

C H A P T E R - I V

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AVAILABILITY OF LABOUR WELFARE

FACILITIES IN THE ICOSPIN

Labour Welfare is under the charge of personnel officer and Labour Welfare officer of the mill. To provide welfare facilities ICOSPIN has followed the statutory requirements of Factory Act 1948 and rules thereunder. The following labour welfare facilities are provided in the ICOSPIN. All the facilities can be grouped as under :

- 4.1 Statutory Welfare Facilities.
- 4.2 Non Statutory Welfare Facilities.
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All the above mentioned Welfare facilities are available in the ICOSPIN to the extent as follows :

4.1 STATUTORY WELFARE FACILITIES

1. Health and Sanitation:

a) Medical Facilities

The ICOSPIN has extended several medical facilities to its employees. It is providing First Aid Facility and Ambulance facility to the work force. For minor illness tablets, injection First aid etc. at the time of accidents are provided. if the workers meet with accidents on duty the mill admits them immediately

in Government civil Hospital. Medical expenses are borne by the Mill, as the mill is not having its own hospital facility. The ICOSPIN also pays medical allowance at the rate of 5% of wages or salaries (i.e. Basic Plus D.A.)

b) Latrines, urinals And Lavatories :

In the premises of ICOSPIN Sufficient number of Latrines. Urinals and Lavatories are provided. These are maintained properly and kept in hygienic conditions. For cleaning the latrines and urinals standard provided by the factories Act 1948 is four sweepers, however Six Sweepers are appointed by the mill. This is more than sufficient.

Table 4.1 Sanitary Facilities in the ICOSPIN

Table showing the number of Latrines, urinals and lavatories provided by the ICOSPIN.

Name of the facility		Standard as per the F.Act 1948	Provided by the mill
1.	Latrines	16	26
2.	Urinals	18	27
3	Lavatories	3	12

From the above table it will be confirmed that the sanitary facilities provided by the ICOSPIN is more than the statutory requirements. As per the Factories Act of 1948 standard provided for latrines, urinals and lavatories is 16, 18, and 3 respectively, and ICOSPIN has provided 26, 27, and 12 respectively.

C) Cleanliness :

The mill is kept clean, the walls and machineries are painted. Twenty two sweepers are appointed for cleaning the mill. The sweepers will clean the cotton waste in every shift. So in the mill cleanliness is maintained properly.

d) Ventilation :

In the Mill a Humidification system is maintained well. Ventilation with the help of fans the circulation of fresh air is maintained properly.

e) Lighting :

In each and every department of the mill sufficient lighting system is maintained properly. It will be confirmed by the Table No. 4.2 that lighting facility in the mill is sufficiently maintained.

**Table 4.2 Table Showing lighting system in the
 Mill (in lux)**

Departments	Standard as per the F.Act 1948	Provided by the mill
Blow Room	100	125
Carding	100	250
Speed Frame	100	350
Ring Frame	200	400
Winding	100	200

It is clear from the above table that lighting facility provided in the mill is more than two times than the standard given by the factory Act 1948 in lux.

f) Waste Disposals

In the mill a proper arrangement is made for waste disposals. it is stocked outside the mill. This stock waste disposal will be used as a fertilizer for Garden and Afforestation of the mill itself. This is a good example of creating wealth from waste.

g) Spittoons

In the mill at convenient places spittoons are provided. These are maintained in a clean and hygienic

condition. In this mill totally eighteen spittoons are provided, so as to maintain cleanliness in the mill in hygienic condition.

h) Washing Facility :

In the mill suitable facility for washing is provided and maintained for the use of the workers conveniently . For this purpose five bathrooms are provided with 15 taps for the use of workers after duty is completed.

2. **Canteen :**

An elegant spacious and well furnished building for canteen has been constructed by the mill, in the year 1986 at the cost of Rs. 36.05 lakhs. The building provides accommodation for Rest Room, Lunch Room, Library and meeting Hall for workers. The area of these rooms is as shown in Table 4.3

Table 4.3 : Area in Square Feet of Room

Rest-Room Lunch Room, Library Hall and Meeting Hall for Workers.

<u>Name of Facility</u>	<u>Area in Square Feet</u>
Rest room	4320.00
Lunch Room	1800.00
Library Hall	300.00
Meeting Hall	900.00

It is cleared from the above table that Rest room, Lunch room, Library Hall and meeting hall provided are of sufficient area and the meeting hall and lunch rooms are provided with furniture.

The Canteen is run by a contractor and managed by the canteen committee. The workers, Supervisors, Officers, of the various departments and union representatives are the members of the canteen committee. It has a Tea-Trolley system by which tea and eatables are supplied to workers at work spot. The mill is providing subsidy of Rs. 15,000/- per month for tea to all the workers once in a day.

Table 4.4 Rates of Canteen

Table showing the list of items supplied by the Canteen of ICOSPIN with their rates and also with market rates.

ITEMS	Rates in Canteen		
	Inside	Outside	Market price
1. Tea(15 paise workers plus 25 paise-Subsidy)	0.40	-	1.00
2. Special Tea	-	1.50	2.00
3. Vada	1.20	1.40	3.00
4 Upit	1.00	1.10	2.00

ITEMS	Rates in Canteen		
	Inside	Outside	Market price
5. Shira	1.25	1.50	2.50
6. Shev	1.00	1.75	2.50
7. Shabu Chivada	1.20	1.40	2.50
8 Bhaji	1.20	1.40	2.50
9 Vada Sambar	1.75	2.00	3.00
10 Missal	2.00	2.50	4.00
11 Puri Bhaji	2.25	2.50	4.00
12 Amboli	1.75	2.50	4.00
13 Uttappa	1.75	2.50	3.00
14 Bhadang	1.00	1.10	2.00
15 Ladu	2.00	2.50	3.00
16 Chakali	-	2.00	3.00
17 Gilebi	-	2.50	3.00
18 Bhalushai	-	2.00	3.00
19 Rice Plate	-	6.00	10.00

Note : Inside means rates of items supplied by Tea Trolly System at work Spot.

Outside means Rates to outside people and in Canteen.

From the above table of items and rates of canteen it is cleared that all eatable items are

provided at reasonable rates than the market rates. On an average than rates of various items in the canteen are lower by 25.30% as compared to prevailing market rates. A contractor runs the canteen as per agreement basis and a rent free building, fans and furniture is provided to him. However the service of canteen and quality of items is not satisfactory.

3. Drinking Water :

In the Mill premises and in each and every departments, there is sufficient supply of drinking water. At summer season Mud pots are provided to each and every department. The mill has the water pump system of its own (i.e. Bore well). So, regular supply of drinking water is made. There is also a filter plant of water so that the pure water is available to all the personnel in the mill.

4. Working Hours and Rest Pauses :

a) Shift System : The mill works in shift system. It has three shifts viz.

Ist Shift from 8 a.m. to 4 p.m.

IIInd shift from 4 p.m. to 12 midnight

IIIrd shift from 12 midnight to 8 a.m.

Apart from these shifts it has also a general shift from 8 a.m. to 4.30 p.m.

b) Rest Pauses : For all these shifts of 8 hours a rest of half an hour is allowed-

5) **Leave Facilities :**

All workers of the mill are getting leave facility. For staff and officers total leave days are 49 divided as 30 days as privilege leave 11 days as sick leave and 8 days as casual leave. In the mill workers are of two types viz. permanent and Badli (Changing) Workers. Permanent workers will get 14 days as privilege leave, 7 days as sick leave and 7 days as casual leave making total of 28 days in a year. The badli workers will get 14 days as privilege leave only. This facility to badli workers is allowed only when they complete the duty for 240 days in a year.

6. **Labour Welfare Officer :**

In the mill the personnel officer is incharge of the Labour office Department. According to section 49 of the Factories Act, 1948 in the mill there is a labour Welfare officer to assist the work of Labour Welfare and to attend the grievances of the workers properly and solve labour problems.

7. **Safety Programmes :**

In the mill sufficient equipments and machinery guards are provided in all the departments. The

equipments like Fire Hydrants, Electronic Microswitches, Hydrogen Cylinders, Sand Buckets etc., are maintained in each and every departments of the mill. The dangerous machineries are fenced and as per the Factory Act, 1948 Section 40-B a safety officer is employed to look after safety programmes in the mill.

Table 4.5 Number of Accidents

Table showing number of accidents taken place in the mill during the last five years.

Nature of Accidents	1989	1990	1991	1992	1993	Effects
Major	3	1	-	1	1	Disablement
Minor	6	4	9	8	5	Fracture
TOTAL	9	5	9	9	6	

From the above table it is cleared that the number of accidents taken place during the last 5 years is largely of minor accidents (i.e. fracture etc.) and in some circumstances a rare major accidents are taken place (i.e. of disablement or death). For these types of accidents compensation is paid according to the Workmen's compensation Act. For minor effects (i.e. fracture) of accidents salary or wages of lost days is paid in the form of compensation. For major effects of

accidents monetary compensation is paid on the basis of percentage of disablement of workers.

8) **Uniforms :**

Mill has provided three hundred fifty uniforms to the needfull workers. The uniforms are provided to the jobbers and workers of Mairtainance Department. Workshop and Electrical Department. The workers of the Electrical Department will get shous , goggles hand gloves etc., and workers of workshop are provided shoes along with uniforms.

4.2 NON STATUTORY WELFARE FACILITIES

4.2.1 Housing :

The mill has provided forty two quarters to staff and higher officers and managers only. Only four houses are provided to technical and skilled workers of work shop and electrical Department. These are good condition with regard to lighting water, toilet and clean up facilities.

Most of the workers come from near by villages and they naturally prefer to live at their own villages rather than to shift to the mill colony. This is mainly because they can help their families in agricultural cultivation or other supplementary activities when they are not on duty. Many of such workers do not possess

fair and reasonably constructed houses, though they have their own land at villages. Hence a pilot project has been sponsored with the financial assistance from banks on guarantee of the ICOSPIN. As such, few houses have been constructed at the respective villages for the workers. But due to non co-operation by the workers, this scheme has stopped.

Recently, a separate housing society viz. **YASHWANT SAHAKARI GRIHA NIRMAN SANSTHA LIMITED** has also been registered for employees. This society has purchased land where, the first thirty five houses have been constructed with the financial assistance from Life Insurance Corporation of India on guarantee of the ICOSPIN and allotted to the workers.

4.2.2 Recreation and Education :

a) A well equipped library is run by the ICOSPIN for the workers and their family members. Various types of books, novels, news papers etc., are available in the library.

b) Education :

Recently mill has started a Balwadi (Kindergarten) at mill site for employees' children. Books and note books are provided to the children of the workers by the welfare trust. Each child will get 4 note books per year.

c) The festivals like Ganeshotsava etc., are celebrated by the mill workers.

4.2.3 ICOSPIN Employees Welfare Trust :

A public trust (Kamgar Kallyan Mandal) for the benefit of employees and their dependents, has been established since November 1986. Every year, ICOSPIN contributes 1.25 times the amount collected by employees for the trust. So far employees have contributed Rs. 2.35 lacs, while ICOSPIN Rs. 2.94 lacs to the trust. Each employee is contributing Rs. 50 per year for the trust. Through trust, books and notebooks to workers' children are provided. Books are returnable after completing their respective year. It provides scholarships to the workers children on the basis of merit. It also gives help in respect of medical and educational purposes.

4.2.4 Voluntary Welfare Facilities :

a) Employees Co-operative Credit Society :

It is functioning very satisfactorily for the last ten years and its paid-up share capital i.e. Rs. 66.13 lacs. The credit society gives loans at rate of 12% to its members. It provides a loans upto Rs. 15,000/- to permanent workers and Rs. 10,000/- to Badli workers. Apart from this it has a recurring deposit scheme, saving schemes etc., for the benefit of its members.

b) Consumers' Co-operative Society :

A Central consumers Co-operative society popularly known as ICO BAZAR has been established in 1988 to provide essential commodities to members employees and neighbouring villages. The necessary commodities and grocery is available in the ICO BAZAR.

c) Loan to buy a personal conveyance :

For buying a personal conveyance mill had started some schemes. By this schemes some personal conveyances were provided on loan basis. Agreement was made with banks and credit societies. The guarantee was given by the mill. At present such facility is not existing.

4.2.5 Kamgar Prashikshan Warg (Workers' Training Classes)

In the mill, a workers training classes are held for a period of three months in various batches. It is conducted by the social worker for one hour per day. The information about workers' duties, rights, awareness of Labour welfare facilities and social behaviour (i.e. Vesanmukti etc.) is providing. At the time of training a tea allowance of Rs. 1.40 per day will be provided. After completing this training the workers will get a facility of long study tour for six

days on duty. For this purpose mill is providing a financial grant of Rs. 500 to each worker.

4.2.6 Watch and Ward :

In the mill there are security guards who are responsible for security of the mill. The watch and ward department is in charge of security officers.

4.2.7 SC/ST Weaker Sections and Labour Participation in Management.

ICOSPIN has suitably amended its bye laws to reserve seats on its Board of Directors for representing socially backward communities (i.e. scheduled castes/scheduled tribes), Weaker-Sections and Labour. Such elected representatives actively participate in the management of ICOSPIN. Thus special opportunities are made available to these representatives for participation in decision making.

4.3 Mutual Welfare Facilities by Trade Union.

In the mill there is a well organised trade union which is affiliated to "Indian National Trade Union congress" (INTUC) . The name of the union is Rashtriya Soot Kamgar Sanghatna. It is functioning well. Almost all workers of the mill are members of this union. It is registered under the Trade union Act of 1926. Members are contributing rupee one every month.

This union is helping the workers' in security, retirement, Death, and other benefits.

1) **Retirement Fund :**

Through union, a worker who has completed more than nine years of service in the mill will be eligible for getting retirement fund. It will provide a sum of Rs. 6000/- to each retired workers. For this purpose a fund of Rs. 3/- will be contributed by each employee.

2) **Death Fund :**

After death of the any worker of the mill his dependents will get sum of Rs. 10,000/- from the union. For this purpose union will contribute Rs. 5 from each employee.

4.4 SOCIAL SECURITY MEASURES :

Apart from the above welfare facilities, the following social security measures are undertaken in the mill.

1) **Provident Fund :**

In the mill, a provident fund facility is made in which, both workers and mill will contribute equally, i.e. 8.33% of basic plus dearness allowance per month. From this 1.17% is transferred to Family pensions scheme. This Scheme acts as per the Provident Fund Act of 1952.

2. Gratuity :

In the mill payments of gratuity Act of 1972 is applicable. According to this act mill will provide 15 days wages/salary to each workers and staff including officials. The workers of this mill are eligible for this benefit, only when they fulfil 240 days in a year.

3. Family Pension Scheme :

According to this scheme, dependents of the deceased employees or workers (who die in service) will get some monetary relief i.e. pension. In this mill it depends upon the contributed fund. For this scheme each worker as well as employer (Mill) contributes at equal rate i.e. 1.17% of the basic plus dearness allowance. It will be provided from Rs. 325 to Rs. 1000 per month. This scheme is applicable to all workers, staff and officials in the mill.

4. The Payment of Bonus :

In this mill all workers, staff and officers are eligible for getting the bonus. The ICOSPIN has been giving bonus plus ex-gratia worth 20% to 27% of the basic plus dearness allowance since 1979-80.

5. Workmen's Compensation Act, 1923 :

"Workmen's compensation rules in this mill, is applicable as per the Act. According to this Act, a

death compensation will be provided up to Rs. 30,000.00 and to the workers who are disable will be provided a compensation upto Rs. 40,000 on the basis of percentage of disablement. This mill it is applicable to all workers, staff and officials.
