

## **CHAPTER - V**

### **LABOUR WELFARE ACTIVITIES IN INDIRA GANDHI**

#### **MAHILA SAHAKARI SOOT GIRNI LTD.**

##### **5.1 SIGNIFICANCE OF LABOUR WELFARE :**

The economic point of view, welfare is very essential and it improves the living standard of workers as well as working condition and productivity.

Due to labour welfare activities, a good housing minimum wages and other fringe benefits such as medical, provident fund and other benefits are bound of creature a feeling of satisfaction and contentment among the workers in turn it reduces 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 have become an integrate aspect of industrial organization in almost all the activities. It performs every significant role in industrial economy and increases 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 activities by the Employer is bound to effect directly or indirectly to their own benefits and to the direct benefits of the employees. If working conditions are improved, it will certainly improve the health and 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 and the State are interested in their happiness, his tendency to oppose will steadily disappear. The development of such positive feeling paves the way for industrial Peace.

Secondly, the provision of various welfare measures which 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 any reckless action which might against the interest of undertaking.

Thirdly, welfare measures such as cheap food in canteens, free medical and educational facilities 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.

Fourthly, Welfare activities will reduce labour turnover and absenteeism and create 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.

## **5.2 : LABOUR WELFARE ACTIVITIES IN INDIRA**

### **GANDHI MAHILA SAHAKARI SOOT GIRNI LTD.**

#### **FACILITIES PROVIDED TO THE WORKERS :-**

With the help of Schedules, the researcher has found different information (data) from the sample of 50 workers in the Production Department which is very helpful to understand their problems, attitudes, behaviors and to find some measures which help them to overcome from their problems and also help to the Mills to increase the production and performance of the Mills.

There is following information which is to be made by personally interviewing the 50 workers of the Mills.

IGMSSG Ltd. 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 confessional 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.

-- By interview:

Many workers expressed their views that rates of canteen are same that of outside Hotel and quality of food is not comparable to the price.

**2. MEDICAL FACILITY:**

The Mill is providing several medical facilities to the Mill workers. It is providing first aid facility and Ambulance facility to the work force for minor illness, an injury, for accidents is provided. If workers meet with accidents on duty, the Mill admits them immediately in Government Civil Hospital. The Mills 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 have to have its own dispensary. But this Mill has not such dispensary. But Mill has appointed one Doctor in Abdul Lat.

The Mill is giving many other medical facilities to the workers. I.e. TT Injection giving two times in a Year for workers. Blood (Hemoglobin) Test. All these facilities are provided to them at free of cost.

**By Intereview --**

The health and safety facilities given by the Mills for accidents have been satisfied by all the

workers. Mill has taken great care of all the workers' health.

**3. 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 and after working hours. In the guesthouse, Mills have provided fan, beds, water, toilets, etc. The mill has built up a rest house by investing Rs. One lakh in year.

**4. LIBRARY:**

The Mill has started library. But Officers are only using this library and workers are not permitted in.

**By interview --**

As per the Women workers' opinion, library facility should be provided to them also.

**5. PERSONALITY DEVELOPMENT FACILITY :**

Various programmes are arranged by the Mill for Personality Development of Workers, like cultural programmes and competition drama, dancing competition,, singing competition etc. cricket matches are organized for the male workers and prizes are distributed to successful workers. As a part of



personality development, Mill arranges guest lectures of expert personalities on subject like health awareness, AIDS prevention, social duties, etc. To maintain unity and integrity in the workers, "Ganesh Utsav" is celebrated in the Mill campus.

On 1st May, on the occasion of "Workers' Day" & "Women's Day" mill organizes various programmes like 'Haladi Kumkum" & guest lectures. The Mill is also providing a Scholarship to the workers' children, who have scored good marks, for their better education from "Kamgar Kalyan Nidhi".

**6. IDEAL WORKERS SCHEME :-**

For quality and skilled work, motivation is essential. As a part of appreciation of quality work, mill distributes prize to the workers named as "Adarsh Kamagar Puraskar". Every year, names of best workers are informed by the Mill for "Kartbagar Kamgar Puraskar" given on behalf of "Maharashtra Kamgar Kalyan Mandal", Mumbai. One of the Female workers has achieved this prize in the year 2003-04. The Mill gives prize to workers for maximum working hours or attending days.

**7. 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 8.33% is deducted from the payment of the workers and deposited in Family Pension Account.

**8. GRATUITY :-**

Gratuity is given to the Workers, according to a co-operative Rule,

**9. BONUS :-**

Bonus is given to each worker at Dipavali Festival every year. Range of Bonus depends upon Mill Profit. When the Mill's Profit is high, the rate of bonus is high.

**10. INSURANCE SCHEME :-**

The workers have to operate machines. So they have to work in risky situation. So Mill has implemented the insurance Scheme of Rs.1 Lakh to all permanent workers. Mill has provided Insurance compensation for serious accident to every worker.



**11. WORKERS PARTICIPATION IN MANAGEMENT :-**

The success of any enterprise depends upon the workers. So the representatives from the workers are included in the Board of Directors.

**12. WORKERS' COLONY :-**

The management has provided 26 Quarters for Senior Officers, Supervisors and other workers. Mill has built 3 types of Quarters, i.e. A, B & C Quarters of different types of category workers. A grade quarters are given to M.D., Production Manager & Electrical Engineer. B grade quarters are provided to Supervisors and Engineers and C grade quarters are provided to Drivers and Guards. The Quarters are in good condition with regards to lighting, toilets for every quarter.

The Mill has given the following free quarters to important Staff Members. There are 26 quarters provided as under :

Sr.No.	Type of Quarters	Numbers
1.	"A" Type Quarters	2
2.	"B" Type Quarters	8
3.	"C" Type Quarters	16
	Total -	26

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**13. PROVIDENT FUND SCHEME :-**

According to Co-operative rule, a Provident Fund Scheme has been started. According to this Scheme, a subscription of 12% is deducted from Workers' pay and 15.61% amount is added by the Mill's Account. Every worker has put certain amount from his salary.

**14. FAMILY PLANNING :-**

For the sake of welfare of family, family planning is essential. Therefore, family planning camps are arranged and workers are guided by the Experts. The workers are giving good response to Family Planning.

**15. CO-OPERATIVE CREDIT SOCIETY :-**

The Mill also has its own Credit Co-operative Society. The Society provides small amount loan (Rs.2,000/-) and big amount loan (about Rs.15,000/-). The Society has provided bicycles, TV, Two Wheeler Motors, CD Players and Gas connections to Workers.

**16. UNIFORM FACILITY :-**

The Mill is providing uniforms to Maintenance Department workers, Electrical Department, Security Guards, Godown Keepers, Drivers and Jobbers. The

Mill is providing mask apron and caps to the Production Department Workers for their physical protection.

**17. TRAINING AND DEVELOPMENT :-**

The Mill has separate training room and training equipments and one training Supervisor. The Mill always recruits new candidates. So it gives proper training to all candidates according to the requirement of Department.

**18. LIGHTING :-**

In each and every Department of the Mills, sufficient lighting system is made available.

**19. DRINKING WATER :-**

In the Mill premises and in each and every Department, there is sufficient supply of drinking water. The Mill has a water pump system of its own, i.e. Bore-well, so that regular supply of drinking water is made. There is also a Filter Plant for water purification.

**20. LABOUR OFFICER :-**

According to Section 49 of the Factory's Act 1948, in the Mill there is a Labour Officer who attends the grievances of the workers properly and

solve labour problems. The Mill has Trade Union which discusses the Workers' problems with the Management.

**21. SAFETY PROGRAMMERS :-**

The Safety measures / facilities like anti-fire cylinders are placed at every corner.

**22. CLEANLINESS :-**

Mill has 57 acres area. There are rose gardens, beautiful plantations, pollution free and pleasant healthy environment in the Mill area. 34 house-keepers are appointed for the cleaning by the cotton waste in every shift and 3 Sweepers are appointed for cleaning the Toilets. In mill, all windows, computers, Tables, Chairs are cleaned on every Sunday by using chemicals.

**23. VENTILATION :-**

For free and pure air ventilation of the air, Electronic Modification Fans are fitted in the Buildings of Mills.

**24. TRADE UNION :-**

Trade Unions are large influence of the Industrial Democracy and Productivity. Trade Unions are inevitable Part of the Modern Industrial set-up.

There is " Indira Gandhi Rashtriya Kamagar Sanghatana Trade Union ". In this Organization, one worker is a Union Leader. The relation between Union and Management are very smooth and better.

According to Union leader, workers tell their problems to the Management and participate in the Company Meetings and solve these problems. There is indirect participation of workers in the Mill's decisions.

## **25. CRADLE HOUSE**

Cradle House facility is provided for children of women labours by Mills. Milk and supplementary diet is also provided by Mills. The Mill arranged immunization camps.

### **Some Observations :-**

#### **1. Workers' Participation in Management :-**

Through the interview, we got information that in this Mill, the workers does not have the opportunity to take direct part in the Management of the Mills.

## **2. Transport Facility :-**

Most of the workers come from Ichalkaranji and other villages which are nearer to the Mills. But there is no facility of the Transport.

## **3. Medical Facility :-**

As per the Factory Act, if a mill is away from City by more than 3 km., then the Mill has to have it's own dispensary. But this Mill has not such dispensary.

## **4. Canteen Facility :-**

Many workers expressed their views that rates of items of Canteen are the same as outside Hotel and quality of food is not comparable to the price, but better than Private hotels.

## **5. Library :-**

As per the women workers opinion, library facility should be provided to them also.

### **5.3 : FUTURE POTENTIAL AND DISTRICT FEATURE WITH REGARD TO SOCIO-ECONOMIC ROLE IN UPLIFTMENT OF WOMEN FOLK IN RURAL AREA**

Considering the present conditions of changing market both in domestic and international sphere, the Mill can try its best to overcome the chronic problems. If the favorable market is bringing good prices to the yarn, the

Mill has to take advantage of this and impound more and more profit. The main obstacle of high cost lending and growing interest burdens can be at least held up through not stopple. Regular payment of installments, loan and interest will stop the penal interest. Security bounty orders from reputed traders can ensure future business and regular payment to creditors. It will make available Cotton, store and other necessary inventory at a longer credit facility lessening monetary burden.

The global textile has shown very rosy picture for the entire textile industry. It has opened new vistas to every competent textile unit. Moreover, domestic yarn markets are also rising rapidly. The Mill has to concentrate on quality as quality conscious overseas buyers are very particular about standard quality. The present productivity, efficiency of the Mills seems to have good strength to up-keep their world class standard yarn and grab the market. This will definitely help the Mill to arrest their deteriorating financial conditions and march towards profitability.

The Mill is the unique example of women participation in Management. Their excellence performance

has revealed their outstanding entrepreneurial talents, especially of those who hail from non affluent sector. So far women have shown their role in service sector and in the manufacture of small domestic commodities like papad, pickles, chilly powder and such other petty snacks. However, Indira is the Pioneer project, where women have undertaken production with the help of heavy machinery and a complex process. Their growing interest, right from working fraternity upto managerial personnel seems to have given them full scope to exhibit their hidden skills.

The Mill is deemed to have put before women particular and society in general, an example of their workmanship, thrift, skill and unity. Their continuous struggle for last decade to up-keep the efficiency in spite of growing interest hurdles reveals their perseverance, considerate attitude and outstanding sustained efforts to tide over the crisis through hardships and minimal overheads. The ideal example of this mill has succeeded in promoting exemplary work culture. The very secret behind their untiring efforts lies in their devotion and sheer approach towards upliftment of economically deprived women folk from rural area. The women residing in villages



and non-urban area can, with their determination and dedication, prove their ability to bring about dazzling progress through consistency and hard-work.

**CONCLUSION :**

When alluring global textile market is ahead and outstanding productivity and quality is wish the Mill, the project has very high potential to hit when the iron is hot. Women can bring the Mill out of ordeal if they are provided with soft loan and OTS facility. Women not in the vicinity but across the country can take inspiration of their right for existence in adversity. This is a right time, to take advantage if the booming market and take leap towards progress. With their track record of consistent high efficiency and productivity, it is confident that the mill will definitely once again advance towards progress. The united efforts of women managed enterprise will teach the entire world what women power can do if they so determine.

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