Chapter-V

Summary of Major Findings and Conclusions
Labour welfare activities in India were largely influenced by humanitarian needs and legislations. Several Acts were passed to provide facilities and amenities to the workers. A number of committees were also set up by the government to enquire into the working conditions of labour. Government is playing a triple role that of a legislator, administrator and promoter. In spite of all these efforts, the welfare work in India is still considerably below the standard. This is clearly evident from the findings of several research studies that were conducted from time to time across the country.

It is evident from the literature that the empirical studies on different aspects of labour-welfare with reference to small scale and medium scale industries are rather limited and also region based which have not uniformly implemented the welfare measures. Further, the varied conditions of physical, economic, social and infrastructural conditions for the growth and development of these industries also differ from region to region and industry to industry.

In order to understand the labour welfare measures / activities in a particular industry we have to assess these conditions apart from favourable environment. Such kind of study is essential to analyse the labour welfare conditions in a particular area or region. Hence an attempt is made here to study the labour welfare measures taken by the
HMT Limited IV, Tumkur which is a public sector undertaking. The study is expected to throw light on the perceptions, practices and aspirations of the workers with regard to the management and welfare activities apart from the problems encountered with management with regard to provision of different welfare measures. Further, this kind of study will help to reduce the research gap with regard to the welfare of the workers. Hence, the HMT Limited IV Tumkur district of Karnataka State has been chosen purposively for the present study.

OBJECTIVES OF THE STUDY

In this context, the present study is carried out to examine the perceptions, practices and aspirations of the workers with regard to the welfare measures that have been implemented from time to time in the industry and to assess the impact of labour welfare measures on production, employment, earnings, safety and satisfaction of the workers. The specific objectives of the present study are as follows:

1) To examine the growth and development of HMT Limited IV, Tumkur of Tumkur district of Karnataka State.
2) To portray the socio-economic profile of the respondents under study.
3) To analyse the implementation of welfare measures of HMT Limited-IV based on the perceptions, practices and aspirations of the study respondents.
4) To suggest suitable measures to improve the welfare conditions in the said factory.
METHODOLOGY

The methodological aspect of the study includes the selection of the watch factory, selection of the sample respondents, sources of primary and secondary data, tools of analysis and period of study and the limitations of the study.

Selection of HMT Limited-IV

The HMT Ltd has a number of manufacturing units as well as marketing units. There are as many as 26 units out of which 17 are manufacturing units, two are marketing units, two are assembling units and the remaining are the administrative and other units.

Out of the seventeen manufacturing units there are five mechanical and quartz watch manufacturing units apart from assembling unit, specialized watch care division, global warehouse and marketing outlets. The five manufacturing units of watch’s located in Bangalore unit I and unit II, Srinagar unit III, Tumkur unit IV and Ranibagh unit V. All these factories are manufacturing watches to cater to the needs of the global markets.

HMT Limited-IV has been choosen purposefully for the purpose of present study as the researcher hails from that locality.
Selection of the Respondents

There are as many as 1035 workers engaged in the Tumkur Watch Factory and are categorized into semi skilled 67, skilled 290 and highly skilled 665. Proportionate random sampling method has been used in order to select the respondents for the purpose of present study. Accordingly, 9, 29 and 62 respondents in the categories of semi-skilled, skilled and highly skilled respectively has been choosen with a total of 100 respondents constituting around 10 per cent of the sample.

Sources of Primary and Secondary Data

The primary data collected from the respondents of the study who are engaged as semi-skilled, skilled and highly skilled workers in the Tumkur Watch Factory IV through schedule and the data has been collected with interview method. The schedule has been pretested and designed in such a way that the collected data is in a position to fulfill the study objectives. Apart from canvassing the schedule, the researcher also had interactions with administrators to cross check the collected data. Focus group discussions were also conducted to ensure the reliability of the data.

The scholar has also collected the secondary data pertaining to the conceptual issues, genesis of HMT factory, growth and development of Tumkur Watch Factory IV, review of literature, welfare measures
initiated by the government, labour enactments have been collected. The secondary data was collected from the documentary sources like government reports, census reports, reports, records of HMT Limited-IV published books and journals etc.

Tools of Analysis

The data collected through interview schedule has been classified and tabulated into many tables for analysis purpose. Simple statistical tools like averages and percentages have been used to analyse the data.

Period of study

The primary data was collected refers for the period of 2005 and 2006.

I. Tumkur District Profile – Important Features

➤ According to certain inscriptions of the 10\(^{th}\) century, Tummagooru means the place of Tumme or Tumbe, a common fragrant herb (Leucas aspera) found abundantly in that area and in due course of time it has been changed as Tumkur.

➤ Geologically, Tumkur has an advantage of having granites, the rock formations, stones, minerals, narrow range of hills etc.

➤ The district is situated very close to Bangalore, the State capital at a distance of 70 kms leads to massive development in an integrated approach.
The district population according to the population census of 2001 is 25,84,711, out of which 13,13,801 are males and 12,70,910 are females which constitutes 50.83 and 49.17 per cent respectively. The district population constitutes 4.89 per cent to the State population of 5,28,50,562 according to the population census of 2001.

Out of the total population of the district the rural and urban population constitutes 80.37 and 19.63 per cent, whereas the state rural and urban population constitutes 60.00 per cent and 40.00 per cent.

The Scheduled Caste population of the district is 4,74,044 (18.34%) of which 50.87 per cent are males and 49.13 per cent are females.

The Scheduled Tribe population of the district is 1,83,819 (7.11%), out of which 53.74 per cent are males and 46.26 per cent are females.

The literacy population of the district according to 2001 Census is 15,22,485, out of which 8,87,341 (58.30%) are males and 6,38,144 (41.70%) are females. The literacy rate of the district is 67.19 per cent is slightly higher than the literacy rate of 67.04 per cent of the State.

The density of population of the district is 244 sq.km which is less than the density of population of the State of 276 per sq.km.

The sex ratio of the district is 967 females per 1000 males (1000:967) against 965 females per 1000 males of the State (1000:965) which is nearer to the sex ratio of the State.
The average rainfall of the district is about 767 mms per annum whereas the state average rainfall is 1139 mms per annum which means the district has lowest rainfall when compare to state.

The total forest area of the district is only 865 sq.kms or 44,984 hectares which is less than 10 per cent of its total geographical area as against the total area of the district of 10,788 sq.kms and occupied only 1.46 per cent of the state of 30,70,330 hectares.

With the availability of water sources, the important crops of ragi and paddy as agricultural crops and groundnut and coconut as commercial crops are grown. The horticulture crops of banana, mango, sapota, brinjal, tomato, beans are also grown here. The people engaged mainly in agricultural activity and also as labourers.

The total livestock of the district is 25.00 lakhs compare to 25,621 (number in '000s) of the total livestock of state. About 2.00 lakh litres of milk is produced every day in the district to the tune of 3,917 tonnes (number in '000s) of production of milk of the state by 2004-05.

The total area of mineral resources from manganese, lime stone, iron ore, granite, corundum, silver sand, dolomite, soap stone etc., available in various parts of the district by 2004-05 is 13,970 hectares with a quantity of 9,45,700 tonnes whereas the State occupies 235 reporting mines covering all minerals having the value of Rs.2,10,94,011 by 2004-05.

The number of factories in the district as on 31.03.2005 is 240 (3.39%) and the employees are 11,954 which is less than the total number of factories of 7,067 (3.07%) in the State by 2003-04 and
the employees of 3,88,217. During the year 2004-05 the total number of workers raised to 4,31,196 in the State.

➢ The percentage of workers to total workers by sector-wise are public sectors – 1.85 per cent, joint sector – 2.71 per cent and private sector – 95.45 per cent. The category of workers directly employed are men 52.13 per cent, women 34.91 per cent and the contract workers is 12.96 per cent in the State.

➢ Several industrial areas were set-up by Karnataka Industries Area Development Board (KADB) made to establish 240 factories with 11,954 employees and 18,884 small scale industries registered in the District Industries Centre by 31.03.2005 and the workers are 96,459 covering various industries like automobile, electrical, electronics, chemicals, job works and repairs, mechanical engineering etc.

➢ The total number of hospitals in the district are 785 as on 31.03.2005.

II. Profile of HMT Ltd-IV – Important Features

❖ Hindustan Machine Tools (HMT) – The Multi-Technology Company set up in 1953 to play a key role in India’s industrial development and defense plans.

❖ HMT Ltd has 26 units, out of which 17 are manufacturing units and two are marketing units, two are assembling units and the remaining five are administrative units.

❖ HMT today is a major industrial complex manufacturing the world’s widest range of machine tools and other quality products from wrist watches to tractors.
HMT’s current capabilities include CBC Machine Tools, FMs and CIM, quartz analogue, digital, anala-digi watches higher horse power and fuel efficient tractors suitable for different terrains, energy saving lamps etc.

HMT set up the first ever watch factory in India in Bangalore in 1961-62 with the collaboration of Citizen Company of Japan. During the 70’s new factories at Srinagar and in 80’s at Tumkur and Ranibagh for the manufacture of mechanical watches.

HMT Ltd-IV watch factory established in the year 1979 in Tumkur of Karnataka for the industrial progress of the district.

Watch factory Tumkur is equipped to manufacture both the movement parts and appearance parts of mechanical watches and quartz analogue watches by reckoning today, one in ten, India is a proud owner of HMT watch.

HMT Ltd-IV has 1,265 employees as on December 2001 dedicated to progress and excellence.

HMT Ltd-IV has a good human resource development programmes for corporate growth and success. The unit has been appreciated and rewarded for its unique achievements and bestowed with ISO-9000, 9001, 9002, 9003 and 9004 certificate for its quality.

III. Socio-Economic Characteristics of the Study Respondents

- A majority of the respondents (77.00 per cent) are males. However, 66.70 per cent of semi-skilled respondents are females and the average age of the respondents is found to be 41.63 years.
• None of the respondents are illiterates and unmarried. As many as 90.00 per cent of them belong to Hindu religion. About 74.00 per cent respondent families are nuclear in nature.

• The sex ratio is 1,130 females per 1,000 males and the average size of the family is found to be 4.92 persons per household.

• About 63.00 per cent of the respondents are residing in their own houses and 85.00 per cent of the respondents are residing in pucca houses with 73.00 per cent of their main source of drinking water is public tap only.

• With regard to the economic characteristics of the respondents, about 69.00 per cent are landless.

• About 78.05 per cent are male earners and 21.95 per cent are female earners.

• As many as 90.00 per cent of the respondents income per month is in between Rs.7,000 to Rs.10,000 per month. The average income per month is found to be Rs.8,731 only.

• About 45.00 per cent of the respondents have not taken loans from the factory. However, an average debt of the respondents is found to be Rs.92,893. Co-operative institution is the main source of their credit.

IV. Statutory Welfare Measures

⇒ The majority of the respondents opined that the training is not necessary.

⇒ About 96.00 per cent of them have more than ten years of service.
More than 92.00 per cent of the respondents expressed their satisfaction on the welfare facilities like cleanliness, health, disposal of dirt and affluents, lighting and temperature and the provision of spitoons and latrines in the factory.

Only 49.00 per cent of the respondents expressed their satisfaction towards safety equipments. However, all the respondents felt that they satisfied with the performance of safety officer and the availability of fire extinguishers.

As many as 79.00 per cent of the respondents expressed their satisfaction towards implementation of safety measures by the management.

Whereas 96.00 per cent and 51.00 per cent of them satisfied with canteen and washing facility respectively.

More than 92.00 per cent of the respondents are satisfied with crèche and first-aid and only 35.00 per cent expressed their satisfaction towards the rest room facility.

Around 52.00 per cent of the respondents expressed their dissatisfaction towards the performance of labour welfare officer and 60.00 per cent are however having good relationship with the labour welfare officer.

As many as 67.00 per cent of the respondents opined that the labour welfare officer is dealing the issues on employees favourably with the management.

More than 77.00 per cent of the respondents opined that they satisfied towards the provision of statutory welfare facilities. Only less than 24.00 per cent of the respondents suggested to improve the statutory welfare facilities.
V. Non-Statutory Welfare Measures

♦ As many as 69.00 per cent of the respondents were satisfied with the provision of housing facility. However, only 58.00 per cent of the respondents felt that houses are sufficient enough and maintained properly.

♦ It is found that majority of the 79.00 per cent of the respondents were satisfied with the provision of education facility. However, 93.00 per cent of the respondents sought the assistance from management to receive other educational benefits.

♦ Only 44.00 per cent of the respondents were satisfied with the ambulance facility.

♦ The respondents of only 54.00 per cent expressed their satisfaction towards the provision of consumer co-operative society.

♦ Only 45.00 per cent of the respondents were satisfied with regard to sports facilities and only 41.00 per cent of the respondents were associated with sports.

♦ A good majority of 83.00 per cent felt that the religion-cultural programmes are conducted in the factory under the recreation facility.

♦ As many as 88.00 per cent of the respondents expressed that the provision of non-statutory welfare facilities influence the work efficiency of the workers.
A prepondering majority of the respondents (81.00 per cent) were satisfied towards the provision of non-statutory welfare measures implemented in the factory.

A majority of 92.00 per cent of the respondents opined that there are certain problems in the management for the provision of other non-statutory welfare measures.

As many as 68.00 per cent of the respondents felt that poor financial condition of the factory is an important reason for non-provision of other non-statutory welfare measures. About 48.00 per cent of the respondents were stated that no provision has been made with regard to safety measures.

One trade union exist in the factory and all the workers are the members of this trade union only.

Around 94.00 per cent of the respondents are having more than ten years of membership with the trade union.

A good majority (85.00%) of the respondents were satisfied with the performance of trade union.

CONCLUSIONS

Based on the findings of the present study, the following broad conclusions have been drawn.

Though the Tumkur district has rich potential for industrial development yet it has not on par with the pace of development that has taken place in Karnataka state due to insufficient infrastructural facilities in the district. The growth and
development of industries in the district is depending upon efficient entrepreneurial activity along with sufficient infrastructural facilities. It is evident from the fact that the Karnataka state has 7,067 industries / factories; whereas in Tumkur district there are only 240 industries which constitutes only 3.07 per cent in the state. Creation of favourable entrepreneurial atmosphere is necessary to come up more and more industries in the district.

> There were 1,265 employees working in HMT Ltd IV as on December 2001. There was no recruitment as such since 2001. The manpower resources in the factory are decreasing year after year as employees are reaching for their superannuation. It is evident from the fact that, the average age of the employees is found to be 41.63 years. Further, only 7.00 per cent of its employees are having less than 35 and more than 30 years of age. Productivity of the factory is seriously threatened due to decreasing manpower resources on the one hand and increasing the aged on the other.

> With regard to statutory welfare measures the prepondering majority of the respondents were satisfied with the facilities and amenities created by the factory under statutory welfare measures. Provision of statutory welfare facilities is mandatory on the part of the factory as per Factory Act. However, some of the facilities have not provided by the factory according to the Factory Act. It is all due to co-operation of the labour welfare officer to the administrators. It is evident from the fact that around 52.00 per cent of the respondents expressed their dissatisfaction towards the performance of labour welfare officer.
On the recommendation of the labour welfare officer only workers will receive some of the benefits from the management. Because of this hitch, employees were expressed their satisfaction towards statutory welfare facilities.

The provision of non-statutory welfare measures is not compulsory but obligatory on the part of the management. Several non-statutory welfare measures have been created for the welfare of the workers as well as the members of the workers families. However, the implementation of various other benefits and facilities under the provision of non-statutory welfare measures have not been fulfilled due to weak financial status of the company. The average income per month of the workers is found to be Rs.8,731 only which makes the workers to depend on management for various other facilities which are having financial implications. As the financial status of the factory is in dwindling position, the management is also not in a position to provide certain facilities. Always the management is bargaining with Trade Union as well as with workers to support management.

SUGGESTIONS

Following are the important suggestions offered by the researcher in respect to non-statutory welfare measures.

♦ There are various schemes under which house for workers could be constructed by the management through initiative and undertake provisions. Management can float some housing societies for workers and advance capital and guidance for construction added to the present facilities. It is recommended
that sufficient quarters to the workers may be constructed with all the necessary amenities. Good housing will ensure good family life, in turn it develop the psychological security to the working class.

♦ Educational facility to the workers children is a must. During the study, it was very much felt by the respondents. Hence, it is recommended that the basic primary to college level education should be provided by the management by giving the children all the facilities from their educational funds. Liberal financial assistance may also be given for the children who are pursuing higher technical education.

♦ The better transportation facility should be provided wholly owned by the management in order to facilitate the workers to reach the work place punctually without delay, thereby ensuring greater efficiency and productivity.

♦ The traveling allowance also should be increased and also special care should be taken for physically handicapped and disabled workers.

♦ It is strongly suggested that the HMT –IV must go for their own hospital with adequate facilities to meet the medical needs of workers and their dependents. Further, it is recommended that the life saving medicine should be available within the factory to attend the emergency cases.

♦ At present, the employees are being provided with ration items only. It is suggested that the other items of daily consumables are
made available regularly to all the workers at subsidized rates as they are getting meagre wages.

♦ There is a need of strengthening the co-operative credit society as it was working earlier. It will help the employees to cater the immediate social and economic obligations. The liberal financial support should be provided by the co-operative credit societies and to reduce the depending on money lenders.

♦ Credit cooperative society will cherish healthy saving and investment habits which will ensure better economic environment.