

- INTRODUCTION -

I N T R O D U C T I O N

'Labour' being one of the important factors of production in every industry. These labourers must be inspired or motivated towards work. Generally workers or employees are expecting some amenities or facilities from employers of the factory, some of the facilities are statutory in nature, whereas some of them are non-statutory in nature.

Statutory Welfare provisions (i.e. which are provided by Factories Act, 1948) are Medical Aids, Appliance, Washing Facilities, Facilities for Storing and drying, Clothing, Facilities for Sitting, Shelters, Rest Rooms, Lunch Rooms, Canteens, Creches, Lifts etc.

Whereas some other facilities are provided to the workers by considering their likings their social, cultural behaviour and mental and physical work and the real environment in the premises of a factory as a whole. Such facilities are Bonus to workers, Educational Facilities, Loan facilities, Housing facilities, Recreational Facilities etc. Therefore, considering the expectation of workers about incentives and environment in the factory premises particularly in relation to "SHETKARI SAHAKARI SAKHAR KARKHANA LTD., SANGLI".

Where the management of Shetkari Sahakari Sakhar Karkhana Ltd., Sangli has considered "providing wellbeings facilities to the workers of the factory", are one of the very important duties, Because they have made a reasonable contribution towards the well-beings and welfare of the workers.

The new Webster's Dictionary well-being defined as "The condition of happiness, prosperity and good health or the welfare".

The factory has provide the well-being and welfare of the workers by giving the following amenities :

- 1) Bonus to the Workers.
- 2) Canteen Facilities.
- 3) Housing Facilities.
- 4) Educational Facilities, such as School, Colleges etc.
- 5) Hospital and Medical Centers.
- 6) Recreational Facilities.
- 7) Celebration of Festivals such as ShivaJayanti, Ambedkar Jayanti etc.
- 8) Loan Facilities.
- 9) Workers Co-operative Society.
- 10) Family Planning Programmes.
- 11) Adult Education Schemes etc.

The above well-being amenities and facilities are not only part and parcel of the necessities of the workers but, we can say it is well-being and welfare of the workers of the SHETKARI SAHAKARI SAKHAR KARKHANA LTD., SANGLI.