

**CHAPTER - VI**

**OBSERVATION & SUGGESTIONS.**

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6.1 INTRODUCTION :-

This is the last, concluding chapter of the present study, summarising in brief the main observations of the labour welfare facilities in small scale industry Satara M.I.D.C. 10 units selected, with particulars, medical facilities, transport facilities, canteen facility. Housing facilities, Drinking water facilities etc. It is worth while to mention here that the suggestions are made in the light of observations of the present study undertaken by the researcher. The observation of the study are, among other things, based upon the analysis of data, collected through personal interviews, lead banks, small entrepreneurs in Satara (M.I.D.C. Areas).

6.2 OBSERVATIONS :-

1. In the study under taken from data it is revealed that an average employee is happy with the types and quality of labour facilities provided by the organisation.
2. The company offers 6 days leave and one increment in addition to the leave to encourage family planning programme adopted by workers.
3. It is observed that the safety and maintenance are done by strict supervision.

4. It was observed that majority fo the employees have obtained the secondary level education.
5. Medical facilities are ranked as satisfactory by majority of the employees, and few remaining number revealed that the present facilities are not at all satisfactory.
6. Regarding the conveyance of the employees it was noticed that company has not provided any transport facilities to the employees.
7. It was observed that majority of the workers are not satisfied with the salary and they receive salary is an economic factor helpful to maintain sound human relations.
8. It was observed during the study that industrial climate of company is to more extent satisfactory because, majority of the workers have expressed their opinion which are in favourable from the view point of industrial relations.
9. Drinking water facility provided by the organisation is very good.
10. It was observed that during the study that majority of the workers are unhappy with self development.
11. It was observed that workers are not allowed to meet their concerned authority personally to solve their problems.
12. Large group of workers feel that grievance and suggestion counter is essential.

13. It was observed during the course that the scheme of workers participation in management is not adopted by the organisation.
14. It was observed that the housing facility is not provided by the management.
15. It was observed during the course of their study that the industrial relations are largely determined on the basis of satisfaction of the workers. The workers in the organisation if they are paid well and if they are provided with better working facilities, recognitions in the organisations, participation in management, good treatment. In short if the workers in the organisation are satisfied industrial relations would be good and vice-versa.
16. The overall working conditions in small-scale industries in Satara MIDC are quite unsatisfactory many units were not registered under the factories Act. 1948, but they have got registration under shop Act. in order to avoid the statutory obligations regarding working conditions under the former Act. in some units even the provision of drinking water was quite inadequate. Then not to talk of canteens, restoom etc. As a result no proper working environment for workers is created in majority of small units. Most of the small-scale industrialists merely do what they are compelled to do by law. They never care for improvement of working conditions and

content themselves by making a few provisions under law. It definitely affects the productive efficiency of workers.

17. In many units health and safety measures used were inadequate. As large number of small units are not registered under factory Act. They avoid compliance of regulations made under the Act relating to lighting, ventilation, exhaust of offensive fumes and gases, provision of proper uniform, gas mask, eye protection glasses etc. They make only essential provisions, other are overlooked.
- 18) Majority of the units take precautions against five but do not provide adequate safety measures to prevent accidents.
19. It is necessary that the welfare of the workers should be assured, whether he works in a factory where the labour laws are mandatory or in a small unit, where the labour laws are mandatory or in a small unit, where factory Act, is not applicable. It helps to develop loyalty on the part of the workers and also increases his efficiency. But careful analysis of social and welfare facilities to their workers in the form of free education to the children, provident fund, pension etc. But majority of the medium and smaller units provide no social security and welfare facilities to their workers. As a result a large number of workers in small units is completely unsecured. The general tendency among

employers is not to do anything more than what they are obliged under law. The most disappointing feature is that in many units located in semi-urban or rural areas, the employers neither care to follow the provisions under law nor they are compelled to do so.

20. It was found that the half of total permanent employees are enjoying the housing facilities and quarters were provided to them for this purpose. To them the company is providing electricity and drinking water facility without any additional charges.
21. The management of the company is not giving that much of importance to the different types of artists like drama Actors and the facilities to them are not upto their expectations level.

### 6.3 SUGGESTIONS :-

The Researcher has interviewed 100 workers of the 10 S.S.I. units in Satara M.I.D.C. I have collected their opinions about labour welfare facilities which have provided by management.

As a researcher, he wants to suggest some improvement in welfare facilities in S.S.I. units in Satara M.I.D.C.

#### FOLLOWING ARE THE SUGGESTIONS:-

##### 1. Medical Facilities :-

Managements have provided medical facilities to their

workers but they charge some amount so I would like to suggest that management should provide this medical facility free of charge to the workers and his family also.

2. Health and Sanitation :-

S.S.I. units should provide cold drinking water and washing facilities in every department S.S.I. units should provide separate sitting arrangement to the female workers, S.S.I. units should provide sipttoons in every department.

3. Canteen Facilities :-

Special attention should he given on cleanliness in canteen and quality of food. Above that instead of having a canteen on contract basis. The sitting arrangement is not sufficient canteen food stuff is not excellent quality. There is also unnecessary wastage of food stuff by canteen. I kindly suggest that management should improve the quality and quantity fo the food stuff.

4. Housing Facilities :-

There are not housing facilities provided to the workers management should provide housing facilities because house is essential to every body.

5. Bus Servise :-

Now a days there is a bus service facility provided by S.T. But frequency is not satisfactory. So it is suggested that the company should go for its own Bus service.

6. Recreational Facilities :-

Factory is not giving considerable attention towards sports, library etc. So it is suggested that the factory should provide maximum recreational facilities.

7. Loan :-

It is observed that majority of workers have taken loan. There is workers co-op. credit society for that. But company own should form its society for giving assistance of loan to workers.

8. Transport Facilities :-

The company may provide transportation facilities to the employees so that it will be quite useful to shift duty employees in particulars. The company can charges fares at rates from the employees.

9. Company may form a welfare committee with the help of elected representatives of workers labour officer and two or more persons nominated by employees. The main function of committee should be manage various welfare functions.

10. Company may form a safety committee which will help to reduce accidents and will improve and develop measures for safety.

11. The workers who are working in the service of the company more than 4 to 5 years, they may be made permanent which will develop the sense of belong in ess.



12. The training period is also compelling the management to spend huge amounts as training costs. The company may recruit I.T.I. or polytechnic trained people and train them to the requirement of the job so, that the training period also will be reduced and the training costs also will come down to a great extent.

13. To put into practice workers participation in management company may increase the meetings with joint council and may consider the opinions of workers representative. This may develop joint consultation.

14. Instead of depositing the industrial workers welfare fund in S.S.I. units fixed deposit account, if an account by the name workers welfare fund is created and the amount deposited in that account and the workers associated with the management the workers welfare activities can be better organised.

15. Library is the source to instill the knowledge for the workers. Although the company is subscribing for many general and technical books. But there is no systematic maintenance of the library. In this matter the company is advised to take care of it.

16. The management should also take keen interest in organising the cultural activities like Drama, musical night etc. It is also advised that management should take steps to promote various sports by providing sports

activities/equipments and organising the sport/meets.

17. Majority of the workers are unhappy with the salary they receive. It is not that salary is low paid by the organisation but it is necessary to revise pay scale if it is possible.

18. Good industrial climate is essential for maintaining the sound human relations therefore, it is necessary to improve the industrial climate in the sense that company should be more human centered.

19. The provision of good welfare facilities are necessary to maintain pleasure of workers so company should provide enough labour welfare facilities to the workers.

20. Job security is preferred by the workers other than economic and non economic facilities, company should adopt suitable policy regarding the job security.