the employer is bound to affect directly on indirectly, to then own benefits and to the direct benefits of the employees. If working conditions are imporved it will certainly improve the health & efficiency of the workers which in turn increase the production and the productivity of workers. Welfare activities may insure the employer a stable and contained labour force, labour absenteeism and labour turnover.

The usefulness of workers welfare in India can not be overemphasized. Welfare activity influences the sentiment of the workers, When workers feel that the employer & the state are interested in their happiness, his tendency to oppose will steadily disappear. The Development of such positive felling paves the way for industrial peace.

Secondly, the provision of various welfare measures such as good housing, canteens, medical and sickness benefits etc. make them realize that they also have some status in the undertaking in which they are engaged and so they think thrice before taking any reckless action which might against the interest of undertaking.

Thirdly, Welfare measures such as cheep food in canteens, free medical and educational faciltities etc. indirectly increase in

real income of workers. If the workers go on strike they try to avoid industrial disputes as far as possible and do not go on strike on flimsy grounds.

Frothly, welfare activities will reduce labour turnover and absenteeism and create a permanent settled labour force by making such units attractive to the labour.

Fifthly, welfare activities will go a long way to better the mental and moral health of workers.

Lastly, welfare measures will improve the physique, intelligence, morality and standard of living of the workers, which in turn will improve their efficiency and productivity. A higher efficiency can be expected only from persons who are properly fed and properly clothed.

This labour welfare activities carried on the mills would contribute.

- a) In making the service in mill attractive to the workers.
- b) In creating a permanent settled labour force.
- c) In reducing labour turnover & absenteeism.
- d) In improving the efficiency of workers.
- e) In improving relation between employers and employees.

Besides, the social advantages of the welfare activities are also great impotence.

- 1) The provisions of canteens where cheap, clean and balanced food is available to workers health improves.
- 2) Medical, maternity and child welfare facilities improves the health of the workers and their families and bring down the rates infant mortality & improves the health of workers.
- 3) Educational facilities increases the mental efficiency and economic productivity.

LABOUR WELFARE ACTIVITIES IN "NAV-MAHARASHTRA CO
OPERATIVE SPINNING MILL LTD.", ICHALKARANJI

5.02 FACILITIES PROVIDED TO THE WORKERS :-

By recognizing the Importance of workers in the progress & development of the spinning mill, the management of the spinning mill has provided following facilities to the workers.

1) CANTEEN FACILITY :-

There is a canteen facility made available to the workers. The workers have canteen facility so as to have food items in concessional rates. The workers representative has been included in the canteen management. The meeting of the canteen management is held once a month, So as to keep the good quality of the food items in the canteen. Mill incurs an expenditure rupees 1,77,000.00 to build canteen & started in the year of 1982. Since from the beginning the canteen is run by contractors. Contractors runs the canteen on contract basis.

Observation :- Many of the workers expressed their views that rates of items of canteen are higher than outside hotel and quality of food is not comparable to the price.

2) CO-OPERATIVE CONSUMER STORE :-

The mill has started co-operative store in the mill premises. The workers obtain daily essential commodities at reasonable price & they are of good quality. The total amount of the purchased commodities is deducted from the workers monthly payment. Mill has started a consumer store on Oct. 1994-95 by investing of rupees 4.5 lakh. The present number of member of a consumer store is around 700. Yearly turnover is Rs. 61.59 Lakh.

3) MEDICAL FACILITY :-

The mill has extended several medical facilities to its employees. It is providing first aid facility and Ambulance facility to the work force, for minor illness injuries for accidents is provided. If workers meet with accidents on duty the mill admits them immediately in government civil hospital. Medical expenses are borne by the mill, as the mill is not having its own hospital facility. As per the factory act if a mill is away from city by more than 3 km., then mill has to have its own dispensary. But this mill has not such

dispensary but mill has appointed on M.B.B.S. doctor in Ichalkaranji. Mill is giving T.T. injection two time in a year for worker.

4) THE REST HOUSE :-

The mill has constructed rest house for workers so as to enable the workers to take rest in the rest house before & after working hours. In the rest house mill has provided fan & beds. The mill has built up a rest house by investing Rs. 5.5 lakh in year.

5) LIBRARY :-

It is essential for workers to have library facility for entertainment & education. So mill has started a library. The workers borrow books & magazines from the library.

6) PERSONALITY DEVELOPMENT FACILITY :-

In order to develop the personality of the workers various competitions are arranged on 1st play every year. Kho-kho, Kabbadi, Holly ball. Competitions are arranged. They are given prizes and certificates for Worker's Day.

7) IDEAL WORKER SCHEME :-

In order to enhance the potentials their achievements & morals of the workers i.w.s. is implemented. Workers, are motivated every year. One labour is selected as ideal worker

& given prize. Mill has started incentives for good worker in which in a year one good worker is selected on basis of his record, his work, and relation to the management. For a good worker prize and symbol is given.

8) WORKERS PARTICIPATION IN MANAGEMENT :-

The success of any enterprise depends upon the workers but the mill has not taken any worker in management.

9) WORKERS COLONY :-

The management has built 40 quarters for the workers. Mill has built of 3 type of A, B & C quarter for different type of category worker's. For a grade quarters are given to M.D., Production Manager, & Electric Manager. B grade quarter are provided to supervisor and engineer & C grade quarters are provided to drivers and guards. The quarters are good condition with regards to lighting, to iletts, for every quarter.

10) PROVIDENT FUND SCHEME :-

According to co-operative rule, a provident fund scheme has been started According to this scheme a subscription of 8.33 per sent is deducted from workers pay & the proportionate amount is added by the mill the account. Every worker has putting certain amount from his salary. The mill also pays the same amount.

11) FAMILY PENSION SCHEME :-

The family pension scheme has undertaken so as to enable the family of the workers to make both ends meet after his death. According to this scheme, a subscription 1.17% is deducted from the payment of the workers and deposited in family pension account.

12) GRATUITY :-

According to a co-operative rule, 4.17 percentages amount of workers payment is deposited in the scheme.

13) BONUS :-

The workers have to get some in the profit of the mill. So, bonus is given to each worker at diwali festival every year. Range of the bonus 8 to 30 per cent bonus also depends upon mill profit. Mills profit is high bonus rate is high 8.33 present bonus was declared for the year 1998-99.

14) INSURANCE SHEME :-

The workers have to operate machines, so they have to work in risky situation. Sometimes, accident occurs and a worker is likely to be seriously injured. So mill has implemented the insurance scheme to all permanent workers. Mill is paying insurance for worker to against their life. Mill has provided insurance compensation for serious accident to every worker Rs. 20,000 to 25,000

15) FAMILY PLANNING :-

For the sake of welfare of family and nation, family planning is essential. There for family planning camps are arranged and guide once of the exports. The workers are given information about family planning.

16) WELFARE CO-OPERATIVE CREDIT SOCIETY :-

In order to meet the financial problems of the workers, co-operative credit society has been started. By this scheme the worker can obtain a loan.

17) DRESS FACILITY :-

Dress facility is not provided to the all the workers, but workers working in maintenance department, in Electrical department, peons, security gards, godown skipper, drives & jobbers are given dresses.

18) CLEANLINESS :-

The mill is kept clean, the wall and machinery are painted. Sweeper are appointed for the clean the cotton waste in every shifts. So in the mill's cleanliness is maintained properly.

19) VENTILATION :-

The mill a humidication system is maintained well. Ventilation with the help of fans the circulation of fresh air is maintained properly.

20) LIGHTING :-

In each and every department of the mill sufficient lighting system is maintain properly.

21) WASTE DISPOSALS :-

In the mill a proper arrangement is made for waste disposal will be used as fertilizer for garden and a forestation of the mill it self. This is a good example of creating wealth from waste.

22) DRINKING WATER :-

In the mill premises and in each and every department. There is sufficient supply of drinking water. At summer season mud pots are provided to each and every department. The mill has a water pump system of its own (i.e. Bore well) so, regular supply of drinking water is made. There is also a filter plant for water purification. So that the pure water is available to all the in the mill.

23) LABOUR OFFICER :-

In the mill personal officer is in charge of the labour office Department. According to section 49 of the factories Act, 1948 in the mill there is a labour welfare and attend the grieves of the workers properly and solve labour problems.

24) SAFETY PROGRAMMERS :-

In the mill sufficient equipment's and machinery guards are provided in all the departments. The equipment like fire hydrants, Electronic micro switches, hydrogen cylinders, sand buckets etc., are maintained in each and every department of the mill. The dangers machinery's and financed and as per the factory Act, 1948 section 40-b a safety officer is employed to look after safety programs in the mill.

5.3 OBSERVATION :-

1) CANTEEN FACILITY :

Many of workers expressed their views that rates of items of canteen are higher than outside hotel and quality of food is not comparable to the price.

2) MEDICAL FACILITY :-

As per the factory act if a mill is away from city by more than 3 km., then mill has to have its own dispensary. But this mill has not such dispensary.

3) TRANSPORT FACILITY :-

There is no transport facility for workers is observed.

4) WORKERS PARTICIPATION IN MANAGEMENT :-

Through our interview we got information that there is no worker is taken in management.