

## C H A P T E R - V

### AWARENESS AND RESPONSIBLE FOR THE WORKERS AND VIEW POINTS OF SUPERVISORS AND OFFICIALS TOWARDS WELFARE FACILITIES

- 5.1     TABLES REPRESENTING PERSONAL  
DATA OF THE WORKERS.
- 5.2     TABLES REPRESENTING AWARENESS  
AND RESPONSE OF THE WORKERS TOWARDS  
WELFARE FACILITIES IN THE MILL.
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OFFICIALS REGARDING WELFARE FACILITIES.

**AWARENESS AND RESPONSE OF WORKERS AND  
VIEW POINTS OF SUPERVISORS AND OFFICIALS  
TOWARDS WELFARE FACILITIES**

Statistical representation of data is an important aspect of social research. Representation of statistical data gives a clear cut picture of the primary data, which is carried out for research study. In research investigations usually mass of information is collected which remains unwidely and shopeless till it is presented in a classified or tabulated manner. It is also easy to understand and follow the practical situation of the problem under study. Therefore, the researcher has made an attempt to represent his study "A Study of Labour Welfare Facilities In the Ichalkaranji Co-Operative Spinning Mills Limited with statistical tables.

In this Chapter researcher has represented the awareness, responses and reactions of the workers regarding welfare facilities provided in the ICOSPIN with the help of statistical tables, analysis and interpretations of collected data. An attempt is also made to mention the view points of supervisors and officials about the welfare activities in the mill and to know proposed labour welfare facilities to be

extended by the mill. It also considered the impact of welfare work on efficiency of workers and productivity.

The following tables represent the personal data and opinions and responses of the workers with regard to the statutory, non statutory and voluntary welfare facilities provided in the ICOSPIN.

#### 5.1 TABLES REPRESENTING PERSONAL DATA OF THE WORKERS

**Table 5.1 Age Profile of Workers**

Table showing the distribution of workers according to their age group in years.

Age in Year	No.of Workers
18-28	22
29-38	49
39-48	21
49-58	8
Total	100

This table indicates that :

1. 22% of the workers belong to the age group 18-28 years.

2. 49% of the workers belong to the age group of 29-38 years.
- 3) 21% of the workers belong to the 39-48 years.
- 4) 8% of the workers belongs to the age group of 49-58 years.

On the basis of the above analysis it is observed that a majority of workers (i.e. 70%) belong to age group of 29-38 years. It means that the mill has recruited only young, active and efficient workers.

Very less number of workers (i.e. 22%) are of age group between 18-28 years, who could not complete their apprenticeship training. Only 8% of the workers are belonging to the age group of 49-58 years. It means that the old and exhausted people are deemed unfit for the hard work and hence they are less in number.

**Table 5.2 Migrated and Natives**

Table showing the distribution of workers according to their native place.

Workers	No.of persons
Migrated	81
Natives	19
Total	100

The above table indicates that :

- 1) 81% of workers are migrated from the surrounding villages and other places.
- 2) 19% of workers are Natives.

From the above analysis it is clear that while recruiting the workers the mill has given preferences to outsiders.

**TABLE 5.3 DISTANCE BETWEEN MILL AND RESIDENCE**

Table showing the distribution of workers according to distance between mill to residence.

Distance in Kms	No.of workers
0-3	21
4-8	46
9 and above	33
Total	100

- From the above classification it is clear that-
- 1) 21% of the workers reside within 3 kms from the mill.
  2. 46% of the workers reside between 4-8 Kms. of distance from the mill.
  - 3) 33% of the workers reside at a distance of 9 kms and above from the mill.

From the above analysis it is clear that large number of workers are reside at their respective surrounding villages.

**TABLE 5.4 RESIDENCE OF THE WORKERS**

STAY	NO.OF WORKERS
At mill colony/Yeshavant Colony	4
At their respecrtive villages	96
Total	100

From the above table it is clear that

- 1) Only 4% of workers reside in the mill colony or in the Yeshavant Housing Colony.
- 2) While 96% of the workers reside at their respective villages.

From this classification it is revealed that, the mill has not provided quarters to the workers and as a convenient adjustment, most of the workers are residing at their respective villages. Only four houses to workers of workshop are provided.

TABLE 5.5 MODE OF CONVEYANCE

Table showing the distribution of workers according to their mode of conveyance

MEANS OF CONVEYANCE	NO.OF WORKERS
By Walk	07
By Bicycle	62
By Motor Cycle	12
By S.T. Bus	19
Total	100

This table indicates that the mode of conveyance adopted by the worrkers are :

- 1) 7% of workers will come to mill by walk.
- 2) 62% of workers use bicycle
- 3) 12% of workers use motor cycles
- 4) 19% of workers use to come to the mill by S.T. Bus.

The above analysis indicates that, majority of the workers i.e. 62% use bicycle as their means of conveyance. Another 19% of the workers will come to mill by S.T. Bus who are residing at their respective villages. Another 7% of workers who are residing at mill colony and mill housing societies colony, will come to the mill by walk. However, a few (i.e. 12%) Senior workers are having god financial position use motor cycle.

**TABLE 5.6 EDUCATION OF THE WORKERS**

Table showing the distribution of workers according to their educational qualification.

EDUCATION	NO.OF WORKERS
Illiterate	2
Primary	23
Secondary	41
Higher (Degree level)	25
Technical	9
Total	100

The table indicates that :

- 1) Only 2% workers are illiterate
- 2) 23% workers are got primary education.
- 3) 41% workers have obtained secondary education
- 4) 25% workers have obtained higher education
- 5) 9% Workers have obtained technical education.

From the above analysis it is clear that the company has given importance to recruiting the educated workers in various departments. The majority of workers recruited have primary and secondary education who constitute 64% . The second highest category of educated workers belong to higher and technical



qualification i.e. I.T.I. and Diploma who work in workshop and electrical Department. The illiterate workers recruited are comparatively less in number.

**TABLE 5.7 EXPERIENCE OF WORKERS**

Table showing the classification of workers according to work experience in the mill.

LENGTH OF SERVICE	NO. OF WORKERS
0-05	20
6-10	21
11-15	30
16-20	29
Total	100

From the above table experience of the workers it is clear that -

- 1) 20% of the workers are having length of service upto 5 years.
- 2) another 21% of the workers are having the experience between 6 to 10 years.
- 3) 30% of the workers are having experience between 11 to 15 years.
- 4) 29% of the workers are having 16 to 20 years of experience in the mill.

The above analysis indicates that 20% of the workers are having length of service 0-5 years and another 17% of workers having 6-10 years service are just beginners in their trade.

A very large number of workers who constitute 59% belongs to the category of 11-15 years and 16-20 years, working with the mill. This indicates that most of the workers are well experienced in their trade and they remained in the same mill for a long period.

## 5.2 Tables Representing Awareness and Response of the Workers Towards Welfare Facilities In the Mill.

### I) Statutory Welfare Facilities :

**TABLE 5.8 MEDICAL AND HEALTH SERVICES**

Table showing the distribution of the workers according to their opinion regarding medical and health services provided by the mill.

OPINION	NO. OF WORKERS
GOOD	08
BAD	68
UNSATISFACTORY	24
Total	100

The above table shows that --

- 1) 8% of the workers expressed good opinion.
- 2) 68% of the workers expressed adverse opinion.
- 3) 24% of the workers expressed unsatisfactory opinion about medical and health services.

From the above analysis of the opinions expressed by the workers it is clear that, the mill has provided medical and health services moderately. Majority of the workers are of the view that the cotton dust in the mill is injurious to health causing T.B. etc. hence regular medical check up is essential. Workers also expressed dis-satisfaction towards the medical services at the time of accidents. The injured workers were carried over to the local Government Hospital with the help of ambulance. However First Aid facility is available in mill.

**TABLE 5.9 CONDITIONS OF WORK ENVIRONMENT :**

**TABLE 5.9.1 SANITATION AND CLEANLINESS**

Table showing the distribution of workers according to their opinion regarding the sanitation and cleanliness maintained in the mill.

OPINION	NO. OF WORKERS
GOOD	85
BAD   UNSATISFACTORY	15
Total	100

This table explains that --

- 1) 85% of the workers expressed that the maintainance of sanitation and cleanliness is good.
- 2) Only 15% of the workers expressed it as bad or unsatisfactory.

From the above analysis it is clear that the mill has given priority to the maintainance of sanitation and cleanliness. Only a few workers expressed as unsatisfactory.

**TABLE 5.9.2 : WORKSHOP VENTILATION, COTTON DUST  
LIGHTING , HEAT ETC..**

Table showing the distribution of workers according to opinions about maintainance of ventilation, lighting, elimination of cotton dust, and Heat etc.

OPINIONS	NO. OF WORKERS
GOOD	44
BAD/UNSATISFACTORY	66
Total	100

The above table explains that :

- 1) Majority of the workers (i.e. 66%) are not satisfied with the facilities provided in the

mill particularly regarding elimination of cotton dust and heat in summer season.

- 2) 44% of the workers are satisfied with the above facilities provided in the mill, as they work in the workshop, electrical department, offices, watch and ward, civil etc.

**TABLE 5.9.3 DISTRIBUTION OF WORKING HOURS & MEALS TIME**

Table showing classification of workers according to their opinion regarding working hours, rest hours and meals timing.

OPINION	NO. OF WORKERS
GOOD	80
BAD UNSATISFACTORY	20
Total 100	

The table explains that --

- 1) 80% of the workers have expressed their opinion as good.
- 2) Only 20% of the workers have expressed as bad or unsatisfactory.

By going through the above analysis it is clear that the mill has maintained a good cycle system of working hours, rest hours and meals time. Majority of the workers expressed satisfaction regarding this cycle system. The workers said that the rest time of  $\frac{1}{2}$  an

hour which is also for meals is not sufficient for reducing fatigue.

**TABLE 5.9.4 WORKMEN'S SAFETY MEASURES**

Table showing the distribution of the workers according to their response to safety measures provided by the mill at the work place.

RESPONSE	NO.OF WORKERS
YES	88
NO	12
Total	100

The table indicates that --

- 1) 88% of the workers expressed positive answer.
- 2) 12% of the workers expressed negative answers.

From the above analysis it is clear that the mill has taken sufficient precautions to protect the lives of the workers in various departments by providing safety equipments like, safety guards, door microswitches, Fire Hydrants, etc., and measures like, suggestion Boards, safety Officer, and masks to protect cotton dust.

Some 12% of workers expressed dis-satisfaction over the safety measures. They want more precautions regarding safety measures.

**TABLE 5.9.5 SAFETY TRAINING**

Table showing the distribution of the workers according to their opinion regarding the safety training programme carried out by the mill.

RESPONSE	NO. OF WORKERS
SATISFIED	10
NOT SATISFIED	90
Total	100

The table points out that --

- 1) Only 10% of the workers are satisfied with the training programme.
- 2) Majority of the workers (i.e. 90% ) are not satisfied with training programme.

From the above opinions expressed by the workers it is clear that safety training programme is not carried out properly by the mill. Some of the workers said that, at certain times workers of one department are shifted to another department and they have to work without knowing the job. Such a situation causes fear which will eventually lead to accidents.

TABLE 5.9.6 ACCIDENTS

Table showing the distribution of the workers according to their response regarding the cause of accidents.

REASONS FOR ACCIDENTS		NO. OF WORKERS
1.	WORKERS CARELESSNESS	40
2.	LACK OF SAFETY INSTRUMENTS	10
3.	LACK OF KNOWLEDGE	34
4.	OTHER REASONS	16
Total		100

The table explains that :

- 1) 40% of the reasons for accidents are workers' carelessness.
- 2) 10% of the reasons for accidents are lack of safety instrument.
- 3) 34% of the reasons for accidents are lack of knowledge regarding handling the machines etc.
- 4) 16% of the reasons for accidents are to the other causes such as over confidence etc.

From the above analysis it is clear that the main reasons for accidents are workers' carelessness and lack of knowledge of machine handling or safety



training etc. The other causes for accidents are due to lack of safety instruments like proper micro switches. The inadequate training and the overconfidence on the part of the workers are also some of the causes of accidents.

#### TABLE 5.10 CONVENIENCES

##### table 5.10.1 LAVATORIES, URINALS, LATRINES + SPITTOONS AND WASTE DISPOSALS

Table showing the distribution of the workers according to opinions about availability, good condition and maintainance of lavatories, urinals, Latrines, spittoons and waste disposals.

RESPONSE	NO. OF WORKERS
YES	85
NO	15
Total	100

The table points out that --

- 1) 85% of the workers expressed good opinion.
- 2) 15% of the workers expressed unsatisfactory opinions.

By going through the analysis it is clear that the mill has provided and well maintained, the facilities, such as lavatories, urinals, Latrines, Spittoons and proper arrangement for waste disposals, in all departments in the mill. Only few workers are unsatisfied towards arrangement of waste disposals. However majority of the workers (i.e. 85%) are satisfied towards such facilities.

**TABLE 5.10.2 CANTEEN AND ITS SERVICES**

Table showing the distribution of the workers according to the opinion of workers regarding upkeep of canteen and its services.

OPINION	NO. OF WORKERS
GOOD	11
BAD/UNSATISFACTORY	89
	<hr/>
Total	100

The table indicates that --

- 1) Only 11% of the workers expressed their opinion of canteen services as good.
- 2) while 89% of the workers expressed unsatisfaction over the canteen services.

The analysis indicates that in the mill the upkeep of canteen and its service is not good as it should be. Majority of the workers expressed that the quality of eatables and service is not good.

Even though there is a canteen committee the canteen service is not proper. The workers also expressed that the tea provided at the work spot on subsidy from the mill is an inferior quality. Only few workers are in favour of the canteen facility.

#### TABLE 5.10.3 DRINKING WATER

Table showing distribution of workers according to the opinions regarding drinking water facility in the mill.

OPINION	NO.OF WORKERS
GOOD	62
UNSATISFACTORY	38
Total	100

The table shows that --

- 1) 62% of the workers are satisfied with the drinking water facility.
- 2) 38% of the workers are unsatisfactory towards drinking water facility.

From the above analysis it is clear that 62% of the workers are satisfied towards existing drinking water facility. However, 38% of the workers are not satisfied and expressed that in summer season water coolers should be provided, as against mud-pots.

**TABLE 5.10.4 REST ROOMS AND LUNCH ROOMS.**

Table showing the distribution of the workers according to their response regarding rest room and lunch rooms.

RESPONSE	NO. OF WORKERS
YES	14
NO	86
Total 100	

The table shows that --

- 1) 14% of the workers expressed satisfaction with the rest rooms and lunch rooms.
- 2) while 86% of the workers expressed dissatisfaction over rest rooms and lunch rooms conditions.

It is clear from the above analysis that the majority of the workers are not satisfied with the up-

keep and seating arrangements of rest rooms and lunch rooms which are in canteen building and also outside from the works plae. It is not possible to take rest and lunch in the rooms which are provided in the canteen building within a rest period of half ( $\frac{1}{2}$ ) an hour.

**TABLE 5.11 ECONOMIC SERVICES**

Table showing the distribution of the workers according to answer given regarding economic services like loans, profit sharing, financial grants and saving schemes etc.

OPINION	NO OF WORKERS
YES	18
NO	82
Total	100

Table indicates that --

- 1) 18% of the workers are satisfied with the services.
- 2) 82% of the workers are not satisfied with economic services.

It is clear that the economic services provided by the mill are not up to the mark and workers attitude

towards such facility in the mill is unsatisfactory.

**TABLE 5.12 PRECAUTION AGAINST ELIMINATION OF COTTON  
DUST.**

Table showing distribution of workers according to their answer about precautions against elimination of cotton dust by the mill.

OPINION	NO. OF WORKERS
YES	32
NO	68
Total	100

The table explains that --

- 1) 68% of the workers answered negatively and
- 2) 32% of the workers answered positively regarding the precaution.

It is clear that majority of the workers are not satisfied with the precaution taken by the mill against dust elimination which is injurious to health of the workers. The mill has provided masks to some workers, but it is not useful measure.

**TABLE 5.13 UNIFORM FACILITY**

Table showing distribution of workers according to opinions about uniform facility to the workers.

OPINIONS	NO. OF WORKERS
YES	26
NO	74
Total	100

The table indicates that --

- 1) 26% of the workers have expressed positive answer.
- 2) 74% of the workers have expressed negative answer towards uniforms provided by the mill.

From the above analysis it is clear that only few workers (i.e. 26%) are provided uniforms by the mill. Majority of the workers are not provided uniforms by the mill. Workers expressed that only maintenance department watch and ward and electrical departments workers are provided uniform.

**TABLE 5.14 LEAVE FACILITY**

Table showing the distribution of the workers according to their opinion about the leave facility provided in the mill.

OPINIONS	NO. OF WORKERS
GOOD	50
BAD	50
Total	100

Table indicates that --

- 1) 50% of the workers are satisfied with the leave facility.
- 2) 50% of the workers are not satisfied with the leave facility in the mill.

Above analysis indicates that 50% of the workers are satisfied with the leave facilities. These workers are permanent workers, which are enjoying leave facility as per Act. But another 50% of the workers who are badali and some permanent workers are not satisfied with the leave facility. They express that only privilege leave facility is available to Badli workers and allowed only when they, complete 240 days duty in a year.



**TABLE 5.15 WELFARE OFFICER :**

Table showing distributions of the workers according to their opinions regarding duty of welfare officer in relation to labour welfare and attending grievances of the workers.

OPINIONS	NO. OF WORKERS
GOOD	40
UNSATISFACTORY	60
Total	100

Above table shows that --

- 1) 40% of the workers expressed positive opinion &
- 2) 60% of the workers expressed negative opinions.

Above analysis indicates that, the majority of the workers are not satisfied with the grievance handling policy and duty regarding labour welfare officer. However 40% of the workers are satisfied with the present policy of welfare officer. The majority of the workers including satisfied workers expressed that welfare officer should give proper attention towards labour problems and handle such problems honestly.

## II) NON STATUTORY LABOUR WELFARE FACILITIES

TABLE 5.16 ACCOMMODATION :

Table showing distribution of the workers on the basis of accommodation provided by the mill.

RESPONSE	NO. OF WORKERS
YES	4
NO	96
Total	100

Above table indicates that --

- 1) 04% of the workers residing at mill colony.
- 2) 96% of the workers residing at their own arrangements.

It is clear that majority of the workers are not provided the accommodation by the mill due to limited number of mill quarters. Workers expressed that only managers and officers are provided with quarter facility. Only few workers are provided accommodation in the mill.

However, first thirty five houses are constructed and provided to the workers near mill by the Yeshvant Sahakari Griha Nirman Sanstha. Another thirty five houses are proposed to be constructed.

**TABLE 5.17 TRANSPORT FACILITY**

Table showing workers distribution according to the responses towards transport facility provided or not provided in the mill.

RESPONSE	NO.OF WORKERS
YES	--
NO	100
Total	100

Above table indicate that :

100% of the workers expressed that in the mill, there is no any transport facility provided. Workers expressed that there is no time to time S.T. Bus facility, hence it is difficult to do ups and downs to us. They also expressed that as they are coming from surrounding villages, mill should provide its own transport facility.

#### **4.18 RECREATION AND EDUCATION FACILITY**

##### **5.18.1 RECREATIONAL FACILITY**

Table showing distribution of the workers according to the opinions regarding recreation facility provided in the mill.

RESPONSE	NO.OF WORKERS
YES	11
NO	89
Total	100

Above table indicates that --

- 1) 11% of the workers have expressed positive response.
- 2) 89% of the workers have expressed negative response.

From the above analysis it shows that recreational facilities provided and maintained in the mill or hot well, Majority of the workers are not satisfied. Only few workers are satisfied.

#### TABLE 5.18.2 WORKERS' EDUCATION AND TRAINING :

Table showing the distribution of the workers according to their answer about workers education and training.

OPINION	NO. OF WORKERS
YES	36
NO	64
Total	100

The table indicates that --

- 1) 36% of the workers are satisfied with education and training services.
- 2) 64% of the workers expressed dissatisfaction over it.

From the above analysis it is clear that the mill has not given much importance to workers education which is a must to understand and to enrich the mental attitude of the workers.

#### 5.18.3 LIBRARY FACILITY

Table showing distribution of workers according to their response to library facility in the mill.

OPINION	NO. OF WORKERS
GOOD	72
BAD/UNSATISFACTORY	28
Total	100

Table indicates that --

- 1) 72% of the workers expressed satisfaction towards library facility.
- 2) 28% of the workers have expressed dissatisfaction towards library facility.

From the above analysis it is clear that the library facility provided is up to the mark in the mill. Majority of the workers expressed satisfaction over the library facility. But 28% of the workers expressed dis-satisfaction towards library and said that there is not a seperate reading room and magazine periodicals etc. are not available.

**TABLE NO. 5.19 VOLUNTARY LABOUR WELFARE FACILITIES**

**TABLE 5.19.1 FAIR PRICE SHOP (I CO BAZAR)**

Table showing distribution of workers according to the opinions regarding facility provided by the ICO Bazar.

OPINIONS	NO.OF WORKERS
GOOD	25
BAD/UNSATISFACTORY	75
Total	100

Above table indicates that --

- 1) 25% of the workers are satisfied with the ICO Bazar service.
- 2) 75% of the workers are dis-satisfied over the ICO Bazar services.

From the above analysis it is clear that, majority of the workers are not satisfied with the service of ICO Bazar. They expressed that the rates of the grocery etc., are not reasonable. They are as per the market rate. No fair price shop is available in the mill. However, few workers (i.e. 25%) are satisfied with the services of the ICO Bazar.

**TABLE 5.19.2 CO-OPERATIVE CREDIT SOCIETY :**

Table showing distribution of workers according to the opinions regarding services provided by the credit society.

OPINION	NO.OF WORKERS
GOOD	75
UNSATISFACTORY	25
Total 100	

Table indicates that --

- 1) 75% of the workers are satisfied with the credit society's services.
- 2) 25% of the workers are not satisfied with the society service.

From the above analysis it is observed that, credit society is giving good services to the workers. Workers expressed that it is giving loans, R.D. facility and also it is giving loans to purchase T.V., Refrigerators, Personal Conveyance etc. Majority of the workers are satisfied with the services. But 25% of the workers expressed that the loan limit for permanent workers as well as badli workers should be increased and the society should provide some more services.

TABLE 5.19.3. LOANS FOR PURCHASING OR CONSTRUCTING HOUSE, CHILDRENS' EDUCATION AND TO BUY PERSONAL CONVEYANCE

Table showing workers' distribution according to their opinions regarding facility of loans for purchasing or constructing house, children's education and to buy Personal conveyance.

OPINIONS	NO. OF WORKERS
YES	26
NO	74
Total	100

Table indicates that --



- 1) 26% of the workers expressed positive response.
- 2) 74% of the workers expressed negative response.

From the above analysis it is clear that the mill is not giving facility like loan to purchase or construct house or to buy personal conveyance and loan for workers children's education. Hence majority of the workers are not satisfied with the above facility in the mill. Only few (i.e. 26%) of the workers are satisfied. Workers also expressed that earlier such loans were provided but now these are stopped.

#### TABLE 20 GENERAL

##### TABLE 20.1 TRADE UNION

Table showing distribution of the workers according to opinions regarding working and role of trade union in the mill.

OPINIONS	NO.OF WORKERS
GOOD	68
BAD UNSATISFACTORY	32
Total	100

Table indicates that --

- 1) 68% of the workers are satisfied with the trade union activities.
- 2) While 32% of the workers are not satisfied.

It is clear from the above analysis that, the union is performing its activities in uplifting the workers life quite satisfactory. The majority of the workers have expressed that union is taking care of workers families in the event of accidents or the death of the workers.

However another 32% of the workers are not happy with the union activities. It is due to the leadership issue, and pending demands of union with the management. Workers also expressed that union leader is selected by the Management and not elected by the workers. Therefore, he does not work in the real interest of the workers. It is the expectation of the some workers that the workers themselves should elect their leader who will protect the interests of the workers.

**TABLE 20-2 WORKING OF THE MILL**

Table showing distribution of the works regarding their opinion about the working of the mill.

OPINIONS	NO.OF WORKERS
GOOD	90
UNSATISFACTORY	10
Total	100

Table indicates that --

- 1) 90% of the workers are satisfied with the working of the mill.
- 2) 10% of the workers are not satisfied with the working of the mill.

From the above analysis it is clear that, the working of the mill is well. Majority of the workers are satisfied. However only 10% of the workers are not satisfied and expressed that it is due to increase in the workload, machine speed, and increasing standards of production.

### III SOCIAL SECURITY MEASURES

TABLE 5.21 SOCIAL SECURITY SCHEMES

Table showing distribution of the workers according to opinion expressed by the workers regarding social security measures such as, provident fund, Gratuity, Family pension Schemes, payment of Bonus and workmen's compensation.

(124)

OPINIONS	NO.OF WORKERS
GOOD APPRECIABLE	58
SATISFACTORY	42
Total	100

The table points out that --

- 1) 58% of the workers have appreciated the scheme.
- 2) 42% of the workers expressed satisfaction over the social security schemes.

Hence from the above analysis it is observed that, the social security schemes adopted by the mill for the workers are good and workers are satisfied with the schemes.

### 5.3 VIEW POINTS OF THE SUPERVISORS AND OFFICIALS REGARDING WELFARE FACILITIES :

To know and understand the view points of Supervisors and officials of the ICOSPIN researcher has interviewed the various respondents and asked many questions. Following are the view points of the Supervisors and officials towards Welfare facilities extended by the ICOSPIN which are compiled from the view points given by them.

1) RESPONSES TOWARDS AVAILABILITY OF LABOUR WELFARE FACILITIES PROVIDED IN THE MILL.

Following are the welfare facilities provided in the mill.

- i) As per the Factories Act 1948 and rules thereunder all the welfare facilities are provided in the mill.
- ii) Non Statutory welfare facilities such as (a) Housing (b) Recreation and Education (c) Welfare Trust (d) Consumers Co-operative Society (e) Co-operative Credit Society (f) Workers Education (g) Watch and Ward.
- iii) Social Security Measures.

They also expressed all of the above facilities are provided properly and adequately.

2) RESPONSE REGARDING THE PROBLEMS OF EXISTING LABOUR WELFARE FACILITIES.

following are the problems of the existing welfare facilities.

- 1) Canteen service and quality of eatables and tea is not good.
- 2) Waste disposals are stocked behind mill which is not proper arrangement.

- 3) Heat problem in summer season.
- 4) Safety training and workers' training should be provided.
- 5) Labour Officer is unable to handle grievances and solve labour problems.
- 6) Rest rooms, and lunch rooms should be provided seperately for staff and workers.
- 7) Absenteeism problem of workers due to above mentioned problems.

3) CHANGES EXPECTED REGARDING WELFARE FACILITIES.

- i) Now canteen is run by a contractor and subsidy is available on tea only. It should be run by the mill and subsidy should be allowed to all etables and meals.
- 2) A seperate godown for stock of waste disposals.
- 3) Training centre for a trainees.
- 4) Quarterly or half yearly or annualy get together programmes should be held of workers, staff, supervisors, officials and management. By this healthy relations and productivity will be improved.
- 5) Chilling plant required for summer season, for eliminating heat problem.
- 6) At mill site consumers' stores, cloth shop, and subsidised ration shop should be started.

- 7) Concerned incharge persons should handle their responsibilities properly.
- 4) THE WELFARE FACILITIES WHICH ARE NOT PROVIDED SHOULD BE PROVIDED.  
Following facilities are expected by them :-
  - 1) Conveyance facility (Mill bus) should be provided for workers and staff who are coming from surrounding areas, and it is also necessary for children of staff and workers for going schools.
  - 2) Recreational facilities such as playgrounds indoor sports facility, entertainment facility, cinemas, shows and exhibitions.
  - 3) Employees State Insurance Scheme
  - 4) Well equipped hospital facility with well qualified doctors to workers, staff and their dependents.
  - 5) Uniforms to all with washing facility.
  - 6) Leave Travel Concession should be adopted.
- 5) RESPONSE TOWARDS EXISTING WELFARE FACILITIES.  
Welfare facilities are provided well but some improvement is required.
- 6) IMPACT OF WELFARE WORK IN IMPROVEMENT OF WORKERS EFFICIENCY AND PRODUCTIVITY.

Due to the good relationship between workers, staff, supervisors and management, through their union media, and by providing necessary welfare facilities in the mill higher efficiency and productivity is achieved.

7) THE RESPONSE AND REACTIONS OF THE WORKERS TOWARDS LABOUR WELFARE FACILITIES :

Response towards existing welfare facilities is good but some improvement is necessary. But following reaction or demands are expected by them. (a) Conveyance facility by the mill (b) Well equipped hospital facility to workers and their dependents (c) Allowances, such as Night shift, washing, children education allowance etc. (d) Fair treatment (e) Recreational facilities (f) Loans for housing children education or to buy personal conveyance etc.

8) SUGGESTIONS TO MANAGEMENT TO IMPROVE EXISTING WELFARE FACILITIES AND EXTEND MORE WELFARE FACILITIES.

Management should take interest to provide above said welfare facilities and to improve the existing welfare facilities. For this purpose labour welfare department should study the



existing position and report the management in order to get the required facilities.

9) SUGGESTIONS TO TRADE UNION TO TAKE STEPS REGARDING WELFARE ACTIVITIES :

Trade union representatives should know about the various welfare facilities and their importance. With the Co-operation of the welfare department, it should inform and advise the management to extent the necessary welfare facilities. For this purpose effective communication is required and meeting and seminar should be held.

10) OPINIONS ABOUT WORKERS EXPECTATIONS AND REACTIONS REGARDING WELFARE FACILITIES AND POLICY OF THE MANAGEMENT IN THIS REGARD :

All expectations of the workers can't be fulfilled by any management. However our management has tried to provide necessary welfare facilities. Management policy in this regard is favourable. Any policy that can improve relationship, discipline and productivity is acceptable by our management.

11) PROPOSED LABOUR WELFARE FACILITIES TO BE EXTENDED TO THE WORKERS :

Following are the proposed welfare facilities :

- 1) Hospital facility in the mill site with well qualified doctors and staff. The capacity of the hospital will be ten beds. It will be available to workers as well as their dependents.
  - 2) Conveyance facility to the workers and staff. School bus will also be arranged for the workers and staff children.
  - 3) A good Sabha Griha will be maintained for delivering lectures, showing films, taking training classes and workers education classes to build a good personality of the workers.
  - 4) At present canteen is run by contractor. In future it will be run by mills and eatables and meals will be provided on subsidised rates with good quality and service.
- 12) AWARENESS OF WORKERS ABOUT THE LABOUR WELFARE FACILITIES.
- Workers are in dark about the importance of the welfare facilities and also they are very weak regarding awareness about welfare activities.
- 13) OPINIONS BY THEM ABOUT AWARENESS AND RESPONSE OF THE WORKERS REGARDING LABOUR WELFARE ACTIVITIES :

The workers should know what are welfare facilities and their importance to them and mill should provide necessary information about welfare facilities, their importance etc. Regarding negative response of the workers management is trying to fulfill these facilities satisfactorily as early as possible.

14) OPINIONS AND SUGGESTIONS BY THE SUPERVISORS AND OFFICIALS :

- 1) Now there are 2 Directors as workers' representative in the Board of Directors. But they are not acting as expected.
- 2) Workers' training centre should be started.
- 3) Financial incentives to efficient workers and regular workers or prizes should be provided.
- 4) Night shift allowance, children education allowance, washing allowance etc., should be provided.
- 5) Once in a month meeting (sectionwise) should be conducted to hear and solve the problems of the workers in presence of personnel officer, Labour welfare officer, Spinning masters and General Manager.