

LEVEL WELFARE IN INDUSTRIES OF RAJASTHAN “A CASE OF JODHPUR DISTRICT”

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ANALYSIS:

A Sample of 150 individuals working in different industries of Jodhpur has been taken.

LABOR WELFARE: Details of Welfare measures observed is as follows:

Housing Facility: Only 44% Employers give house facility to their employees further it is interesting to know that only 10% Employers provide telephone facility to their employees.

Conveyance Facility: 88% Employers gives Conveyance Facility to and fro from workplace to house Conveyance Facility to their employees which is not a significant number.

57% Employers gives uniform facility without washing allowances to their employees this shows that welfare standards in terms of facility are below the normal standards in Jodhpur district.

Working Hours: If we look at the working hours most of the employers (59%) takes nine hours (4+1+4hrs) works from their workers. Only 6% Employers takes 5hours (2+1+2hrs) works from workers and remaining 43% Employers takes 7 hours (3+1+3hrs) work from their workers, If we analyse the work taken by the employers from their workers it is more than standards hours (7, 8 hrs) that could be taken from the employees so on this counter also workers are exploited in jodhpur district of Rajasthan.

Lunch: It is verified that Only16% employers provide with lunch to their employees at the workplace and rest 84% do not provide with lunch to their employees at the workplace This means Employers are not lavish enough to give lunchboxes as an encouragement to workers.

Equipments: It is clear from the replies that More than 19% Employees have to carry routine equipment along with them to their work place and 81% employers supply equipment to their workers here Employers supply equipment to their worker is a good thing.

Technology: It has been come out that 57% employers are using obsolete technology and only 43% are using latest technology this is worth nothing, means latest technology is not popular or not adopted easily in Jodhpur district.

Quality: In our survey 125 Workers told that quality of equipment is good while 25 Workers told that quality of equipment is excellent hence it is good.

Safety Measure: A good standard of safety is maintained as 92% industries are observing safety measure at work place only 8% industries are not observing safety measure at work place it leads to a good follow up of working concept.

Recreation facility: 12% industries have recreation facility at work place and 88% industries have no recreation facility at work place. Hence it is poor at this place.

Drinking Water: All 100% industries keep drinking water at work place for their employees this shows that Labour concern in the mind of employers but at the same time employees are quite at purity of drinking water.

Payments: Responses verify that only 19% industries make payment to their workers as per prevailing payment of wages acts and 81% industries do not make payment to their workers as per prevailing payment of wages acts. This is a poor situation not to be overlooked & Government should come forward with strict action against employers not paying appropriate payment to the workers. Payment standards are not good for the worker.

Staff welfare: 43% Employers are maintaining staff welfare fund for betterment of workers, rest 57% do not maintain staff welfare fund for betterment of workers. It is a situation which shows dilution of staff concern in the mind of employers.

Education assistance: The analysis witnessed that 41% provides with education assistance for the children of workers and 59% do not provide education assistance for the children of workers.

Recognition of works: Only 32% industries recognize the work done by worker and give away awards from time to time but rest in 68% industries employers do not appreciate the work done by worker this again is an indication of dilute concern of workers by the management of the industries.

Post death: The replies given by employees to our questionnaire verifies that 31% Employers take interest in the family of employees after their death, rest 69% of the

employers do not take interest in the family of employees after death. It is dangerous as employee would be totally in secured after his death.

Post death assistance: The Post death assistance whatever is given by 50% employers is again not sufficient enough so this is a bad condition from the view point of welfare concept.

Development and Training: It is further clear from the responses that only 50% of the employers are running training and development programme for maintaining the efficiency and skill in workers rest are not running training and development programme for maintaining the efficiency and skill in workers. Thus worker would remain stuck hold without any chance of enhancement.

Leave: If we analysis the leave encashment given to employees, Only 40% employers provide with leave encashment facility to their workers and all of the employees are government employs so no private employers provide leave with encashment facility to their workers which is a point to think about by Policy maker.

SUMMARY TABLE:

WELFARE MAINTAINED IN DIFFERENT SECTORS

Welfare	Public government undertaking (%)	Private undertaking (%)	Cooperative Sector (%)
Housing Allowance	40	4	-
Convince allowance	30	45	10
Working Hours(As per law)	80	15	60
Lunch Facility	4	10	2
Equipment	80	10	3
Technology	50	8	5
Safety measure	90	90	85
Post Death	95	0	5
Recreation Facility	2	1	1
Drinking Water	100	100	100
Payments of wages	25	1	1
Staff welfare	2	-	-
Recognition of works	10	-	-
Leave	80	20	20
Exploitation	50	85	85

We have reached to the conclusion from above Responses that most of the industries of Jodhpur district do not follow a good level of welfare standards from the view point of safety measure, salary payments, training development and their recreation. It is very much clear that no Private employer take pain to look after the family members after the death of employee the situation is very awkward when we look at the salary payment of the employees, particularly in private sector that employees are being paid even lesser amount to meet their day to day meal requirement. More ridiculous situation arises when we look at health care and recreation facility of the employees.

The welfare standards are not satisfactory as nothing is done by the employer for the health care and medical facility by the employees. The allowances in most of the institutions are not being paid to the employees and at the same time the poor employees have to work more than normal working hours. It seems that the government machinery is not taking suitable step to stop such ill and unlawful practices by the employers against employees.

Development and training of the employees is an integral part of employment condition for employees better know where for the employees with in their job get an opportunity for increasing their skill and efficiency. The promotion schemes are not well defined in the district jobs.

It is therefore very interesting to know the poor condition of the employees that they could not reveal their grievances against the management to the any body else that is why no employees responded Q NO 22 of the Questioner

SUGGESTION: After having analyzed, observed and paid, serious attention on the working condition of workers in Jodhpur district we would like to put up certain suggestion for policy maker and related authorities.

First of all, employees should be paid their salary according prevailing laws and if they are not then the action should be taken against the employers paying lesser salary.

Secondly, employers must pay the requisite allowances along with salary such as house rent allowances, dearness allowances, medical allowances etc so as to meet at least their routine expenditure.

Thirdly, Increment and promotion after reasonable completed service must be given to employees for betterment of the future with the job they are engaged in. The government machinery should keep a watch that employees should consider the recognition of services of the employees or not.

Fourthly, about the working hours, a common standard must be set and apply to all employment so that no management can exploit by taking more work than their physical capacity.

Sixthly, it is seen that health check up of worker is generally not done by employers in the district; at least monthly check up must be provided with by the government of the state to take care about the health of employees

Seventhly, we would like to request the management to maintain new equipment at the work place so that the employees can do their work smoothly.

Eighthly, Safety measure at the work place must be sufficient enough to ensure life security of the employees and water purifier must be confirmed.

Ninthly, after death of employee, the care of family members of the employees must be a binding on employers so that the responsibility of employee towards their family members is not eroded.

Tenthly, It is again seen that employees in jodhpur district do not have any recreation and entertainment facility to maintain health and skill of the employees therefore suggestion for this can be forwarded to the authority to be taken care of.

Lastly, we would like to make strong recommendation employees to reveal their grievances, pains, problems, before higher authority and even before public administration for their proper solution.

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