

## Labour Welfare in India –A Case Study of Amritsar Swadeshi Woollen Mills

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### ABSTRACT

Labour welfare refers to the efforts to make life worth living for workman. Labour welfare schemes contribute to the maintained of industrial peace and promote a feeling among the workers that they have a stake in industry as much as any one else and they have to stabilize an economically efficient working force. The present study about “Labour Welfare: In India – A Case Study of Amritsar Swadeshi Woollen Mills” has been taken up will following objectives:- To study the importance of existing labour welfare in India. To conduct case study about labour welfare in “Amritsar Swadeshi Woollen Mills” so as to assess the status of labour welfare schemes at industry level and study workers satisfaction in this context. To assess the awareness among workers about various statutory / non-statutory facilities. To study about the extent of implementation of labour welfare laws and schemes in “Amritsar Swadeshi Woollen Mills.”

**KEYWORDS:** Labour, Labour Welfare, Statutory Facilities, Non-Statutory Facilities.

**INTRODUCTION:** Labour Welfare is a subject, which has received universal acceptance and is given utmost premium because of its key importance in the whole programme of industrialization (Govt. of India, 1969). A contented labour force is the backbone of a country’s economic prosperity. Labour welfare is an important facet of industrial relations. Labour welfare is one major aspect of national programmes towards bettering the lot of labour and creating a life and work environment of decent comfort for this class of population. Labour welfare includes several schemes adopted by the employers and also by the trade union organizations for the health, safety, education and general uplifting of employees which create real motivation to work. Labour welfare has been defined in several ways and is, therefore understood in various ways in various countries. A precise definition of the term is somewhat difficult. A series of diverse opinions exist on the motives and merits of industrial welfare work. Broadly speaking, measures and activities undertaken by the state, employers and associations of workers for the improvement of worker’s standards of life and for the promotion of their economic and social well-being are labelled as ‘welfare work.’ Thus, welfare work may be defined ‘as work for improving the health, safety ; general well-being and the industrial efficiency of the workers, beyond the minimum standards laid down by the Factories Act and other labour legislation’.

Welfare does not mean amenities but the right atmosphere where the worker can breathe an air of growth and development and think constructively so as to understand the play and interplay of his subconscious instincts and conscious emotions. For the sake of smooth life, minimum sustenance amenities must be made available. Welfare improves the living and working conditions of industrial labour. “Labour welfare amenities are provided to bring about the development of whole personality of the worker-his social, psychological, economic, moral, cultural and intellectual development to make him a good worker, a good citizen and good member of the family” (Memoria, 1988). Labour welfare refers to the efforts to make life worth living for workman. Labour welfare schemes contribute to the maintained of industrial peace and promote a feeling among the workers that they have a stake in industry as much as any one else and they have to stabilize an economically efficient working force. As a matter of fact, the whole field of welfare is

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one which, much can be done to combat the sense of frustration of the industrial worker, to relieve him of personal and family worries, to improve his health, to afford him a means of self expression, to offer him some sphere in which he can excel all others, to help him to a wider conception of life. Labour welfare being a dynamic subject, no rigid limit can be laid down for its scope. It must be flexible and elastic enough to include all perquisites of life that a worker, as a human being, reasonably stands in needs of. It can also be confined to the extremely limited domain of basic minimum amenities without which a worker cannot work.

**OBJECTIVES OF THE STUDY:** - The present study about “Labour Welfare in India – A Case Study of Amritsar Swadeshi Woollen Mills” has been taken up will following objectives:-

- To study the importance of existing labour welfare in India.
- To conduct case study about labour welfare in “Amritsar Swadeshi Woollen Mills” so as to assess the status of labour welfare schemes at industry level and study workers satisfaction in this context.
- To assess awareness among workers about various statutory / non-statutory facilities.
- To study about the extent of implementation of labour welfare laws and schemes in “Amritsar Swadeshi Woollen Mills” (ASWM).

**DATA BASE AND RESEARCH METHODOLOGY:** - Date constitutes the foundation of any statistical enquiry. The present study is a case study of “Amritsar Swadeshi Wollen Mills”, about labour welfare. The study is based on the information collected through the survey method. The primary survey is essential because of the virtual non-existence of secondary information essential for our study. For this purpose sample survey method has been used for present study the sample of 100 workers is taken. Sample has been selected on purely random basis.

### LABOUR WELFARE IN AMRITSAR SWADESHI WOOLLEN MILLS:-

**RESULTS OF THE PRIMARY STUDY:-** After discussing the history of labour welfare in general and the various labour welfare laws and schemes, that is, statutory and non-statutory in India, it will be interesting to see the implementation of these schemes on the basis of the sample survey. The survey aimed at finding out the existing state of welfare measures like ventilation, sanitation, safety provisions, restroom, drinking water, canteen, housing, recreation travel to and from the place of work, maternity benefit, provident fund and gratuity in “Amritsar Swadeshi Woollen Mills”.

**Characteristics of Workers:** - Following are the some characteristics of the workers of the “Amritsar Swadeshi Woollen Mills” (ASWM). Interviews have been taken from hundred workers of the ASWM.

**(1) Age Pattern:** - In “Amritsar Swadeshi Woollen Mills” majority of workers are between the age of thirty to fifty years. Out of hundred workers thirty two workers are above fifty years, sixty one workers are thirty to fifty years and seven are upto thirty years. There is no child worker in the sample of “Amritsar Swadeshi Woollen Mills” (ASWM). Thus most of the workers are in the sample are about fifty.

Age of workers	Upto 30 years	30-50	Above 50
No. of workers	7	61	32

**(2) Educational Standard of the Workers:** - Educational level of workers has great impact on the awareness of workers regarding labour welfare schemes. In the sample most of the workers are educated either upto matric level or primary level.

Educational Background	Primary	Matric	Graduate	Above
No. of workers	32	65	3	Nil

Thirty two workers are educated upto primary level, sixty five are educated upto matric level, three workers are graduate and there is no post graduate worker in the sample above graduate workers is nil. Thus most of the workers are upto matric level.

**(3) Period of Service:** - Worker's stay in the mill determines the level of commitment to the organization. This also shows the level of satisfaction with respect to facilities provided.

Period of Service	Upto 10 Years	10-20 Years	20-30 Year	Above 30
No. of Workers	30	13	44	13

The thirty workers have period of service upto ten years. There are thirteen workers whose period of service is between ten to twenty years. Forty four workers in sample have period of service between twenty to thirty years and thirteen workers have period of service above thirty years. Thus most of the workers in the sample are twenty to thirty years.

**(4) Total Emoluments of Workers:-** The standard of living depends upon the wages drawn by the workers and the standard of living determines their expectations regarding labour welfare provisions.

Total Emoluments	Upto Rs. 2,000 per month	Between Rs.2000-2300 per month	AboveRs2300 per month
No. of workers	7	56	37

In sample, seven workers have total emoluments upto Rs. two thousand per month; fifty six have total emoluments upto Rs. Two thousand three hundred and thirty seven have total emoluments above Rs. two thousand three hundred per month. In the sample, total emoluments of majority of the workers are between Rs. two thousand to two thousand three hundred per month

**(5) Females-Males Participation:** - In sample of "Amritsar Swadeshi Woollen Mills" (ASWM) females' participation is less than the males' participation, it is rather negligible.

Female-Male Participation	Female participation	Male participation
No. of Workers	3	97

In sample there are only three female workers and ninety seven male workers, out of hundred workers. It means that female participation is less than the male workers.

**(6) Nature of Job:** - The total number of workers in Amritsar Swadeshi Woollen Mills (ASWM) is two hundred seventy nine at present. Out of hundred workers the nature of workers doing job is as following:-

Permanent	98
Temporary	02
Badli	00
<b>Total</b>	<b>100</b>

There are ninety eight permanent workers and two temporary workers. There is no badli worker in the sample. Thus there is majority of permanent workers in the sample.

**(7) Sections:** - There are three sections in “Amritsar Swadeshi Woollen Mills” and these are weaving, finishing and packing.

Sections	Weaving	Finishing	Packing
No. of Workers	35	47	18

The sample consists of thirty five workers from weaving section, forty seven workers from finishing section and eighteen from packing section. The majority of workers are engaged in finishing section.

**(8) Marital Status:** - In the sample, eighty nine workers are married and eleven workers are unmarried.

Marital Status	Married Workers	Unmarried Workers
No. of Workers	89	11

Thus, the majority of the workers are married.

The findings about the implementation of welfare facilities are discussed as follows:-

### **(1) Statutory Facilities:-**

**1. Sanitation Facilities:** - Sanitation facility has been provided by “Amritsar Swadeshi Woollen Mills” to their workers.

#### Sanitation Facilities

Level of Satisfaction	Number of Workers (100 workers)
Very High	52
High	33
Low	7
Indifference	8
No	NIL

On the basis of survey it has been found out that out of hundred workers, fifty two workers are “very highly satisfied”, thirty three workers are ‘Highly satisfied’, seven workers are “low satisfied”, eight workers are “indifferent” and no workers is “dissatisfied” with prevailing facility. Thus the majority of the workers are found to be satisfied with the sanitation facility in the mill.

**2. Ventilation Facility:** - Section thirteen of the factory Act 1948 lays down instructions for securing and maintaining adequate ventilation by circulation of fresh air. Thus this facility is also provided in “Amritsar Swadeshi Woollen Mills,” for the welfare of the workers.

#### Ventilation Facility:-

Level of Satisfaction	No. of Workers (100 Workers)
Very High	58
High	31
Low	1
Indifference	10
No	Nil

In the sample, out of hundred workers fifty eight workers are “very highly satisfied”, thirty one workers are “Highly satisfied”, one worker is “low satisfied”, ten workers are “Indifferent” and

no worker is “dissatisfied”. Thus majority of workers are “very highly satisfied” with ventilation facility.

**3. Safety:** - As given in the Factory Act 1948, the mill observes the requisite safety rules. No young persons and women are employed in dangerous occupations. The fire protection is very essential in the textile mill. Suitable fire protection and fire fighting measures are available in the mill.

Safety

Level of Satisfaction	No. of Workers (100)
Very high	42
High	41
Low	4
Indifference	13
No	Nil

Out of hundred workers, forty two workers are “Very highly satisfied”, forty one workers are, “Highly satisfied”, four workers are “low satisfied” and no workers is “dissatisfied”. Thirteen workers are “indifferent” from prevailing facility. Thus majority of workers are “very highly satisfied” with this prevailing facility.

**4. Rest Room:** - To increase the work capacity of workers it is necessary that the mill should provide rest room facility. The mill has a rest room for the workers.

Rest Room

Level of Satisfaction	No. of workers (100)
Very High	56
High	28
Low	6
Indifference	10
No	Nil

In the sample, fifty six workers have “Very high level of satisfaction”, twenty eight workers have “high level of satisfaction”, six workers have “Low level of satisfaction”, ten workers are “indifferent” and no worker is “dissatisfied” with this facility. Thus majority of workers are “very highly satisfied” with this facility.

But many of them told that they could not sit because there were no benches, nothing to sit on. A few workers reported that they had never gone to the rest room because they never felt the need to go and sit there. Often the rest room is locked from outside during the day time. Many of the workers are not actually aware that rest room facility has to be provided to the workers.

**5. Drinking, Bathing and Washing:** - For drinking, bathing and washing, water is the basic necessity of life. Every employer can provide these facilities without much expenditure. In the mill water is provided from water taps and hand pumps. Generally, there is shortage of drinking water in mill.

Drinking, Bathing & Washing

Level of Satisfaction	No. of Workers (100)
Very High	28
High	51
Low	7
Indifference	14
No	Nil

Twenty eight workers out of hundred have “very high level of satisfaction”, fifty one workers have “High level of satisfaction”, seven workers ‘Low level of satisfaction”, and fourteen workers are indifferent. Thus workers are not “very highly satisfied” with this facility.

**6. Canteen:** - There is a canteen in the mill which is being maintained by a contractor. A canteen is a pucca building. Water and electricity are provided free of cost to the canteen contractor. Workers get subsidized tea and snacks from this canteen. A cup of tea costs fifty paise. Snacks are also provided to the workers at cheaper rate.

Canteen

Level of Satisfaction	No. of workers (100)
Very High	56
High	24
Low	7
Indifference	13
No	Nil

Fifty six workers have “very high level of satisfaction”, twenty four have “high level of satisfaction”, seven have “low level of satisfaction”, thirteen workers are “indifferent”. Thus no worker is “dissatisfied” with canteen facility.

**7. Crèches Facilities:**-For female workers having children, it is difficult for them to leave their children at home alone; some mills provide this facility to their female workers.

Crèches Facility

Level of Satisfaction	No. of Workers (100)
Very High	Nil
High	Nil
Low	Nil
Indifference	Nil
No	100

There are only three female workers out of hundred workers all of them are the part of sample. Thus due to lesser number of female workers in mill, this facility has not been provided. All the women workers are in high age group and hence do not have small children.

**8. Housing:** - There is worker’s colony near the factory where the houses have been provided to some workers of the factory. The colony is quite old, therefore, the problem of leakage is common in rainy seasons. Quarters are very small, family people cannot live here. They are good just for single person. The rooms have no windows, hence the rooms are not airy, sanitation and drinking water facilities are satisfactory. Eighty houses have been provided to the workers of the “Amritsar Swadeshi Woollen Mills” at low rent charges from the workers of the factory.

Housing

Level of Satisfaction	No. of Workers (100)
Very High	32
High	8
Low	7
Indifference	4
No	49

Thirty two workers out of hundred workers have “very high level of satisfaction”, eight workers have “high level of satisfaction”, seven have “low level of satisfaction”, and four workers are “indifferent”, forty nine workers have no any level of satisfaction, the reason is that only some workers enjoy this house facility. Thus majority of workers have no house facility.

**9. First Aid Facility:** - In “Amritsar Swadeshi Woollen Mills” first aid facility has been provided to the workers. At time of accident, the mill provides first aid facility to the injured worker.

First AID Facility

Level of Satisfaction	No. Of workers (100)
Very High	56
High	33
Low	4
Indifference	7
No	Nil

In sample fifty six workers out of hundred workers have “Very high level of satisfaction” thirty three workers have “high level of satisfaction”, four workers have “low level of satisfaction” and seven workers are “indifferent”. Thus majority of workers are “very highly satisfied” with this facility.

**10. Accident Compensation:-** The compensation for accident of worker is provided in the “Amritsar Swadeshi Woollen Mills”. If a worker faces an accident then compensation is provided to that worker by the management of the mill. Accident compensation is paid to the worker according to nature of his injury or accident.

Accident Compensation:

Level of Satisfaction	No. of Workers (100)
Very High	54
High	32
Low	3
Indifference	11
No	Nil

Fifty four workers have “Very high level of satisfaction”, thirty two have “high level of satisfaction”, three have “low level of satisfaction” and eleven workers are “indifferent” from the level of satisfaction. Thus majority of workers are “very highly satisfied” with accident compensation facility.

**11. Maternity Facility :-** According to Maternity Benefit Act, all women workers are entitled to, upto twelve weeks maternity leave both central and state government are taking many steps regarding maternity facility.

Maternity Facility

Level of Satisfaction	No. of workers (100)
Very High	Nil
High	Nil
Low	Nil
Indifference	Nil
No	100

In “Amritsar Swadeshi Woollen Mills” this facility is not provided to the female workers because their number is too much less and they all are aged. Thus this maternity

benefit is not provided to the female workers, so female workers in “ASWM” are not satisfied with this facility.

**12. Transportation Facility:** - In some mills the transportation facilities are provided to workers because of long distance, but in “Amritsar Swadeshi Woollen Mills” (ASWM) this facility is not provided. There is neither any proposal nor any demand for the facility of traveling to and from the place of work. This is because of the reason that most of the workers live in the colony for workers in mill and those who don't stay in the colony come from quite near places.

Transportation Facility

Level of Satisfaction	No. of Workers (100 workers)
Very High	Nil
High	Nil
Low	Nil
Indifference	Nil
No	100

In “Amritsar Swadeshi Woollen Mills”, transportation facility is not provided. Thus no worker has any level of satisfaction of transportation facility.

**13. Recreational Facility:** - Mostly it is found that mills encourage the workers to utilize their spare time in recreational activities. Management and workers participate in the celebrations of the Independence Day, the Republic Day and Hindi Day. On these functions the national flag is unfurled, games are held and pictures are shown. Story, writing, poetry recitation competitions are held on Hindi Day. Workers also celebrate religious festivals like Diwali, Holi and Lohri.

Recreation Facility

Level of Satisfaction	No. of Workers (100 workers)
Very High	Nil
High	Nil
Low	Nil
Indifference	Nil
No	100

But in ASWM, recreational facility is not provided to the workers. Only on some religious festivals like Diwali, Blankets or woollen clothes are provided to workers at discount rates. But in this mill recreational activities like story writing, poetry recitation competitions are not held. Thus in ASWM, recreation facility is not provided to workers. There is not any level of satisfaction in workers.

**14. Provident Fund:** All the workers of ASWM contribute twelve percent of their salary towards provident fund with matching contribution from management. All the workers in the factory feel that it is a very beneficial scheme. Not even a single worker did complaint against the provident fund schemes:-

Provident Fund

Level of Satisfaction	No. of Workers (100 workers)
Very High	49
High	44
Low	1
Indifference	6
No	Nil

Forty nine workers have “very high level of satisfaction”, forty four workers have “high level of satisfaction”, one worker has “Low level of satisfaction” and, six workers are “indifferent”. No worker is “dissatisfied” from these schemes. Thus majority of workers are “very highly satisfied” with provident fund facility.

**15. Gratuity:** - Gratuity is paid as an additional retirement benefit. An employee must have rendered a continuous service for not less than five years but the condition of five years of continuous service is not must if the termination of the employment is due to death or disablement of worker. Gratuity is paid at the rate of fifteen days wages last drawn. In case of disablement the wages for the period preceding the disablement are taken into consideration. Workers are least aware of this scheme. But all those who are aware, are highly satisfied with this provision.

Gratuity

Level of Satisfaction	No. of Workers (100 workers)
Very High	54
High	35
Low	1
Indifference	10
No	Nil

Out of hundred workers, fifty four workers have “Very high level of satisfaction”, thirty five have “high level of satisfaction”, one worker have “low level of satisfaction” and ten workers are “indifferent”. Thus no worker is “dissatisfied” from Gratuity facilities in ASWM.

**16. Bonus Facility:** - Bonus facility is provided to the workers of every factory and every establishment in which twenty or more workers are employed on any day. In ASWM, Bonus is provided to the workers of the mill. Owners and the management of the mill provide this benefit to the workers of the mill. Thus the workers of the mill are “very highly satisfied” with this facility.

Bonus Facility

Level of Satisfaction	No. of Workers (100 workers)
Very High	65
High	23
Low	2
Indifference	10
No	Nil

Sixty five workers out of hundred workers have “Very high level of satisfaction”, twenty three have “high level of satisfaction”, two workers have “low level of satisfaction” and seven workers of the mill are “indifferent” from this facility. Thus no worker is “dissatisfied” from this facility.

**(2)Non- Statutory Facilities:-**

**1. Children Education:** - In some mills, money is provided to the workers of the mill for the education of their children. Some special facilities like scholarship, fee concession etc. is also provided to the workers of the mill for the education of the children.

## Children Education

Level of Satisfaction	No. of Workers (100 workers)
Very High	Nil
High	Nil
Low	Nil
Indifference	Nil
No	100

But in ASWM no such special facility is provided to the workers of the mill. Thus for children's education no financial benefit is provided to the workers of the "Amritsar Swadeshi Woollen Mills". Workers have no any level of satisfaction of this children education facility.

**2 Loan Facility:** - In ASWM loan facility has been provided to the workers of the mill. The management of the mill provides the loans to the workers at time of need and according to their wages. The workers get easy loan from the management of the mill, when they need. Most of the workers are satisfied with this facility of the mill.

## Loan Facility

Level of Satisfaction	No. of Workers (100 workers)
Very High	44
High	44
Low	4
Indifference	8
No	Nil

Forty four workers have "Very high level of satisfaction", forty four workers have "high level of satisfaction", four have "low level of satisfaction" and eight workers are "indifferent". No worker is "dissatisfied", with this prevailing loan facility. Thus majority of workers are "very highly satisfied" with this prevailing facility.

**3. Fair Price Shops Facility:** - Fair price shops facility usually aims at provides daily use goods to the workers at subsidized prices. Usually such facilities are arranged by worker's union, with the help of management. There is as such no fair price shop in ASWM but management provides flour at the rate of Rs. 2per kg per month. They also get blankets, shawls, mufflers and jackets at low rate from the mill.

## Fair Price Shops Facility

Level of Satisfaction	No. of Workers (100 workers)
Very High	59
High	34
Low	3
Indifference	4
No	Nil

Fifty nine workers have "Very high level of satisfaction", thirty four workers have "high level of satisfaction", three have "low level of satisfaction", and four workers are indifferent from this facility.

**4. Uniform Facility:** - In some Mills uniforms are provided to the workers of the Mill, during the duty.

In ASWM this facility is provided to a few workers of mill. Due to this most of the workers are "dissatisfied" with this type of facility.

## Uniform Facility

Level of Satisfaction	No. of Workers (100 workers)
Very High	21
High	6
Low	Nil
Indifference	8
No	65

In mill twenty one workers have “very high level of satisfaction”, six workers have “high level of satisfaction”, No worker has “Low level of satisfaction”, eight workers have “indifferent level of satisfaction”, and sixty five workers have no any level of satisfaction, the reason is that uniform facility is provided only to few workers of the mill.

- Lunch Facility:** - In some mills lunch facility is provided to the workers of the mill. But in ASWM no such type of facility has been provided to the workers of the mill. The workers of the ASWM bring their lunch boxes with themselves. There is no provision of lunch at low prices to the workers of the mill. No workers have any level of satisfaction of the lunch facility of ASWM. Here only flour at low rate is provided to the workers of the mill.

## Lunch Facility

Level of Satisfaction	No. of Workers (100 workers)
Very High	Nil
High	Nil
Low	Nil
Indifference	Nil
No	100

Thus majority of workers are demanding for lunch facility in the mill.

- Training to Improve Skills:** - In most of the established mills, training is provided to the unskilled workers. By providing training to the workers, their skill can be improved which helps in increasing the productivity of the mill.

## Training to Improve Skills

Level of Satisfaction	No. of Workers
Very high	Nil
High	Nil
Low	Nil
Indifference	Nil
No	100

But in ASWM no such facility is provided to the workers. The training is not provided to the workers, because their method of working and technology in the mill is more of labour intensive nature. In mill (ASWM), no training is provided to the workers for bringing improvement in their work. This facility has been ignored by the mill.

- Games and Sports Facility:** - Games and sports are an important part of life. Games and sports help the person to relax and make him happy. Games and sports also help in the development of the body and knowledge. In some mills these facilities are provided to the workers for their all-round development. These facilities make the workers more active and efficient. Thus these facilities must be provided to the workers. But in ASWM, these facilities have been totally ignored. There is no facility of games and sports.

## Games and Sports Facilities

Level of Satisfaction	No. of Workers
Very high	Nil
High	Nil
Low	Nil
Indifference	Nil
No	100

Thus in ASWM, the games and the sports facility have been totally ignored which is important for the welfare of the workers of the mill.

- 6. Reading Room and Library Facility:-** Books are a good source of information, knowledge and entertainment. Books are the best friends of humans reading room and library facilities should be provided to the workers so that they become full of aware and socially responsible labour force of the country. In reading room and library the workers can get knowledge about new technology and they can also improve their skills effectively. Thus this facility must be provided to the workers of the mill.

Reading Room and Library Facility

Level of satisfaction	No. of workers
Very high	Nil
High	Nil
Low	Nil
Indifference	Nil
No	100

But in ASWM this facility has been totally ignored. The main reason may be that the workers of the mill are educated upto primary level or under matric. Thus this facility has not provided to the workers of the mill.

- 7. Entertainment Facility: -** In most of the mills, entertainment facilities have been provided to the workers for their freshness. Television, radio etc. facilities are provided to the workers for their entertainment. By this knowledge can also be increased. By providing entertainment facilities, the skill, knowledge and productivity of the workers also increase.

Entertainment Facility

Level of Satisfaction	No. of Workers
Very high	Nil
High	Nil
Low	Nil
Indifference	Nil
No	100

Entertainment facility is not provided in “Amritsar Swadeshi Woollen Mills”. Hence entertainment facility has been ignored in ASWM. Entertainment facility is necessary for the welfare of the workers. By this facility workers can do their work more effectively and more efficiently.

- 8. Gifts on the Eve of Festivals: -** The mill gives gifts to their workers on the eve of festivals. This makes the workers happy and more attached to the mill. They are encouraged to do their work with more interest and with more efficiency. In ASWM, gifts are given to the workers on the eve of festivals. The owner and the management of the “Amritsar Swadeshi Woollen Mills”, gives the gifts to their workers on the eve of festivals

like Diwali, Lohri etc. The mill gives blankets, shawls and shirts etc, to the workers of the mill. Thus most of the workers are “very high satisfied” with this type of facility.

Gifts of the Eve of Festivals

Level of Satisfaction	No. of Workers
Very high	60
High	34
Low	Nil
Indifference	6
No	Nil

Sixty workers have “Very High level of satisfaction”, thirty four have “high level of satisfaction”, no worker has “low level of satisfaction”, six workers have “indifferent level of satisfaction” and thus majority workers are satisfied with this facility.

**9. Subsidy on Purchasing Mill’s Products Facility:** - In most of the mill subsidy on purchasing mill’s product is provided to the workers for their welfare. The mill’s products are provided to the workers at low price.

In ASWM, subsidy is provided to the workers on purchasing the mill’s or factory’s products. The workers of the mill can purchase these products at low prices.

Subsidy on Purchasing Mill’s Product Facility

Level of Satisfaction	No. of Workers
Very high	58
High	27
Low	Nil
Indifference	15
No	Nil

From above table, it can be found our that, fifty eight workers out of hundred have “Very high level of satisfaction”, twenty seven have “high level of satisfaction”, no workers have “Low level of satisfaction”, fifteen have “indifferent level of satisfaction”. Thus most of the workers are “highly satisfied” with prevailing facility.

**10. Any Special Facility for Night Shift:** - The workers have special facilities for the night shift in the most of the mills. The owner and the management of mills provide the special night facility. For example workers are compensated by high wages in night shifts. In “Amritsar Swadeshi Woollen Mills” (ASWM), the number of workers in night shift is less but some special night shift facilities are provided to those workers. Thus by this the welfare of the workers also increases.

Night Shift Facility

Level of Satisfaction	No. of Workers
Very high	Nil
High	1
Low	7
Indifference	7
No	85

No workers of ASWM, has ‘Very high level of satisfaction”, one worker has “high level of satisfaction”, seven workers have “low level of satisfaction”, seven workers have “indifferent level of satisfaction” and eighty five workers have no any level of satisfaction, the

reason is that the number of workers of night shifts are less in “Amritsar Swadeshi Woollen Mills” (ASWM).

### RECOMMENDATIONS AND SUGGESTIONS: -

**(A) Statutory Facilities:**-Although, most of the statutory facilities have been provided by the owners and the management to the workers of the mill for their welfare but still they have not been implemented properly, efficiently and effectively.

1. Sanitation facility is provided to the workers of the mill but there is need for repairing the toilets and also need to keep them neat and clean. Thus some measure should be taken for its improvement.
2. Like sanitation, ventilation facility has been provided to the workers of the mill but in mill the arrangement of ventilation is not proper and not effectively planned. The windows are small in size and number for proper ventilation.
3. Safety provisions have been taken for reducing the accidents and injuries. But these provisions are not so effective in practice.
4. Rest room is provided to the workers of the mill but the size of the rest room is very small and also for proper rest benches should be provided in the rest room.
5. Proper supply of water should be made. In summers there should be provision of cool drinking water.
6. The houses, which have been provided to the workers, are not in good condition. They are no better than slum areas. No investment is made for their repair and improvement. Mill should formulate proper homes for workers.
7. First Aid Facility, which is provided to workers in case of injury and accident, is not so much effective. The adequate medication and treatment is not provided to the workers. Thus first aid facility should be effective for proper treatment of the workers. Periodical medical checkups and anti-malaria measures should be taken.
8. Arrangements should be made for the conveyance of workers to and from the place of work, or the mill should provide conveyance allowances to the workers.
9. Television and radio should be provided in the mill for the entertainment of the workers. Also reading room and library should be provided for the recreation of the workers.
10. Management of this mill normally does not recruit women workers. As they know that adequate welfare provisions have to be made in case of women workers. They have opted for easy solution by not recruiting women workers. Hence there is no crèche facility in the mill.

**(B) Non-Statutory Facilities:** - These facilities have also been provided by the owners of the mill, but their approach is more or less indifferent. Thus there are some recommendations for the implementing the non-statutory facilities for the welfare of the workers.

- There should be some subsidies for the education of the children of the workers. Owners of the mills should provide some books and funds so that worker’s children can get basic education.
- Such facilities not only improve employer-employee relations but also raise the productivity of workers by improving their health.
- Mill should provide advance training to the workers so that their skills can improve. This also increases the production of the mill.
- For all-round development of the workers and to make them active, sports and games facilities should be provided to the workers.

- For increasing their level of knowledge about surroundings, the reading room and library facilities should be provided to workers. These also help them to know about their rights and duties.
- Workers should also be encouraged for participation in the decisions of the management.
- Workers should be encouraged to organize for themselves certain welfare measures on self help basis. e.g. They can form groups for maintaining cleanliness and proper sanitation at their houses. They can form consumer co-operatives. They should teach to keep their environment clean & healthy.
- Management should provide healthy knowledge to the workers regarding the welfare schemes.

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