A Study On Labour Welfare Measures In Chettinad Cement Corporation Limited - With Special Reference To Puliyur, Karur District, Tamilnadu

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Abstract:

*International Labour Organisation (ILO) at its Asian regional Conference, defined labour welfare as a term which is understood to include such services, facilities and amenities as may be established in or in the vicinity of undertaking to enable the person employed in them to perform their work in healthy, and high morale.*

**Keywords:** Labour, Cement, Industry, Corporation etc.

Introduction:

Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration. The welfare measures need not be in monetary terms only but in any kind/forms. Employees welfare includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families.
Definition:

According to Arthur James Todd: “Labour welfare means anything done for the comfort and improvement, intellectual and social, of the employees over and above the wages paid which is not a necessity of the industry”.

History of Cement Industry:

An early version of cement made with lime, sand and gravel was used in Mesopotamia in the third millennium B.C and later Egypt. It is uncertain where it was first discovered that a combination of hydrated non-hydraulic lime and pozzolan produces a hydraulic mixture, but concrete made from such mixtures was first used by the Ancient Macedonians and three centuries later on a large scale by Roman engineers. They used both natural pozzolans (trass or pumice) and artificial pozzolans (ground brick or pottery) in these concretes. Many excellent examples of structure made from these concretes are still standing notable the huge dome of the Pantheon in Rome and the massive Baths of Caacalla. The vast system of Roman aqueducts also made extensive use of hydraulic cement.

Although any preservation of this knowledge in literature sources from the Middle Ages is unknown, medieval masons and some military engineers maintained an active tradition of using hydraulic cement in structures such as canals, fortresses, harbors, and shipbuilding facilities. The technical knowledge of making hydraulic cement was later formalized by French and British engineers in the 18th Century.

History of Cement Industries in India:

Cement Industry in India is on a roll at the moment. Driven by a booming real estate sector. Global demand and increased activity in infrastructure development such as state and national highways, the cement industry has witnessed tremendous growth. Production capacity has gone up and top cement companies of the world are vying to enter the Indian market, thereby sparking off a spate of mergers and acquisition. Indian cement industry is currently ranked second in the world.

The origins of Indian cement industry can be traced back to 1914 when the first unit was set up Porbandar with a capacity of 1000 tones. Today cement industry comprises of 125 large cement plants and more than 300 mini cement plants. The cement Corporation of India, which is a Central Public Sector Undertaking, has 10 units. There are 10 large cement plants owned by various State Governments.

Tamil Nadu Cement Industries:

Tamilnadu Cements Corporation Ltd., (TANCEM), a wholly owned Government of Tamilnadu undertaking, started business from 1st April 1976 with an authorized share capital of Rs.18 cores taking over cement plant at Alangulam and setting up another plant at Ariyalur in the year 1979.
TANCEM, as its expansion and conversion activities, set up Asbestos Sheet unit at Alangulam during 1981. TANCEM also took over during 1989, a Stoneware pipe plant from TACEL with a view to provide employment to the retrenched employees.

TANCEM has, thus become a multi plants, multi location and multi products company with an annual turnover of around Rs.250 crores and the authorized capital as of now is Rs.37.43 Crores.

The company has its main objective in production of cement and cement based products and primarily cater to the needs of Government departments. Lime stone being the main raw material, the company acquired and reserved enough limestone bearing lands in and around Alangulam and Ariyalur which are sufficient to run the cement plants for decades to come. Hence, role of TANCEM in the development of state is immense.

Labour Welfare Measures

A. Welfare measures inside the work place and

B. Welfare measures outside the work place

A. Welfare measures inside the work place:

1. Conditions of the work environment:
   i. Neighborhood safety and cleanliness
   ii. Housekeeping: up keeping of premises
   iii. Workshop (Room) sanitation and cleanliness: temperature, humidity, ventilation, lighting, elimination of dust, smoke, fumes, gases etc.,
   iv. Control of effluents.
   v. Convenience and comfort during work that is operative's posture, seating arrangements
   vi. Distribution of working hours and provision for rest hours, meal times and breaks.
   vii. Workmen's safety measures, that is maintenance of machines and tools, fencing of machines, helmets, aprons, goggles, and first-aid equipments.
   viii. Supply of necessary beverages, pills and tablets like salt tablets, milk, soda etc.,
   ix. Notice boards: posters, pictures, slogans, information or communication.

2. Conveniences:
   i. Urinals and Lavatories, wash basins, bathrooms, provisions for spittoons: waste disposal.
   ii. Provision of drinking water, water coolers
   iii. Canteen services: full meal, mobile canteen
   iv. Mobile phones and e-mail facilities.
v. Management of workers' clock rooms, rest rooms, reading rooms, and sectional library.

3. **Worker's health Services:**
   i. Factory health centre, Dispensary, ambulance, emergency aid, medical examination for the workers.
   ii. Health education, family planning, Awareness programme on HIV - AIDS.

4. **Women and Child Welfare:**
   i. Antenatal and postnatal care, maternity aid, creche and child care
   ii. Women's general education: family planning services,
   iii. Separate services for women workers, that is lunch rooms, urinals, rest rooms,
   iv. Women's recreation (indoor)

5. **Worker’s Recreation:**
   Indoor games: strenuous games to be avoided during intervals of work

6. **Employment Follow up:**
   Progress of the operative in his/her work: his/her adjustment problems with regard to machines and work load, supervisors and colleagues: Industrial counseling.

7. **Economic Services:**
   Co-operative, loans, financial grants, thrifts and savings scheme: budget knowledge, un employment insurance, Health insurance, Employment bureau, profit - sharing and bonus schemes: transport services, Provident fund, gratuity and pension, reward and incentives: workmen's compensation for injury: family assistance in times of need.

8. **Labour Management Participation:**
   i. Formation of various committees like works com. safety com. Etc.,
   ii. Consultation in welfare area, in production area, in the area of administration, in the area of public relation.
   iii. Workmen's arbitration council/quality council

9. **Worker's Education:**
Literacy classes, skill based training, adult education, social education, daily news review, factory news bulletin, quality education etc.

B. Welfare measures outside the work place:

i. Housing: Bachelor's quarters, family residences according to types and rooms.
ii. Water, sanitation and waste disposals.
iii. Roads, parks, recreation and playground.
iv. Schools: Nursery, Primary, secondary and high schools.
v. Markets: Co-operatives, consumer and credit societies.
vi. Bank and ATM
vii. Transport.
viii. Communication, post, Telegraphic, Internet, Telephone, Etc.,
ix. Health and medical services: dispensary, emergency ward, out-patient and inpatient care, family visiting, family planning.
x. Recreation: Games, clubs, craft centers, cultural programmes, study circle, open air theatre, swimming pool, athletics, gymnasium etc.,
xii. Community leadership development: council of elders, women's association/Clubs, youth clubs, etc.,

Conclusion:

Analysing the whole data it can be stated that the overall satisfaction levels of an employee about welfare measures in the organisation cover under study is satisfactory. However, a few are not satisfied with welfare measures provided by the organisation. Therefore it is suggested that the existing welfare measures may be improved further. Such welfare measures enrich the employee's standard of living and their satisfaction levels. The acts provides for welfare facilities mainly for adequately screened washing facilities, drying, sting places, fist-aid or medical, crèches etc., to the employees in this industries.

Reference:


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