
CHAPTER-IV

WORKING CONDITIONS AND WELFARE FACILITIES

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CHAPTER-IV

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Introduction :

The present study of management-workers relations deals with workers from the Hindustan Gears Pvt.Ltd., Oglewadi. The workers are having certain values and goals which are of great importance from their point of view. These are termed as the aspiration of the worker. There are six general aspirations based on Bakke E. Wight's study of 'the Unemployed Worker'. These are -

- i) Community goals
- ii) Economic security
- iii) Working condition
- iv) Control of one's affairs
- v) Understanding controlling forces and
- vi) Leisure and enjoyment.¹

Out of these six aspirations of the workers, 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 workers is being satisfied. For this purpose the Government of India have

introduced certain Acts under which welfare facilities are provided at the work place and social security measures are also applied.

The Hindustan Gears Pvt.Ltd., Oglewadi also come under these Acts as laid down by the Government of India. The present chapter deals with the provisions made under different Acts and present how for the workers are satisfied with the facilities provided at the work place and with the various social security measures implemented for their benefit.

4.1 CONCEPT OF LABOUR WELFARE :

Labour welfare has been defined in various ways. The Oxford Dictionary has defined labour welfare as "efforts to make life worth living for workers."

In the Report of the Committee on Labour Welfare, it has been defined as "services facilities and amenities as adequate canteens, rest and recreational facilities, sanitary and medical facilities, arrangement 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."²

According to a report of the 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 undertaking to enable the person employed in them to perform their work in healthy, congenial surroundings and provided with amenities conducive to good health and high moral."³

From all these points of views it can be said that labour welfare is concerned with the workers "to work in better and more congenial surroundings, and also to live in a more meaningful manner, physical, social, moral, economical and intellectual."⁴

The good working condition is one of the important aspirations of the workers. The labours in Hindustan Gears Pvt.Ltd., Oglewadi, has got the welfare facilities which are laid down by the Government of India, through different Acts. The employer provides these facilities to the worker at the place of work. The physical conditions are made available in such a way that the workers gets better atmosphere in the factory. These facilities are considered as a contribution to an improvement in the conditions under which the workers are employed. These facilities apart from providing one of the important aspiration for worker, also leads to good health and high morale among the workers. On this background actual labour welfare facilities and the social security measures provided in Hindustan Gears Pvt.

Ltd. are discussed mainly with reference to the Factories Act, 1948 and other relevant legislation, such as Employees Provident Fund Act, 1972, Payment of Gratuity Act, 1972 and Payment of Bonus Act. 1965.

4.2 THE FACTORIES ACT, 1948 :

The main provisions of the Act are - (i) regarding safety and guarding of machines, (ii) provisions regarding health and cleanliness, (iii) drinking water, (iv) washing and latrine facilities, (v) lunch room and rest room, (vi) first aid and dispensary facilities in all factories employing more than 500 workman, (vii) welfare officer where more than for work men are employed, (viii) provision of spittoons, (ix) rest of half an hour after a maximum of 5 hours of work, (x) ventilation and temperature to be maintained at standards prescribed by State Government, (xi) adequate light to be provided galleries and shadows to be prevented and (xi) canteen facilities.

4.2.(a) Physical Conditions at Work Place :

Before looking into details regarding welfare facilities, it is worthwhile to analyze the conditions at work place where the workers actually work. In general, it can be said that the employers at Hindustan Gears Pvt.Ltd. try to meet the minimum requirements laid down by the

factories Act with regard to condition of work. The general condition here referred to is regarding ventilation temperature and lighting.

Proper ventilation is very essential for checking the evil effects on the general health of workers. Reasonable temperature in work room is quite basic from the point of view of the efficiency of the workers. In addition, adequate and suitable lighting in place of work is also necessary for the workers. It protects the eye-sight of the workers and the out-put is also increased. Thus the physical environment in which workers work plays a critical element in determining his efficiency in man machine.system.

Taking into consideration these things, the information was collected regarding condition at work, (ventilation lighting, temperature, building) whatever the conditions were satisfactory or not. The data is presented in Table No. 4.1.

The tables reveal that all (100.00) the workers consider that condition at the work place are satisfactory.

TABLE No. 4.1Distribution of Workers according to
Nature of Conditions at Work Place

Condition of Work Place	No. of Workers	Total
Satisfactory	70 (100.00%)	70
Unsatisfactory	-	-
Total	70 (100.00%)	70

In general, all workers (100.00%) ~~percent~~ in industry are satisfied with the condition at the work place.

It means that ventilation of the factory as satisfactory, the factory has a modern type of building and so proper ventilation is provided in every Department. There are some open windows and fans which help to make air clean and fresh. As regards lighting in the factory, management has provided and maintained sufficient and suitable lighting both natural and artificial. There are glazed windows and lights are used for lighting for the work room. In some Departments there are electrical tubes for lights on the machine.

Industrial surroundings and atmosphere is healthy. It is free from dust, fume, gases, and the smoke. The atmosphere of industry is satisfactory, normal and devoid of

dust, fume, gases and smoke. So the physical condition of work place, in respect of health and sanitation is satisfactory.

4.2. (b) Canteen, Restroom and rest Pauses facilities :

Now the attempt is made to analyse welfare facilities as laid down in the Factories Act, 1948. (a) There should be canteen and rest room for every factory employing 150 or more workers at approved standards with provisions for drinking water where workers can take rest, meals brought by them and (b) every factory employing 250 or more workers should have a canteen and a canteen committee. Thus these facilities are made available when the factory employers more than 150 or 250 workers.

The information regarding position of Rest pauses, Rest room and Canteen facilities in the industry is presented in Table No. 4.2

TABLE No. 4.2

Distribution of Workers according to provisions of Rest room, Rest Pauses and Canteen Facilities

Facilities	No. of Workers	Total
i) Facilities not available	-	-
ii) Facilities available	70 (100.00%)	70
Total :	70 (100.00%)	70

From this table it is clear that all (100.00%) workers were having rest room, rest pauses and canteen facilities.

According to the question about welfare facilities, workers had opinion that the management of Hindustan Gears Pvt.Ltd. has provided canteen, rest room and rest pauses with provisions for drinking water, for drinking water, water tap arrangement of cold water is also made by the management. It means that management of Hindustan Gears Pvt.Ltd. has provided canteen, rest room, and Rest pauses facilities to their workers. There is a provision of rest pauses. After five hours of work, workers get half an hour lunch time.

4.3 SOCIAL SECURITY MEASURES :

Apart from the labour welfare facilities, the social security measures were also provided to the workers in Hindustan Gears Pvt.Ltd., Oglewadi.

Social security is defined as "the security that furnishes, through appropriate organization, against certain risks to which its members are exposed."⁵

To make it much clear Fridlander notes social security as, "a programme of protection provided by society against these contingencies of modern life, sickness,

unemployment, old age, dependency, industrial accidents and invalidism against which the individual cannot be expected to protect himself and his family by his own ability or fore sight."⁶

Thus security measures are provided by the society against risks of the industrial works. On this background management of Hindustan Gears Pvt.Ltd., has provided social security measures to their workers.

The information regarding position of medical facilities and safety equipments in industry is presented in Table No. 4.3.

TABLE No. 4.3

Distribution of Workers according to Provision of Medical Facilities and Safety Equipments

Provision of Facilities	No. of workers	Total
i) Facilities not available	25 (35.71%)	25
ii) Facilities available	45 (64.29%)	45
Total :	70 (100.00%)	70

From this table it is clear that the majority (64.29%) of the workers were having medical and safety equipment facilities.

According to the question, management of Hindustan Gears Pvt.Ltd. has provided the first^{aid} and other medical facilities to their workers. Besides this the management has provided first aid boxes to all Departments.

In respect of safety equipments the management has provided Goggles to workers and where there is a necessity, the management has also provided hand gloves, protective dresses to their workers. For safety purpose the management has also provided the uniforms to all workers.

Regarding the medical facilities, most (35.71%) of the workers had opinion that there is no provision for periodical medical check-up of the workers, as well as there is no dispensary in the factory compound. In this regard workers suggested that the management should provide periodical medical check-up of the workers and dispensary in the factory compound.

i) Employees Provident Fund Act, 1952 :

This Act was promulgated for scheme of compulsory provident funds for employees in factories. The idea is to make some provisions for the future of the industrial workers after his retirement or for his dependents in case of his early death. The Act became operative with effect from November, 1, 1952.

The Act applied to the establishments employing more than 20 workers and earning less than Rs. 1000/- per month. The period of services of a worker for eligibility to membership of the fund previously one year's continuous service or 240 days of actual work in a factory or establishment, has been reduced to half with effect from 1st July, 1974.

According to the question, the provident fund Act of 1952 has been applied in Hindustan Gears Pvt.Ltd., Oglewadi and the rate of contribution to the Provident fund is 8% over employees contribution but the majority (92.85%) of the workers are partly satisfied with the rate of contribution.

Data regarding the workers satisfaction about the rate of contribution to the Provident fund is presented in Table No. 4.4.

TABLE No.4.4

Distribution of Workers according to their Satisfaction about the rate of contribution to the Provident Fund.

Workers satisfaction with rate of 8%	No. of workers	Total
Fully satisfied	2 (2.86%)	2
Partly satisfied	65 (92.85%)	65
Unsatisfied	3 (4.29%)	3
Total	70 (100.00%)	70

From this table it can be seen that the majority i.e. (92.85%) workers are partly satisfied with the rate of contribution to the provident fund. Thus these workers had suggested that the rate should be increased upto 10%.

ii) Payment of Gratuity Act, 1972 :

The Payment of Gratuity Act 1972 applies for the payment of gratuity to employees drawing Rs. 1000/- or less per month as wages, the Act and rules made thereunder came into effect from 16th September, 1972.

The gratuity shall be payable to an employees -
a) on his superannation, b) on his retirement or his resignation,
c) on his death or total disablement due to accident or disease, after completion of not less than five years of continuous services.

Thus "the gratuity constitutes an essential and important part of the service condition of employees in the manufacturing and industrial sector of the economy and also constitutes one of the most important social security measures for industrial workers in India."⁷

The data regarding the application of Act is presented in Table No. 4.5.



TABLE No. 4.5DISTRIBUTION OF WORKERS ACCORDING
TO GRATUITY ACT

Position of Gratuity	No. of workers	Total
Gratuity available	70 (100.00)	70
Gratuity not available	-	-
Total :	70 (100.00)	70

From this table it is clear that the gratuity has been made available to all workers in industry. In general, all (100.00%) workers had been covered under the gratuity act.

It means that the Gratuity Act of 1972 was applicable to the Hindustan Gears Pvt.Ltd., Oglewadi.

iii) Bonus Act 1965 :

Payment of bonus is a regular feature of industries. It is paid out of the profit of industry. Therefore, bonus is regarded as a part of wages by the workers. On the basis it can be said that "bonus is an exgratia payment made by a employer to his employees as a mark of good will which is necessary for better working."⁸

The Government of India appointed a Bonus Commission under the Chairmanship of Shri M.R. Meher in December 1961 to enquire into the whole question of bonus payment. The Commission submitted its report in 1964.

The Bonus Commission held the view that bonus could be claimed as a matter of right by workers and hence the Commission held the concept of 'bonus' as sharing by the workers in the prosperity of the concern in which they are employed.⁹

The Payment of Bonus Act was passed in 1965. In 1973 again on the basis of the recommendations of the bonus body Government accepted the suggestions of 3.33% bonus payable to the workers.

According to this Act the workers of Hindustan Gears Pvt.Ltd. have been feeling bonus of 8.33%.

Information from workers regarding the utilization of bonus is presented in the Table No. 4.6.

TABLE No. 4.6

Utilization of bonus by the Workers
for different purposes.

Purpose for which the bonus was spent	No. of workers	Total
Festivals	45 (64.29%)	45
Paying of debts	23 (32.85%)	23
Marriage	1 (1.43%)	1
Saving	1 (1.43%)	1
	<u>70(100.00%)</u>	<u>70</u>

From this table it is clear that the majority of the workers (64.29%) were utilizing the amount of Bonus for the purpose of festivals. Similarly most of the workers use the amount of bonus for the purpose of refunding the debts and very few workers use the amount of bonus for marriage and saving purpose.

It means that the workers of Hindustan Gears Pvt.Ltd., Oglewadi have got the bonus for every year. Bonus is paid at the time of Diwali festival. Bonus depends upon the profit of the company.

i) Promotion :

Promotion policy has an influence on the satisfaction of the workers and his attachment to the industrial plant. Data regarding the workers' satisfaction about promotion is presented in Table No. 4.7.

TABLE No. 4.7

Distribution of Workers according to Promotion chance and their satisfaction for promotion

Workers' Satisfaction	No. of Workers	Total
Fully satisfied	20 (28.54%)	20
Partly satisfied	5 (7.15%)	5
Unsatisfied	45 (64.29%)	45
Total :	70 (100.00%)	70

From this table it is clear that the majority (64.29%) of the workers are unsatisfied with the promotion chance.

According to the question workers of Hindustan Gears Pvt.Ltd. are ignorant about their promotion. There is a little chance of promotion because promotion is given on seniority and skill basis of the workers.

Apart from welfare facilities and social security measures, management of Hindustan Gears Pvt.Ltd. has provided other facilities. These are mentioned in following paragraphs.

ii) Over time :

According to the question there is a provision of over time. Over time beyond normal working hours, but not exceeding 9 hours a day and 48 hours in a week. The workers will be paid at double rate of his normal wages.

iii) Increments :

There is a provision of increments. Annual and special increments are given as per rules of the company and the consultation of Head of Department.

iv) Weekly holiday :

Management has provided weekly holiday to their workers, There are six working days and Tuesday is the holiday for all.

v) Recreation Facilities :

Management has provided recreation facilities to the workers with adequate sports facilities. There is a separate ground for out door games and there is a provision also for indoor games like carrom. All workers are satisfied about recreation facilities. Management has provided some daily news papers and industrial magazines are kept for reading purpose.

vi) Cycle stand :

Management has provided a cycle stand for the parking of workers' cycles.

vii) Leave with pay :

Management has provided the facility of leave with pay for their workers. Workers are getting the benefit of leave with pay. But the contribution of permanent workers and office staff is different.

Rules regarding leave with wages for permanent workers are as follows :

- a) Sick leave 19 days in year.
- b) Causal leave 4 days in year
- c) Privilege leave 24 days in year.

viii) Employees State Insurance Scheme ;

According to the question E.S.I. scheme is not applicable in the factory because this factory is not situated within the corporation limit.

iv) Housing Facilities :

Management has not provided housing facilities to the workers.

x) Transport Facilities :

Management has not provided transport facilities to the workers.

xi) Workers Education Scheme :

The scheme for workers education is not being carried out in the factory.

xii) Faire-Price shop :

Faire price shops are not available in the vicinity of the factory compound.

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