

CHAPTER - V I

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FINDINGS, CONCLUSIONS AND SUGGESTIONS

This Chapter deals with the findings, conclusions and suggestions on the basis of the collection analysis and interpretations of the data regarding knowledge, awareness and attitudes of employees of the ICOSPIN and knowing view points of staff supervisors, and other higher officials towards the labour welfare facilities.

Researcher has arrived at the following findings and conclusions about welfare facilities.

6.1 PERSONAL DATA :

- 1) While recruiting the workers the mill has given due preference to young blood, which is evident from the interpretation of the age, table because majority of the workers, recruited by the mill are young in age. It helps the mill to keep the tempo of production up thereby it increases productivity.
- 2) While recruiting the workers the mill has not only given preference to age factor but also to the qualifications of the workers. The majority of the workers recruited have primary and secondary education i.e.(61%). The second highest

category consists of Degree level and technical qualification. The illiterate recruited long back are comparatively very less in number. It is also found from the mills personnel office that the mill has adopted new policy of recruiting workers with secondary education as the minimum qualification. The presence of such educated workers no doubt enhance the sense of involvement and participation among the workers and also creates healthy relations by which productivity will be increased.

- 3) It is found that while recruiting the workers, the mill has recruited from all surrounding villages. Due to the small number of quarters, most of the workers reside in Ichalkaraji city and in the respective villages. It is found that majority of the workers reside between 4 to 8 kms away from the mill and they have to move up and down to attend the mill. This would reduce their energy.
- 4) It is found from the table mode of conveyance that the majority of the workers (i.e. 62%) use bicycle as their means of conveyance, and remaining ones use S.T. Bus, personal conveyance etc.

- 5) Majority of the workers (i.e. 59%) belong to 11 to 20 years length of service in 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 as they are satisfied with the mill.

6.2 **STATUTORY WELFARE FACILITIES :**

- 1) Majority of the workers expressed adverse opinion towards the medical facilities provided in the mill. They expressed that only first aid facility is available and treatment is given for minor illness. No qualified doctor is available in the mill. They expect a good medical facility, free medicines to them and their depends. The mill has no Hospital Facility of its own but it has proposed.
- 2) Majority of the workers are satisfied with the maintainance of sanitation and cleanliness by the mill which is essential for the health and efficiency of the workers.
- 3) Regarding elimination of cotton dust problem and heat in summer season majority of the workers are not satisfied. However ventilation and lighting facility in the mill is provided sufficiently.

- 4) The mill has maintained a good system of working hours, rest pauses and meals time. Majority of the workers are happy with this system. However workers are given suggestion that IIIrd shift should be of seven hours and I, II, shifts should be of 8½ hours, so that pressure in IIIrd Shift will be reduced.
- 5) About the safety training of the workers, the employees' dissatisfaction is obvious. Some of them said that some times workers of the one department are shifted to another department and he is to work without the knowledge of the operation of machine. This is one of the reasons for the accidents.
- 6) The mill has taken sufficient precaution to protect the life of the workers by providing safety equipments like, safety guards, door microswitches, Fire hydrants and goggles, helmets, shoes to electrical and work shop departments. The measures like suggestions Board safety officer and masks to protect the cotton dust are provided.
- 7) Accidents are taking place mostly due to the workers' carelessness and lack of knowledge and proper training in handling the machines.

- 8) The Mill has provided and maintained well the conveniences such as lavatories, urinals, latrines, spittoons etc.
- 9) It is found that now waste disposals are stocking behind the mill. But most of the workers staff, and supervisors opined that arrangements should be made for stocking waste disposals at a seperate godown.
- 10) It is found that the upkeep of canteen and its service is not good. Almost all workers, staff, supervisors and officials said that the quality of eatables, tea, meals, and its service is not good. Subsidy is available to a cup of tea only once in a day. However rates of canteen are reasonable.
- 11) In the mill sufficient arrangement for drinking water facility is provided.
- 12) Rest rooms, lunch rooms, and library facility is provided in canteen building by which employees are not satisfied.
- 13) . Regarding economic services like loans, profit sharing schemes and financial helps workers are

dis-satisfied and they are very eager to welcome the extension of such services in the mill.

- 15) The Maintenance and, electrical department's workers and jobbers are given uniform facility. About 350 uniforms are provided. However all other workers have demanded uniforms.
- 16) Regarding leave facilities the workers especially Badli workers said that they get privilege leave facility only when they complete 240 days of service in a year. However permanent workers and staff are satisfied.
- 17) Regarding welfare officer workers said that he is not handling grievances properly and not taking correct decisions.
- 18) Staff and supervisors expressed that, there should be seperate rest rooms, lunch rooms and lavatories, urinals, latrines for workers and staff, supervisors and officials.
- 19) Social security schemes are implemented in the mill.

6.3 NON STATUTORY LABOUR WELFARE FACILITIES :

- 1) Accommodation facility at mill site to necessary workers is not available. So workers are residing in Ichalkaranji city. However the mill has established Yshayant Griha Nirman Society and firstly it has provided 35 houses near mill site. Further a plan of construction of some houses is proposed at present. The mill is paying house rent allowance to workers and staff @5% of basic plus dearness allowance.

Workers are demanding loans for purchasing or constructing the houses at their respective villages but at present the mill is having no such scheme.

- 2) Most of the workers and staff are coming from surrounding areas from 3 Kms. to 20 Kms who are coming by bicycle, S.T. Bus etc. They are taking trouble to do up and down to mill. So they expect a conveyance facility by mill itself. It will also be useful to the children of the workers and staff for going to school.
- 3) It is found that there is no recreational facilities such as playgrounds, entertainment programmes, cinema shows, exhibitions and indoor and outdoor sports facility in the mill.

- 4) Workers expect the facilities such as T.V. room, News papers, Magazines, Periodicals etc..
- 5) The mill has not given much importance to workers education which is a must to enrich the mental attitude of the workers. However workers training classes are held in the mill and information about workers duties rights, awareness of welfare facilities and social behaviour (i.e. Vesanmukti) etc. is given. Some of the workers are of the opinion that the mill should display on the notice board informing its monthly production , sales. It will show the progress made by them and develop a sense of pride and achievement and it will help to improve efficiency.
- 6) Workers have expressed that the rates of consumer goods and grocery available in the ICO BAZAR is as per market rate. No fair price shop is available in the mill.
- 7) Most of the workers and staff demands that the fair price shop and subsidised rationshop should be started atmill site.
- 8) Co-operative credit society is providing a laudable service to the ICOSPIN employees. It is

providing loans, and having various schemes such as R.D., F.D. schemes etc. The workers said that it should increase the loan limit and start the loan schemes for housing, to buy a personal conveyance etc.

- 9) It is found that earlier the mill had extended schemes like loan for housing, children education, to buy personal conveyance etc. However now it has no such schemes. So, workers expect to start such new scheme.
- 10) Most of the workers are happy with the trade union activities and its services to the members. However there is some dis-satisfaction among the workers over leadership issue and pending demands of the union with the management. The union is also helping the workers in security of retirement, death and other benefits.
- 11) Most of the workers are satisfied with the working of the mill and having keen interest in it.
- 12) workers demand night shift allowance, washing allowance, childrens' education allowance etc..

- 13) Festivals like Gaeshotsava etc., are celebrated in the mill.
- 14) Following expectations are made by the workers.
 - a) All medical expenditure should be borne by the mill.
 - b) Employees intelligent children should get financial help from the mill, i.e. educational expenditure should be provided by the mill.

6.4 SOCIAL SECURITY MEASURES :

- 1) Provident fund and gratuity schemes in the mill is applicable to all workers, staff supervisors and officials. This facility is provided adequately and most of the workers are satisfied with these schemes.
- 2) Family pension scheme of 1971 is applicable to mill and according to this Act all employees and officials are eligible for getting the benefit.
- 3) Payment of Bonus Act is not applicable to the mill. Even then the mill is providing 20 to 27 percent of wages or salaries as ex-gratia amount which is a sign of high production. This facility is available to all employees and higher officials.

- 4) In the mill all workers staff supervisors and higher officials are eligible for getting benefit of workmen's compensation as per the Act of 1923. All employees are satisfied with the social security measures in the mill.

6.5 FINDINGS FROM VIEW POINTS OF SUPERVISORS AND OFFICIALS.

- 1) It is found from the view points of the staff supervisors and other officials that their attitude towards workers is positive and relation is also good and cordial.
- 2) It is found from the opinions of supervisors and officials that, there is a good relation between employees and employer in the mill. This is due to the fair treatment and the provision of necessary welfare facilities for the betterment of working class. This is the main cause for higher efficiency of workers and productivity which is revealed by the productivity statement, (i.e. Table No. 3.3).
- 3) Following suggestions and opinions are made by the staff, supervisors and officials.

- a) Canteen is run by a contractor, so it should be run by mill and more subsidy should be provided.
- b) Training centre for workers should be established.
- c) Quarterly, half yearly or annually get together programmes should be held of workers, staff, superisors officials and management.
- d) Conveyance and recreational facilities should be provided.
- e) Leave travel concession should be adopted.
- f) The representatives of the workers on Board of Directors to solve the labour problems.
- g) Financial incentives to efficient workers should be provided.
- h) concerned incharge persons should handle their responsibilities properly.

6.6 CONCLUSION :

From the above findings of the study it is found that the welfare facilities extended by the ICOSPIN to its workers are satisfactory. The mill has followed in principle the requirements of the factory Act of 1948 in fulfilling the demands of the workers by extending

statutory or nonstatutory welfare facilities. The mill has made a modest attempt in creating conditions for esprit de corps, and a sense of participation and belongingness among the workers. The mill is trying its best to provide more and more labour welfare facilities to increase the efficiency, productivity and moral of the employees. By this it is also possible to maintain harmonious relations between workers and management. However, the proposed labour welfare facilities which should be extended as early as possible. Some further improvement and change is required about existing welfare facilities.

6.7 SUGGESTIONS :

Researcher has studied the welfare facilities and activities in the ICOSPIN on the basis of data collected and findings of the study. Researcher found that generally the workers are satisfied with the existing welfare facilities. However some improvement is necessary. Researcher would like to suggest some important suggestions about welfare facilities and their importance which will help to improve the efficiency of the workers and productivity. By providing convenient welfare facilities it is possible to maintain a harmonious and cordial relations. It is agreed by the all concerned of the mill that there is

also positive co-relation between the welfare facilities provided and productivity. In other words the sound labour welfare policy also helps the employees in maintaining industrial peace and reduce the absenteeism problem. The Researcher would like to make the following suggestions.

- 1) The eatables, tea and meals including tea in canteen are not of good quality and canteen service is also not well. It is not maintained always clean. Hence it should be improved as early as possible and good services to employees should be extended.
- 2) Subsidy of only a cup of tea once in a day is available. Hence it should be available to meals and other necessary eatables. For this purpose mill should increase the monthly subsidy grant.
- 3) There is no dining hall in the mill. It should be provided.
- 4) Well equipped Hospital facility in the mill site with well qualified doctors and staff should be provided. A medical check up of all employees should be done.
- 5) Most of the employees are coming from surrounding villages and they are having problems to do up

and down to mill. There is no other conveyance facility. So, mill should provide its own conveyance facility to workers, so that they can be punctual.

- 6) At present mill has not made enough provisions for recreational facilities. Hence play grounds, indoor and outdoor sports facilities, Auditorium room facility for entertainment and shows extibitions etc., should be provided.
- 7) Mill should set up a proper safety committee with all departmental representatives as per the factories act of 1948.
- 8) The mill should have its own housing colony to accommodate outsider workers who need housing. It is also suggested that the Yeshavant Griha Nirman Sanstha should provide further housing accommodation to the workers nearby mill as it was done earlier. It will help in reducing absenteeism problem.
- 9) The rest room, lunch rooms to workers and staff should provided seperately.
- 10) At rest period or in times of free hours mill

should provide news papers, magazines, periodicals and reading room facility in the mill.

- 11) Workers' training centre should be started.
- 12) A Leave Travel Concession should be provided to the employees in the mill.
- 13) Financial incentives to efficient and regular workers should be provided to encourage the workers.
- 14) A provision of Night shift allowance, childrens' education allowance, washing allowance, medical allowance may be made to keep up the morale of the employees.
- 15) Once in a month meeting (Section wise) should be conducted to solve the problems of the workers. In presence of personnel officer, Labour welfare officer, Supervisors, spinning masters and General Manager.
- 16) The uniforms to most of the workers should be provided.
- 17) At mill site cloth shop, sbsidised ration shop should be started.

- 18) Once or twice in a year Get-together programmes should be held of workers, staff, supervisors, higher officials and management . By this healthy relations and productivity will be improved.
- 19) Chilling plant is required for summer season for eliminating heat problem.
- 20) The mill should provide merit scholarship and awards to stimulate the talented children of the employees and encourage them for higher educational achievements.
- 21) To develop a sense of pride and achievement among the workers the mill should display on the notice board the information regarding monthly production, sales etc.
- 22) The mill should follow a scientific and well planned promotion policy among the workers who are highly experienced and most efficient.
- 23) A well planned safety Training Programme should be set up for the welfare of the workers.
- 24) Workers should be properly trained for handle the machines. The training should also make workers aware of their responsibility.

- 25) The personnel department should display on the notice board the various schemes, policies and programmes of the mill promptly. This will keep workers in constant touch with the affairs of the mill.
- 26) The mill should conduct sports tournaments regularly to inculcate the spirit of discipline, competence and team work among the workers.
- 27) While recruiting the workers the mill should give preference to the sons of the retired and deceased workers.
- 28) The mill should use all its resources and skill of the manpower to bring about peace, health and happiness among the workers. For this purpose it should consider the workers problems and demands and solve it properly and honestly with open mind and good heart.

If the ICOSPIN mill considers and accepts the above made suggestions, there is no doubt that it will lead to the creation of an industrial heaven where both the workers and management will live in peace , harmony which will result in healthy and happy condition. It is also possible to improve the efficiency and productivity. Contributing to the around development of the mill.

APPENDIX

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A STUDY OF LABOUR WELFARE FACILITIES IN
ICHALKARANJI CO.OP. SPINNING MILLS LIMITED

ICHALKARANJI

INTERVIEW SCHEDULE

To

workers,

(Note: This information will be used only for research
study and will be kept Confidential)

A) PERSONAL DATA

1. Name :
2. Age :
3. Sex : Male/Female
4. Marital Status :
5. Religion and Caste:
6. Type of Family : Joint/Unitary
7. Size of family : Adults No. Childern No. Total
- Male
- Female
8. No.of earning members. :
9. Mother Tongue :
10. Native Place :
 - a) At present where do you stay.
 - b) Distance from Mill.

11. Mode of Conveyance : Walking/Bicycle/Motr
cycle/Motor car/Mill
Bus/S.T. Bus.
12. Education Illiterate/Primary/Secondary/Highschool
Technical/any other
13. Type of work : Skilled/Semiskilled
Unskilled.
14. Nature of service : Permanent/Temporary
- 15 Designation :
- 16 Experience:Elsewhere/in the Mill.

B) STATUTORY LABOUR WELFARE FACILITIES

I) HEALTH AND SANITATION

1. Does the mill provide you hospital facilities ? Yes/NO
2. Do you get medical facilities in hospital to Yes/NO
you and your dependents?
3. do you get immediate first aid at the Yes/NO
time of injury ?
4. Do you get free medicines to you and your Yes/NO
dependents ?
5. What is your opinion about this hospital
service ? Good/bad/Unsatisfactory.
6. i) Do you get medical allowance Yes/NO
ii) If yes at what rate ?
- 7 Any suggestions
8. Are there sufficient number of latrines Yes/NO
lavatories/Urinals.
9. What is the present condition of lavatories
Clean/Unclean
- 10 Do you want to make any suggestions to improve Yes/NO
them?
- 11 If yes please state :
i) To make more clean
ii) To increase number of it.
iii) To provide more facilities in it.

- 12 Are there enough spittoons in your department? Yes/NO
- 13 do you want to give suggestions to make
regarding
- i) Ventilation
 - ii) Cotton Dust
 - iii) Lighting
 - iv) Heat
 - v) Other afflictions
- 14 Is there any arrangements for waste disposals ? Yes/NO
- 15 Any suggestions
- 16 Cleanliness facility in the mill Good/Bad/
Unsatisfactorily.

II) CANTEEN AND CRECHES

1. Is there a canteen/dining hall in your mill? Yes/NO
2. Is the canteen clean ? Yes/NO
3. What are the eatable dishes available in the canteen ?
4. a) Is there a canteen committee ? Yes/NO
- b) If yes, who are the representative in this committee ? Yes/NO
5. Is there a Tea Trolley system in your canteen? Yes/NO
6. Is canteen provides you subsidized meals Do you take it ? Yes/NO
- 7 i) Are the rates of eatables reasonable ? yes/NO
- ii) Any suggestions about rates of the eatables ?
- 8) What are your suggestions about canteen Dining hall and eatables ?
- 9) Does the mill provide creches facilities Yes/NO
- 10 Do you give any suggestions to improve the creches facilities ? Yes/NO

III WORKING HOURS

- 1 What are the working hours in your mill?
2. Does your mill work in shift system ? Yes/No
3. If yes, in which shift do you work at present
I/II/III/General

4. What is your opinion about rest Pauses ? Good/Bad
5. What is the length of such pause ?
6. Do you feel that any change is needed yes/NO
7. Any suggestions

IV) LEAVE FACILITIES

1. Do you get leave with pay ? yes/NO
2. If yes, How many days in a year and what type of leave do you get ? Privilege/Sick/Casual/ any other.
3. How many days will you get leave without pay ?

V) SAFETY

1. Does the mill makes provisions for first aid in the Department ? Yes/No
2. Are there any safety equipments and machinery guards in your department ? Yes/No
3. If yes, name the safety equipments and machinery provided to you.
4. do you think that these equipments are of proper use for the safety purpose ? Yes/No
5. a) Is there any safety committee in your mill ? Yes/NO
b) If yes, how many departmental representatives are there ?
6. Do you think that the committee is functioning properly ? Yes/NO
7. Does the mill arrange any safety training Programmes. ? yes/NO
8. If yes, does this help in reducing the number of accidents ? Yes/NO
9. what is the number of accidents in your departments per year
10. Does the doctor extend immediate medical facilities at the time of accident ? Yes/NO
11. At the time of accident which facilities can you get ?

a) Hospital/First aid/Leave with pay/Ambulance/
Anyother.

12. Do you feel that accidents take place
due to --

- a) Workers carelessness
- b) Lack of safety instruments
- c) psychological tensions
- d) Family disturbances
- e) Any other causes.

13. Would you like to make any suggestions regarding the safety measures in your mill. Yes/NO

14. a) Do you get uniform for your job ? Yes/No
b) What is your opinion about it ?

VI) ECONOMIC STATUS

1. Do you save any amount ?
2. What is the type of saving ?
Bank/P.F./L.I.C./Bhisi/Cooperative Society/
R.D./Any other.
3. a) Are there any deductions from your wages. Yes/NO
b) If yes, on what account ? Absense of duty/
Fines/Recover of loans/Advances/Any others

VII OTHER LABOUR WELFARE AMENITIES

a) LABOUR WELFARE DEPARTMENT

1. Do you know labour welfare officer ? Yes/NO
2. Does he attend your grievance properly ? Yes/NO
3. If any suggestions

b) DRINKING WATER FACILITIES

- | | |
|--|--------|
| 1. Is the drinking water facilities provided near to your works spot ? | Yes/NO |
| 2. If so, are you making use of them | Yes/NO |
| 3. If not, what are the causes ? | |
| 4. Do you get cold water in summer ? | Yes/No |
| 5. Suggestions, if any | |

C) REST ROOM

1. Is there any proper arrangements for sitting during the rest period ? yes/NO
2. Are you given rest rooms facility ? Yes/NO
3. If yes, do you spend your leisure time in it ? Yes/NO
4. What are the facilities provided to you during rest period ? a) News papers, b) Periodicals, c) Magazines d) Radio and T.V.
- 5) If not, give suggestions.

d) LUNCH ROOMS

1. Do you have lunch rooms ? Yes/NO
2. If yes, do you take meal in that room ? Yes/NO
3. If not, give reasons and suggestions.

(C) NON STATUTORY LABOUR WELFARE FACILITIES

I) HOUSING

1. Does the mill provide you housing facility ? Yes/NO
2. If yes, on what basis do you get accommodation?
3. How many rooms are provided to you ?
4. what is the condition of lighting and water in your living quarter ? Good/Bad
5. Are the repairs carried on property ? yes/NO
6. Are the toilet and clean up facilities sufficiently provided ? Yes/No
7. Are you satisfied with the housing facilities that are provided by your mill ? Yes/NO
8. If no, what are your problems regarding housing facilities ?
9. Do you give suggestions regarding housing facilities
Yes/NO
10. Do you get House Rent allowance ? Yes/NO
11. If you are not provided quarters, what are your opinion and suggestions?

II) TRANSPORT

1. At present where do you stay ?
2. What are the modes of conveyance for you to reach the mill Bycycle/City bus/Motor Cycle/Mill Bus/Train/Walking / Any other.
3. What is the distance between your residence and work place ?
4. Does the mill provide you any transport facilities ? Yes/NO
- 5 Do you have any difficulty and conveyances Yes/NO
- 6 If yes, which are they ?
7. Suggestions if any..

III RECREATION AND EDUCATION

- 1) Are there the following provisions for recreation and education ?
 - 1) Child youth adult and Women welfare centres Yes/NO
 - 2) Games, Sports, dramas, musical programmes Yes/NO
 - 3) Schools, parks, play grounds etc. Yes/NO
 - 4) Cinema, shows, exhibitions Yes/NO
 - 5) Library, reading rooms etc. Yes/NO
 - 6) Celebration of festivals, like Ganeshotsav, Shiv Jayanti, Basaweshwar Jayanti and Dr. Ambedkar Jayanti Etc. Yes/NO
 - 7) Bad-Minton, Holly ball, Cricket, Kabbaddee Yes/NO
 - 8) Other if any
- 2) Does the mill arrange any family planning ? Yes/NO
- 3) If yes, what is your opinion about it ? Good/Bad
- 4) Does the mill arrange workers education and training classes ? Yes/NO
- 50 If no, give any opinion and suggestions ?
- 6) Does the mill provide free education to workers Yes/NC Childern ?
- 7) If yes, upto what level ? Primary/HighSchool/College/Engineering/Medical/Any other.

8) Do you have any children going to any of these school ? Yes/NO

9) Any suggestions regarding recreation and education facilities that are provided ?

IV) GENERAL

A) TRADE UNION

1. Are there trade Unions working in your mill ? Yes/NO

2. If yes, how many unions are working in your mill ? Name it.

3. Which trade union is recognised in your mill ?

4. Are you a member of trade union? Name it? Yes/NO

5. do you think that trade union is working Satisfactorily in making aware the workers about their rights and providing them certain welfare facilities ? yes/NO

6. Suggestions, if any ?

B) VOLUNTARY LABOUR WELFARE FACILITIES

1) Fair Price Shop

i) Is there a fair price grain shop in your mill.? Yes/NO

ii) What is your opinions about it ?

2) Co-operative Society

i) Is there a co-operative society ? Yes/NO

ii) If yes, what facilities do you get from it?

iii) What is your opinion about it ?

3) Loans for purchasing or constructing house and children's education

i) Are you getting this facility ? Yes/NO

ii) If yes,

How do you get and how much ?

4) i) Are you getting loan to buy personal conveyance ? Yes/NO

- ii) If yes, how and how much ?
- C) What is your opinion about the working of the mill ?
 - i)
 - ii)
- (D) Any suggestions, you have to make regarding welfare facilities ?

C) SOCIAL SECURITY MEASURES

A) PROVIDENT FUND AND GRATUITY

- 1) Is the provident fund act 1952 applicable to your mill ? Yes/NO
- 2) If yes, what is the rate of contribution ?
 - a) By employer (b) By employee
- 3) would you like to make any suggestions regarding this scheme ? Yes/NO
- 4) Does the mill give gratuity to the workers ? Yes/NO
- 5) If yes, how much amount a gratuity is given ?
- 6) State your opinion about gratuity scheme ? Good/Bad

B) WORKMEN'S COMPENSATION ACT

- 1) Is the workmen's compensation Act 1923 applicable to your mill ?
- 2) i) If yes, which benefit do you get ?
ii) When you get this benefit ?

- C) i) Does the mill provide you bonus regularly ? Yes/NO
ii) If yes, how much ?
iii) Any suggestions regarding bonus ?

- D)i) Does the mill contribute towards E.S.I. ? Yes/NO
ii) If yes, how much ?

- E) i) Is there a employee's Family pension scheme? yes/NO
ii) If yes, what is the rate of contribution?
iii) Any suggestions

**THE STUDY OF LABOUR WELFARE FACILITIES IN THE
ICHALKARANJI CO-OPERATIVE SPINNING MILLS LTD.**

INTERVIEW SCHEDULE

To

The Spinning Masters, Supervisors and Officials,

(NOTE: This information will be used only for research study
and will be kept confidential)

I) PERSONAL DATA

- | | | |
|---|--------------------------|---------------|
| 1 | Name | : |
| 2 | AGE | : |
| 3 | Sex | : Male/Female |
| 4 | Religion and caste. | : |
| 5 | Permanent address | : |
| 6 | Designation | : |
| 7 | Education | : |
| 8 | Date of joining the Mill | : |
| 9 | Mode of Conveyance | : |

II) INFORMATION ABOUT LABOUR WELFARE FACILITIES

1. What are various existing labour welfare facilities that are provided ?
2. Whether all of the above facilities are provided to workers properly and adequately ?
3. What are the existing problems of existing labour welfare facilities ?
4. Any change that you want regarding the labour welfare activities ?
5. Name the welfare activities, which are not provided and you need those facilities ?
6. What is your response towards existing labour welfare facilities ?
7. How the labour welfare facilities are, successful in greater improvement of workers efficiency and productivity ?

8. What are the reactions and responses of workers towards labour welfare facilities ?
9. Suggest how and what should be done by the Management to improve the existing welfare facilities ?
10. i) Do you give any suggestions about welfare activities to your Trade Union ? Yes/NO
ii) If yes, how is the Trade union delating and taking steps to made available of sufficient welfare facilities ?

iii) Suggest the steps a Trade union should take regarding welfare activities ?
11. i) Give your opinions about workers expectations and reactions regarding welfare facilities ?
ii) What is the policy of the management in this regard.
12. What are your proposed labour welfare facilities that you want to extend to the workers.
13. How the workers aware about the labour welfare activities ?
14. What are your opinion about awareness and response of the workers regarding labour welfare activities ?
15. Is Any suggestions that you want to make ?