Every industrial establishment has a social responsibility towards its employees. The statutory welfare amenities prescribed by various Acts of the government lay emphasis on only minimum facilities that are to be provided to the workforce in an industry. The employers will treat the statutory measures as a legal obligation and as a punishment-avoiding measure. But the progress and prosperity of an industry depends not on the iron bound rules prescribed by the law but on the mutual understanding and co-operative attitude between the employer and the employee. To achieve this objective, various non-statutory welfare amenities such as housing, education, recreation etc., are provided by the philanthropic and progressive employers who believe that the welfare of the workers has a direct bearing on the productivity of industry.
This chapter throws light on the non-statutory welfare programmes implemented in the Super Spinning Mills Limited from the point of relevance of each such programme, the fulfilment of its objectives, its evaluation from the workers' side, future plans if any proposed by the management, and the suggestions for further improvements. The study relates to provision of (a) Housing, (b) Education, (c) Life Insurance, (d) Consumers' Co-operative Societies, (e) Co-operative Credit Societies, (f) Recreation and (g) Uniforms.

A. Housing:

Shelter is one of the three basic needs of man, the other two being food and clothing. Housing will certainly have a direct bearing on the health and efficiency of the workers. It has been a social problem affecting all sections and classes of the factory workers. "Lack of proper shelter breeds disease and discontent amongst the people, brutalises human being and kills finer instincts of men". It may here be stated that a

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house is not the accumulation of bricks but a well-planned and constructed shelter with adequate space, ventilation, light, latrine, drainage and other facilities.

Apart from the employer's responsibility to provide adequate housing facilities to the workers, the need for government participation is most keenly felt in this regard. The Rege Committee observed, "Very little by way of providing more and better housing, for industrial labour, has been done either by government or municipalities... a perusal of our adhoc survey reports in respect of different industries would show that the housing conditions in general are far from satisfactory."²

The condition does not seem to have changed since the Rege Committee, though some efforts were made to provide workers with good houses, yet the scheme has not kept pace with the rapid industrialisation as well as increase in the total workforce. As a result, the

National Commission on Labour (1966-69) observed that "housing... has been deplorably poor for the community as a whole. The finances involved in improving standards are indeed formidable". 3

The adverse effects of bad housing are forcefully brought out by Dr. R.K. Mukerjee in the epigram that in the slums "manhood is unquestionably brutalised, woman-hood dishonoured and childhood poisoned at its very source". 4 Pandit Nehru once warned the state governments, "Burn these slums where lakhs of workers are unfortunately housed or they will burn you and your society".

Therefore, the problem of housing has been assuming new dimensions in view of the increased tempo of urbanisation and influx of rural population in the cities. Several schemes were introduced to promote housing construction for industrial workers. They are:


(a) The subsided Housing Scheme for industrial workers and economically weaker sections of the community 1952 (revised in 1966).

(b) The Low Income Group Housing Scheme 1954.

(c) The Subsidised Housing Scheme for Plantation Workers... 1956 (Revised in 1967).

(d) The Slum Clearance and Improvement Scheme, 1956.

(e) The Village Housing Project Scheme, 1957.

(f) The Land Acquisition and Development Scheme 1959.

(g) The Rental Housing Scheme for State Government Employees, 1959, and

(h) The Jhuggi and Jopri Removal Scheme (in Delhi), 1960.

Housing accommodation is meaningful only when it satisfies the prescribed standards of space in each house. The Planning Commission of India has suggested
that the minimum space required in family quarters must be 100 square feet per person.\(^5\)

In the Super Spinning Mills Limited 150 houses have been provided to the workers. The houses are constructed with brick walls and the roof is built with tiles. Each permanent worker is provided with a house occupying an area of 250 square feet while a maistry with a house of 350 square feet. A house consists of one verandah, one hall, one bathroom, one kitchen room, and one lavatory. There are two taps—one is for latrine and another is for household purposes. Electricity is provided and the drainage system is reasonably good. The mill collects rent at the rate of Rs. 3.50 per 100 square feet. The workers' colony has street lights.

Though the mill has provided reasonably good houses, only 16 per cent of the respondents are enjoying the facility while the remaining people are either

staying in rented or own houses. Table 4.1 shows the classification of respondents with respect to the type of accommodation.

Table 4.1

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Type of Accommodation</th>
<th>No. of workers</th>
<th>Percentage of workers to total No. of workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Company Housing</td>
<td>40</td>
<td>16.00</td>
</tr>
<tr>
<td>2.</td>
<td>Rented</td>
<td>120</td>
<td>48.00</td>
</tr>
<tr>
<td>3.</td>
<td>Own House</td>
<td>90</td>
<td>36.00</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td><strong>250</strong></td>
<td><strong>100.00</strong></td>
</tr>
</tbody>
</table>

A cursory glance at the table above shows that majority of workers (48 per cent) reside in rented houses. Nearly 36 per cent of the respondents have their own houses in villages surrounding the mill and in Hindupur town.
The main objective in constructing houses for workers within the premises of the mill is to facilitate the workers and avoid the troubles they take in coming to the mill from the distant places and to make them feel at ease while performing their duties. In order to throw light on the dire necessity of housing accommodation, the distance from residence to the factory is also recorded during the course of personal interview with the workers. The following table reveals the distance from residence to the factory of those workers who are not residing in the company's quarters.

Table 4.2

CLASSIFICATION OF WORKERS BY DISTANCE FROM RESIDENCE TO FACTORY

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Distance (in miles)</th>
<th>No. of workers</th>
<th>Percentage to workers to total No. of workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Within one mile</td>
<td>54</td>
<td>28.42</td>
</tr>
<tr>
<td>2.</td>
<td>1 - 2</td>
<td>63</td>
<td>33.16</td>
</tr>
<tr>
<td>3.</td>
<td>2 - 3</td>
<td>27</td>
<td>14.21</td>
</tr>
<tr>
<td>4.</td>
<td>3 - 4</td>
<td>46</td>
<td>24.21</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>190</td>
<td>100.00</td>
</tr>
</tbody>
</table>
As indicated in the table above, nearly one third of the respondents are coming from the distance between one and two miles. Nearly 23 per cent of the respondents are coming from the Hindupur town which is situated four miles away from the mill. As the mill has not provided any conveyance, workers experience lot of difficulty in coming to the mill at the right time.

Housing Scheme:

The Super Spinning Mills Limited, Kirikera has extended interest free loan facilities to its employees to construct new houses and more than 200 persons are benefited by this scheme.

Workers' Views:

Workers are of the opinion that they are very eager to reside in the company quarters but due to the scarcity of housing facility provided by the company they are unable to do so. Those who are already residing in the company quarters, complain that the space available is not sufficient for their families. The mill is not fulfilling the minimum requirement of space --
100 square feet per person — as recommended by the planning commission. The management is rather indifferent to the problem of the housing of workers. The management's main contention is that the investment made in the housing schemes is not a productive one. But it will certainly reap benefits in the long run as better housing will improve the health and efficiency of the workers. The enormous reserves that the company has accumulated since its inception further strengthens our strong argument for the provision of housing facilities to the labour.

The workers often complain of the irregular supply of electricity and defective drainage system. The Labour Welfare Officer receives number of complaints, but the redressal of their grievances is rather delayed. Another complaint of workers is with regard to the sanitary facilities. Though the mill is having a pucca drainage system, its condition, however, is defective. Due to defective condition of the drainage, the rotting molasses and press mud make conditions unhygienic and
stagnating pools of water provide breeding place for mosquitoes and other germs of disease.

The problem of housing is most acute. The reluctance of the employer, Government and the Municipality to provide suitable accommodation is obviously due to the stupendous expenditure involved. However, the situation should not be allowed to continue in a socialist democratic state. Now the question arises as to who should take responsibility in this regard. The Government in every country takes the responsibility of housing on par with other welfare services undertaken by it. However, the present Government is busy with numerous problems and at this juncture it may not be possible to take the responsibility. Hence, the responsibility of providing houses should be taken up by the employer.

B. Education:

Optimum utilisation of both human and material resources is very essential for the economic and industrial development of a country. Lack of proper education and awareness on the part of the worker is a retarding
factor adversely affecting the economic development. Education promotes faculties of reasoning and thinking in a person. Literacy enhances general awareness among individuals, driving away innocence and ignorance. It makes them take up responsibilities and contribute their best to the prosperity of the industry. It makes them cope with the recent developments and technological changes in the manufacturing process. Education facilities the training programme which is imparted with a view to increasing specific skills in doing a particular job.

Though the importance and the need to educate the workers to make them more responsible had been recognised, "no concrete steps were taken by Government or by employers or for that matter most unions to educate and enlighten the worker for a long time. This apathy continued for some years even after independence". Earlier the Royal Commission on Labour had remarked: "In India nearly the whole mass of industrial labour

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is illiterate, a state of affairs which is unknown in any other country of industrial importance. Modern machine industry depends in a particular degree on education, and the attempts to build it up with an illiterate body of workers must be difficult and perilous. We would emphasize the fact that, precisely because of this the education of industrial labour should receive special attention. 7

It has been aptly said that "the major capital stock of an industrially advanced country is not in its physical equipment, it is the body of knowledge amassed from the tested findings and the capacity and the training of population to use this knowledge effectively." 8

The Second Five Year Plan projected the idea that efforts should be made to "give employees a better understanding of their role in the working of industry


and the process of production". Further it recommended that "training of workers in trade union Philosophy and methods become necessary if the workers are to become self-reliant in this respect."

The Government of India appointed an expert committee in 1957 to suggest a suitable programme for workers' education. The committee, while suggesting a nation wide scheme of workers' education observed: "An effective workers' education programme needs to be adopted and that too against the background that only a rudimentary, unorganised workers' education movement is in existence. While it is recognised that every thing cannot be accomplished by means of workers' education alone ... the consensus of opinion ... is that a great step forward will be taken by the immediate inauguration of this programme."

10 Ibid.
recommendations of the committee, the Government set up The Central Board for Workers' Education in 1958.

There are two educational needs in an industry, one is workers' education scheme and another is education for workers' children. The workers' education scheme provides education to workers through the teacher trainees who are trained by the Central Board for workers education, on the other hand the children of workers should be provided with better educational facilities so that it helps them to obtain better employment opportunities to their progeny and thereby they have an opportunity to improve their economic position over a period.

In the Super Spinning Mills Limited so far only six workers were sent to receive education from the Regional Board of Workers' Education, Vijayawada. In the year 1975 Adult Education Programme was launched by the management but it received a serious set back in its infancy. The lip sympathy of the employers towards the programme, the general apathy of the workers, lack
of co-ordination between the working hours and the hours of education programme and fatigue of the workers after a tiresome day's work were some of the causes for the failure of the Adult Education Programme initiated by the management.

With regard to the education for the children of workers, the management's contribution is very insignificant. There is one tiny English medium school namely, L.R.G. Vidyalayam managed by some private people and in which only upto 2nd standard teaching is done, the management has provided a building free of rent. The mill has a scheme for providing educational benefits to the children of its employees through the Narayana Swamy Naidu Trust for education. Some scholarships of low value will be given to a few school-going children. There is one government school for Primary Education in the village Kirikera where the mill is actually located. For Secondary Education, the pupils have to go to the Government High School situated in Basavana Palle which is very near the mill.
There is no doubt that education for workers will certainly play a major role in the development of economy. To attain this objective co-operation is sought from employers, employees and trade union leaders. Employer's baseless apprehension is that education generates consciousness among the workers and thus may lead to industrial disharmony. But it is only their misconception. Education will certainly create awareness and guide the workers to improve their technical skill and general health which in turn will enhance the productivity of the mill. Therefore, management should remove such false prejudice about workers' education and should strive hard in this noble cause.

Employees, on the other hand, should co-operate with their employers and should attend the classes regularly. Most of the employees are of the view that the basic education is not going to enhance their status in the industry. Such superstitious belief should be removed carefully. This can be done by the trade unions which would be a real force behind the success of
workers' (Adult) education programme. With regard to the education of workers' children much has to be done and the management should come forward to donate some amount to promote education among its workers' children. Incentives in the form of scholarships, provision of school bags and dresses free of cost from the union funds to the school going children will hasten the spread of education among them. The employers and the trade unions may jointly undertake to provide educational facilities and scholarships to the meritorious children of the workers.

C. Life Insurance:

The importance of Life Insurance facility in a developing country like India hardly needs any emphasis in view of several factors such as risk and uncertainty in persons and property, reluctance of workers to save for a rainy day and growing illiteracy among the workers. The time has come to ponder over and to consider how best the effects of these risks and losses can be prevented or minimised. A solution to this problem is provided by insurance. Insurance minimises the effects
of risk and substitutes certainty for uncertainty. It seeks to spread the loss likely to occur by an uncertain event over a number of persons who are exposed to it and who propose to insure themselves against such an event. Life Insurance is one of the important kinds of insurance in which payment is made to a person on the happening of the event insured against. Though it promotes savings, it is different from a savings scheme. In the case of death of the insured the full amount assured is payable while in any other savings schemes only the amount saved is payable.

In any industry where the worker is subject to many uncertain accidents and injuries, Life Insurance will rescue the worker and his family in times of difficulty. The poor economic condition and the dependents of a large family makes it all the more necessary or important that the worker should not be left uncared for in case of any accident, injury or death. Therefore, industrial workers must be encouraged to join such
schemes as Salary Saving Scheme, Group Insurance Scheme etc., which are in the nature of employee-benefit schemes and which form ideal means of building a better employee - morale for greater productivity. The management must take steps to popularise the Life Insurance Corporation policies by arranging for the deduction of premium amounts at source in consultation with the trade unions.

It may be stated here that the Employees' State Insurance Act is applied to protect the interests of the workers in industries by offering various benefits such as sickness benefit, disablement benefit, dependent's benefit, medical benefit, etc. But in spite of the fact that so many benefits are made available by this Act, the amount payable on the happening of the event is limited to the amounts specified in the Act in relation to the wage slab the insured worker belongs to. In case of certain enterprises it may happen that the amounts contributed by the workers towards the fund may not be regularly accounted for a long with the share of
the management to the corporation. The insured worker
cannot take a loan even for construction purposes,
pledging his E.S.I. contribution.

In the case of Life Insurance Policy taken
from Life Insurance Corporation, the amount payable on
the happening of the event is the sum assured but
without any relationship to the wage slab of the insured
person. The event on the happening of which the amount
becomes payable has no relation with the employment as
a cause. It may happen in natural course. But in case
of the E.S.I. Scheme the dependents' benefit is payable on
the death of the insured worker due to an accident arising out of and in course of employment. In
view of the several advantages offered by the Life
Insurance Policies, the workers may be encouraged to
insure their lives under Life Insurance Policies.

In the Super Spinning Mills Limited it is
found that only 10 per cent of the workers interviewed
have insured their lives under the Life Insurance Cor-
poration. The amount insured and the number of persons
insured against the amount are shown in the following table.
Table 4.3

NUMBER OF INSURED WORKERS

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Insured Amount (in rupees)</th>
<th>No. of workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Upto 2,000</td>
<td>7</td>
</tr>
<tr>
<td>2</td>
<td>2,000 - 4,000</td>
<td>12</td>
</tr>
<tr>
<td>3</td>
<td>4,000 - 6,000</td>
<td>4</td>
</tr>
<tr>
<td>4</td>
<td>6,000 and above</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>25</td>
</tr>
</tbody>
</table>

The total earnings of the Super Spinning Mills Limited are far more than their counterparts in the region. Yet the workers complain that they have no money to save or take insurance policies. This may be due to the exorbitant prices and increasing number of dependents of the workers. They have to learn and cultivate the habit of insurance which will be helpful in the time of any unforeseen calamities in future. Employers on the other hand should introduce the salary saving scheme of the Life Insurance Corporation and arrange for the deduction of premiums at source so that
thrift is further prompted and savings effected with insurance coverage for workers life and security for his family. The labour unions have to play a major role in popularising the scheme in the mill.

D. Consumers' Co-operative Societies:

The standard of living of a worker depends not only on the income but also on the way of spending it. Consumer Co-operatives came into existence with the objective of providing the workers with all the necessary things at cheaper rates and supply good quality goods. Through co-operative societies a worker can purchase more goods and he can maximise his standard of living. Much emphasis was laid on co-operative societies in the Five Year Plans. The Third Five Year Plan states, "conditions for development of consumers' co-operatives in the Third Plan are generally favourable and, if special efforts are made, rapid progress can be achieved. They will be of the greatest help not only in the stabilisation of retail prices but also in preventing the evil adulteration
in food stuffs." Further, it adds "it is hoped that trade unions and voluntary organisations will evince greater interest and initiative in running such co-operatives." 

Earlier the Bombay Textile Labour Inquiry Committee had recommended that "the main object of the co-operatives will be to enable the workers who become members to purchase food grains, cloth and other household requisites of good quality." While defining the objective of these consumer co-operative societies and stores, the Fourth Indian Co-operative Congress held in New Delhi on November 29, 1963, adopted in its resolution that "the congress recognises the need for consumer protection in the context of rising prices, adulteration and poor quality of consumer goods.

13 Ibid., p. 259.
available in the market. It is felt that consumer protection is inherent in the programme of consumer co-operation itself.\textsuperscript{15}

In India, the co-operatives have a significant role to play in achieving economic justice, economic development of the weaker sections and socialistic pattern of society. Consumer co-operatives have some very important social benefits also as they make the workers units for the common purposes and develop espirit - de-corps. The primary objective in establishing a co-operative society is to provide the workers the articles they require on non-profit and no loss basis and workers behave not as separate individuals but as a group having common objective. They develop the habits of mutual help, mutual understanding, honesty in dealings etc. The co-operatives developed thus lead in organising workers' education and in providing recreation, sanitation and housing facilities etc.

\textsuperscript{15}Indian Co-operative Review, (January, 1964) p. 189.
The Super Spinning Mill has been maintaining a fair price shop for its employees since 1972. The Personnel Officer is in-charge of the shop. He along with members from the workers side form the committee which discuss matters relating to the day-to-day management of the shop. Each worker has to pay Rs. 10/- to acquire membership. The shop has two clerks and two attenders to manage the day-to-day business. The shop is selling rice, ragi, all kinds of edible oils, cosmetics, soaps, beverages etc. The shop's average monthly sale is 100 bags of rice, 30 bags of ragi and 1,000 litres of ground nut oil.

When workers were asked about the reasonability of the prices charged in the fair price shop, approximately 70 per cent of the respondents said that there was no difference between the prices charged in the shop and in other places. Sometimes they found that the prices charged in the shop were more than in other places. This is because the shop makes purchases at the beginning of each month and prices might have
reduced in the end of the month. The opinion of workers regarding the prices charged is indicated in the form of a table below:

Table 4.4

OPINION OF WORKERS ON THE REASONABILITY OF PRICES CHARGED

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Reasonability of prices charged</th>
<th>No. of workers</th>
<th>Percentage of workers to total No. of workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>More than what is charged in other places</td>
<td>50</td>
<td>20.00</td>
</tr>
<tr>
<td>2.</td>
<td>Same</td>
<td>177</td>
<td>70.80</td>
</tr>
<tr>
<td>3.</td>
<td>Less than other places</td>
<td>23</td>
<td>9.20</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>250</td>
<td>100.00</td>
</tr>
</tbody>
</table>

A cursory glance at the above table reveals that majority of the workers find no difference between the prices charged in the fair price shop and the prices charged in other places. Only a few of them (23 members) have admitted that the prices charged in the shop are less than in other places.
The extent of purchases made by the workers in the Fair Price Shop is indicated in the following table.

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Extent of Purchase (in percent)</th>
<th>No. of workers</th>
<th>Percentage of workers to total No. of workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Below 25</td>
<td>79</td>
<td>31.60</td>
</tr>
<tr>
<td>2.</td>
<td>25 - 50</td>
<td>111</td>
<td>44.40</td>
</tr>
<tr>
<td>3.</td>
<td>50 - 75</td>
<td>42</td>
<td>16.80</td>
</tr>
<tr>
<td>4.</td>
<td>75 and above</td>
<td>18</td>
<td>7.20</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>250</td>
<td>100.00</td>
</tr>
</tbody>
</table>

A cursory glance at the above table shows that more than two-third of the workers interviewed purchase provisions from the fair price shop and their extent of purchase is only less than 50 per cent of their total requirements. Only a negligible percentage (7 per cent) purchase 75 per cent of their total requirements. This may be due to the fact that they find the
prices charged in the Fair Price Shop are higher than in other places. Despite several requests, the management is reluctant to disclose the balance sheet of the fair price shop. It is observed that the fair price shop is not running on the principle of "no-profit-no-loss" but has been accumulating profits to cover the administrative expenses. The management has provided only a meagre amount in the form of subsidy and thus manages the shop through the accumulated profits.

It is alleged that the stock at the end of every month in the shop is very less and workers have to get the necessary things from Hindupur town six kilometres away from the mill. The discrimination shown by management in the distribution of scarce commodities like sugar, kerosene between the staff members and the workers causes grave concern to the workers.
E. Co-operative Credit Societies:

There is no co-operative credit society as such functioning in the mill. In fact the fair price shop itself has been playing the role of co-operative credit society by giving half month’s wages as credit to the various categories of workers. This hardly fulfils the needs of the workers as it is already mentioned in table 2.25 that 76 per cent of workers are indebted and majority (43 per cent) of these indebted workers obtain loans from the money lenders. Hence, co-operative credit society should be recognised as essential to any well-thought out plan for industrial welfare. As observed by the Central Banking Enquiry Committee, "employers, in their own interest, should pay greater attention to the provision of credit facilities for their employees and also should take more part in the supervision of societies started on their benefits". The promotion of thrift habit, the change of attitude from borrowing to saving, the elimination

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of avoidable expenditure, are some of the measures which ultimately reduce indebtedness among the workers. These measures can best be implemented by a co-operative credit society.

In view of the several advantages gained by the credit societies, management should feel it as a sincere duty and take prompt and immediate action for the formation of the co-operative credit societies. Workers will be relieved a lot by the establishment of these credit societies as they protect them from the clutches of the selfish money lenders and help them cultivate the habit of thrift and saving which ultimately enables them to improve their standard of health and productive efficiency.

F. Recreation:

Normally recreation is one of the items of welfare activities meant to relieve a worker who has toiled hard for long hours in the industry. Recreation is generally considered to be the opposite of work. In the case of a few exceptional individuals who derive
immense pleasure from the work they are performing. Work itself may be recreation. But in the mills where there is heavy workload, where the work is a mechanical one and where there is less scope for job enlargement and job enrichment, recreation is the only means through which monotony and drudgery is lessened.

Recreation leaves a significant impact on the individuals' personality. Participation in recreation brings him mental and psychological satisfaction in terms of self-expression, relaxation and refreshment. Recreation provided by music, dance and drama on the one hand, games, sports, books and journals on the other instils in an individual the highest form of culture, both physical and aesthetic. It affords an opportunity to him to develop a sense of discipline and the spirit of team work, so essential for him to take the problems of life in their proper stride.
The need for recreational programmes in Indian Industry can hardly be over emphasised. As workers work in an atmosphere of dust, noise and heat and live in terribly overcrowded and insanitary houses, they tend to become the victims of vices like gambling, drinking etc. In these circumstances, a well organised recreational programme would not only contribute to the working conditions but also creates healthy atmosphere for industrial peace and harmony.

In the Super Spinning Mills Limited there are two separate clubs, one for the staff members and another for the workers. There is one big hall in the premises of the workers' colony which is used as recreation club by workers. The workers' club is properly furnished and is provided with one Telugu daily newspaper and two Telugu weeklies. There is one play ground where workers play Ball Badminton during leisure time. There is also one Chess Board and Carroms Board in the club. Workers won't pay any contribution. The Management's contribution towards the workers' club for the past five years is shown in the following table.
Table 4.6
MANAGEMENT'S CONTRIBUTION TOWARDS
THE WORKERS' CLUB

<table>
<thead>
<tr>
<th>S. No.</th>
<th>Year</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>1975-'76</td>
<td>875.00</td>
</tr>
<tr>
<td>2.</td>
<td>1976-'77</td>
<td>825.00</td>
</tr>
<tr>
<td>3.</td>
<td>1977-'78</td>
<td>950.00</td>
</tr>
<tr>
<td>4.</td>
<td>1978-'79</td>
<td>975.00</td>
</tr>
<tr>
<td>5.</td>
<td>1979-'80</td>
<td>1,025.00</td>
</tr>
</tbody>
</table>

Every year the management conducts tournaments both for staff and workers. Prizes are distributed to the successful individuals in the competition. A grand function and party is also arranged to mark the occasion.

Workers feel that some more items and games that suit the tastes of different kinds of workers should be introduced. They complain that there is a considerable delay in getting materials for club such as balls, rackets and powder for the carroms board.
They have appealed to the management to provide a Table Tennis Board which is already introduced in the staff club. Apart from all the complaints above, the workers by and large feel satisfied with the recreation facilities. There is no provision for dramas, music and other cultural activities the absence of which is greatly felt by the workers.

The management on the other hand complain that workers are not utilising the available facilities and feel that in the absence of active response from the workers, the expenditure involved in the up-keep of the cost is a waste. The trade unions have to play a major role in resolving the differences between the management and workers. The trade union leaders should take active interest and initiate workers to participate in various games and keep them always agile and active.

The need for providing recreational facilities on a regular and sustained basis to workers even in case of medium industrial units like the Super Spinning Mill
cannot be exaggerated. Once an enlightened outlook is adopted by the management, the probable inadequate capacity to finance the programmes is made good by the state intervention with a helping hand. Further the cost of these facilities can also be shared by the state and a group of the mills. The conduct of educational tours and excursions for the workers must be encouraged on a regular basis. The installation of radio sets in the workers' club and the subscription to the news dailies and a variety of periodicals promote acquisition of knowledge and an enlightened attitude among the workers.

G. Uniforms:

Dress is as important as a tool to a worker in a factory. It provides the means by which he performs his job effectively with ease. In fact a particular type of dress or uniform goes to identify a person with a particular specified job. For example a person with an overall close fitting dress can easily be identified as a machinist. Uniforms play a vital
role in the conduct of the manufacturing process in
a factory by ensuring the safety of the workers,
enforcing a steady smooth functioning of the industry,
and improving productive efficiency of the workforce.

The mill provides uniforms to the Maistries, Assistant Roller Coverers, Painters, Cleaning Gang Workers and Workers in Power House, Workshop, Drivers, Watch and Ward and Staff in the Creche. On the whole the mill provides uniforms to 152 workers. The distribution of uniforms according to the category of workers is given below in the form of a table.

Table 4.7
DISTRIBUTION OF WORKERS ACCORDING TO THE UNIFORMS PROVIDED

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Workers Category</th>
<th>No. of workers provided</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Maistries</td>
<td>50</td>
</tr>
<tr>
<td>2.</td>
<td>Cleaning Gang</td>
<td>56</td>
</tr>
<tr>
<td>3.</td>
<td>Power House</td>
<td>16</td>
</tr>
<tr>
<td>4.</td>
<td>Roller Coverer</td>
<td>6</td>
</tr>
<tr>
<td>5.</td>
<td>Workshop</td>
<td>8</td>
</tr>
<tr>
<td>6.</td>
<td>Drivers</td>
<td>2</td>
</tr>
<tr>
<td>7.</td>
<td>Watch and Ward</td>
<td>10</td>
</tr>
<tr>
<td>8.</td>
<td>Creche Staff</td>
<td>3</td>
</tr>
<tr>
<td>9.</td>
<td>Miscellaneous</td>
<td>1</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>152</td>
</tr>
</tbody>
</table>
Apart from the Terricot Uniform Cloths, a pair of shoes to Wiremen, Welders, Electricians and Watch and Ward are supplied. Goggles to Welders, gloves to Electricians and caps to the Watch and Ward are also provided. The expenditure incurred by the mill during the last five years on the uniforms is given in the following table.

Table 4.8
THE AMOUNT SPENT ON UNIFORMS

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Year</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>1975-'76</td>
<td>39,750.00</td>
</tr>
<tr>
<td>2.</td>
<td>1976-'77</td>
<td>43,880.00</td>
</tr>
<tr>
<td>3.</td>
<td>1977-'78</td>
<td>46,215.00</td>
</tr>
<tr>
<td>4.</td>
<td>1978-'79</td>
<td>49,630.00</td>
</tr>
<tr>
<td>5.</td>
<td>1979-'80</td>
<td>52,430.00</td>
</tr>
</tbody>
</table>

Workers' Involvement in the Non-Statutory Welfare Activities:

The involvement of Non-Statutory Welfare Activities can be discussed under the following headings.
A. **Housing:**

Housing facility provided by the mill covers hardly 12 per cent of the workers. The remaining workers belonging to the adjoining villages at a distance ranging between 3 to 6 kms. have not been provided with quarters. In the beginning, as and when houses were constructed, they are allotted to the workers on the wish and pleasure of the management. This naturally caused resentment among the workers and resulted in the constitution of a committee known as the Housing Committee. The committee has five members of which two are the representatives of the workers. The chairman of this committee is the Personnel Officer. Following are the functions of the Housing Committee.

1. Allotment of the existing quarters to the workers. Generally the principle of seniority (length of service in the mill) in the criterion for allotment;

2. Exploring the possibilities for the construction of new quarters;

3. Securing land for house sites and finances from the institutional agencies for construction of houses;
(iv) Arranging loans from the mill in the name of individual worker for construction of ownership houses.

(v) Arranging for the cleanliness and sanitation of the workers colony.

(vi) Arranging for light, drinking water, excavangers, fitters etc., for the workers colony.

(vii) Arranging occasionally classes for the house-wives about the up-keep and cleanliness of their houses.

B. Fair Price Shop:

The mill has started a fair price shop for the workers with the Personnel Officer as the Chief Manager. The fair price shop is also managed by a committee consisting of four members two deputed by the management and two deputed by the workers. This committee is also headed by the Personnel Officer. The committee has the following functions.
(i) Supervision of all purchases.

(ii) Supervision of sale and distribution.

(iii) Maintenance of stock of the provisions.

The fair price shop is authorised to sell the goods on credit and the amount of credit is deducted from the salary of the employees. The fair price shop committee is in overall charge of the management of the fair price shop in the most efficient manner and to the best advantage of the workers.

C. Education:

In a industry situated in a rural area education should have received due priority in the programme of the expansion of non-statutory welfare activities. The mill has not initiated any scheme of educating its workers and at least those schemes which may make the workers aware of their duties and responsibilities as well as rights. An enlightened worker easily becomes a prey to false propaganda and can be easily mislead. Probably this fact is not well appreciated by the management of the mill. The disunity among
the workers in the mill is an evidence of the fact as to how the lack of knowledge and understanding enables the scrupulous leaders to mislead the workers.

**Participation of Workers in the Workers' Education Programme:**

The Workers' Education Programme covered practically all regions of the country as far back as 1960. But the Super Spinning Mill could, after a lot of persuasion from the authorities of the Central Board of Workers' Education and the unions, think of deputing its workers for training as late as in 1976. With great hesitation only three workers were relieved by the mill for training under the Workers' Education Programme in the year 1976 and in 1978 another three members were sent for training. During the course of personal enquiry, it is observed neither the mill is keen to send its workers for training nor the workers' union press for it.
D. Recreation Facilities:

The mill has the following facilities for recreation.

(a) Reading Room,
(b) Ball Badminton, Chess, Carroms,
(c) Annual Sports Meet.

The recreation facilities are managed by a committee consisting of four members two each from management and workers. This committee is headed by the Labour Welfare Officer. For recreation the committee has a consolidated fund to which the management contributes roughly Rs. 1,000 per year. No contribution is collected from the workers.

Conclusion:

A balance sheet of the non-statutory welfare programmes undertaken in the Super Spinning Mills Limited reveals that these activities are implemented not with a spontaneous urge on the part of the management but as a measure of charity and as an act of mere publicity.
The management lacks a broad outlook and a clear mind about the day-to-day necessities of workers. Moreover, the management is apprehensive about the danger in making a worker conscious of his rights that he may become more vocal and assertive. The non-statutory welfare activities in fact should reflect the interest of the management towards the need of its workers as well as the awareness of the workers of their rights and their needs. In the Super Spinning Mill both these factors are lacking. Normally a worker has many expectations of the job he is doing. His aspirations do not pertain to the satisfaction of basic needs alone but also include fulfilment of socio-cultural and self-esteem needs. Hence management is vested with the responsibility of fulfilling these complex and yet delicate necessities of the workers.