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C H A P T E R I V

: WELFARE FACILITIES :

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C H A P T E R I V

: WELFARE FACILITIES :

INTRODUCTION:

The present study deals with 50 workers from Dudhaganga Vedganga Sahkari Sakhar Karkhana Limited., Bidri. These 50 workers are having sugar factory employment of a permanent and seasonal nature.

Arthur Korunhauser in his study has examined " mental health of the industrial work maintains the view that " on the job the workers spends approximately one-half of his working hours. The worker inevitably projects on his job certain attitudes wishes, and values; he seeks to fulfil these deep-lying needs of his personality in his work role"¹.

There are six general aspirations based on Bakke, B., wights study of the 'Unemployed Worker'.

There are:

- 1) Community goals.
- 2) Economic security.
- 3) Good-working conditions.
- 4) Control of one's affairs.
- 5) Understanding controlling forces; and,
- 6) Leisure and enjoyment².

Out of these six aspirations of the worker, the aspiration regarding good working conditions has been considered important for the present chapter of welfare facilities.

If the good working conditions are provided, then one of the important aspiration of worker is being satisfied, for this purpose. The Government of India, has introduced certain Acts under which welfare facilities are provided at the work place and social security measures are also applied. The sugar factory also come under these acts laid down by the Government of India.

According to International Labour Organization, welfare means services facilities. Amenities provided to the persons employed in them to perform their work in healthy surrounding. A series of sharply diverse opinions, exist on the motives and merits of industrial welfare work, broadly speaking, measures and activities undertaken by the State, employers and associations of workers for the improvement of workers standards of life and for the promotion of their economic and social well being are labelled as welfare work. Thus welfare work may be defined as work for improving the health, safety, general well-being and the industrial efficiency of the workers beyond the minimum standards laid down by the factory Act and other labour legislation.

4.1 MEANING OF LABOUR WELFARE:

Labour welfare means that amenities undertaken by the State employers, and Associations of Workers, for the improvement of workers, started of life and for the promotion of their economic and social work.

4.2 IMPORTANCE OF LABOUR WELFARE:

An essential part of labour welfare is human relations. It is a joint efforts and this could be relinquished and accepted by both the workers and employers. Industrial workers today constitute functionally a very significant and valuable element. They also contribute substantially to the Nation's economy. Therefore, the need for and the necessity of labour welfare in India would immediately become apparent. These welfare services have become necessary to "counterpart" to handicaps to which the workers are exposed both in their work life and folk life and folk life and to provide opportunities and facilities for a harmonious development of workers personality.

The labour welfare has an important and positive and dynamic part to play in the industrial economy, particularly in developing countries, where paradoxically, sub-standard socio-economic conditions exist despite vast

programmes for industrial development undertaken in planned way. The provision of suitable labour welfare facilities designed to meet the needs of migrant workers can help them settle down more easily in their new working and living environment. A proper organisation and administration of welfare facilities can play a vital role in promoting better working conditions and living standards for industrial workers.

4.3 CONCEPT OF LABOUR WELFARE:

In the report of the committee on Labour Welfare, it has been defined as: " such services, facilities and amenities as adequate canteen, rest and recreation facilities, sanitary and medical facilities, arrangements for travel to and from work and for the accommodation of workers employed at a distance from their homes and such other, services, amenities and facilities including social security measures, as contribute to an improvement in the conditions under which workers are employed"³.

According to a report of international labour organization, " workers welfare should be understood as meaning such services, facilities and amenities which may be established in or in the vicinity of the undertaking to enable the persons employed in them to perform their

work in healthy congenial surrounding and provided with amenities conducive to good health and high morale"⁴.

From all these points of view, it can be said that, labour welfare is concerned with the worker " to worker in better and more congenial surrounding and also to live in a more meaningful manner, physically, socially, morally, economically and intellectually"⁵.

The good working condition is one of the important aspirations of the workers. The Bidri sugar factory, workers has got the welfare facilities which are laid down by the Government of India, through different Acts. The Management provides these facilities to the workers at the place of work.

The Factories Act: 1948:

The main provisions of the Act are (a) regarding safetyguarding of machines (b) provisions regarding health and clean-lines (c) drinking water (d) washing and latrine facilities (e) lunch rooms and rest rooms (f) first aid and dispensary facilities in all factories, employing more than 500 workmen (g) welfare officer, where more than 500 workmen are employed (h) provision of spittoons (i) rest of half hour after a maximum of 5 hours of work (j) ventilation and temperature to be

maintained at standards prescribed by State Government

(k) adequate light to be provided, galleries and shadows to be prevented and (l) canteen facilities.

4.4 TRAVELLING:

The travelling facilities has got the important in rural area, due to the lack of own housing. They have to go away from their house. So if they get travelling facilities at least the problem will solve in some extent.

The table showing the travelling facility given by the management to the workers.

TABLE No.4.1

Distribution of workers according to their Travelling Facilities

Sr.NO.	Travelling Facility	No.of Respondent	%	Total
1.	Yes	6	12 %	6
2.	No	44	88 %	44
		50	100 %	50

From the above table it is clear that majority i.e. (88 %) of the workers had opinion that this factory has



not provided travelling facility and remaining workers were having travelling facility and these workers were working in(Irrigation)agriculture department. So that these workers were getting travelling facilities.

4.5 CANTEEN FACILITY:

The welfare administration canteen the term is a place at the work refers. Sugar factory has been provided canteen following items for example Tea, Coffee, Bread and Snaks. Two time tea is served on the work place. The table showing the canteen facility.

TABLE No.4.2

Distribution of Workers according to Canteen Facility

Sr.No.	Canteen facility	NO.of Respondent	Percentage	Total
1)	Using	37	74 %	37
2)	Not using	13	26 %	13
	Total	50	100 %	50

It is clear from this table that the majority of the workers i.e. 74 % were using canteen facility. 26 % of the workers were not using the canteen facility, even though it is available i.e. they do not go to canteen.

The data was collected from workers regarding their satisfaction of the canteen facility. The data is presented in the following table.

TABLE No.4.3

Distribution of Workers according to Satisfied
and Dissatisfied about Canteen

Sr.No.	Canteen facility	No.of Respondent	%	Total
1)	Satisfied.	23	46 %	23
2)	Dissatisfied.	27	54 %	27
	Total	50	100 %	50

The above table indicates that the proportion of workers i.e. (54 %) reported that items in their canteen were not cheaper and not good. The cleanliness is not maintained. The canteen is run by contract basis. Remaining i.e. (46 %) workers who were satisfied regarding the canteen facilities.

4.6 TECHNICAL EDUCATION:

The royal commission on labour in India emphasised that the education of labour in India should receive special attention. Dudhaganga Vedganga Sahkari Sakhar Karkhana has provided education facility to workers.

TABLE No.4.4

Distribution of Workers according to their
Education

Sr.No.	Education Facility	No.of Respondent	%	Total
1)	Utilising	38	76 %	38
2)	Not utilising	12	24 %	12
	Total	50	100 %	50

Table showing that the clear picture of education facility i.e. (76 %) majority of the workers were utilising the education facility, remaining (24 %) of the workers reported that they were not utilising the education facility.

On the campus, the Management has provided the educational facility to the workers. There is " Workers' Training Centre ". There are 4 teachers. The factory organises training to workers from June upto August. There was one batch of 30 workers. The workers were asked how for they were satisfied with the facility. The data regarding on this aspect is presented in Table No.4.5.

TABLE No.4.5

Distribution of Workers according to Satisfied
and dis-satisfied about education
facility

Sr.No.	Suffieient Education facility	No.of Respondent	%	Total
1)	Satisfied	31	62 %	31
2)	Dis-satisfied	19	38 %	19
<i>Total</i>		<i>50</i>	<i>100%</i>	<i>50</i>

The table indicates that majority of the workers were satisfied with the education facility. Nearly 350 workers had utilized training education. Education Tour had been organised by factory for Delhi-Bombay-Madras and North Hindustan, and remaining workers were not satisfied, because of factory has selected very few workers for training.; so they were not satisfied.

4.7 RECREATION:

Recreation facility is an important in man's life. On the campus, there is worker's Club. The factory priveded recreation facility to workers. Games were also organized by the factory. For ex-cricket, Kho Kho, Table tenies, Kabaddi, Table showing recreation facility provided by the factory for the workers.

TABLE No.4.6

Distribution of Workers according to their
Recreation Facility

Sr.No.	Recreation facility	No.of Respondent	%	Total
1)	Utilising	34	68 %	34
2)	Not utilising	16	32 %	16
	Total	50	100 %	50

From this table, it is evident that the majority of the workers were utilising the recreational facility. The remaining workers were not utilising the recreational facility.

The data was collected regarding their satisfaction of the recreation facility. The said data is presented in the Table No.4.7.

TABLE No.4.7

Distribution of Workers Satisfied and dis-satisfied
about the Recreation Facility

Sr.No.	Recreation	No.of Respondent	%	Total
1)	Satisfied.	29	58 %	29
2)	Dis-satisfied.	21	42 %	21
	Total	50	100 %	50

From this table it is clear that the majority of the workers i.e. (58 %) were satisfied with the recreational facilities provided by the factory. Remaining workers i.e. (42 %) were not satisfied with the recreation facilities and not having interest in the sport facilities, provided by the factory. They were also ~~by~~ dissatisfied due to lack of Bhajan Kirthan functions at the factory.

4.8 FAIR PRICE SHOP:

Fair price shop is essential for the factory workers. On the campus, there is a fair price shop named " Sethkari Sahakari Shop ". The following items were available in that shop i.e. Wheat, Jawar, Bajari, Paddy, Gream, Mung, Puls, Cotton department and so on.

TABLE NO.4.8

Distribution of Workers According to Fair Price Shop

Sr.No.	Fair Price Shop facility	No.of Respondent	Percentage	Total
1)	Yes (Member of fair Price shop)	33	66 %	33
2)	No (Not member of fair price shop)	17	34 %	17
	Total	50	100 %	50

Fair price shop facility are made available on the factory compound i.e. (66 %) majority of the workers were getting fair price facility. And remaining 34 % of the workers were not getting fair price shop facility, because they were not members of fair price shop.

Factory has been provided fair price items. The data was collected regarding their opinion about sufficient (grain) items. The data is presented in the following table No.4.9.

TABLE No.4.9

Distribution of Workers According to their Satisfaction and Dis-satisfaction about Fair Price Shop

Sr.No.	Fair Price Service	No.of Respondent	%	Total
1)	Sufficient	30	60 %	30
2)	Not sufficient	3	6 %	3
		33	66 %	33

The data shows that the majority of the workers i.e. (60 %) were getting sufficient items from fair price shop and the remaining (6 %) of the worker's opinion that , they were not getting sufficient items from fair price shop.

4.9 MEDICAL FACILITY:

Among all these benefits, the king pin of the scheme is the provision of medical benefits. Factory has provided primary medical facility. The following table shows the satisfaction regarding medical facility.

TABLE NO.4.10

Distribution of Workers according to Satisfaction and dissatisfaction about Medical Facility

Sr.No.	Medical Facility	No.of Respondent	%	Total
1)	Satisfied.	39	78 %	39
2)	Unsatisfied.	11	22 %	11
	Total	50	100 %	50

From the above table it is quite evident that majority i.e. (78 %) of the workers were satisfied about the medical facility. Remaining i.e. (22 %) of the worker were unsatisfied, because they wish to get free medical facility.

The medical expenditure for workers by the factory, in the year of 1981-82 was Rs.17,000. In the month of May,1983, there was a staff of 22 persons in the dispensary which included 1 doctor, 1 nurse, 2 dresser, 1 Clerk, 1 Dai, 1 Seni Mukadam, 12 Colly, 3 Sweepers. There were two shifts of the hospital from 7 a.m. to 11 a.m. and 3 p.m. to 6 p.m.

4.10 CO-OPERATIVE SOCIETY:

For the economic problems of the workers, there is a MouniNagar Sakhar Karkhana Savek Path Sanstha, Limited, Bidri, Taluka Kagal, District Kolhapur. It was established on 5-11-1963. There are 974 members of the said society. Its capital was Rs.38,50,343 during the year 1982. Path Sanstha gives loan to the workers upto Rs.7,000 on the basis of monthly salary loan. The Path Sanstha gives loan to purchase Cycles, Motor Cycles and other purposes. The data is presented regarding the satisfaction of the workers in Table No.4.11.

TABLE NO.4.11

Distribution of Workers According to Their Satisfied and Dis-satisfied about the Co-operative society

Sr.No.	Satisfaction regarding Co-operative Society.	No.of Respondent	%	Total
1)	Satisfied.	49	78 %	49
2)	Unsatisfied.	11	22 %	11
	Total	50	100 %	50

The data indicates that the (78 %) of the workers were satisfied about the co-operative services and remaining i.e. (22 %) of the workers reported that they

want Rs.10,000 loan from the Path Sanstha. They were not satisfied with the services rendered by the Path Sanstha.

4.12 LIBRARY:

There is a Library on the campus. The Library have 2,000 books for reading. Apart from books, the magazines, weekly, daily news papers, Dipavali magazines and Journals were made available in the said library. The table showing the library facility.

TABLE NO.4.12

Distribution of Workers According to Library Facility

Sr.No.	Library Facility	No.of Respondent	%	Total
1)	Yes (Member of Library)	43	86 %	43
2)	Not (Not member of Library)	7	14 %	7
Total		50	100 %	50

The above data indicates that the majority of the workers i.e. (86 %) are ^{Using} ~~availing~~ the library facility and remaining i.e. (14 %) of the workers are not using the library facility, because of that they are not members of library.

The data was collected from workers regarding use of library books. The following table shows that the workers are using the library books.

TABLE NO.4.13

Distribution of Workers According to the Utilization
of the Library Books

Sr.No.	Use of Library Books	No.of Respondent	%	Total
1)	Using.	25	50 %	25
2)	Not using.	18	36 %	18
	Total	43	86 %	43

It is seen from the above table that the ^{50%} 43 % of the workers are using the library books of 2,000 books and many new papers, Diwali magazines, weekly and remaining workers i.e. (36 %) are not making use of library books, Diwali magazines, News papers, and lack of interest.

4.13 REST ROOM:

As provided in the Factory Act,1948, there should be a Rest room for workers in every factory, employing 150 or more workers with drinking water, where workers can take meals brought by them. Thus the Rest-room facility is made available in factory.

The information regarding position of Rest-room, the data is presented in the following table No.4.14.

TABLE NO.4.14

Distribution of Workers According to their Rest Room Facility

Sr.No.	Rest Room Facility	No.of Respondent	%	Total
1)	Suffieient	28	56 %	28
2)	Not sufficient	22	44 %	22
		50	100 %	50

This table reveals that the majority of the workers i.e. (56 %) were having rest room and sufficient facility. And remaining i.e. (44 %) of the workers, reported that the facility of Rest-room were not sufficient, due to lack of rooms and cleanness^{ness} and some time lack of water supply.

4.14 HOUSING FACILTIES:

Of all the needs, of the important of cheap and decent housing accommodation is very great. Housing is primary need of a human facility in civilized life. It consists the most important part of the physical environment which continuously influences the health and well-being of a person. Housing means the provision of

comfortable shelter and surroundings and services as would keep the worker fit and cheerful for all days of the year.

There has been a controversy in India regarding the agency for the provision of the labour housing facilities. The controversy centred round whether the responsibility to provide housing is that of the Government or of the local civic authority or of the employer. In this connection Shri V.V.Giri, ex-President of India, considered that the problem of housing is of such a vast magnitude that neither the employer nor the State and other local authorities can effectively solve it individually and in isolation. The great need of the hour is that employers, workers and the States should all co-operate in taking the problem.

The following table shows the distribution of quarters among the workers.

TABLE NO.4.15

Distribution of Workers According to Housing
Facility

Sr.No.	Distribution of Quarters.	No.of Respondent	%	Total
1)	Yes	14	28 %	14
2)	No	36	72 %	36
		50	100 %	50

From this table, it is clear that majority of workers i.e. (72 %) has not given the quarters on the factory premises and remaining 28 % of the workers has occupied the quarters. The reason is that the factory have no vacant quarters at present.

4.15 ADDITIONAL WELFARE FACILITIES PROVIDED BY

THE FACTORY:

Bonus: The word bonus has latin origin it means ' good ' and inter changable with ' a boon. The new english dictionary defines it as " a boon or a gift over and above what is normally due remuneration to the receiver and which is, therefore, something wholly to the good".

On this basis it can be said that " bonus is an ex-gratia payment made by an employer to his employee as a mark of good will which is necessary for better working"⁶.

Factory had paid 20 % of bonus to workers in the year 1981-82. The factory had paid Rs.6,68,000 as bonus to the workers.

4-16. UNIFORM & SECURITY ARTICLES:

The uniform has provided to workers where the workers are working near by the heat place. They are also given goggles, boots for security.

4.17 PROVIDENT FUND & GRATUITY:

According to the Employees Provident Fund Act, 1951, the factory has contributed 6 lakhs and 33 thousand as Provident Fund.to

According to the Payment of Gratuity Act,1955, and as per the Central Board, the factory has paid gratuity of Rs.79,000 in the year 1981-82.

4.18 IMPLEMENTATION OF FAMILY PLANNING PROGRAMME:

Keeping in view of the implementation of twenty point programme, announced by the Hon.Prime Minister Smt.Indira Gandhi, the factory has implemented Family Planning Programme. According to workers reported, they were getting good services about family planning by the factory.

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