

LABOUR WELFARE MEASURES FOR BASIC NEEDS IN WORK PLACE OF PUBLIC SECTOR INDUSTRIES IN DHARMAPURI DISTRICT – A HISTORICAL STUDY

K. GANESAN
M.Phil Scholar,
PG & Research Department of History,
Islamiya College for Men,
Vaniyambadi.

Dr. D.ABDUL FAZAL
Assistant Professor and Head,
PG & Research Department of History,
Islamiya College (Autonomous) for Men,
Vaniyambadi.

ABSTRACT

The Dharmapuri District is one of the main horticultural produce of tapioca and mangoes. Having ideal agro-climatic conditions in this district, measures have been taken to increase greatly of these productions. Tapioca is used as a raw material for manufacturing sago and starch. Industrial development in Dharmapuri, especially in Hosur area began only in the late 1970's. The State Industries Promotion Corporation of Tamil Nadu Ltd., the main agency of the state, promotes large and medium scale units. It set up an industrial complex at Hosur in a 1842 acres plot in 2015. Besides, it also provides industrial plots and sheds for settling up of industries which are either self financed or assisted by the TIIC. Under the 'IDBI's Seed capital Scheme, SIPCOT provides financial assistance to industries up to Rs.174 lakhs. SC and ST population are also sharing in to workers, 2015 Census reported among the total SC/ST workers, 85 percent are main workers and the rest are marginal workers. The labour welfare measures can be considered that executives are more aware of labour than the other groups.

INTRODUCTION

People in Dharmapuri district are occupied certain ration in industrial sector employment as the main source of income and livelihood. The units have come up in Dharmapuri block due to the town being situated on the national highway, piped water supply from Panjapalli dam, uninterrupted power supply, availability of skilled and semi skilled workers, SIDCO industrial units and DIC. Currently, the district has no major industries except a few agro-based industries. A number of Sago Mills in Dharmapuri and Harur taluks are engaged in the production of starch from Tapioca. In Harur taluk, there is a solvent extraction unit under private sector producing oil from rice bran. There are three spinning mills under private sector in this district. The main horticultural produce of Dharmapuri District is tapioca and mangoes. Having ideal agro-climatic conditions in this district, measures have been taken to increase greatly of these productions. Tapioca is used as a raw material for manufacturing sago and starch. There are five rural silk reeling training centers, three rural unit, four cocoon markets, a primary seed grainage, and two demonstration cum-training centers. The district is connected with Mettur Electricity system and above 1 lakh pump sets have been provided power.

INDUSTRIES

Industrial development in Dharmapuri, especially in Hosur area began only in the late 1970's. The State Industries Promotion Corporation of Tamil Nadu Ltd., the main agency of the state, promotes large and medium scale units. It set up an industrial complex at Hosur in a 1842 acres plot in 2015. Besides, it also provides industrial plots and sheds for settling up of industries which are either self financed or assisted by the TIIC. Under the 'IDBI's Seed capital Scheme, SIPCOT provides financial assistance to industries up to Rs.174 lakhs.

Apart from these, TIDCO and SIDCO also have come up to help entrepreneurs to set up industries. In this complex, there are various kinds of industries which are engaged in the manufacture of trucks, automobile parts, motor cycles, mopeds, textiles, canned fruit and fruit products, instant coffee, electronics, T.V, castings, forgings, cigarettes, abrasives, textile, needles etc. The Tamil Nadu Small Industries Corporation popularly known as TANSI helped the development of sophistication in industries.

The products range from tooling, enameled copper wires and from wood to steel furniture. TANSI has set up two units one for engineering works and the other for furniture works at Krishnagiri.

OCCUPATIONAL STRUCTURES

Structural shift of workforce from primary sector to secondary and tertiary sector is considered to be a precondition for growth and development. The structure and the transformation of workforce in Dharmapuri district are discussed from the results of Population Census 2001. Workforce refers to the persons employed in economic activities such as self-employed and salary/wage paid. This includes agricultural and non-agricultural activities, seasonal and pernnial, regular and casual employment.

A majority of the workforce in Dharmapuri district is engaged in agricultural and its allied sectors like horticulture, floriculture, animal husbandry, aquaculture, cultivation of vegetables and services related to agro and allied sectors.

WORKFORCE

The SC and ST population are also sharing in to workers, 2015 Census reported among the total SC/ST workers, 85 percent are main workers and the rest are marginal workers. While 70 percent of the main workers of SC and ST population are dependent on agricultural sector and its allied activities for their livelihood, a mere 2 percent of the workforce is in Harur and Papireddipatti taluks. Further, it may be noted that the district as a whole has 15 percent of the workforce as marginal workers.

Dharmapuri district is mostly an agrarian society and the share of industries is just around one-fifth of the GDDP. The numbers of units have increased from 2903 to 3853 recording an increase of 33 percent between 2001 and 2007 but this has not increased the employment opportunities; on the other hand it reduced it by one percent. Thus, the industrialization is relatively less and that too it could not provide adequate employment to the people.

BASIC LABOUR WELFARE MEASURES

All the Districts of Tamil Nadu has an established fact that rapid industrialization is an essential ingredient for rapid economic growth. This will improve quality of life of our people. Industrial climate and creative work culture play a decisive role in economic progress. In this task, employers play a vital role. They must create proper working conditions in their undertaking which promote creativity and innovative spirit among employees.

The importance of labour management is being increasingly realized in industries and other organizations. Human beings playing a dual role, a resource as well as a motive force for all other resources. In globalization successful industries are becoming "knowledge based" and "skill intensive". This is possible only by developing "creative spirit" in employees and employing 'innovative management techniques'. Both these are possible only through empowerment of employees empowerment is possible through effective implementation of labour welfare measures. Their expectations are different, they have different values and norms, and they are certainly more competent and more informed than the employees in the past. While these can be great asset to the organisations, they become problems too if the organization is not able to provide welfare measures properly.

In this study an attempt is made to discussion the labour welfare measures prevailing in the Selected Public Sector Undertakings in Dharmapuri District. While making such an analysis, emphasis is given to see the awareness of employees about labour welfare measures, employees' opinion about the existing labour welfare measures, the extent to which these welfare measures have been introduced so far in the selected units, differences in opinion among employees in relation to labour welfare measures, when they are grouped on the basis of the cadre and gender of the respondents. This chapter is divided into the following sub-sections.

- (1) Employees' Awareness of Statutory Labour Welfare Measures
- (2) Implementation of Labour Welfare Measures
- (3) Employees' Satisfaction about the Existing Labour Welfare Measures
- (4) Gender of the employees and their Satisfaction with Labour Welfare Measures

AWARENESS OF LABOUR WELFARE

The employees and their unions are demanding for more and more labour welfare facilities, many of them are either totally or partially ignorant of its statutory position. In order to get an idea about the degree of employees' awareness of labour welfare facilities, a test has been conducted through the interview schedule. Four labour welfare measures were given to them without mentioning whether they are statutory or not. The employees were requested to identify the statutory labour Welfare measures.

On the basis collected opinion from the labours can be stated that 69.6 and 69.4 per cent of the factory workers and office staff are partially aware of the legal position of the labour welfare measures. In the case of supervisory staff 64.0 per cent are partially aware and 16.0 per cent are fully aware of the legal position of labour welfare measures. 15.2 per cent of factory workers and 24.2 per cent of the office staff are fully aware of this fact. Regarding executives, 40.0 per cent have partial awareness and 50.0 percent have full awareness. On the above basis it can be concluded that executives are more aware of labour welfare measures than the other three groups. As far as supervisors are concerned they have least knowledge of the statutory aspects of welfare measures.

DRINKING WATER

As per Section 18 of the Factories Act, every factory has to make effective arrangements for sufficient supply of wholesome drinking water. During hot season cool water must be provided. Provision of drinking water is one of the most important welfare measures. It is essential for maintaining the health and energy of the workers at work place.

Out of the total 75 respondents who have agreed that there is provision for drinking water facilities in their Undertaking, 44.1 per cent have good opinion and 27.9 per cent have very good opinion about this facility. But, 11.3 per cent of such respondents have bad or very bad opinion about the facility of drinking water. The satisfaction level of employees in this respect is quantified in this respect is more than the level of satisfaction of employees in the Public Sector Undertakings is above average. The average score in this respect is higher for supervisors and executives. Here also the of factory workers and office staff are lower.

SANITARY FACILITIES

Section 19 of the Factories Act made it mandatory that sufficient latrine and urinal accommodation of prescribed types, conveniently situated, have to be provided separately for male and female workers. Employees' opinion about sanitary facilities available in their Undertakings.

As per the table respondents reported that they have sanitary facilities in their Undertaking. Their responses relative to its quality have been analysed in the above table. 11.7 per cent of them have poor or very poor opinion and another 25.5 per cent have average opinion in this respect. 62.7 per cent of the respondents have either good or very good opinion. As per the table, it can be inferred that the level of employees' satisfaction with sanitary facility is also above average. In this case also executives and supervisors have more positive opinion than office staff and factory workers.

LUNCH ROOM

Lunch rooms are an elementary feeding facility where, with a few chairs and tables, workers can sit and eat in comfort the food they have brought from home. According to the Factories Act, 1948 every factory employing 150 or more workers should provide a lunch room with the provision of drinking water. As per the dominant group that is 50.9 per cent of the sample respondents have good opinion about lunch room facilities in their Undertakings. Another 21.2 per cent have very good opinion also. Only about 13.5 per cent of the total respondents stated as negatively. From this it could be seen that the average score relative to employees' satisfaction with lunch rooms is above average. In the supervisors have more favorable opinion than factory workers and office staff's.

CONCLUSION

It is concluded that, the employees in Public Sector industries are only partially aware of statutory welfare measures. Measures of Health and Infrastructures like safe drinking water, sanitary and food facilities are the most essential statutory welfare measures, majority of the employees are not satisfied with the overall implementation of statutory as well as non statutory facilities. Male employees in Public Sector Undertakings are more satisfied than female employees in respect of welfare measures existing in their organisations.

The Public Sector Undertakings are not providing some of the welfare measures which are thought to be essential for the industrial peace and prosperity. The Government agencies which have the responsibility to look after the well being of the industrial workers are not doing their duties sincerely. The majority of the employees are not aware of the legal aspects of labour welfare measures and they are satisfied with the present minimum facilities. Executives and supervisory staff have more awareness than office staff and workers regarding statutory welfare measures. Similarly, Male employees are more satisfied than Female employees. So it can be concluded that welfare measures in Public Sector Undertakings are not adequate and overall satisfaction level of employees with respect to welfare measures are not up to the mark. It is sincerely hoped that the welfare concept will help the industrial community better, in future, to maintain harmonious industrial relations and lasting industrial peace, to tackle effectively the resultant problems of social transition, and to strive for and attain human welfare.

REFERENCES

1. Adam. R.J. "All aspects of people at work – A study of labour and labour management", IMLR press, INC. 1993.
2. Agnihotri M. "Labour welfare Activities and its impact on Labourer behaviour, Ph.D. Thesis, G.K. University, Haridwar, 2002.
3. Armstrong, M., *A handbook of Human Resource Management*, Greywal Publishers, 1990.
4. Chopra R.N, "Public sector in India", its performance profitability and Industrial Relations", intellectual publishing house, New Delhi, 1996, P. 117.
5. International Labour Organisation, *Welfare Facilities for Workers in Industry in Western Europe*, MEWEL, Geneva, 1964.
6. Jain, Ratna Kumar., *Management of State Enterprises in India*, A study of the Organisation and Management of Public Enterprises in India, Mankad Publishers, Bombay-1967
7. Jain, S.B., *Management and Role of Public Enterprises*, Indo-French Experience, Vol-II, Bureau of Public Enterprises, New Delhi, 1986.
8. Joseph Injodey and Binoy Joseph, "Labour welfare in India", Journal of Workplace Behavioral Health, Taylor and Francis Group; LLC, 2009.
9. Ministry of Finance, Government of India, *Economic Survey-Variou Issues*. New Delhi.
10. Pandit Manohar and Radhika, "Public sector in India", Atlantic publishers, New Delhi, 1987, P. 53.