

## **CHAPTER-9**

### **WELFARE**

9.1 In order to ensure the welfare of workers, appropriate provisions have been made under Section 42 to 50 of the Factories Act, 1948. Under Section 46 State Governments are empowered to frame Rules requiring that in every factory, wherein more than two hundred fifty workers are ordinarily employed, a canteen shall be maintained by the occupier for the use of workers. Similarly, Section 47 envisages that every factory, wherein more than one hundred fifty workers are ordinarily employed, adequate and suitable shelters or rest rooms and lunch rooms with the provision of drinking water, where workers can take meals, should be provided and maintained for the use of workers. Section 48 provides that every factory, wherein more than thirty women are ordinarily employed should provide and maintain a suitable room for the use of children below the age of six years of such women workers. Section 49 provides that the occupier of the factories employing 500 or more workers should appoint such number of welfare officers as may be prescribed under the Act. The information relating to canteens, creches, shelters, lunch rooms and welfare officers by States and Industries for the year 2004 has been presented in Table 8.1 and 8.2. Majority of the factories in all the States / U.Ts. even though all of them were not statutorily required to provide Canteen, Creche and Shelter or rest rooms etc, provided these facilities.

Information regarding various welfare facilities as furnished by different States and Union Territories in their reports on the working of the Factories Act, 1948 is furnished in the following paragraphs:

#### **ANDHRA PRADESH**

9.2 Of the total factories required to provide canteen facility under Section 46 of the Factories Act, 94.10 per cent factories provided this facility to their workers. Similarly, under Section 47, of the Factories Act, of the total factories required to provide shelters, rest rooms and lunch rooms 93.55 per cent factories has reported providing these facilities whereas 81.07 per cent of the total factories employing more than 30 women workers and required to provide creches under section 48 have complied with the requirement.

#### **ASSAM**

9.3 The welfare amenities like canteen, shelters, rest rooms, crèches etc. were provided in some of the factories as a statutory requirement while some other units have also provided these amenities though not statutorily bound.

#### **GOA**

9.4 During the year 2004, of the total factories required to provide canteen facility under section 46 of the Factories Act, 90.91 % factories provided this facility to their workers. Under Section 47, of the Factories Act, shelters, rest rooms and lunch rooms were provided by 86.05 per cent of the factories out of total factories required to provide. Out of total factories employing more then 30 women workers only 5.08 per cent factories have provided crèches under Section 48.

## **HARYANA**

9.5 Adequate facilities for storing, washing and drying of clothing etc. were not provided by some factories. The Inspectorate staff continued to take persuasive and legal steps to implement these provisions which are to be made in the beginning when factory building plans are submitted to the Chief Inspector of Factories for approval. Various welfare provisions such as first aid appliances, canteens, rest rooms and lunchrooms and crèches etc., have been implemented satisfactorily. However, in case of providing of Crèches due to space constraints, compliance particularly in Gurgaon was not found satisfactory.

## **ORISSA**

9.6 As per the requirement of section 46 all the factories provided canteens. Similarly as envisaged under Section 47 all the factories had provided shelters, rest rooms and lunch rooms. Under section 48, as per the requirement of the act, out of total factories required to provide crèches 69.23 per cent factories provided this facility.

## **TRIPURA**

9.7 Over all compliance in implementing various welfare provisions was satisfactory. Only two factories were required to maintain canteen facility and provide shelters, rest rooms and both the factories met these requirements. One factory employing more than 30 women workers provided crèche under Section 48 of the Factories Act.

## **CHANDIGARH**

9.8 It had been observed that some factories did not provide adequate facilities for storing, washing and drying of clothings, etc. The Inspectorate Staff continued to take persuasive and legal steps to implement the provisions. The management had generally provided first aid boxes. As required under section 46 of the Factories Act, the factories have provided canteens for their workers. It is worthwhile to mention that even the managements of small units were providing free tea to their workers twice a day. The implementation of the provisions regarding Shelter & rest room ( Section, 47), creches ( Section-98) and Welfare Officers ( Section-49) found to be quite satisfactory.

## **TAMIL NADU**

9.9 Washing facilities as prescribed under the Act and rules framed there-under were provided in almost all the factories . The Inspectorate has been continuously educating the management to improve the standards. Managements of factories coming under industries like Engineering. Chemical etc have provided lockers to workers to keep their clothes. Some of the big factories are maintaining High Schools.

Elementary schools and making donations to schools and catering to children of the workers to provide catering facilities . Apart from the facilities provided by the Employees State Insurance Scheme, Some of the factories, including those areas where the scheme has not been implemented, provided medical facilities to their workers. During the year 2004 , out of the total factories required to provide canteen facility under Section 46 of the Factories Act, 97.46 percent factories provided this facility to the workers. Similarly, under Section 47 of the Factories Act, of the total factories required to provide shelters, rest rooms and lunch-rooms 99.46 per cent has reported providing these facilities where as 86.20 per cent of the total factories employing more than 30 Women workers and required to provide creches under Section 48 has fulfilled this requirement.